

Retirement at UGA

2025

*University Human Resources
Benefits and Well-being Department*



UNIVERSITY OF
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University System of Georgia/ University of Georgia Retirement

University System of Georgia (USG)/UGA

- Employed by USG for the last 10 years, in a regular, benefited position (75% time or more) and have attained age 60
- At least 25 total years of benefited service with State of Georgia sponsored retirement plan, and of which the last 5 years of employment must have been continuous and with USG (Regular, benefited position)
- At least 30 total years of benefited service established with a State of Georgia sponsored retirement, of which the last 5 years must have been continuous with USG (Regular, benefited position)
- Approved for total and permanent disability through SSA or TRS, following 10 years of continuous service with USG in a benefited position.



Continuation of Benefits in Retirement

- Healthcare
- Dental
- Vision
- Basic life insurance (\$25,000) – no cost
- Supplemental life insurance (up to maximum of \$15,000)
- Spouse life insurance (\$5,000)
- Child life insurance (\$5,000) up to age 26



USG will not allow a retiree to re-enroll in a benefit if the retiree ever drops the coverage in retirement!



USG Benefits in Retirement

• Healthcare

- Coverage defaults to the same plan you were enrolled in as an active employee, if retiring pre-65
 - Retiree is billed for premiums through OneUSG Connect – Benefits
- Coverage, when retiring at age 65+, will transition to the Alight Retiree Health Solutions (ARHS) platform.
 - USG will provide annual contribution to a Health Reimbursement Account (HRA)

• Healthcare Years of Service Chart

- Applies to retirees hired on or after January 1, 2013
- The employer contribution for retiree healthcare is based on years of service with USG

Years of service chart for retirees

For retirees hired on or after January 1, 2013, the employer contribution for retiree healthcare will be based on years of service with USG. This chart applies to:

- pre-65 retirees enrolled in a USG healthcare plan; and
- USG retirees 65 and older enrolled in a supplemental plan through Alight Retiree Health Solutions. As a post-65 USG retiree, your healthcare benefit is an annual employer contribution into an HRA that can help you pay for your healthcare premiums, Medicare Part B costs and other qualified expenses.

To calculate your USG retiree healthcare premium or HRA amount, please visit benefits.usg.edu/retiree-premiums to use the online Retiree Healthcare Contribution Calculator.

Retirees enrolled in USG retiree benefits	Employer contribution
30 or more years of service	100% of employer contribution
29	97%
28	94%
27	91%
26	89%
25	86%
24	81%
23	77%
22	73%
21	69%
20	64%
19	60%
18	56%
17	51%
16	47%
15	43%
14	39%
13	34%
12	30%
11	26%
10	21%
Fewer than 10 years	0%

If employee meets Board of Regents retirement eligibility requirements, USG will recognize former state service as years of service for the employer contribution.

As a retiree, you must be enrolled in Medicare parts A and B and at least one plan (Medicare Supplement, Medicare Advantage or Medicare Prescription) through Alight Retiree Health Solutions to receive the annual employer contribution to your Health Reimbursement Account (HRA).



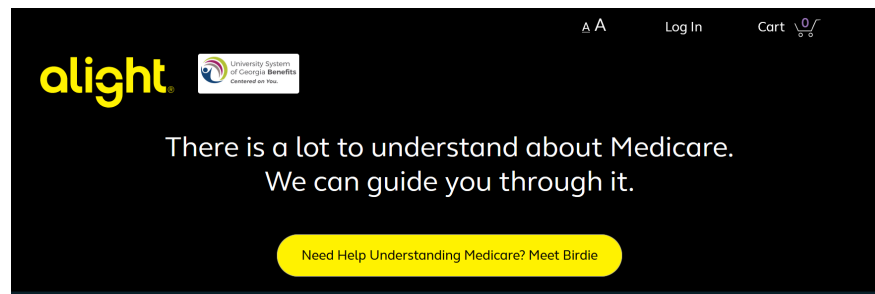
Benefits Planning

- Benefits on retirement date → Benefits carried into retirement
 - Plan 1 to 2 open enrollments prior to retirement date
- Moving out of Georgia or traveling more?
 - Consider changing to the Consumer Choice HSA or Comprehensive Care plans
- Retirees pay the same rate on benefits as active employees (if hired before 1/1/13)
 - Rates may change at open enrollment
- If enrolled in Health Savings Account, evaluate HSA funding near age 65
 - Not permitted to be enrolled in Medicare and contributing to an HSA account



Healthcare Age 65+

- At age 65, retirees and their covered spouse are eligible to receive a contribution for supplemental Medicare premiums through a Health Reimbursement Account (HRA)
- To be eligible to receive reimbursement, retirees must:
 - ☐ Enroll in Medicare Part A
 - ☐ Enroll in Medicare Part B
 - ☐ Elect medical or pharmacy plan on Alight Retiree Health Solutions (ARHS)
 - ☐ Be enrolled in USG benefits at age 65 (or at retirement)
 - ☐ Be eligible to continue USG benefits into retirement



Medicare

- Enroll in Medicare Part A beginning at age 65 (some are automatically enrolled)
- Must apply for Medicare Part B
- If **actively employed** and covered under a USG medical plan, you may delay enrollment in Medicare until retirement. USG plans are Creditable Coverage for Medicare Part A, B, and D (i.e. no penalties for delayed enrollment)
- **Always call Social Security to discuss your personal situation, or if delaying enrollment at 1-800-772-1213**
- You may not enroll in Medicare and contribute to a Health Savings Account!



Dependents under age 65

The retiree rates below apply to **non-Medicare-eligible pre-65 retirees** and their covered dependents who were hired with USG **before January 1, 2013**, and meet the definition of a USG retiree as defined by the Board of Regents policy 8.2.8.2 or the Career State policy 8.2.8.4.

Additional information is located at benefits.usg.edu.

Type of premium	2025 monthly costs			
Non-Medicare eligible	Consumer Choice HSA	Anthem Comprehensive Care	Anthem BlueChoice HMO	Kaiser Permanente HMO
Non-Medicare retiree only	\$97.72	\$220.00	\$273.78	\$206.16
Employer	\$617.78	\$617.78	\$617.78	\$501.44
Total rates	\$715.50	\$837.78	\$891.56	\$707.60
Non-Medicare spouse only	\$144.60	\$279.14	\$338.30	\$255.32
Employer	\$642.44	\$642.44	\$642.44	\$452.28
Total rates	\$787.04	\$921.58	\$980.74	\$707.60
Child(ren) only	\$109.98	\$207.82	\$250.84	\$189.40
Employer	\$462.42	\$462.42	\$462.42	\$376.68
Total rates	\$572.40	\$670.24	\$713.26	\$566.08
Non-Medicare retiree + child(ren)	\$207.70	\$427.82	\$524.62	\$395.56
Employer	\$1,080.20	\$1,080.20	\$1,080.20	\$878.12
Total rates	\$1,287.90	\$1,508.02	\$1,604.82	\$1,273.68
Non-Medicare spouse + child(ren)	\$254.58	\$486.96	\$589.14	\$444.72
Employer	\$1,104.86	\$1,104.86	\$1,104.86	\$828.96
Total rates	\$1,359.44	\$1,591.82	\$1,694.00	\$1,273.68
Non-Medicare retiree + Non-Medicare spouse	\$242.32	\$499.14	\$612.08	\$461.48
Employer	\$1,260.22	\$1,260.22	\$1,260.22	\$1,024.48
Total rates	\$1,502.54	\$1,759.36	\$1,872.30	\$1,485.96
Family (Non-Medicare retiree + Non-Medicare spouse + child(ren))	\$346.18	\$713.04	\$874.38	\$659.26
Employer	\$1,800.32	\$1,800.32	\$1,800.32	\$1,463.52
Total rates	\$2,146.50	\$2,513.36	\$2,674.70	\$2,122.78



Supplemental Retirement Plans and Resources

Supplemental Retirement Plans

All employees are eligible



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Supplemental Retirement Plans	403(b)	457(b)
Pre-tax Option	Yes	Yes
Roth (Post Tax Option)	Yes	Yes
Annual Contribution Limit (2025)	\$23,500	\$23,500
Catch-Up Contributions (Age 50+)	\$7,500	\$7,500
Catch-Up Contributions (Age 60-63)	\$11,250	\$11,250
All plans can choose to invest with 1 or all of the following companies: Fidelity, TIAA, and Corebridge.		

How to Enroll in 403(b) and 457(b) Plans

Enrollment is open year around through OneUSG Connect Employee Self Service

- Select “Benefits” from the Employee Self Service Page
- Select the **My Retirement@Work** tile
- Set up contributions
 - Choose pre-tax or Roth
 - **New Feature – Auto Increase**
 - Allows employees to choose to have contributions automatically increase by \$ or % on specified interval i.e. monthly, semi-annual and annual
- Set up account with retirement vendor

Detailed guide available at:

<https://benefits.usg.edu/retirement-and-savings-plan/403b-and-457b-plans>



Retirement Resources

- Retirement Vendors for Supplemental Retirement Plans and Optional Retirement Plan

Corebridge Financial

- 1-800-448-2542, weekdays, 8:30am – 5:30pm ET
- usg.corebridgefinancial.com

Fidelity

- 1-800-343-0860, weekdays, 8:00am – 9:00pm ET
- netbenefits.com/usg

TIAA

- 1-844-230-7524, weekdays, 8:00am - 8:00pm ET
- TIAA.org/usg



CAPTRUST

Need help deciding which supplemental retirement plans are right for you?

Are you on track to achieve your financial goals for retirement?

Schedule an appointment with a CAPTRUST advisor

- online at captrustadvice.com/scheduler/
- Via phone at 1-800-967-9948



Mandatory Retirement Plans

Optional Retirement Plan (ORP)

Optional Retirement Plan (ORP) Details

- Available to exempt employees only
- Must enroll within first 60 days of employment
- Defined contribution plan
 - Employee – 6% Employer – 9.24%
- 100% vested day one
- Individual control over investment election
 - Corebridge
 - Fidelity
 - TIAA
- Retirement withdrawals are dictated by the retiree, not a pension.
- 100% of the funds can be transferred at separation.



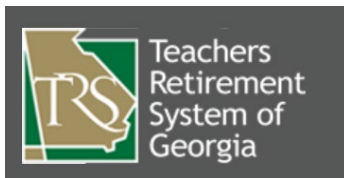
Teachers Retirement System of Georgia



Teachers
Retirement
System of
Georgia

Teachers Retirement System of Georgia (TRS)

- **Service Retirement:** 30 years of creditable service regardless of age OR 10 years of creditable service and age 60
- **Early Retirement:** Under age 60 with at least 25 years of creditable service (penalty applies).
- **Disability Retirement:** 10 years of creditable service (cannot perform job)



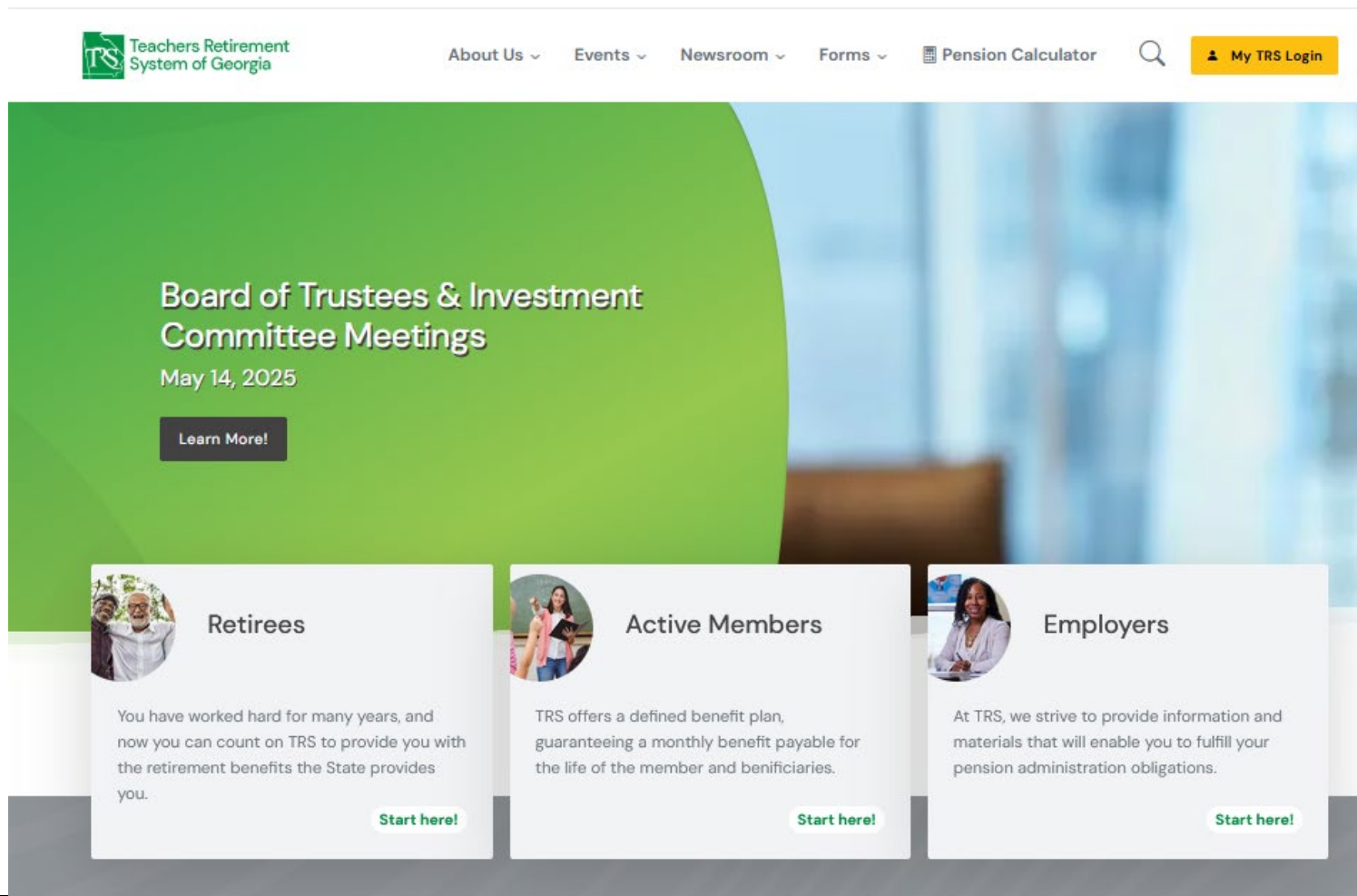
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Teachers Retirement System of Georgia (TRS)

trsga.com



The screenshot shows the homepage of the Teachers Retirement System of Georgia (TRS). At the top, there is a navigation bar with the TRS logo on the left and several menu items: "About Us", "Events", "Newsroom", "Forms", "Pension Calculator", a search icon, and a "My TRS Login" button. The main content area features a large green banner for "Board of Trustees & Investment Committee Meetings" scheduled for May 14, 2025, with a "Learn More!" button. Below this, there are three white boxes with rounded corners, each representing a different user group: "Retirees", "Active Members", and "Employers". Each box contains a circular profile picture, a brief description of the services provided, and a "Start here!" button.


Teachers Retirement System of Georgia

About Us ▾ Events ▾ Newsroom ▾ Forms ▾ Pension Calculator 🔍 [My TRS Login](#)

Board of Trustees & Investment Committee Meetings

May 14, 2025


[Learn More!](#)



Retirees

You have worked hard for many years, and now you can count on TRS to provide you with the retirement benefits the State provides you.


[Start here!](#)



Active Members

TRS offers a defined benefit plan, guaranteeing a monthly benefit payable for the life of the member and beneficiaries.

[Start here!](#)



Employers

At TRS, we strive to provide information and materials that will enable you to fulfill your pension administration obligations.

[Start here!](#)



Logging into your TRS account:

Account Login

TRS Account features

Active Members

- Designate or update your TRS beneficiaries.
- Generate a Benefit Estimate
- Apply for Refund of Contributions
- Calculate Refund Buyback
- Apply for Retirement
- Appointment / Event Registration
- Manage my Account
- Download My Annual Member Statement
- Upload / Download Documents
- Request a Service Purchase Calculation

Retiree

- View My Payment Information
- View My Payment History
- Update My Direct Deposit Information
- Update My Tax Withholdings
- View My 1099R
- Manage my Account
- Benefit Verification Letter
- Upload / Download Documents
- Appointment / Event Registration




Are you an Active Member or Retiree?

 [Register Now!](#)

Already have an account? [Log in Here!](#)



Are you an Employer?

 [Employer Portal Login](#)

Need an employer account? [Register here!](#)

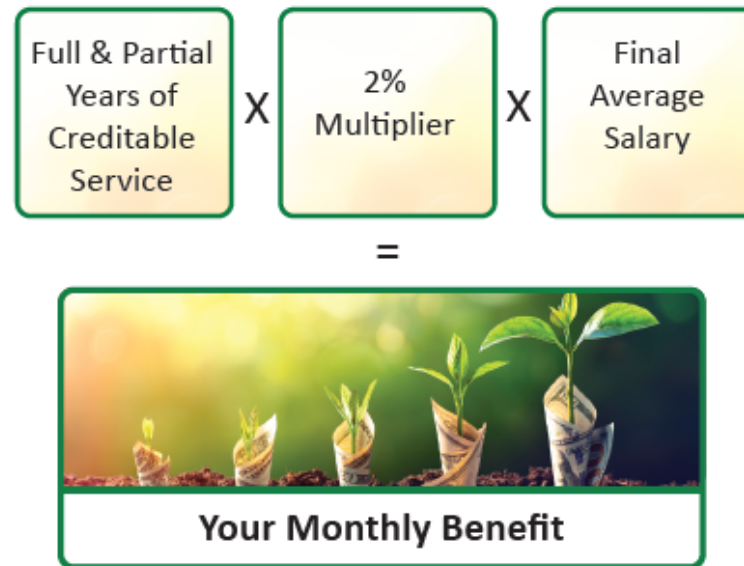


Teachers Retirement System of Georgia (TRS)

RETIREMENT BENEFIT FORMULA

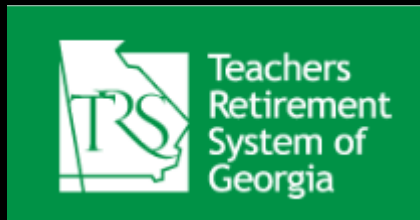
Service Retirement

Your benefits from TRS are calculated by using the percentage of salary formula. Simply stated:



(Your final average salary is your highest 2 consecutive years of salary from membership service)

TRS Retirement Estimates



- **Option 1**
Generate your own retirement estimate on TRS website
- **Option 2**
UGA Human Resources
Phone: (706) 542-2222
Request a pre-retirement appointment
- **Option 3**
Call TRS to schedule an appointment
(404) 352-6500

Create your own estimate

My Accounts

Welcome, Uga

Last vi:

Instructions: Please select the account you wish to view from the list below.

Active Member Beneficiary Account for Uga

View

My Account Summary

Below is a summary of your TRS account. This account summary is subject to audit and adjustment. To print a copy of this summary, click the Print link at the top right of this page. If you have any questions, please contact a TRS Customer Service Representative at (404) 352-6500 or (800) 352-0650. If any of the information below is incorrect, please notify TRS in writing (a copy of a picture ID should be included if you are correcting a birth date).

Account Information

Member Name

TRS ID (Account #)

Verify this information is correct!

I Want To...

Generate a Benefit Estimate

Apply for Refund of Contributions

Calculate Refund Buyback

Apply for Retirement

Appointment / Event Registration

TRS Benefit Estimate

Choose your preferred method for creating a benefit estimate:

- Generate your own benefit estimate.

OR

- Have TRS mail you a benefit estimate.



Partial Lump-Sum Option (PLOP)

- Only available to service retirees (not disability or early retirees)
- May be eligible to withdraw 1-36 months of Maximum benefit
- Monthly TRS benefits is permanently reduced based off PLOP amount, age, and plan option
- The PLOP can be paid several ways:
 - Direct payment to you (*at least 20% taxes*)
 - Roll-over into qualified plan

Annual Income Lost by Taking a \$50,000 PLOP Distribution

Year 1	\$4,332	Year 11	\$5,822
Year 2	\$4,462	Year 12	\$5,997
Year 3	\$4,596	Year 13	\$6,176
Year 4	\$4,734	Year 14	\$6,362
Year 5	\$4,876	Year 15	\$6,553
Year 6	\$5,022	Year 16	\$6,749
Year 7	\$5,173	Year 17	\$6,952
Year 8	\$5,328	Year 18	\$7,160
Year 9	\$5,488	Year 19	\$7,375
Year 10	\$5,652	Year 20	\$7,596

Total Income Lost : \$116,402

1PLOP example from TRS PLOP Brochure



Cost-of-Living Adjustment (COLA)

- May be eligible to receive a full 6 months after retirement
- 1.5% may be awarded every January and July

<u>Monthly Benefit:</u>	<u>\$ 2,000.00</u>		
January 2020	\$ 2,030.00	January 2024	\$ 2,286.78
July 2020	\$ 2,060.45	July 2024	\$ 2,321.08
January 2021	\$ 2,091.36	January 2025	\$ 2,355.90
July 2021	\$ 2,122.73	July 2025	\$ 2,391.24
January 2022	\$ 2,154.57	January 2026	\$ 2,427.10
July 2022	\$ 2,186.89	July 2026	\$ 2,463.51
January 2023	\$ 2,219.69	January 2027	\$ 2,500.46
July 2023	\$ 2,252.99	July 2027	\$ 2,537.97



TRS Benefit Example

Example:

Uga is retiring from UGA at age 60 with 15 years of creditable service with his highest consecutive salary equaling \$30,000 annually, or \$2,500 a month.

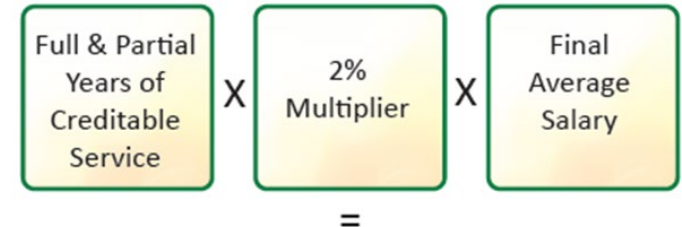
TRS Monthly Benefit:

$2\% \times 15 \text{ years} \times \$2,500 =$
\$750 monthly benefit
(Plan A - maximum plan)

RETIREMENT BENEFIT FORMULA

Service Retirement

Your benefits from TRS are calculated by using the percentage of salary formula. Simply stated:



(Your final average salary is your highest 2 consecutive years of salary from membership service)



Retirement Options

Uga's monthly benefit amounts WITHOUT taking a PLOP:

Monthly Payment To:		100%		50%	
		Plan A	Plan B	Plan B	Plan B
		Max Option	Opt 2	Opt 2 Pop Up	Opt 3
GROSS	Member	\$750	\$660	\$650	\$702
	Beneficiary	N/A	\$660	\$650	\$351
	Member at Beneficiary's Death	N/A	N/A	\$750	N/A

-15% Tax	\$112.50	\$99	\$97.50	\$105.30	\$104.55
Est. Net	\$637.50	\$561	\$552.50	\$596.70	\$592.45



Partial Lump-Sum Option (PLOP)

Uga's Monthly benefit amounts WITH a PLOP payment of \$5,000

Monthly Payment To:		100%		50%		
		Plan A Max Option	Plan B Opt 2	Plan B Opt 2 Pop Up	Plan B Opt 3	Plan B Opt 3 Pop Up
Member		\$710	\$625	\$616	\$665	\$660
Beneficiary		N/A	\$625	\$616	\$332	\$330
Member at Beneficiary's Death		N/A	N/A	\$710	N/A	\$710

Uga's monthly benefit amounts WITHOUT taking a PLOP:

Monthly Payment To:		100%		50%		
		Plan A Max Option	Plan B Opt 2	Plan B Opt 2 Pop Up	Plan B Opt 3	Plan B Opt 3 Pop Up
Member		\$750	\$660	\$650	\$702	\$697
Beneficiary		N/A	\$660	\$650	\$351	\$348
Member at Beneficiary's Death		N/A	N/A	\$750	N/A	\$750



Service Credit

0.1111	July
0.2222	August
0.3333	September
0.4444	October
0.5555	November
0.6666	December
0.7777	January
0.8888	February
0.9999	March
0	April
0	May
0	June

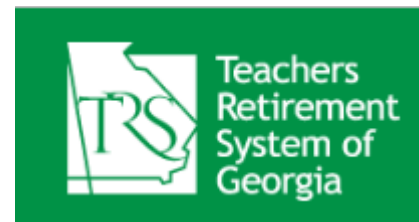
Salary Limit

TRS limits the amount of salary increases that can be used in retirement benefit formula (if hired after 7/1/1984)

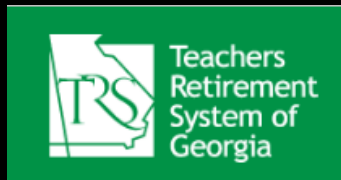
Fiscal Year 2023: 10.79%

Fiscal Year 2024: 5.53%

Fiscal Year 2025: 5.87%



Sick Leave towards Retirement



Sick Leave Days	Creditable Service
0 to 59	0 months
60 to 69	3 months
70 to 89	4 months
90 to 109	5 months
110 to 129	6 months
130 to 149	7 months
150 to 169	8 months
170 to 189	9 months
190 to 209	10 months
210 to 229	11 months
230 to 249	12 months
250 to 269	13 months
270 to 289	14 months
290 to 309	15 months
310 to 329	16 months
330 to 349	17 months
350 to 369	18 months
370 to 389	19 months
390 to 409	20 months
410 to 429	21 months
430 to 449	22 months
450 to 469	23 months

Purchasing/Transferring Creditable Service

1. TRS Withdrawn Service Time

- The cost is the total amount of money you withdrew, plus interest (2%).
- Must have at least three years of active membership, and up to ten years in some instances

2. Air Time

- The cost is the full actuarial cost of the additional service
- Must have at least 25 years of service credit, and are eligible to purchase up to 3 years of additional service credit **at retirement**

3. Out of State Service Credit

- Apply 6 months in advance and must be completed prior to retirement

4. Military Service

- Submit written request to TRS with copy of DD 214

If you would like to purchase creditable service, please contact TRS directly for an estimate. UGA is unable to estimate costs of purchasing service.



Leaving UGA pre-retirement

- Roll your contributions over to qualified plan
- Request refund of contributions (taxes apply)
- Funds can remain in TRS account, penalty free, in case you return to TRS eligible position
- If vested, leave funds and draw a pension at age 60



Planning for Retirement

When to schedule a pre-retirement appointment?

- Schedule as early as 3-5 years prior to your anticipated retirement date
 - **TRS Members:**
 - Review TRS pension estimates
 - Review eligibility for benefit continuation in retirement
 - **ORP Members:**
 - Review eligibility for benefit continuation in retirement
 - Distribution estimates must be obtained directly from ORP vendor

When to schedule a final retirement appointment?

- Schedule a final retirement appointment 3-6 months prior to retirement date
 - **TRS Members:**
 - Complete TRS final retirement paperwork
 - If eligible, complete paperwork to continue benefits in retirement
 - **ORP Members:**
 - If eligible, complete paperwork to continue benefits in retirement

Contact UHR to schedule an appointment:
hrweb@uga.edu or 706-542-2222



Questions?

Next Steps

- Ensure beneficiaries are correct with TRS/ORP vendor
- Ensure beneficiaries are correct in OneUSG – Connect Benefits
- Make an appointment with CAPTRUST

*Contact UHR with any questions at:
hrweb@uga.edu or (706) 542-2222*



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