The Georgia Defined Contribution Plan

Plan Summary
The Georgia Defined Contribution Plan was created by the 1992 Georgia Law, Act 996 effective July 1, 1992. The purpose of the law is to provide a retirement system for temporary, seasonal, and part time (less than 50%) employees of the State of Georgia who are not eligible for membership in the Employees’ Retirement System, the Teacher’s Retirement System or the Optional Retirement Plan at one of the University System of Georgia’s colleges or universities.

Exclusions
Excluded from the plan are the following:

- Students who are currently enrolled in and attending classes (at any college or university within the University System of Georgia) if classes are currently in session
- Bona fide independent contractors
- Retirees under TRS, ORP, or ERS who return to work with the University System of Georgia
- Active members under TRS, ORP, or ERS who are employed by the State of Georgia

Administration
The administration and responsibility for the Georgia Defined Contribution Plan is under the administration of the Board of Trustees of the Employee’s Retirement System (ERS).

Contribution Rate
Members contribute 7.5% of their gross salary to the plan through payroll deductions. The after-tax deduction is credited to the individual account of the members. The employee will also be required to contribute the Medicare portion of FICA which is equal to 1.45% of gross salary. This 1.45% is matched by the University.

Interest and Investment
Interest is credited to a member’s account on a quarterly basis. The rate of interest is determined by the Board of Trustees based on the rate of return on investments less administrative expenses.

Retirement
Benefits are based solely on the amount contributed to each participant’s account plus interest accumulated. Members who have accumulated at least $3,500 in their account are eligible to retire at the age of 65 with the option of receiving a periodic payment based on mortality tables and interest accumulation as adopted by the Board of Trustees.

Refunds
A contributing member who terminates employment or who goes to an ineligible position may apply for a refund of contributions plus interest. Applications are available in the Benefits department, or online in the Quick Link section of the retirement page. A lump sum amount is credited to that employee’s account. Completed refund applications should be submitted to Benefits.

Death
If a member dies, a lump sum payment of contributions and interest will be made to the designated primary beneficiary. If the designated primary beneficiary is deceased, payment will be made to the member’s estate.