

Important 2021 USG Retirement Program Information

Below is important retirement program information for 2021 -

- **The Teachers Retirement System of Georgia (TRS) contribution rates** - the TRS employer contribution rate for the current Fiscal Year 2021 is 19.06%. The employee contribution is 6.00%. **Effective July 1, 2021**, the TRS Employer Contribution Rate for Fiscal Year 2022 will increase to 19.81%. The employee contribution rate will remain unchanged at 6%. Please remember that employer rate changes in the TRS do not impact your benefit at retirement since your benefit is determined by a fixed formula.
- **The Optional Retirement Plan (ORP) contribution rates** - the 2021 ORP Contribution Rates will remain at 6.00% Employee Contribution and 9.24% Employer Contribution.
- **2021 403(b) and 457(b) retirement plan contribution limits.** The 2021 IRS retirement plan limits for the upcoming year are as follows:

403(b) Elective Deferral	\$19,500	457(b) Elective Deferral	\$19,500
403(b) Age 50 Catch-Up	\$6,500	457(b) Age 50 Catch-Up	\$6,500

- Eligible employees may contribute up to \$19,500 in the USG 403(b) and/or 457(b) plans. Employees may contribute up to a total of \$39,000 combined in both plans.
- If you are age 50 or older, you may contribute up to an additional \$6,500 in each plan for an additional \$13,000 combined in both plans.
- **You may** enroll in the 403(b) and 457(b) plans at any time throughout the year. Information about the plan and how to enroll is available through the [USG Retirement website](#).
- **Financial Counseling and Retirement Advice Sessions**

The USG retirement program offers financial advice sessions with the following approved providers: CAPTRUST, TIAA, Fidelity and AIG (formerly VALIC). Information on how to schedule an appointment is available on the USG Retirement website by clicking the following link [USG Financial Counseling](#).

Employees Retirement Plan (ERS)

Employees enrolled in ERS may be enrolled in one of three plans: Old Plan, New Plan and the Georgia State Employees Pension and Savings Plan (GSEPS). Contribution rates are as follows:



Important 2021 USG Retirement Program Information



OLD Plan

ERS Fiscal Year 2021 – Contribution Rates		ERS Fiscal Year 2022 – Contribution Rates	
Employer Contribution	19.91%	Employer Contribution	19.88%
Employee Contribution	1.5%	Employee Contribution	1.5%

New Plan

ERS Fiscal Year 2021 – Contribution Rates		ERS Fiscal Year 2022 – Contribution Rates	
Employer Contribution	24.66%	Employer Contribution	24.63%
Employee Contribution	1.5%	Employee Contribution	1.5%

GSEPS Plan

ERS Fiscal Year 2021 – Contribution Rates		ERS Fiscal Year 2022 – Contribution Rates	
Employer Contribution	21.57%	Employer Contribution	21.57%
Employee Contribution	1.25%	Employee Contribution	1.25%
401(k) Employer Contribution	Matching up to 3%	401(k) Employer Contribution	Matching up to 3%
401(k) Employee Contribution	Up to 5%	401(k) Employee Contribution	Up to 5%