

Retirement Plans

Summary

The university's policy on retirement plans.

Purpose

To provide guidance to employees on retirement plans.

Policy

All regular employees of Columbus State University, working twenty (20) hours or more per week, are required by law to participate in the Teachers Retirement System (TRS) of Georgia. Faculty and key administrators as defined by the Board of Regents policy have the option of participating either in TRS or the Regents Optional Retirement Plan (ORP).

Temporary, seasonal, and part-time employees not eligible for TRS must contribute to the Georgia Defined Contribution Plan (GDBP), unless they:

- currently participate in TRS or the Employees' Retirement System (ERS)
- are a retirement member of TRS or ERS
- are a full-time student, or
- are employed under J-1 or F-1 visas.

Each year the TRS Board of Trustees votes on the percentage of employer's matching contributions. Only employee contributions and interest are available for withdrawal or rollover (into another qualified plan) at termination.

Employees transferring directly from another Georgia state agency who are vested with ERS may elect to stay with ERS.

Employees contribute to TRS, ERS, and ORP on a pre-tax basis. Retirement benefits available under TRS, ORP and GDBP are outlined in handbooks available in the Human Resources Department.

Related USG Policy

Human Resources Administrative Practice Manual

Last Update

6/5/18

Responsible Authority

CSU Human Resources