

# Standard Cost Data for FY 2022 Personal Services

**FICA - Tax rate 7.65%:**

- 6.2% (OASDI rate) - maximum amount of annual earnings in 2019 subject to tax - \$132,900
- 1.45% (Medicare rate) - no salary cap

**Health Insurance**

- \$945 for K-12 teachers funded through the State Board of Education and \$945 for all non-certificated personnel.
- 29.454% of salary amounts for all other state employees. This includes regular semi-monthly pay, overtime, night pay, incentive pay, and termination pay for accrued annual leave and compensatory time earned under the Fair Labor Standards Act (FLSA) provision.

**Retirement - Employer Contribution Rate**

The employer's contribution rate for members of the Teachers Retirement System will be 21.14% for FY 2020.

The rates listed below apply to regular salary amounts of members of the Employees' Retirement System. Do not include night pay differential or overtime payments in the retirement fringe benefit calculation. GTLI contributions are 0% for FY 2022.

1. Old Plan members – 19.88%. Exceptions are as follows:

<b>Contribution Group Code</b>	<b>Contribution Group Description</b>	<b>Employer Contribution</b>	<b>Pick Up %</b>
OCO	Old Plan Probation Officers	19.88%	5.0 - \$7
ODR	Old Plan Deputy Conservation Rangers	19.88%	5.0 - \$7
ONR	Old Plan Conservation Rangers	19.88%	5.0 - \$7
OOA	Old Plan Georgia Bureau of Investigation Officers/Agents	19.88%	5.0 - \$7
OPCT	Old Plan Solicitors Office Staff	19.88%	0
OPP	Old Plan Parole Officers	19.88%	5.0 - \$7
OPS	Old Plan Public Safety	19.88%	5.0 - \$7
ORA	Old Plan Revenue Agents	19.88%	5.0 - \$7
ORI	Old Plan Revenue Department Special Investigators	19.88%	5.0 - \$7
OSCT	Old Plan State Courts	19.88%	0
OTO	Old Plan Tax Officials	19.88%	0

2. New Plan Members – 24.63% - Exceptions are as follows:

<b>Contribution Group Code</b>	<b>Contribution Group Description</b>	<b>Employer Contribution</b>	<b>Pick Up %</b>
NAR	<b>NEW PLAN</b>	24.63%	0
NCA	New Plan Appeal Court Judges	44.48%	5.0 - \$7
NCA1	New Plan Appeal Court Judges-No GTLI	44.48%	4.75 - \$7
NCJ	New Plan Supreme Court Justices	44.48%	5.0 - \$7
NCJ1	New Plan Supreme Court Justices-No GTLI	44.48%	4.75 - \$7
NCO	New Plan Probation Officers	24.69%	0
NDR	New Plan Deputy Conservation Rangers	24.69%	0
NNR	New Plan Conservation Rangers	30.43%	0
NOA	New Plan Georgia Bureau of Investigation Officers/Agents	30.43%	0

NPCT	New Plan Solicitors Office Staff	24.63%	0
NPP	New Plan Parole Officers	24.69%	0
NPS	New Plan Public Safety	30.43%	0
NRA	New Plan Revenue Agents	30.43%	0
NRI	New Plan Revenue Department Special Investigators	30.37%	0
NSCT	New Plan State Courts	24.63%	0
NTO	New Plan Tax Officials	24.63%	0

3. Full-time employees eligible for ERS membership, hired on and after January 1, 2009 (as well as current employees who wish to “opt-in” to Georgia State Employees’ Pension and Savings (GSEPS) Plan on or after that same date), must be enrolled in the GSEPS Plan. This Plan consists of a *defined benefit* structure and a *401(k) Savings Plan* structure.

For the *defined benefit* portion, members will contribute 1.25% of their salary to the plan and the employer will contribute to the plan an amount defined as the Employer Rate which is set by the ERS Board of Trustees annually. The employer rates approved by the Board of Trustees for the *defined benefit* portion of the Plan for FY 2022 are as follows:

<b>Contribution Group Code</b>	<b>Contribution Group Description</b>	<b>Employer Contribution</b>
GAR	<b>Georgia State Employees Pension &amp; Savings Plan (GSEPS)</b>	21.57%
GCO	GSEPS Probation Officers	21.61%
GDR	GSEPS Deputy Conservation Rangers	21.61%
GNR	GSEPS Conservation Rangers	23.75%
GOA	GSEPS Georgia Bureau of Investigation Officers/Agents	23.75%
GPCT	GSEPS Solicitors Office Staff	21.57%
GPP	GSEPS Parole Officers	21.61%
GPS	GSEPS Public Safety	23.75%
GRA	GSEPS Revenue Agents	23.75%
GRI	GSEPS Revenue Department Special Investigators	23.71%
GSCT	GSEPS State Courts	21.57%
GTO	GSEPS Tax Officials	21.57%

The employer rate for the 401(k) Savings Plan portion of the plan is computed on an individual participant basis. As of July 1, 2014, new employees are automatically enrolled in the plan at 5% of compensation. Participants are permitted to change this amount at any time. The employer is required to match the first 1% and to pay 50% of the next 4% of employee contributions. The highest percentage an employer will pay for any individual employee is 3% of compensation.