

FY 2023 Personal Services Standard Cost Data

FICA - Tax rate 7.65%:

- 6.2% (OASDI rate) - maximum amount of annual earnings in 2022 subject to tax - \$147,000
- 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.

Teachers Retirement System (TRS)

- The employer contribution rate for TRS members is 19.98% for FY 2023.

Employees' Retirement System (ERS)

The rates listed below apply to regular salary amounts of ERS members and include the actuarially determined employer contribution (ADEC) rates, plus the following adjustments:

- Old Plan and New Plan members: 6.04% for prefunding a variable cost-of-living adjustment and 0.30% for prefunding forfeited leave service payments
- GSEPS members: 5.73% for prefunding a variable cost-of-living adjustment and 0.15% for prefunding forfeited leave service payments

Do not include night pay differential or overtime payments in the retirement fringe benefit calculation. GTLI contributions are 0% for FY 2023.

1. Old Plan members – 26.26%. Exceptions are as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution	Pick Up %
OCO	Old Plan Probation Officers	26.26%	5.0 - \$7
ODR	Old Plan Deputy Conservation Rangers	26.26%	5.0 - \$7
ONR	Old Plan Conservation Rangers	26.26%	5.0 - \$7
OOA	Old Plan Georgia Bureau of Investigation Officers/Agents	26.26%	5.0 - \$7
OPCT	Old Plan Solicitors Office Staff	26.26%	0
OPP	Old Plan Parole Officers	26.26%	5.0 - \$7
OPS	Old Plan Public Safety	26.26%	5.0 - \$7
ORA	Old Plan Revenue Agents	26.26%	5.0 - \$7
ORI	Old Plan Revenue Department Special Investigators	26.26%	5.0 - \$7
OSCT	Old Plan State Courts	26.26%	0
OTO	Old Plan Tax Officials	26.26%	0

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2. New Plan Members – 31.01% - Exceptions are as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution	Pick Up %
NAR	NEW PLAN	31.01%	0
NCA	New Plan Appeal Court Judges	54.64%	5.0 - \$7
NCA1	New Plan Appeal Court Judges-No GTLI	54.64%	4.75 - \$7
NCJ	New Plan Supreme Court Justices	54.64%	5.0 - \$7
NCJ1	New Plan Supreme Court Justices-No GTLI	54.64%	4.75 - \$7
NCO	New Plan Probation Officers	31.03%	0
NDR	New Plan Deputy Conservation Rangers	31.03%	0
NNR	New Plan Conservation Rangers	38.28%	0
NOA	New Plan Georgia Bureau of Investigation Officers/Agents	38.28%	0
NPCT	New Plan Solicitors Office Staff	31.01%	0
NPP	New Plan Parole Officers	31.03%	0
NPS	New Plan Public Safety	38.28%	0
NRA	New Plan Revenue Agents	38.28%	0
NRI	New Plan Revenue Department Special Investigators	38.08%	0
NSCT	New Plan State Courts	31.01%	0
NTO	New Plan Tax Officials	31.01%	0

3. Georgia State Employees' Pension and Savings (GSEPS) Members

Full-time employees eligible for ERS membership, hired on and after January 1, 2009 (or who wish to “opt-in” to 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 in FY 2023, members will contribute 1.25% of their salary to the plan and the ERS Board of Trustees has set the employer contributions to the plan as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution
GAR	Georgia State Employees' Pension & Savings Plan (GSEPS)	27.47%
GCO	GSEPS Probation Officers	27.50%
GDR	GSEPS Deputy Conservation Rangers	27.50%
GNR	GSEPS Conservation Rangers	30.05%
GOA	GSEPS Georgia Bureau of Investigation Officers/Agents	30.05%
GPCT	GSEPS Solicitors Office Staff	27.47%
GPP	GSEPS Parole Officers	27.50%
GPS	GSEPS Public Safety	30.05%
GRA	GSEPS Revenue Agents	30.05%
GRI	GSEPS Revenue Department Special Investigators	29.85%
GSCT	GSEPS State Courts	27.47%
GTO	GSEPS Tax Officials	27.47%

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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. Effective July 1, 2022, the employer is required to match the first 5% of employee contributions. In addition, for employees who are contributing at least 5% of pay, the employer will add 0.5% to the employer match for each year of the employee's service in excess of 5 years until the employee reaches 13 years of service. The highest percentage an employer will pay for any individual employee is 9% of compensation. **OPB recommends agencies budget 5% of salaries for GSEPS employees for 401(k) contributions to account for this change.**