

FY 2024 Standard Fringe Benefit Cost Data for Personal Services

FICA - Tax rate 7.65%:

- 6.2% (OASDI rate) - maximum amount of annual earnings in 2023 subject to tax - \$160,200
- 1.45% (Medicare rate) - no salary cap

Health Insurance

- \$1,580 for K-12 teachers funded through the State Board of Education, and \$945 for all non-certificated personnel through December 31, 2023 and increasing to \$1,195 effective Jan. 1, 2024.
- 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 will be 19.98% for FY 2024.

Employees' Retirement System (ERS)

The rates listed below apply to regular salary amounts of members of ERS members and include the actuarially determined employer contribution (ADEC) rates. Do not include night pay differential or overtime payments in the retirement fringe benefit calculation. GTLI contributions are 0% for FY 2024.

1. Old Plan Members – 24.60%. Exceptions are as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution	Pick Up %
OAR	OLD PLAN	24.60%	5.0 - \$7
OCO	Old Plan Probation Officers	24.60%	5.0 - \$7
ODR	Old Plan Natural Resources Deputy Game Wardens	24.60%	5.0 - \$7
ONR	Old Plan Natural Resources Game Wardens	24.60%	5.0 - \$7
OOA	Old Plan Georgia Bureau of Investigation Officers/Agents	24.60%	5.0 - \$7
OPCT	Old Plan Solicitors Office Staff	24.60%	0
OPP	Old Plan Parole Officers	24.60%	5.0 - \$7
OPS	Old Plan Public Safety	24.60%	5.0 - \$7
ORA	Old Plan Revenue Agents	24.60%	5.0 - \$7
ORI	Old Plan Revenue Department Special Investigators	24.60%	5.0 - \$7
OSCT	Old Plan State Courts	24.60%	0
OTO	Old Plan Tax Officials	24.60%	0

2. New Plan Members – 29.35%. Exceptions are as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution	Pick Up %
NAR	NEW PLAN	29.35%	0
NCA	New Plan Appeal Court Judges	56.42%	5.0 - \$7
NCA1	New Plan Appeal Court Judges-No GTLI	56.42%	4.75 - \$7
NCJ	New Plan Supreme Court Justices	56.42%	5.0 - \$7
NCJ1	New Plan Supreme Court Justices-No GTLI	56.42%	4.75 - \$7
NCO	New Plan Probation Officers	29.37%	0
NDR	New Plan Natural Resources Deputy Game Wardens	29.37%	0
NNR	New Plan Natural Resources Game Wardens	37.67%	0
NOA	New Plan Georgia Bureau of Investigation Officers/Agents	37.67%	0

NPCT	New Plan Solicitors Office Staff	29.35%	0
NPP	New Plan Parole Officers	29.37%	0
NPS	New Plan Public Safety	37.67%	0
NRA	New Plan Revenue Agents	37.67%	0
NRI	New Plan Revenue Department Special Investigators	37.44%	0
NSCT	New Plan State Courts	29.35%	0
NTO	New Plan Tax Officials	29.35%	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 current employees who wish to “opt-in” to GSEPS 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 2024, members will contribute 1.25% of their salary to the plan. Employers will contribute to the plan an amount set by the ERS Board of Trustees annually, as follows:

Contribution Group Code	Contribution Group Description	Employer Contribution
GAR	Georgia State Employees Pension & Savings Plan (GSEPS)	25.51%
GCO	GSEPS Probation Officers	25.54%
GDR	GSEPS Natural Resources Deputy Game Wardens	25.54%
GNR	GSEPS Natural Resources Game Wardens	28.16%
GOA	GSEPS Georgia Bureau of Investigation Officers/Agents	28.16%
GPCT	GSEPS Solicitors Office Staff	25.51%
GPP	GSEPS Parole Officers	25.54%
GPS	GSEPS Public Safety	28.16%
GRA	GSEPS Revenue Agents	28.16%
GRI	GSEPS Revenue Department Special Investigators	27.93%
GSCT	GSEPS State Courts	25.51%
GTO	GSEPS Tax Officials	25.51%

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.**