

# Employees' Retirement System of Georgia (ERSGA)



## Agency

The Employees' Retirement System of Georgia (ERSGA) oversees various State retirement plans including the ERS pension plan and the Peach State Reserves 401(k) and 457 plans.

## Mission

Our Mission is to be the guardian of the State of Georgia's retirement plans and promote a dignified retirement for the members, retirees, and their beneficiaries.

## New Hire Enrollment

Newly hired regular, full-time State employees automatically become Georgia State Employees' Pension and Saving (GSEPS) members of the ERS retirement plan. Non-ERS employees should visit the ERSGA website for more information.

## Benefit Guides

[GSEPS Plan Page](#)  
[PSR GSEPS Handbook](#)  
[ERS Handbook](#)

## GSEPS Plan Components

Your Georgia State Employees' Pension and Savings Plan (GSEPS) is a hybrid Defined Benefit (pension) and Defined Contribution (PSR 401(k)) plan.

- You receive a lifetime defined benefit (pension)
- You are automatically enrolled in the PSR 401(k) plan
  - You receive an employer match on your contributions
  - The PSR 401(k) plan is an important component to your retirement plan

## GSEPS Pension Formula

$$\begin{aligned} & \text{Formula Salary} \\ & \times \\ & 1\% \text{ Benefit Formula Factor} \\ & \times \\ & \text{Years of Creditable Service} \\ & = \\ & \text{Maximum Plan Benefit} \end{aligned}$$

## Contact Us

ERSGA  
Website: [ers.ga.gov](http://ers.ga.gov)  
Phone: 1.800.805.4609  
Call Center Hours: 8 am to 4:30 pm

Peach State Reserves (PSR)  
GaBreeze Website: [gabreeze.ga.gov](http://gabreeze.ga.gov)  
Phone: 1.877.342.7339  
Call Center Hours: 8 am to 5 pm

## Communication Methods

- Welcome email
- ERSGA Retirement Minutes: Quick bites of information sent by email
- Annual Statement each Spring
- ERSGA and PSR: Information and notices about your account

Visit the ERSGA and GaBreeze websites for educational resources, information about your GSEPS plan, and the latest updates.

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## Payroll Deduction Frequency

ERSGA Pension: Every pay period  
PSR 401(k): Every pay period

## Contributions

ERSGA Pension  
Members are required to contribute 1.25% of their earnable compensation to the pension plan.

PSR 401(k)  
Employees are automatically set to contribute 5% of pre-tax compensation to fully maximize the employer match.

Employer Match  
Contributions to your PSR 401(k) are matched by your employer at the following scale:

- 100% employer match up to 5%
- Starting at six years of creditable service, and if you contribute at least 5%, your Employer match increases by .5% each year, all the way up to a 9% employer match

You also have the option to make Roth (after-tax) contributions to your account and can change your contribution rate or type at any time at GaBreeze.

## Vesting

ERS Pension  
Your contributions to your ERS pension are immediately 100% vested.

Once you earn 10 years of Creditable Service, you have a vested right to a lifetime monthly benefit at age 60, even if you terminate employment before reaching age 60.

PSR 401(k)  
Your contributions to your PSR account are immediately 100% vested.

Your PSR 401(k) employer matching contributions are on a five-year vesting schedule, vesting 20% for each completed year of service, beginning with your date of hire. Matching contributions to your account are 100% vested after you have completed five years of Creditable Service.

## Privacy & Security

Your Information is shared with our PSR administrator, Alight Solutions. We work hard to keep your personal information secure.

You can help us keep your information safe by registering for your accounts at ERSGA and GaBreeze and creating a strong user name and password.

## Fun Facts

Established in 1950 in Georgia law to provide a lifetime retirement income for the dedicated employees of the State of Georgia.

ERSGA administers benefits for over 75,000 retirees and beneficiaries.

## Retirement & Beyond

As a new GSEPS member, it is important to understand that a comfortable retirement depends on both your pension and your 401(k) savings plan.

Maximizing your PSR 401(k) savings is a crucial part of retirement planning to ensure a comfortable retirement.

Make sure you're saving at least 5% so you don't miss out on free money!

ERSGA welcomes you to the State of Georgia team, and we look forward to helping you meet your retirement goals.

## Legal Notice

In the case of any conflict between what is presented here and the laws governing this System, the law will take precedence.