

State of Georgia
Path to Benefits Eligibility Chart
May 2026

Path to Benefits Eligibility Chart (REV May 2026)

| State Chart of Accounts (SCOA) Employment Types | Pay Rate Type | Scheduled Weekly Hours ³ | Benefit Plans | Benefit Program/ Group | Teamworks Allowable Empl Record |
|---|-----------------------|---|--|------------------------|---------------------------------|
| Regular OR Permanent Labor | Hourly or Salaried | 30 - 34 | Health Benefits, Flexible Benefits, Pension (GDGP, JRS, LRS or TRS), Peach State Reserves (401(k)/457), Leave ⁴ | FLX | 0 |
| | | 35+ | Health Benefits, Flexible Benefits, Pension (ERS, JRS, LRS or TRS), Peach State Reserves (401(k)/457), Leave ⁴ | | |
| Temporary (includes seasonal, rehired retiree ⁶ , casual, on-call, student ¹ , and/or paid interns) ⁷ | Hourly or Salaried | 0 - 40 | Pension (GDGP) | NBP | Non - 0 |
| | | 30+ Actual Hours Worked | Health Benefits (ACA Eligible), Pension (GDGP) | HBP | |
| Regular OR Permanent Labor (maybe subject to special funding) | Hourly or Salaried | less than 20 | Pension (GDGP, JRS, or LRS), Peach State Reserves (401(k)/457) | NOF | Non - 0 |
| | Hourly | 20 - 29 | Pension (GDGP, JRS, LRS or TRS), Peach State Reserves (401(k)/457) | | |
| | Salaried ² | 20 - 29 | Pension (GDGP, JRS, LRS or TRS), Peach State Reserves (401(k)/457), Leave | | |
| | Hourly | Scheduled Weekly Hours are < 30 but Actual Hours Worked are > 30 | ACA Health Benefits, Pension (GDGP, JRS, LRS or TRS), Peach State Reserves 401(k)/457 | HNF | |
| Regular, Permanent Labor, OR Temporary | Hourly or Salaried | Up to 40 Hours | NO BENEFITS - Only for Board Members, Unpaid Interns, and Citizen Review Panel Members, NOT eligible for Benefits. Job Profile MUST equal A0048 - Board Member: Job Profile MUST equal GST060 - Interns who are Unpaid and/or Unpaid Non-exempt; Job Profile MUST equal 41000 - Citizen Review Panel Members and/or Non-exempt Citizen Review Panel Members | NOB ⁵ | Non-0 |

1. Full-time Students at Technical Colleges are not eligible for GDGP.
2. Salaried employees with 20-29 scheduled weekly hours are eligible for leave accruals at a prorated rate.
3. Eligibility is evaluated on "Scheduled Weekly Hours", not the actual hours worked. If there are no changes to the scheduled hours, there will be no changes to eligibility. If the hours on the position or the position change entirely, eligibility could be affected. The Actual Hours Worked for employees with less than 30 scheduled weekly hours are used for the ACA look-back period calculations to determine eligibility.
4. Hourly employees are not eligible to accrue annual or sick leave.
5. This code is for future reference only. The code NOB is applicable only in GA@WORK. It is not applicable in TeamWorks. Use the Benefit Program PSX in TeamWorks for board members who are not eligible for any benefits and have a job profile of A0048. Use Benefit Program PSX in TeamWorks for unpaid interns and/or non-exempt unpaid interns with job profile GST060. For the ERS Pension Compliance Code, use 03. Additionally, use Benefit Program PSX in TeamWorks for citizen review panel members and/or non-exempt citizen review panel members.
6. If a Retiree is rehired with ERS, GDGP, JRS, LRS, and TRS, and is hired into a GDGP position, they do not go into GDGP. Generally, a rehired Retiree cannot be enrolled in a pension plan from which they have already retired from. Note, new employees hired into ERS-eligible positions who are vested TRS members from prior employment may elect to retain their TRS membership instead of becoming ERS members. LRS retirees are permitted to return to LRS service and become contributing members of LRS again.
7. Temporary employees who have exceeded 9 months of employment should be reviewed and moved to regular or permanent labor employment type. For TRS, temporary employment is for up to three months. Employment beyond 3 months requires membership.

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Definitions

Employment Types

| | |
|--------------------|--|
| Regular Employment | Assignment to a budgeted position with no established end date. |
| Permanent Labor | Hourly employees occupying labor-type positions that are established for more than nine (9) months. |
| Temporary | An employee hired for a time-limited assignment of less than nine (9) months. For TRS, temporary employment is for up to three months. Temporary employees may be eligible for healthcare benefits depending on the length of assignment and anticipated work hours (ACA eligibility). |

Pay Rate Type

| | |
|----------|---|
| Hourly | An employment arrangement in which a state employer pays an employee wages on an hourly basis for actual hours worked. |
| Salaried | Employment is compensated by an established interval amount, such as a semi-monthly or monthly rate, as opposed to being compensated on an hourly basis only for time worked. |

Benefit Program/Group

| | |
|-----|---|
| FLX | Employees who are eligible to participate in the State Health Benefit Plan's health plans, and the State of Georgia Flexible Benefits Program. These employees, almost always, are eligible for pension (ERS, JRS, LRS, or TRS), Deferred Compensation (401(k)/457), and leave. |
| NBP | Employees who are only eligible for the Georgia Defined Contribution Plan (GDGP). |
| HBP | Uses an ACA look-back process to determine when an employee's actual hours worked are 30 or more hours. These employees are eligible for health benefits and GDGP. |
| NOF | Employees who may be eligible for pension (GDGP, JRS, LRS, or TRS), Deferred Compensation (401(k)/457), and leave depending on their scheduled hours. |
| HNF | Uses an ACA look-back process to determine when an employee's actual hours worked are 30 or more hours. |
| NOB | Use for board members, unpaid interns, and citizen review panel members who are not eligible for benefits. |

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Retirement Plans

| | |
|------|-----------------------------------|
| ERS | Employees' Retirement System |
| JRS | Judicial Retirement System |
| LRS | Legislative Retirement System |
| GDCP | Georgia Defined Contribution Plan |
| TRS | Teacher's Retirement System |

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Working After Retirement

| RETIREE RETURNING TO WORK FULL-TIME WITH: | | | | | | |
|---|--------------------------------------|--|---|---|-------------|-------------------------------|
| RETIRED WITH TRS PENSION FROM: | Board of Regents | Technical College System of Georgia | State Agency Other than Department of Education | Local BOE, Charter School & RESA | Library | State Department of Education |
| Board of Regents | NOT allowed, including switch to ORP | Allowed under ERS or PSERS | Allowed under ERS | Allowed under PSERS | Not allowed | Allowed under ERS |
| Technical College System of Georgia | Allowed under ORP | NOT allowed, including switch to ERS/PSERS | Allowed under ERS | Allowed under PSERS | Not allowed | Allowed under ERS |
| State Agency Other than Department of Education | Allowed under ORP | Allowed under ERS or PSERS | NOT allowed, unless new position is with a different State agency | Allowed under PSERS | Not allowed | Allowed under ERS |
| Local BOE, Charter School & RESA | Allowed under ORP | Allowed under ERS or PSERS | Allowed under ERS | Allowed under PSERS with restrictions & HB 385* | Not allowed | Allowed under ERS |
| Library | Allowed under ORP | Allowed under ERS or PSERS | Allowed under ERS | Allowed under PSERS | Not allowed | Allowed under ERS |
| State Department of Education | Allowed under ORP | Allowed under ERS or PSERS | Allowed under ERS | Allowed under PSERS | Not allowed | Not allowed |

* House Bill (HB) 385, which allows for full-time employment of a retiree by a TRS-covered employer, was passed by the General Assembly and signed by the Governor during the 2022 legislative session. It will be effective July 1, 2022, through June 30, 2026.

Key provisions of the Bill:

- The retiree must have retired based on 30 or more years of creditable service.
- The retiree must be retired for one full year to be eligible for HB 385 employment.
- The retiree must be employed as a classroom teacher in a full-time capacity for pre-kindergarten through grade 12, with the primary responsibility of academic instruction of students.
- Eligible positions are those determined as the highest need areas for the school system's assigned RESA.

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