

01 00:00:00,608 --> 00:00:03,191 (upbeat music)

02 00:00:14,920 --> 00:00:16,020 - Good evening, Georgia.

03 00:00:16,020 --> 00:00:18,390 - This is "HR Hour", I'm Tony Harris.

04 00:00:18,390 --> 00:00:19,780 - And I'm Beth Pilgreen.

05 00:00:19,780 --> 00:00:21,670 - Our program tonight plumbs the depths

06 00:00:21,670 --> 00:00:25,230 - of a subject strong on the minds of
brand new employees

07 00:00:25,230 --> 00:00:28,160 - with the State of Georgia, the day
they retire.

08 00:00:28,160 --> 00:00:31,320 - Beth, I must say your aura is
powerful.

09 00:00:31,320 --> 00:00:34,750 - I'm sensing your energy field is
clear and calm, as well.

10 00:00:34,750 --> 00:00:35,780 - Hey, thanks!

11 00:00:35,780 --> 00:00:37,180 - I never know what you mean, Tony,

12 00:00:37,180 --> 00:00:40,470 - but for this particular show, I left
tired on the floor

13 00:00:40,470 --> 00:00:42,560 - and donned re-tired.

14 00:00:42,560 --> 00:00:43,393 - [Tony] And it suits you.

15 00:00:43,393 --> 00:00:45,732 - Don't worry, Tony, I'm not actually
retiring.

16 00:00:45,732 --> 00:00:48,890 - Georgia's New Hires need their "HR
Hour".

17 00:00:48,890 --> 00:00:52,500 - I'm told they practically devour our
shows all at once.

18 00:00:52,500 --> 00:00:54,990 - That means "HR Hour" is binge-worthy.

19 00:00:54,990 --> 00:00:57,609 - Besides, I would never desert you
with the desk.

20 00:00:57,609 --> 00:00:59,030 - Oh, Beth, that's okay,

21 00:00:59,030 --> 00:01:01,743 - I know several suitable replacements.

22 00:01:01,743 --> 00:01:03,593 (meditation music) Follow your path.

23 00:01:04,940 --> 00:01:07,380 - Starting day one of your new
position,

24 00:01:07,380 --> 00:01:09,320 - you begin earning creditable service

25 00:01:09,320 --> 00:01:11,290 - toward your retirement benefit

26 00:01:11,290 --> 00:01:13,810 - with the Employees' Retirement System
of Georgia,

27 00:01:13,810 --> 00:01:16,830 - also known as ERSGA.

28 00:01:16,830 --> 00:01:19,080 - New full-time State of Georgia
employees

29 00:01:19,080 --> 00:01:20,650 - are automatically enrolled in the

30 00:01:20,650 --> 00:01:23,940 - Georgia State Employees' Pension &
Savings Plan,

31 00:01:23,940 --> 00:01:26,540 - also known as the GSEPS Plan.

32 00:01:26,540 --> 00:01:28,679 - Gee, that's fun to say, Tony.

33 00:01:28,679 --> 00:01:32,270 - It covers state employees hired since
2009.

34 00:01:32,270 --> 00:01:35,570 - New state employees covered under a
plan other than GSEPS

35 00:01:35,570 --> 00:01:40,080 - and rehired ERS Retirees can visit
the ERSGA website

36 00:01:40,080 --> 00:01:41,970 - for additional plan information.

37 00:01:41,970 --> 00:01:45,400 - The GSEPS, huh, that is fun to say.

38 00:01:45,400 --> 00:01:46,970 - The GSEPS retirement package

39 00:01:46,970 --> 00:01:49,250 - is an incredible employee benefit.

40 00:01:49,250 --> 00:01:50,690 - To receive the full benefit,

41 00:01:50,690 --> 00:01:52,820 - new hires must actively participate.

42 00:01:52,820 --> 00:01:56,360 - GSEPS is a two-part hybrid retirement plan.

43 00:01:56,360 --> 00:01:59,224 - One-half ERSGA Pension Plan, which is a lifetime

44 00:01:59,224 --> 00:02:01,890 - monthly benefit at retirement,

45 00:02:01,890 --> 00:02:05,840 - and one-half Peach State Reserves 401k Plan,

46 00:02:05,840 --> 00:02:08,760 - which has a matching employer contribution.

47 00:02:08,760 --> 00:02:11,110 - Let's start with that pension you mentioned, Tony.

48 00:02:11,110 --> 00:02:14,214 - State Employee benefits are based in Georgia Law.

49 00:02:14,214 --> 00:02:17,360 - By law, the state cannot use the pension fund

50 00:02:17,360 --> 00:02:20,120 - for anything other than its intended purpose.

51 00:02:20,120 --> 00:02:23,600 - The state also assumes the investment risk for your pension.

52 00:02:23,600 --> 00:02:25,007 - So, if the stock market goes down,

53 00:02:25,007 --> 00:02:26,470 - you don't have to worry about

54 00:02:26,470 --> 00:02:28,640 - the security of your pension benefit.

55 00:02:28,640 --> 00:02:30,850 - That's what I call good news!

56 00:02:30,850 --> 00:02:32,780 - I'm not the best predictor of market performance,

57 00:02:32,780 --> 00:02:34,280 - so I don't want to add my pension

58 00:02:34,280 --> 00:02:36,501 - to the mounting list of losses.

59 00:02:36,501 --> 00:02:38,940 - Tony, have you ever dabbled with investments?

60 00:02:38,940 --> 00:02:40,890 - Only gains in my world, Beth.

61 00:02:40,890 --> 00:02:41,925 - Why am I not surprised?

62 00:02:41,925 --> 00:02:46,925 - Under the GSEPS Plan, an employee contributes 1.25% of pay

63 00:02:47,020 --> 00:02:51,130 - every pay period on an after-tax basis to the pension plan.

64 00:02:51,130 --> 00:02:52,610 - That means your contribution is made

65 00:02:52,610 --> 00:02:54,300 - after taxes have been taken out.

66 00:02:54,300 --> 00:02:57,200 - Your employer also contributes toward your pension,

67 00:02:57,200 --> 00:03:00,980 - and significantly more than you do each pay period.

68 00:03:00,980 --> 00:03:04,500 - Uh, newsflash, that is a major employee benefit, Beth.

69 00:03:04,500 --> 00:03:05,980 - No truer words, Tony!

70 00:03:05,980 --> 00:03:07,990 - That GSEPS employer contribution

71 00:03:07,990 --> 00:03:09,869 - is my second favorite perk of this job.

72 00:03:09,869 --> 00:03:10,702 - Oh, yeah?

73 00:03:10,702 --> 00:03:11,535 - What's the first?

74 00:03:11,535 --> 00:03:14,750 - Well the tiny umbrellas they put in my cup every day,

75 00:03:14,750 --> 00:03:16,566 - I mean, what a treat, it's like I'm already retired.

76 00:03:16,566 --> 00:03:17,399 (giggling)

77 00:03:17,399 --> 00:03:18,480 - Tiny umbrellas, huh?

78 00:03:18,480 --> 00:03:19,350 - Yeah.

79 00:03:19,350 --> 00:03:20,522 - That's cute, I haven't seen those.

80 00:03:20,522 --> 00:03:23,491 - Can I get an umbrella, PA guy?

81 00:03:23,491 --> 00:03:25,590 - [Tony] Your pension benefit-

- Do we have umbrellas-

82 00:03:25,590 --> 00:03:28,690 - For the GSEPS plan is formula-based.

83 00:03:28,690 --> 00:03:31,040 - You receive 1% of your formula salary

84 00:03:31,040 --> 00:03:33,230 - for each year of creditable service.

85 00:03:33,230 --> 00:03:36,500 - To qualify for the GSEPS Pension Benefit with ERS,

86 00:03:36,500 --> 00:03:39,110 - you must be vested and this is important.

87 00:03:39,110 --> 00:03:40,880 - Vesting is the permanent right

88 00:03:40,880 --> 00:03:44,390 - to a retirement pension benefit at the retirement age.

89 00:03:44,390 --> 00:03:45,740 - You vest in your pension

90 00:03:45,740 --> 00:03:47,770 - with 10 years of creditable service.

91 00:03:47,770 --> 00:03:51,610 - Once vested, you will never outlive your pension income.

92 00:03:51,610 --> 00:03:53,340 - It's a beautiful thing, Beth.

93 00:03:53,340 --> 00:03:55,790 - It is, however, our sources reveal

94 00:03:55,790 --> 00:03:57,270 - that if you leave state employment

95 00:03:57,270 --> 00:03:59,250 - before vesting at 10 years of service,

96 00:03:59,250 --> 00:04:02,010 - you will not receive a lifetime pension.

97 00:04:02,010 --> 00:04:04,220 - You'll receive a refund of your contributions,

98 00:04:04,220 --> 00:04:05,950 - plus a set interest rate.

99 00:04:05,950 --> 00:04:08,150 - You also forfeit your employer's contributions

100 00:04:08,150 --> 00:04:10,020 - made toward your pension.

101 00:04:10,020 --> 00:04:12,880 - Vesting in your pension is one of the many benefits

102 00:04:12,880 --> 00:04:16,070 - associated with a long-term career with the state.

103 00:04:16,070 --> 00:04:19,710 - Once you vest, you'll have a guaranteed 1% pension benefit

104 00:04:19,710 --> 00:04:22,680 - for each year of service in the GSEPS Pension Plan.

105 00:04:22,680 --> 00:04:25,560 - - For detailed information about your GSEPS plan,

106 00:04:25,560 --> 00:04:28,270 - visit the ERSGA Website.

107 00:04:28,270 --> 00:04:31,960 - Now, let's move on to the second part of a GSEPS benefit,

108 00:04:31,960 --> 00:04:36,480 - the employer matching 401k through Peach State Reserves.

109 00:04:36,480 --> 00:04:39,170 - New state employees are automatically enrolled

110 00:04:39,170 --> 00:04:42,010 - in the Peach State Reserves 401k Plan.

111 00:04:42,010 --> 00:04:44,690 - This is a traditional, pre-tax contribution rate

112 00:04:44,690 --> 00:04:47,330 - of 5% of your compensation.

113 00:04:47,330 --> 00:04:50,570 - You can also make Roth, or after-tax contributions.

114 00:04:50,570 --> 00:04:52,120 - You can elect Roth contributions

115 00:04:52,120 --> 00:04:55,010 - or change your contribution rate at any time

116 00:04:55,010 --> 00:04:57,010 - at the Georgia Breeze website.

117 00:04:57,010 --> 00:04:59,110 - [Beth] More good news for GSEPS members,

118 00:04:59,110 --> 00:05:02,500 - your employer helps toward your 401k savings.

119 00:05:02,500 --> 00:05:05,520 - If you contribute at least 5% to your 401k,

120 00:05:05,520 --> 00:05:08,770 - your employer will contribute 5% on your behalf,

121 00:05:08,770 --> 00:05:12,350 - for a total 401k contribution of 10%.

122 00:05:12,350 --> 00:05:14,550 - Your 401k plan also includes

123 00:05:14,550 --> 00:05:16,520 - investment earnings over time.

124 00:05:16,520 --> 00:05:19,690 - Your account is automatically placed in a Lifecycle fund,

125 00:05:19,690 --> 00:05:22,720 - an investment mix that automatically adjusts over time

126 00:05:22,720 --> 00:05:25,410 - based on your estimated retirement date.

127 00:05:25,410 --> 00:05:28,280 - As a GSEPS member, planning a comfortable retirement

128 00:05:28,280 --> 00:05:30,621 - depends on both your GSEPS pension

129 00:05:30,621 --> 00:05:35,610 - and maximizing your Peach State Reserves 401k savings plan.

130 00:05:35,610 --> 00:05:38,870 - [Beth] And, as long as you're contributing at least 5%,

131 00:05:38,870 --> 00:05:40,800 - once you've reached six years of service,

132 00:05:40,800 --> 00:05:44,210 - you automatically receive a higher employee match each year.

133 00:05:44,210 --> 00:05:46,910 - All the way up to a 9% match.

134 00:05:46,910 --> 00:05:48,618 - Wow!

135 00:05:48,618 --> 00:05:50,200 - Here is an example of a retiree

136 00:05:50,200 --> 00:05:52,820 - with 30 years of creditable service.

137 00:05:52,820 --> 00:05:55,060 - Look at the huge difference in the amount you can save

138 00:05:55,060 --> 00:05:57,769 - as long as you contribute at least 5%.

139 00:05:57,769 --> 00:05:59,820 - Clearly, not matching fully

140 00:05:59,820 --> 00:06:01,755 - is shortchanging your future self.

141 00:06:01,755 --> 00:06:02,830 (enlightening music)

142 00:06:02,830 --> 00:06:04,580 - We should never shortchange ourselves, Beth.

143 00:06:04,580 --> 00:06:06,890 - We are worthy.

144 00:06:06,890 --> 00:06:08,900 - I think I know what you mean this time, Tony.

145 00:06:08,900 --> 00:06:12,150 - I always ask for an extra shot in my coffee order.

146 00:06:12,150 --> 00:06:14,770 - Uh, something like that, Beth.

147 00:06:14,770 --> 00:06:17,240 - The Peach State Reserves 401k plan

148 00:06:17,240 --> 00:06:19,500 - is an absolutely crucial component

149 00:06:19,500 --> 00:06:20,900 - to your retirement income.

150 00:06:20,900 --> 00:06:22,127 - So crucial, in fact,

151 00:06:22,127 --> 00:06:25,580 - I have many, many words to say about it.

152 00:06:25,580 --> 00:06:26,520 - Beth?

153 00:06:26,520 --> 00:06:27,353 - Yes, Tony?

154 00:06:28,210 --> 00:06:29,560 - I have many words to say

155 00:06:29,560 --> 00:06:32,640 - about the Peach State Reserves 401k.

156 00:06:32,640 --> 00:06:34,580 - That's excellent, Tony.

157 00:06:34,580 --> 00:06:38,250 - No, Beth, you know what that means, what's next.

158 00:06:38,250 --> 00:06:40,030 - It doesn't really need to be spoken.

159 00:06:40,030 --> 00:06:41,242 - Just open your third eye.

160 00:06:41,242 --> 00:06:42,150 (enlightening music)

161 00:06:42,150 --> 00:06:44,740 - Last I checked, I only had two.

162 00:06:44,740 --> 00:06:46,040 - Can someone in the control room

163 00:06:46,040 --> 00:06:47,660 - please explain what he means?

164 00:06:47,660 --> 00:06:49,630 - Your third eye, Beth.

165 00:06:49,630 --> 00:06:50,780 - Oh! (hands clapping)

166 00:06:50,780 --> 00:06:53,470 - It's time now for a Tony Harris breakdown!

167 00:06:53,470 --> 00:06:55,190 - Oh, I knew you'd get the message!

168 00:06:55,190 --> 00:06:56,159 - I certainly did.

169 00:06:56,159 --> 00:06:56,992 (intensifying music)

170 00:06:56,992 --> 00:06:59,460 - Vesting in your 401k means that you have the right

171 00:06:59,460 --> 00:07:01,690 - to a refund of employer matching contributions

172 00:07:01,690 --> 00:07:04,190 - by attaining a certain number of years of service.

173 00:07:04,190 --> 00:07:06,870 - You vest in your employer match 20%

174 00:07:06,870 --> 00:07:08,320 - for each year of service.

175 00:07:08,320 --> 00:07:11,090 - After 5 years of service, you are 100% vested

176 00:07:11,090 --> 00:07:14,993 - in your 401k employer contributions and earnings.

177 00:07:14,993 --> 00:07:18,290 - Peach State Reserves also has very low administrative fees

178 00:07:18,290 --> 00:07:20,310 - as a benefit for state workers.

179 00:07:20,310 --> 00:07:22,680 - You have the option to roll over 401k

180 00:07:22,680 --> 00:07:25,500 - or other retirement funds from previous employers.

181 00:07:25,500 --> 00:07:28,928 - Additionally, Peach State Reserves
 offers a non-matching
 182 00:07:28,928 --> 00:07:31,840 - 457 retirement savings plan.
 183 00:07:31,840 --> 00:07:34,300 - Log on to the Georgia Breeze website
 to find out
 184 00:07:34,300 --> 00:07:37,900 - all of your account information for
 Peach State Reserves.
 185 00:07:37,900 --> 00:07:41,320 - Truly spellbinding, those Tony Harris
 breakdowns.
 186 00:07:41,320 --> 00:07:42,980 - Turning now to our next story,
 187 00:07:42,980 --> 00:07:44,120 - a really important step
 188 00:07:44,120 --> 00:07:46,320 - to take for your family and loved
 ones.

189 00:07:46,320 --> 00:07:48,660 - As a GSEPS member, you will need to
 designate
 190 00:07:48,660 --> 00:07:51,190 - a beneficiary in two areas.
 191 00:07:51,190 --> 00:07:53,460 - Designate your beneficiary by
 logging in
 192 00:07:53,460 --> 00:07:57,710 - and accessing your accounts at ERSGA
 and Georgia Breeze.
 193 00:07:57,710 --> 00:07:58,913 - For your GSEPS pension,
 194 00:07:58,913 --> 00:08:01,890 - you should name a person as your
 beneficiary.
 195 00:08:01,890 --> 00:08:04,620 - If you name an estate, trust, or
 organization,
 196 00:08:04,620 --> 00:08:07,860 - they receive only a refund of your
 contributions
 197 00:08:07,860 --> 00:08:09,320 - and not the lifetime benefit
 198 00:08:09,320 --> 00:08:11,160 - that a person would receive.
 199 00:08:11,160 --> 00:08:14,194 - Beneficiary designations on the
 ERSGA website
 200 00:08:14,194 --> 00:08:17,210 - are for your GSEPS pension only.
 201 00:08:17,210 --> 00:08:18,666 - You can designate a beneficiary
 202 00:08:18,666 --> 00:08:21,260 - for your Peach State Reserves 401k
 203 00:08:21,260 --> 00:08:23,650 - on the Georgia Breeze website.
 204 00:08:23,650 --> 00:08:26,060 - You can even name multiple primary
 205 00:08:26,060 --> 00:08:27,670 - and secondary beneficiaries.
 206 00:08:27,670 --> 00:08:29,210 - Should your circumstances change,
 207 00:08:29,210 --> 00:08:31,727 - it's important to update your
 beneficiaries.
 208 00:08:31,727 --> 00:08:34,350 - As a new employee, you can expect to
 receive
 209 00:08:34,350 --> 00:08:38,250 - welcome communications from both
 ERSGA
 210 00:08:38,250 --> 00:08:40,080 - and Peach State Reserves.
 211 00:08:40,080 --> 00:08:42,360 - You'll also receive Retirement
 Minute emails
 212 00:08:42,360 --> 00:08:43,680 - and other communications.
 213 00:08:43,680 --> 00:08:46,600 - And each spring, a personalized
 Annual Statement
 214 00:08:46,600 --> 00:08:48,370 - is available for your review.
 215 00:08:48,370 --> 00:08:50,300 - This statement includes both the
 pension

216 00:08:50,300 --> 00:08:53,560 - and the balance in your Peach State Reserves 401k.

217 00:08:53,560 --> 00:08:56,490 - If applicable, your statement will include retirement

218 00:08:56,490 --> 00:08:59,660 - and social security projections to age 65.

219 00:08:59,660 --> 00:09:02,190 - When you receive notice that this statement is available,

220 00:09:02,190 --> 00:09:03,610 - be sure to review it.

221 00:09:03,610 --> 00:09:04,520 - That's right, Beth.

222 00:09:04,520 --> 00:09:06,760 - Check your mail and your emails.

223 00:09:06,760 --> 00:09:08,660 - And make sure to visit the websites

224 00:09:08,660 --> 00:09:11,120 - for managing your ERSGA account

225 00:09:11,120 --> 00:09:13,400 - and your Peach State Reserves account.

226 00:09:13,400 --> 00:09:15,970 - There, you can verify your personal contact information

227 00:09:15,970 --> 00:09:17,970 - and designate your beneficiaries.

228 00:09:17,970 --> 00:09:20,272 - To learn more about your GSEPS benefit,

229 00:09:20,272 --> 00:09:25,272 - visit ERS.GA.GOV and log in to your secure desktop.

230 00:09:26,252 --> 00:09:27,293 - And, for more information

231 00:09:27,293 --> 00:09:29,588 - on your Peach State Reserves 401k,

232 00:09:29,588 --> 00:09:32,950 -visit gabreeze.ga.gov.

233 00:09:32,950 --> 00:09:36,170 - ERSGA and Peach State Reserves are available to assist you

234 00:09:36,170 --> 00:09:38,820 - with your retirement goals and wish you great success

235 00:09:38,820 --> 00:09:41,530 -in your new position with the State of Georgia.

236 00:09:41,530 --> 00:09:43,382 - I gotta tell you Beth, these retirement headlines

237 00:09:43,382 --> 00:09:47,500 - have me and my umbrella longing for a tropical vacation

238 00:09:47,500 --> 00:09:49,880 - as I think about, um, eh, ohh.

239 00:09:49,880 --> 00:09:53,000 - Okay, that obviously does it for me and Beth.

240 00:09:53,000 --> 00:09:55,470 - Thanks for watching and tuning in to "HR Hour".

241 00:09:55,470 --> 00:09:57,780 - We'll be back at that time, next time.

242 00:09:57,780 --> 00:09:58,980 - Goodnight, Georgia.

243 00:09:58,980 --> 00:09:59,918 - Give me that!

244 00:09:59,918 --> 00:10:01,965 (upbeat music)
(sticks crashing)

245 00:10:01,965 --> 00:10:02,823 - Ohh.

246 00:10:02,823 --> 00:10:07,823 (paper ripping)
(upbeat music)