



Planning for Retirement

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The next few years are crucial.

Understand what you need to do, and when you need to do it.



THE UNIVERSITY SYSTEM OF GEORGIA APPRECIATES YOUR SERVICE AND WISHES YOU A HAPPY AND FULFILLING RETIREMENT.

- Plan an initial meeting with your HR/Benefits Office to discuss your eligibility to continue USG health benefits in retirement.
- Read the Board of Regents' policy [Definition of a USG Retiree](#). Additionally, you can access the Board of Regents policy for survivors, [Dependents of Deceased Employees, Disabled Employees, or Retirees](#) for further information.
- If you are a member of the [Teachers Retirement System of Georgia](#) (TRS) or the [Employees Retirement System of Georgia](#) (ERS), you should schedule an appointment to discuss your eligibility to retire, your benefit amount at retirement and how you plan to provide for your beneficiary. Call TRS at **1-404-352-6500** or ERS at **1-404-350-6300**. You can create an account and request benefit calculation at any time online. TRS also provides a **retirement checklist**.
- If you are an Optional Retirement Plan (ORP) participant or participate in one of the supplemental retirement savings plans (403(b)/457(b)), you should start meeting with a plan advisor every year to discuss

Considerations if you are within **one** year of your planned retirement date:

- If you are a TRS, ERS or ORP participant, you should complete your retirement application or discuss next steps with your respective retirement system advisor and select a date of retirement.
- As a TRS or ERS participant, additional information must be provided by your HR/Payroll Office to complete the process.
- If you or your spouse will be age 65 or older at the time of retirement, you should begin your enrollment process for Medicare A and B at least 90 days before your retirement date.
- OneUSG Connect - Benefits will complete a confirmation of coverage form for Medicare enrollment.
- If you will be applying for a Social Security benefit at the time you retire, you will need to start the process six months prior to your retirement date.
- Notify your supervisor and HR/Benefits Office of your official retirement date as far in advance as you can.

Eligibility for USG Retiree Healthcare Benefits

The University System of Georgia (USG) provides healthcare benefits to employees who meet the definition of retirees under the Board of Regents' policy 8.2.8 as noted earlier. For retirees who are age 65 or older, USG provides funding into a Health Reimbursement Account (HRA) to be used toward secondary Medicare coverage through the Aon Retiree Health Exchange (ARHE) in which proof of Medicare A and B must be provided for enrollment. For these eligible retirees, Medicare is primary, and retirees must enroll and have continuous coverage in secondary Medicare coverage through the ARHE in order to be eligible for the USG funding into the HRA (\$228 per Medicare-eligible person per month, \$2,736 annually). For retirees who are younger than age 65 and not eligible for Medicare, the USG retiree healthcare benefit is provided through the health insurance plans offered to active employees, which is billed and administered through

Additional Benefits

In addition to the health plan options, if you are eligible to retire with USG benefits, you may continue to participate in the following benefits programs during your retirement **provided you are enrolled in these benefits at the time you retire**. At the time of retirement, you will be defaulted into the same coverage you had as an active employee, except for life insurance. Upon retirement, your life insurance will reduce to the amounts allowed in retirement. If you do not wish to remain enrolled in coverage, contact OneUSG Connect - Benefits at **1-844-5-USGBEN (1-844-587-4236)**.

- Dental plan — Basic or High Plan (HMO — Georgia Tech)
- Vision plan
- Basic Life insurance — \$25,000 (employer paid)
- Child Life insurance — \$5,000
- Spouse Life insurance — \$5,000
- Supplemental life for the retiree — \$15,000 (if you have at least \$30,000 of supplemental life as an active employee). You can opt to continue the difference by contacting Minnesota Life direct (e)6.1 (s)



The table below provides an overview of options available to qualified USG retirees:

ACTIVE EMPLOYEE BENEFITS	RETIREE BENEFITS	RETIREE PREMIUMS*
Basic Life (\$25,000)	Basic Life (\$25,000)	No cost
Employee Supplemental life	Retiree Supplemental life (\$15,000, if you have at least \$30,000 of supplemental life as an active employee)	Cost tiers depend on age band at retirement and increase based on

