

POLICY: 4.9.1

Retirement

Revised: October 28, 2015; and January 7, 2001

Last Reviewed: May 15, 2025

Adopted: April 2, 1987



POLICY:

With limited exceptions, all individuals appointed to a salaried, benefits-eligible position shall elect membership in either the Teachers Retirement System of Georgia (TRS) or the Employees' Retirement System of Georgia (ERS). Membership in TRS or ERS is governed by eligibility requirements outlined in state law and in accompanying TRS and ERS plan guidelines.

All individuals appointed to a temporary, part-time, hourly-paid position and adjunct faculty must, as a condition of employment, become a member of the Georgia Defined Contribution Plan unless exempted by law and/or Employees' Retirement System of Georgia plan guidelines.

An employee who encumbers a TRS non-covered position (e.g., a non-supervisory custodial, maintenance, or food service position) is ineligible for membership in the Teachers Retirement System; therefore, the employee shall become a member of the Employees' Retirement System if otherwise eligible.

An individual who accepts state employment (for the first time) with the Technical College System of Georgia at age sixty (60) or older in a position subject to membership in TRS or ERS may decline membership in both retirement systems. The individual shall become a member of the Georgia Defined Contribution Plan unless otherwise excluded by law or accompanying ERS plan guidelines. The election to decline TRS or ERS membership is irrevocable.

As provided in O.C.G.A. §20-4-25, an employee's decision to elect membership in TRS or ERS is irrevocable during their employment with the Technical College System of Georgia, a Technical College, or any other associated TCSG work unit.

In the rare instance that a newly hired employee appointed to a salaried, benefits-eligible position is not eligible for membership in the TRS or the ERS, they shall become a member of the Public-School Employees Retirement System.

RELATED AUTHORITY:

TCSG Procedure 4.1.4p – Categories of Employment

O.C.G.A. §20-4-25 – Membership in Retirement System- Professional Personnel Employed after

July 1, 1985, and nonprofessional personnel employed after July 1, 1987
O.C.G.A. §47-2-1 et seq. – Employees’ Retirement System of Georgia
O.C.G.A. §47-3-1 et seq. – Teachers Retirement System of Georgia
O.C.G.A. §47-4-1 et seq. – Public School Employees Retirement System
O.C.G.A. §47-22-1 et seq. – Georgia Defined Contribution Plan
Employees’ Retirement System of Georgia Plan Guidelines
Teacher Retirement System of Georgia Plan Guidelines