



## Georgia State Employees' Pension and Savings Plan (GSEPS) *Enrollment Information Notice*

### *Membership*

As a new State of Georgia employee, you are enrolled in the Georgia State Employees' Pension and Savings Plan (GSEPS).

GSEPS is a hybrid retirement plan comprised of both (1) a Defined Benefit Pension Plan and (2) a Peach State Reserves (PSR) 401(k) Plan with an employer match benefit.

### *Part 1: Your ERS Pension Plan*

- Referred to as your ERS Pension Plan: Governed and administered by the Employees' Retirement System of Georgia (ERSGA)
- Mandatory employee contribution rate of 1.25% of eligible pay

### *Part 2: Your PSR 401(k) Plan*

- Referred to as your PSR 401(k) Plan: Governed by ERSGA and administered through GaBreeze
- Automatic enrollment with a contribution equal to 5% of eligible pay
- Employers will match member contributions dollar per dollar, up to 5% of pay. Members saving 5% or more receive a full 5% match.
- GSEPS members with at least six years of Creditable Service, and who are contributing at least 5%, will get an additional half percent employer match for every full year of Creditable Service in excess of five years, up to a maximum employer match of 9%.
- Eligible Law Enforcement Officers (LEOs) who contribute at least 5% to their Peach State Reserves 401(k) Plan begin receiving increased employer matching contributions after six years of Creditable Service. The LEO employer match increases by 2%, instead of 0.5%, each year based on years of Creditable Service until it reaches a maximum employer match of 15%.
- Contributions are invested in a Lifecycle Fund based on your date of birth.
- Automatic enrollment contributions are pre-tax, but you may elect to make after-tax Roth contributions (or a combination of both).
- PSR 401(k) contribution rate and/or investment options may be changed at any time.

### *Take Action*

1. You should have received a GSEPS Automatic Enrollment Acknowledgement Form. Sign this form and return to your human resources department.
2. Review ERSGA website resources about your GSEPS (Tier 3) Plan: [ers.ga.gov](http://ers.ga.gov)
  - Brief informative videos
  - PSR plan information in the *PSR Handbook*
  - Fund information by clicking the *Peach State Reserves* link, then *Fund Information*

## Register to Access Your PSR 401(k) Account

### Step 1 Register:

- Go to [GaBreeze.ga.gov](http://GaBreeze.ga.gov) and click *New User?*  
**Note:** It may take up to five days from date of hire for your information to be available at GaBreeze.

### Step 2 Take Action:

- Designate your beneficiaries.
- GaBreeze will send a message for any action needed on your part. If you have messages, a yellow dot will appear in the bell at the top of the page.

### Step 3 Use the GaBreeze website to access retirement planning tools

## Additional Communications

- Within two weeks of your date of hire, GaBreeze will send you a *Peach State Reserves Automatic Enrollment Notice*. This notice includes details about automatic enrollment in the PSR 401(k) Plan.
- A Welcome letter from ERSGA will be mailed to you within two months of your date of hire. This will contain instructions on how to register for your GSEPS Defined Benefit Pension online account on the ERSGA website. If your email address is on file with GaBreeze, you will also receive the Welcome letter via email. Please register for your online account when you receive your Welcome letter.

## Other Important Information

PSR also offers a 457 Plan as an additional savings vehicle. Although the 457 Plan does not offer employer matching funds, employees can open a 457 Plan in addition to their PSR 401(k) Plan to help meet retirement needs.

**Important:** GSEPS members should be saving at least 5% in their PSR 401(k) before contributing to a 457 account.

Learn about your retirement benefits and complete the action items listed in this document so you can successfully plan for your future!