



PROSPECTIVE STAFF BENEFITS SNAPSHOT

The University System of Georgia (USG) is composed of 26 higher education institutions, including four research universities, four comprehensive universities, nine state universities and nine state colleges, as well as the Georgia Public Library Service. **Your benefits are provided through USG.**

This document is intended to be a quick reference and is not all inclusive. More detail on benefits and how to enroll can be found by visiting UGA's Benefit Snapshot for Prospective Faculty and Staff (<https://hr.uga.edu/employees/benefits/benefits-snapshot/>).

BENEFITS OVERVIEW SESSIONS

All new faculty and staff members are encouraged to attend a Benefits Overview Session (<https://hr.uga.edu/employees/benefits/benefits-overview-sessions/>) prior to making benefits choices and within the first three weeks of employment. Most benefits decisions must be made within your first 30 days of employment. A benefits counselor will be available to answer questions and no reservations are required to attend. The sessions are held the first and third Monday of each month from 9:00-10:30am at the Training & Development Center. Read more about benefits coverage start dates (<https://hr.uga.edu/employees/benefits/>).

HEALTH INSURANCE

Our faculty and staff may choose from four plans: Comprehensive Care, Consumer Choice HSA, BlueChoice HMO, and Kaiser Permanente HMO. Each offers various coverage levels. More information on health plans and coverage tiers can be found here (<https://hr.uga.edu/employees/benefits/health-insurance/>).

RETIREMENT

All employees must participate in a retirement plan. UGA offers the following (<https://hr.uga.edu/employees/retirement-other-savings-options/mandatory-retirement-plans-trs-orp/>):

- **Teachers Retirement System of Georgia (TRS)**

All regular, non-exempt, benefit eligible employees participate in this formula-based defined benefit plan. You contribute 6.0% of your pay towards TRS and are vested after 10 years.

- **Optional Retirement Plan (ORP)**

In lieu of participating in the TRS plan, faculty and exempt staff may choose the ORP, a portable defined contribution plan. ORP participants are vested immediately.

OTHER HEALTH & WELFARE BENEFITS

- Life insurance (<https://hr.uga.edu/employees/benefits/life-insurance/>)
- Dental insurance (<https://hr.uga.edu/employees/benefits/dental-insurance/>)
- Vision insurance (<https://hr.uga.edu/employees/benefits/vision-insurance/>)
- Long-term (<https://hr.uga.edu/employees/benefits/long-term-disability-insurance/>) and short-term disability (<https://hr.uga.edu/employees/benefits/short-term-disability-insurance/>) insurance
- Critical Illness insurance (<https://hr.uga.edu/employees/benefits/critical-illness-insurance/>)
- Accidental death & dismemberment insurance (<https://hr.uga.edu/employees/benefits/accidental-death-dismemberment-insurance/>)
- Tax deferred saving plans (403b and 457b) (<https://hr.uga.edu/employees/retirement-other-savings-options/403b-457b-roth-savings-options/>)

- Spending accounts (FSA, HAS, LPFSA) (<https://hr.uga.edu/employees/benefits/spending-accounts-hsa-fsa-lpfsa/>)
- Georgia Section 529 Higher Education Savings Plan (<https://hr.uga.edu/employees/retirement-other-savings-options/529-higher-education-savings-plan/>)

CAMPUS SERVICES & RESOURCES

- Training (<https://hr.uga.edu/employees/training/>) UGA Training & Development provides professional education and experiences that help the University of Georgia community succeed and flourish in their work and lives so they can better serve the mission of the University.
- Tuition Assistance Program (https://www.usg.edu/hr/benefits/tuition_assistance_program/tuition_assistance_program_policy)
- Athletic Tickets (<https://georgiadogs.com/sports/2017/6/16/ticket-information.aspx>)
- Parking Services (<https://tps.uga.edu/permits/>)
- UGA Identification Card (<https://tate.uga.edu/ugacard/>) To receive a faculty/staff UGA OneCard, your employment status must be reflected in the Identity Management System. Prior to requesting a UGA OneCard, you should check with your supervisor to be sure all required personnel paperwork has been completed in the hiring process.
- Work/Life Balance (<https://hr.uga.edu/employees/training/work-life-balance/>) The Human Resources Department at the University of Georgia recognizes the daily challenge of balancing personal, work, and family life. For concerns ranging from workplace stress to caring for a young child or other family members, you will find here a wide variety of resources to help you integrate your work and life responsibilities.
- Ramsey Center (https://recsports.uga.edu/content_page/memberships) Memberships are available to UGA Students, UGA Student Spouses & Dependents, Faculty and Staff, Faculty and Staff Spouses & Dependents, Retired Faculty and Staff & their Dependents, UGA Alumni, and UGA Affiliates.
- Library Resources (<https://www.libs.uga.edu/>)
- Legion Pool (<https://tate.uga.edu/legion-pool/>)
- Golf Course (<https://golfcourse.uga.edu/about-us/course-info/>)

SICK AND ANNUAL LEAVE ACCRUAL AND PAID HOLIDAYS

- Faculty and staff earn sick and annual leave (<https://hr.uga.edu/employees/leave/paid-days-off/>) based on length of service.
- UGA also has a shared sick leave program (<http://www.policies.uga.edu/FA/nodes/view/1160>) in which employees may donate leave to other staff members who are experiencing serious personal illness.
- The University observes 12 official paid holidays each year.

USG PERKS

UGA offers discounts on local and national services & products and University of Georgia faculty and staff can join the Georgia United Credit Union (<https://gucu.org/>).

We know that USG benefits are important to you and your family. Your life changes and your needs change, so it's always a good idea to review your options so you can make smart benefit choices. Open Enrollment for benefits is tentatively scheduled during October of each year, and available options and requirements are subject to change each calendar year. For the most up-to-date information, visit UGA's Employee Benefits website (<https://hr.uga.edu/employees/>).