

Prospective Employee 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 details on benefits and how to enroll can be found by visiting UGA's [Employee Benefit website](#). Most benefits decisions must be made within your first 30 days of employment.

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](#).

Retirement

All employees must participate in a retirement plan. UGA offers the following [retirement plans](#):

- 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 plan, a portable defined contribution plan. ORP participants are vested immediately.

Other Health & Welfare Benefits

- [Life Insurance](#)
- [Dental Insurance](#)
- [Vision Insurance](#)
- [Long Term & Short-Term Disability Insurance](#)
- [Critical Illness Plan](#)
- [Accidental Death & Dismemberment Insurance](#)
- [Tax Deferred Savings Plans \(403b and 457b\)](#)
- [Health Savings Account](#)
- [Flexible Spending Accounts](#)
- [Georgia Section 529 Higher Education Savings Plan](#)

Sick and Annual Leave Accrual, Extended Leave, & Paid Holidays

Employees who work at least 50% time in one or more “regular” positions are eligible for leave benefits, pro-rates based on full-time equivalency (FTE). Faculty and staff earn [sick leave](#) and [annual leave](#) based on length of service.

- [Extended Leave](#)
- [Miscellaneous Leave](#)
- [Paid Holidays](#)

USG Perks

To improve the financial well-being of USG employees, UGA has partnered with financial experts at Captrust along with Corebridge Financial, Fidelity, and TIAA to bring financial well-being solutions. More information on financial solutions and tools can be found [here](#).

Campus Services & Resources

- [Professional Education Portal \(PEP\)](#) a tool to support your professional development and research-related educational needs at the University of Georgia.
- [Tuition Assistance Program \(TAP\)](#) Participation in the Tuition Assistance Program (TAP) is available to full-time, benefits-eligible employees who have successfully completed at least six months of employment in a benefits-eligible position as of the date of the TAP deadline for the desired academic semester.
- [Athletic Tickets](#)
- [Parking Services](#) UGA employees who work on the Athens campus must apply for a parking permit in order to park on campus.
- [UGA Identification Card](#) 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.
- [Wellness Programs](#)
- [Ramsey Center](#) 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](#)
- [UGA Golf Course](#)

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](#).

