

TRS & ORP Comparison

	Teachers Retirement System	Optional Retirement Plan
Type of plan	Defined Benefit What is a defined benefit plan?	Defined Contribution What is a defined contribution plan?
Benefit at retirement	Based on formula: 2% x years of service x avg. of 24 highest consecutive months salary	Based on account accumulations, your age, and the type of annuity you select at retirement
Vesting	10 years of creditable service	Immediate
Disability benefits	Available after 9.5 years creditable system service	No disability benefit
Contribution rates effective 1/01/08	Employee: 5.25% Employer: 9.74% Effective July 1, 2009	Employee: 5.00% Employer: 9.24% Effective January 1, 2009
Responsibility for management of funds & investments	Teachers Retirement System; retirement benefit is guaranteed based on formula, not on returns	Employee takes active role; retirement benefit is based on investments and returns

Refer to the Benefits section on the HR Web site (www.hr.uga.edu) for complete retirement plan details.
Questions? Contact Employee Benefits at (706) 542-2222 or benefits@uga.edu