



**BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA**

HUMAN RESOURCES - LIFE AND HEALTH BENEFITS
270 WASHINGTON STREET, S.W.
ATLANTA, GEORGIA 30334

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Approved by the Board of Regents October 9, 2012

New Hire Retiree Healthcare Contributions

For employees hired on or after January 1, 2013, the employer contribution for healthcare will be based on years of service with the University System of Georgia. Employees retiring with 10 years of service with the University System of Georgia will receive a 15% employer contribution toward their retiree health care costs. For each additional year of service, the employer's contribution will increase by 3% up to 25 years of service, after which the employer contribution will increase by 2% to a maximum of 70%. (See chart below.)

	Employer contribution
Retiree eligible for Medicare but not enrolled in Part B or Medicare Advantage	0
30 or more years of service	70% of active or retiree cost
29	68%
28	66%
27	64%
26	62%
25	60%
24	57%
23	54%
22	51%
21	48%
20	45%
19	42%
18	39%
17	36%
16	33%
15	30%
14	27%
13	24%
12	21%
11	18%
10	15%
Fewer than 10 years	0

Note: If an employee meets BOR retirement eligibility requirements, University System of Georgia will recognize former State service as years of service for the employer contribution.