



**UNIVERSITY SYSTEM  
OF GEORGIA**

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**MEMORANDUM**

**TO:** Chief Human Resources Officers  
**FROM:** Jason Culp, Retirement Plan Manager  
**SUBJECT:** TRS Salary Limits and Employee/Employer Contribution Rates

**Fiscal Year 2018-TRS Average Salary Limitation**

In its annual meeting held May 16, 2018, the Teachers Retirement System Board of Trustees adopted the following maximum salary increase for Fiscal Year 2019 that is used by TRS to compute a member's highest two-year average salary. The percentage is in accordance with Georgia Law and applies only to TRS members whose current date of membership is on or after July 1, 1984, and plan to retire this year.

**FISCAL YEAR 2019 – TRS Average Salary Limitation**

**Employees of the Board of Regents - 2.50%**

For example, if an active TRS member is planning to retire and is within their highest salary earning years; if he/she receives a salary increase of 3% in the final year of employment, TRS will limit the salary increase to 2.5% to calculate the member's highest 24-month consecutive average salary to determine retirement benefit payments.

**Fiscal Year 2020 TRS Contribution Rates**

The board also adopted the employee and employer contribution rates for Fiscal Year 2020. The TRS, a defined benefit plan, operates on a fiscal year cycle (July 1 – June 30). The TRS employer rate will increase for Fiscal Year 2019 and Fiscal Year 2020 as follows:

**FISCAL YEAR 2019 – TRS Contribution Rates**

**July 1, 2018 – June 30, 2019**

Employer Contribution Rate	20.90%
Employee Contribution Rate	6.00%

**FISCAL YEAR 2020 – TRS Contribution Rates**

**Effective July 1, 2019**

Employer Contribution Rate	21.14%
Employee Contribution Rate	6.00%

Please share this information as appropriate. Thank you for your assistance and if you have any questions, please let us know.

cc: Chief Business Officers  
Tricia Chastain, Executive Vice Chancellor of Administration  
Tracey Cook, Interim Executive Vice Chancellor for Strategy and Fiscal Affairs  
Becky Prince, Director, Shared Services Center  
Karin Elliott, Interim Vice Chancellor of Human Resources  
Lisa Joe, Director of Retirement Programs and Services