Georgia Defined Contribution Plan (GDCP)

What is the Georgia Defined Contribution Plan (GDCP)?
The Georgia Defined Contribution Plan (GDCP) provides a retirement system for temporary and part-time employees working for state departments or institutions. These employees are required by Georgia law to contribute 7.5% of their pay to the Georgia Defined Contribution Plan instead of making contributions to Social Security.

As a student employee, do I participate in GDCP?
Usually, no. However, student employees who are taking a semester off or are registered for less than half-time credit load* and will be working over 20 hours per week are not eligible for IRS student exemptions and will contribute to GDCP. During those semesters, student employees will have 7.5% for Georgia Defined Contribution Plan (GDCP) deducted from their earnings. The deduction will appear in the “After-Tax Deductions” box on the student’s pay statement (review this knowledge article on how to view your paycheck: Viewing My Paycheck). There is no way to ‘opt out’ of this payroll deduction, but it is totally refundable.

*For employment purposes, the registration requirement for half-time is defined as at least 6 credit hours for undergraduates and 3 credit hours for graduate students (review the Eligibility for Student Employment policy for more information).

What should I do if I am taking a semester off or taking a reduced course load?
Student employees must notify their department that they are taking a less than half-time course load or temporarily not taking classes. The department will update positions for hourly Student Assistants who will continue to work in their same role more than 20 hours per week. The department will hire or rehire other student employee types (GA, GRA, GTA) as hourly Student Assistants only for the semester they are taking a reduced course load or temporarily not taking classes and working more than 20 hours per week. Note: some GRA/GTAs may be able to continue as an hourly Graduate Assistant during their final semester while registered for only one-hour thesis credit course.

What should I do when I register at least half-time after taking a semester off or taking a reduced course load?
Student employees should notify their department again when they are registered for at least half-time and become re-eligible for IRS student exemptions.

How and when do I request a refund for the GDCP deductions?
Students will be eligible to apply for a refund of their GDCP contributions 30 days after their GDCP employment ends. Student employees who were working over 20 hours per week during a reduced course load semester (and were therefore not eligible for IRS student exemption) are considered ‘terminated from GDCP employment’ when they are rehired or transferred to an enrolled student employee position, or they completely leave employment with Georgia Tech and the University System of Georgia. To request a refund, please view the Georgia Tech specific process here: Applying for a GDCP Refund. Note: there is no time limit to request a refund; even if the last contribution was many years ago, a refund may be requested.

I am registered at least half-time but have the GDCP deduction on my pay statement. Who do I contact to correct the error?
Student employees should notify their manager or department representative to take the necessary action to correct the error.