

# TRS/ORP Retirement

**System Regulation:** 31.07.01

**Approved:** February 5, 1997

**Most Recent Revision:** December 14, 2023

**Next Scheduled Review:** December 14, 2028

**Responsible University Office:**

Human Resources

**Responsible University Administrator:**

Benefits Coordinator

The university offers several retirement plans. All employees are automatically enrolled in the Teacher Retirement System (TRS) pension plan on the first day of employment. Employees who are department heads, faculty, or in certain professional positions, may elect to participate in the Optional Retirement Plan (ORP) as an alternative to TRS. There is a *one-time opportunity* to choose between TRS and ORP. Employees may elect ORP on the first day of employment in an ORP eligible position (initial ORP Eligibility Date), with an additional 90 calendar days to make their election (ORP Election Period). Once a retirement program choice is made it *cannot be changed*. These two types of retirement plans are suitable for different individual needs, so faculty members should make the decision very carefully after considering both plans in light of personal circumstances.

Both mandatory retirement plans (TRS and ORP) are partially funded by the A&M System. Regardless of which plan they join, employees may also participate in the voluntary Tax-Deferred Account (TDA) and/or TexaSaver Deferred Compensation (DCP) plans, which allow them to save for retirement on a tax-deferred basis. Visit the [A&M System Retirement Programs](#) website and/or contact HR.Benefits@tamuc.edu for further information about the TRS and ORP plans and the voluntary tax-deferred savings plans.