



*Strategic Planning Report*  
*FY23-FY25*  
*(July 1, 2022 – June 30, 2025)*

# GSRA Planning Report

January 2022

Prepared of the J.W. Fanning Institute for Leadership Development, a Public Service and Outreach unit of the University of Georgia



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The **Georgia State Retirees Association (GSRA)** envisions a future in which all state retirees and employees receive the retirement and healthcare benefits promised to them so that they may have a secure and dignified retirement.

To that end, GSRA advocates and educates to protect promised retirement and healthcare benefits for Georgia's state retirees and current employees.

*In order to preserve and enhance the organization's ability to act on its mission, GSRA will focus on the following strategic priorities for FY23-FY25:*

**1** Protect and advocate for retiree benefits

**2** Grow the organization's impact through strong membership and participation

## The Strategic Planning Process

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### ***Planning to Plan***

Prior to the strategic planning process, the strategic planning committee participated in a planning overview session in which they were asked *why* the Georgia State Retiree Association needed to plan. The planning objectives that resulted from that conversation are:

- 1) to hear from other people,
- 2) to move forward with new ideas,
- 3) to create a blueprint for the future, and
- 4) to ensure that GSRA is representing its membership.

As a next step, committee members were asked to identify questions that must be answered in order for the organization to meet its planning objectives. These questions varied significantly, ranging from “How do we grow?” to whether or not local chapters are effective. However, overall trends among question topics could be discerned. These included:

- public perception of the organization,
- purpose of the organization if COLA was settled,
- effectiveness of communication to members, and
- future growth and focus.

### ***Scanning the Environment***

Committee members determined that the best methods to collect information from stakeholder would be interviews and an online survey.

Stakeholder interviews were conducted throughout the summer. The link to the online survey was made available on Facebook and emailed to over 1,000 members and retirees. The online survey was live for four weeks in May and June. In all, the survey received 967 responses. 7 stakeholder interviews were completed.

In addition to collecting data from stakeholders, committee members developed vision and mission statements for the organization.

### ***Setting Priorities & Developing Strategies***

Preliminary findings of the analyzed data were presented to and reviewed by the strategic planning committee.

Committee members participated in several brainstorming sessions to identify goals, strategies and accountability measures based on the feedback provided, working to build consensus along the way.

## Vision and Mission

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Vision statements explain the ultimate reason an organization exists to external audiences. These statements are speak of an ideal future the organization works to achieve. The best vision statements are brief, easy to understand, and inspire others to learn more about and engage with the organization. In order to brainstorm words and phrases for GSRA's vision statement, committee members were asked, "What impact do you want GSRA to have?"

Responses included the following:

- We want future and current state employees to have a protected and comfortable retirement that includes all of the benefits\* promised to them by the state.
- We want current and future retirees to be empowered to advocate and educate for benefits\*.
- We want the ERS board and the state legislature to be impacted by GSRA's work and thereby motivated to make change.
- We want all current and future retirees to be respected during their work lives and in retirement.
- We want GSRA to grow in capacity as a respected resource for retirees, legislators and decision makers.
- We want GSRA to be a resource that helps Georgia leadership move forward with decisions that promote better care of the residents of the state.
- We want equity in and across state funded pension systems.

*\*Benefits includes compensation and healthcare*

Mission statements explain what an organization actually does to achieve its vision. Mission statements speak to the present and reflect current reality for the organization. Again, mission statements are brief and easy to understand (as opposed to a laundry list of programs or activities the organization is engaged in).

Committee brainstorming around the question, "What does GSRA do?" resulted in conversations around the following:

- GSRA works to enhance and improve retirement benefits.
- We leverage and expand on current expertise, knowledge and respect of current retirees to the benefit of all.
- We work to protect and improve current and future state retirees' pension and health care benefits in retirement.
- GSRA advocates and educates legislators and governors regarding benefits promised to current and future retirees.
- GSRA is an organization of inclusion that educates, leads, and protects the monetary and medical (health) benefits of active and retired state employees.
- We advocate for salary increases for current state employees.
- We work today for the retirees of tomorrow.

- GSRA works to improve the “whole system”
- GSRA serves as a voice for state employees
- The organization increases/provides connection between state retirees.

**Together, the vision and mission statements should tell the story of why and organization exists and what it does.** After much discussion, consideration, and deliberation, the following statements were drafted for GSRA:

**Vision:** The Georgia State Retirees Association (GSRA) envisions a future in which all state retirees and employees receive the retirement and healthcare benefits promised to them so that they may have a secure and dignified retirement.

**Mission:** GSRA advocates and educates to protect promised retirement and healthcare benefits for Georgia’s state retirees and current employees.

## Environmental Scan

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As data from the 967 survey responses and 7 interviews was compiled and analyzed, several commonalities emerged. These are organized by the areas of inquiry identified during the *Planning to Plan* stage.

### **Public perception**

#### ***What benefits or services that GSRA provides are most important to members?***

The majority of survey respondents noted that **updates and information** were most important. This included information about progress on cost of living adjustments (COLAs), GSRA itself, general retirement concerns, and other legislative information. The newsletter was noted as a particularly useful product.

Beyond providing information, the service named most often as important was **legislative advocacy**. Respondents mentioned lobbying, educating politicians, advocating for COLA and current benefits, and the overall representation of state employees.

### **Purpose of the organization if COLA was settled**

#### ***What do you think our number one focus as an organization should be?***

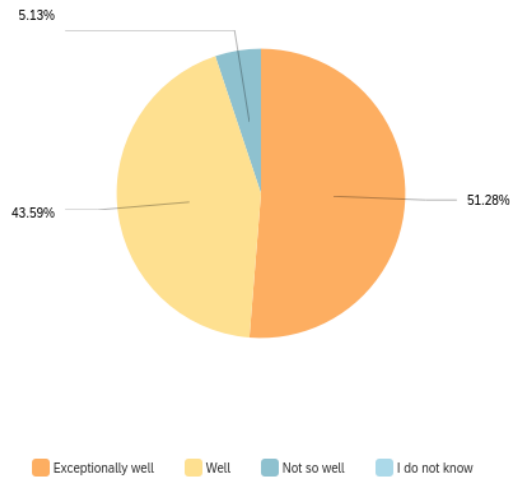
By far, the majority of respondents believed that the reinstatement of COLA should be GSRA’s priority. Beyond that, there was interest in:

- Retirement fund stability
- Equity among retirement plans
- Informing members about, advocating for, and protecting benefits available to state retirees
- Overall wellbeing of members
- Growing membership
- Healthcare

**Effectiveness of GSRA’s communication efforts**

**How well does GSRA communicate with you?**

Respondents were asked to rate GSRA’s communication efforts. Almost 95% responded either “exceptionally well” or “well.”



Respondents were asked how often they read or interacted with various communication products. According to their responses, emails and the newsletter from GSRA are most successful methods. Results can be found in the table below:

Question	Regularly	Often	Sometimes	Never
<b>GSRA website</b>	11.63%	25.58%	58.14%	4.65%
<b>Emails from GSRA</b>	47.62%	23.81%	19.05%	9.52%
<b>GSRA's Facebook page</b>	10.00%	20.00%	22.50%	47.50%
<b>GSRA News-letter</b>	46.34%	14.63%	24.39%	14.63%
<b>GSRA Annual Meeting</b>	7.69%	7.69%	17.95%	66.67%

**Future growth and focus**

**What additional services would you like to receive from GSRA?**

Four themes emerged from responses to this question. These were:

- Continued/increased lobbying efforts around COLA
- Protect/improve health care benefits
- Group discounts on things like dental, vision, hearing, and legal representation
- Continue current work

**What retirement-related (or other) topics are of most interest to you right now?**

- COLA and the health of retiree fund

- Health and healthcare benefits
- Financial and estate planning
- Politics and voting
- Travel

***What other issues, ideas, or concerns should GSRA consider in its strategic planning efforts?***

- Education of current state employees regarding GSRA
- Active outreach
- Actions of other retiree organizations
- Support of sympathetic political candidates
- Court options regarding COLA
- Cultivating leadership
- Increase local participation

## Strategic Priorities for FY23-FY25

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Themes that emerged from the environmental scan process were presented to the strategic planning committee at the end of the summer. Committee members considered these results, along with their own experience and expertise, and identified two critical issues/opportunities to be addressed in the upcoming years. Small groups then identified strategies and accountability measures for each goal. These are outlined below.

### **Priority 1: Protect and advocate for retiree benefits**

**Goals and Strategies:**

- A. Continue and strengthen advocacy efforts
  1. Monitor the health of the retirement system and push for adequate funds for the ADEC to maintain the system and provide for annual colas for all retired state employees
  2. Encourage and lobby for the inclusion of annual colas for GSEPS members
  3. Advocate for the inclusion of affordable dental, hearing, and vision coverage for all retirees
  4. Advocate for pharmaceutical costs to be included in the out-of-pocket limits
- B. Continue to build positive relationships with Governor's Office, rank and file legislators, and committee Chairs
  1. Ensure that all new legislators receive an in-person orientation to GSRA and the major issues facing active and retired state employees



- C. Work, monitor and participate with boards and committees that affects active and retired Georgia state employees and other GSRA members
  - 1. Work and advocate for legislation to establish a GSRA position on ERS Board of Trustees
  - 2. Put forth nominations for appointment to the SHBP Advisory Committee
  - 3. Increase monitoring and scope of focus of issues to include other issues that affect retirees, such as decisions made by the public service commission and others
  
- D. Increase chapter involvement with local officials
  - 1. Provide training to chapter leaders on the legislative process
  - 2. Establish a legislative liaison between the GSRA Board and local chapters
  
- E. Seek members who have State Health Benefit Plan work experience and knowledge to work with BJ Bennett to assure ongoing Board capacity in the healthcare/insurance areas of advocacy

**Accountability Measures:**

- Annual progress toward reinstatement of COLAs
- Number of chapter trainings held per year
- Recruitment of board member who has State Health Benefit Plan work experience and knowledge

**Priority 2: Grow impact through strong membership and participation**

**Goals and Strategies:**

- A. Pursue action, including legislation, to assure and provide GSRA access to the contact information for all retired state employees
  - 1. Written letters to ERS Board
  - 2. Evaluate the feasibility of legal action, including open records requests that would compel limited disclosure
  - 3. Seek legislative sponsor for introduction of legislation
  
- B. Recruit active employees
  - 1. Communicate with department heads
  - 2. Visit leadership meetings
  - 3. Local chapters promote on-site recruitment at state offices

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4. Develop marketing campaign/slogan for this population
  5. Produce print materials for posting in office location.
  6. Work to foster and expand relationships with other groups like Professional Human Services, GDOTTEA, etc.
- C. Develop and sustain leadership across chapters and state levels
1. Board and chapters engage in succession planning
  2. Explore new ideas around co-leadership at Board and chapter levels
  3. Recruit new board members early in the year
  4. Board “elects” meet with present board once before taking office
  5. Create budget to forecast cost of full-time Executive Director position and office space
  6. Dedicate resources to support Executive Director position
- D. Develop communications and content management plan to include web, social media, and newsletter
1. Identify a successor to Beth Morgan, newsletter editor/producer, to take responsibility 2023

### **Accountability Measures:**

- Access to contact information for all state retirees
- Annual increase in number of members who are active employees
- Budget created to forecast cost of full-time Executive Director position and office space
- Creation of communications and content management plan

## APPENDIX

### KEY STAKEHOLDER INTERVIEWS

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Interviews conducted: 7

#### **1. What is/has been your relationship affiliation with GSRA?**

- Have been a member since I retired in 2004. I knew about GSRA before I retired because I would occasionally get things in the mail but no one encouraged participation so I was not involved while I was employed.
- Member
- Member
- Member; former board member
- Member, past board president, chapter vice president
- Member; membership chair of local chapter. Late husband worked for state. We did estate planning based on promises related to pension. When these promises were broken, GSRA became instrumental.

#### **2. When you think of GSRA what first comes to mind?**

- Group of people with a common interest.
- Dedicated group that's been fighting for COLA for years and is doing a good job.
- A body of people.
- A support group for people who would fall through the cracks, who wouldn't have a voice as individuals but do as a group.

#### **3. What is unique about GSRA that adds value and sets it apart from other organizations?**

- They are looking out for my livelihood, my future, my benefits.
- I don't know of another organization that works to protect what I worked for.
- Individuals who were not considered leaders when they were employed are now willing to step up and give long hours to do work unlike what they did before retirement.
- Its interest in state employees and retirees.

#### **4. a) For members only:**

- **What is your primary reason for renewing your membership each year? How would you rate their communication (great, good, or poor)?**
  - I want to be part of an organization that is looking out for my livelihood.
  - I like that they have relationships with legislators and decision-makers.
  - For us to get political attention, it is important for GSRA to have a large membership that is spread across rural and urban areas of the state.
  - To provide support to GSRA; to keep the organization going.
  - To support retirees and advocate for retirees. I believe in government and am in shock regarding the low esteem government is held in and with how leaders propagate that low esteem.

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- GSRA looks at challenges that we all face as we age. The COLA issue helped us form as a solid organization. Then we began to think about healthcare, general information.
- **What benefits of GSRA membership are most important to you?**
  - They advocate for me.
  - The knowledge that there are lots of folks out there reinforcing the value of government. That there are people from multiple departments that understand that what we did provided value to the state.
  - Annual conference is beneficial because you get to interact with members from all over the state. Allows us to get input, recommendations and information from members.
  - The information they impart to members so that they know what is going on.
  - Advocacy
  - Monthly newsletter
  - The information they provide. It is a trusted place to go for information.
- **How could membership be made more valuable to you?**
  - They could bring in more partners. For example, partners that can extend certain benefits that are not a part of my retirement package (Vision care, for example).
  - Nothing that I can think of. They're doing a good job as any organization.
  - The number one issue for most retirees is COLA. If they don't see a COLA, they think GSRA is worthless

### 5. b) *For chapter presidents only:*

- **How well do you think your local chapter is operating? Why?**
  - A challenge is the availability of groups of local people to make things happen. Most retirees will not come to chapter meetings. 1/2-2/3 of chapters are viable; the rest exist mostly on paper. Often leaders burn out if there isn't a dedicated, core group of people in the chapter. Chapters take effort, work, planning and time.
  - Chapters don't do anything board doesn't do except provide a social aspect and many people find ways to serve social needs on their own.
  - There are not huge incentives to go to chapter meetings; speakers are not a big draw.
  - Local chapters draw people by partnering with other organizations to provide free/discounted food and door prizes (cabin stays, fishing licenses, Jekyll Island parking pass, etc.). This draws interested and broadens people's interactions with GSRA.
  - Local chapters provide opportunities for people to connect with one another.

**6. What does GSRA do best?**

- Keep members abreast
- Maintain good relationship with members
- Everyone has an idea of what needs to be done and are making good progress towards it.
- GSRA has a good idea, good plan, and good people.
- Board is diligent.
- Newsletter is where people primarily get information.
- Board is in touch with legislators.
- Keeping the focus on trying to help us.
- Provide information to members.
- GSRA has a continuous improvement mindset. If I suggest something, I usually see it implemented and they take time to gather feedback collectively.
- Logo is good; becoming a recognized brand.

**7. What can GSRA strengthen?**

- Efforts to let currently employed folks know about GSRA and why it's important. People working now need to know about it and that its job is to protect their benefits. We need to let people know who we are.
- Focus on expanding membership.
- Advertising

**8. GSRA is in the process of creating a strategic plan to guide its future work. What do you see happening in the area of retirement benefits that might affect its mission?**

- The kinds of old time pensions that I got are going out. Benefits are changing. People may get more disgruntled with benefits packages.
- Retention rates; people don't stay in their jobs for 20-30 years like they used to.
- State does not provide pensions like they did 25 years ago. The number of people who have pensions worth advocating for is decreasing and will continue to do so.
- The damage has already been done to pensions. Next frontier will probably be health insurance.

**9. What roles, initiatives, or programs can you imagine GSRA pursuing in coming months or years?**

- Going into state institutions to educate them and their employees about what GSRA is (for example, when I was employed it was treated like it was a union and we were discouraged from participating)
- Improving benefits for people working now. Who is speaking for them?
- Continue to get input from active employees from time to time, like how you've done with recent survey. I loved that! Need to hear from younger people who will be retirees eventually to hear what they want and are concerned about
- Provide ID/membership card to members
- Continue plodding along, continue to push views and look out for the guys at the "bottom" with small pensions; keep eyes open for compromise that works for the greatest good and then get the general rank and file to go along with that.

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- Promote the benefits of state government holding on to legacy employees and the importance of having state services provided by employees of the state rather than private companies. Help us get back to the idea that providing services to people in need is a good thing and that the state has a role.
- Continue meetings with digital participation as an option.

### **10. Are there any other issues, ideas, or concerns should GSRA should consider in its planning efforts?**

- GSRA needs to look at the landscape differently. Benefits are changing and we need to be prepared to engage and support the people who are still working now.
- GSRA is a positive organization.
- I appreciate all that they do.
- They do a great job! I am excited to continue to be a part of this organization.

**ONLINE SURVEY**

**Question for all respondents: Please choose one or more of the statements that most accurately reflects your relationship with GSRA.**

Answer	%	Count
I am a member.	76.89%	845
I participate in a local chapter.	9.37%	103
I am a retired state employee but am not a GSRA member.	7.73%	85
I am considering membership.	2.18%	24
I am on the Board of Directors	1.36%	15
I am a chapter president.	0.82%	9
I am a partner.	0.27%	3
Other (Please describe)	1.36%	15

**Question for those state retirees who are not GSRA members:**

**What is the reason you have decided NOT to join GSRA?**

- Don't have the money to spend
- I was a previous member and just neglected to renew
- Don't have the money to spend
- Don't know details of membership
- Not equal treatment for ALL retirees
- Just have not taken the time
- Fees
- It was better before
- I don't know where to join
- I have put off joining
- Not being able to sign up by computer
- I just haven't taken the time
- Don't know how

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- Was not familiar
- Time to join
- Live out of state
- Really wasn't aware of the process until I Googled it a moment ago
- The moment I see a COLA I will join for life
- Cost
- Pension too small
- I do not see any issues being resolved for retirees
- I tried and the site did not work
- No time
- Haven't seen information about joining.
- Former member, felt a more aggressive effort is in order for a COLA restoration
- Financial
- Just not thought about it
- The organization does not seem effective
- Do not know the advantages of becoming a member
- I just haven't taken the time to do it yet
- Just plain lazy and have not taken the time to sign up
- Haven't heard of it
- I guess I was at one time, I let it expire and never renewed
- Was never asked
- I live out of state and cannot participate easily

**Question for all respondents:**

**Please choose the statement that best describes your familiarity with GSRA's mission and services**

Answer	%	Count
I think I know the mission and services.	53.93%	508
I can communicate information about the mission and services accurately to others.	34.93%	329
I do not know the mission and services.	10.72%	101



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I am not interested in the mission and services.	0.42%	4
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**Question for current members: Please choose the statement that best describes your opinion of GSRA's current mission and services:**

Answer	%	Count
They do a great job effectively educating and advocating on behalf of the health and/or retirement benefit plan needs of state employees.	52.38%	495
They are working toward effectively educating and advocating on behalf of the health and/or retirement benefit plan needs of state employees.	38.31%	362
I do not know enough about GSRA programs and services to answer.	7.30%	69
They are disconnected from the health and/or retirement benefit plan needs of state employees.	1.27%	12
I do not know enough about the health and/or retirement benefit plan needs of state employees to answer.	0.74%	7

**Question for current members: What benefits or services that GSRA provides are most important to you?**

- legislative advocacy, provision of information on issues of interest/importance to members
- Keeping me updated on what is going on with our legislative sessions in Georgia that are affecting my benefits ( pension and health benefits)
- Updates on info related to COLAS and insurance
- information
- Raises and affordable healthcare
- Information
- Advocating for COLA and solvency of investments

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- Representing me to State leadership, keeping informed on what's happening with our retirement system
- "lobbying" for increased benefits with the Legislature
- Lobbying for COLA and health care
- working to restore COLA
- They stay informed of what is being discussed in Atlanta concerning health benefits, etc.  
Brynn
- Lobbying
- Information
- REPRESENT AND LOOK AFTER THE RIGHTS OF ALL FORMER EMPLOYEES
- The communication I receive regarding efforts to maintain or better our current benefits.
- advocating for COLA adjustments
- Protecting retiree benefits and pension
- I just want COLAs back.
- Advocating for a Cola/Health Benefits
- A Reduction in Drug cost"
- Advocating for us to the state, especially reinstating the COLA.
- Protecting the health benefits and working to provide and or protect cost of living for retirees.
- Liaison-ing with legislators and government staff on behalf of retirees, especially in the efforts to obtain a COLA and for continuing excellent health insurance coverage.
- Working to get benefits for us retirees
- Cola's
- COLAs
- Protecting our pension and health insurance.
- return of the COLA-through litigation, if necessary
- The updates about the financial status and the efforts to increase the annual pension amounts.
- The work they do for advocating for the members to the legislature and communicating with the members on what is happening
- COLA
- They keep me informed
- Working with state reps to keep retired workers front and present in their minds
- Nothing, really
- Vision and dental
- raises

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- Obtaining a COLA
- Advocacy for parity with Teachers Retirement System (COLAs)
- Lobbying for COLAs
- Retirement
- The presence at the Capital and following the legislation. Also working with ERS and a presence at the ERS Board meetings.
- advocacy for COLAs
- advocating for reinstating the COLA, 2 times per year as we were promised. If not, then stop the cola for teachers. They are no more important that a Child Welfare Worker, probably even LESS important as far as safety of Georgia's children.
- Legislative advocacy is most important to me.
- Attempting to educate the Legislators
- ongoing legislation
- Updates and possibility of additional benefits i.e. dental and vision coverage.
- Health care and restoration of cost of living raise
- Maintenance of benefits; COLA
- keeping the needs of the retired teachers in front of the governor and state legislature
- Advocating for the active and retiree employee
- Health insurance
- Health
- Leadership in advocating for retirees benefits
- lobbying at the General Assembly, the Retirement Board, and the Dept of Community Health for better benefits and services for retirees
- Continued Advocating for the return of COLAS for State Retirees. Advocating for better health insurance for all current State employees, teachers and retirees.
- Monitoring how our funds are used and keeping it in a progressive plan. Continuing to fight for our COLA that has been stolen from us. Providing us with up to date on info about our insurance and services that are available.
- info on insurance, raises and any other info that will benefit retirees
- advocating for a yearly COLA
- Advocating for COLA.
- Lobby for cost of living increases and better insurance coverage. Making sure we maintain what we have.
- Info on issues affecting retirees and a voice for retirees.
- The effort
- cola, insurance expense
- The tireless efforts to secure COLAs for all state retirees

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- Advocates for Cost of Living Raises, Health Insurance, and a variety of other insurance benefits
- Advocacy especially related to \$\$ and healthcare
- Lobbying
- Advocating and Keeping us informed about what is happening with the GA legislature and how we can participate in communication with them.
- Influencing GA Executive & Legislative decision makers on our behalf
- advocating for retirees' pension increases.
- Cost of living raises and health care.
- A voice in Atlanta
- Advocacy, providing feedback, effective leadership.
- Advocacy and communication with membership
- Vision service plan
- Seriously- I don't know what they are. I joined because a friend told me it was a great organization but I haven't heard anything from GRSA.
- Information, education, and advocacy
- Continuing to advocate for retired state employees.
- Lobbying for Retirement COLAs and lower insurance premiums
- Advocating at the State Capitol for state retirees! Providing information about how individual members can support legislative efforts of organization.
- Advocating for GSRA in support of Cola's
- Retirement rights
- a voice in the legislature to protect/improve our retirement system and state health benefits plan and be a watch dog for legislation that does not benefit retirees
- Advocating with the ERS and members of the general assembly regarding cost of living increased like other state retirees
- Representation at state government
- Advocacy with the retirement system
- Advocating to the legislature on our behalf.
- keeping me informed on everything they are doing
- Health and annual raises.
- Advocacy for benefits
- Cola
- Advocacy for state retirees' benefits and providing retirees with information on what ERS and the state politicians do that impact our retirement.
- Securing a yearly COLA for retirees. Ensuring that retirees have an affordable and comprehensive health insurance plan.

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- Medicare supplements
- to receive cola increases ,information on health benefits and other savings
- "Seeking to reinstate COLAs for all state retirees
- Advocating for cost-saving health care benefits, protecting retirement funds in investments"
- health insurance and a cost of living raise in retirement benefits
- To advocate for cost of living increase for state retirees needs and make sure the insurance coverage continues to cover retirees' needs including dental and vision.
- Colas and health insurance
- 1. Keeps me informed about issues that affect State retirees, whether positive or negative. 2. Allows me to have dental insurance coverage through AMBA; 3. Allows Medical Air insurance coverage for my husband & me.
- Cola
- So good to know people are monitoring the politicians and advocating for us!
- Advocating for COLA's and protecting our Health Insurance coverage.
- Colas
- Legislative support for COLA's and health care.
- Always working for retirees behind the scenes. So many things that the system wants to change that will affect retirees but GSRA will not let it happen until it's for the better
- The efforts for raises as it has been several years since any pay increase.
- Getting COLA reinstated!
- Lobbying for legislative changes/protections for state retirees to include COLA, guaranteed pension, and health plans.
- Law Communications and Plans explained
- COLA and keeping Insurance prices low
- heath care
- Annual adjustment in retirement benefits.
- Knowledge on services
- I would like more explanation about health benefits.
- Updates regarding health benefits and Teachers Retirement funding.
- Retain pension and additional increases including COLA.
- Advocacy on behalf of retirees with members of the legislature, the retirement committee and the governor.
- Pension and various health Ins packages
- Cola
- Soliciting COLA resumption

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- Maintaining the health insurance benefits for retirees and pushing for restoration of the COLAs we were told we would receive but after retiring the COLAs were stopped.
- Advocacy
- "controlling health insurance coverage and cost
- pursuing reinstatement of COLAs"
- Representation with Georgia General Assembly
- getting a COLA
- Information
- their lobbying for cost of living raises
- COLAs.
- Helping to maintain my benefits
- Increase in retirement benefits
- Monthly news letters
- Providing information and status on legislative items, advocating for COLA
- Chapter meetings and the annual conference
- Pushing for regular cost of living increases and other member benefits.
- Advocacy
- Dealing with the state legislature.
- The newsletter.
- Optional benefit coverages, advocating for cost of living increases
- Lobbying for the annual COLA
- Lobbying
- COLA
- Legislative
- Making sure our promises and pensions are honored.
- Codify COLA's to retired State Employees
- Advocacy for benefits. Communication on issues.
- I'm currently still employed at GDOT so I am a member to receive information for my mom who is retired from the Dept of Human Resources.
- Attainment of COLA, education of politicians concerning needs of loyal retirees.
- Health and benefit advocacy.
- Lobbying
- All News important
- watch the legislative moves with negative impact on retirees and an annual cola
- Advocacy with the legislators and working with other state leaders for a representative voice when dealing with ERS concerns for retirees.
- Health plan and negotiations for pensions

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- COL raises Health Insurance
- Making sure that health insurance is provided and costs are reasonable.
- Advocacy for our benefits
- helping to gain cost of living increase for retirees. we've had only one actual increase and that will be this year. retired teachers get two colas annually.
- Health Benefits
- Advocating for retirement benefits including pension and health care for retired employees.
- Legislative lobbying
- Advocates for State retirees.
- health insurance
- Updates on attempts for increases for pensions.
- Communicating with board for our best interest.
- "Trying to obtain annual COLA
- Working to keep costs of insurance down"
- Cola
- Legislative representation
- Obtaining one time retirement adjustments and working toward a true cost of living adjustment.
- Advocating for a COLA
- My retirement check!
- Attempt to have COLAs reinstated.
- Lobbying the legislature for pension and health coverage.
- "Colas being restored
- Insurance premiums being kept low on cost"
- Services to retirees
- Lobbying for COLAS
- Lobbying legislators and retirement board members for cost of living increases. How long has it been since we have had one? 14 years I think.
- Cost of living increases
- Liaison to fight for my promised COLA which I do not get!!
- Advocating to secure our retirement/health insurance from risky investments and misuse.
- Information regarding Health Insurance and Pension Adjustments or COLAs.
- advocacy for members, especially with government officials and representatives.
- My monthly pension
- health and dental benefits, and a great newsletter

## GSRA Planning Report

- advocating on behaves of retirees.
- "Making the various state officials aware that, even though we are retired, we still exist and benefits should be considered for us.
- Current legislation that affects our benefits
- Advocacy and protection of benefits
- Work for annual bonuses or permanent increase in retirement benefits.
- Reinstating our COLA raises
- Lobbying for state retirees increases
- keeping members informed of legislative and administrative actions that affect us
- Keeping good health insurance for me and my spouse and the COLA
- Advocating for ERS members particularly around COLA's
- Health Insurance for secondary coverage, cost of living increases, and to continue to monitor all business that pertains to State retirees.
- advocating for benefits, including COLAs from the legislature on behalf of retirees.
- retirement benefits
- cola
- Advocacy in the General Assembly and with state agencies. Astute planning. Accurate data and information.
- At this stage of life for me it's COLAS, COLAS, COLAS. I am at the stage of being ready to transition to a Retirement Community and the cost of that decision does not look even remotely possible. It's not luxury. It's NESETY. I live alone and have no help to speak of going forward to eventual assisted living which will be very expensive.
- COLAs
- Protecting our retirement benefits and healthcare services and advocating to keep or improve them
- Cola ...how to assist retirees with pay increase after retirement. Cost of living and health care continue to increase
- Advocacy for legislation protecting our retirement system and providing COLA's on a regular basis.
- keeping our insurance rates affordable and working on reinstating the COLA
- Advocacy for valuable health benefits and retirement income
- Lobbying with State Representatives to advance legislation beneficial to state retirees and monitoring the activities of the ERS and its board of directors, particularly as it relates to the reinstatement of the COLA for retirees.
- Advocating for the return of COLAs for Retired State Employees
- Represent retirees interests to state legislators
- COLAs



## GSRA Planning Report

- Legislative actions.
- Advocacy for COLA
- Health benefits
- Legislative advocacy to ensure sustainability of long-term retirement benefits to include COLA adjustments
- Being an advocate for state employees and providing communication of any pending legislations and changes affecting state employees.
- Legislation info. and fellowship with other members.
- Cost of living retirement benefit. So long overdue, too many excuses from the retirement system board.
- Being sure the state serves as backup for any ERS/TRS retirement payment shortfalls. Continuing to be a watchdog and collaborator for health care benefits.
- Colas and health insurance support to legislators
- Advocate for ERS increased compensation.
- Fighting for our benefits. Protecting the retirement system and investments we already have.
- Benefit increases
- "Pursuing obtaining our annual COLA
- Regular newsletter "
- Legislative awareness and correct communications to members.
- Long term care
- COLA and keeping current health benefits
- Advocacy, but think there are any benefits that are cost effective as a member.
- Advocating fir raises
- I know retirees are getting a nice bonus because of the work of the organization. As a new member/recent retiree, that's huge even though I won't receive mine until next year.
- They keep State Health benefit premiums low
- Pursing restoration of COLA and Health Benefits Maintained
- Information
- advocacy for pay raises and COLAs
- Health insurance and income
- Our GSRA leaders effectively communicate to the rank and file the status of legislation and benefits.
- Getting cola restored and health insurance monitoring
- Keeping me informed of current issues.
- Keeps us updated on what is going on at the capital that affects us.

## GSRA Planning Report

- The lobbying efforts.
- Salary Increases & Healthcare Availability
- 1) Lobbying for COLAs and keeping good health insurance. 2) Communicating well, as you do now, the ongoing efforts, successes, challenges. 3) Communicating and educating us as you do now about the health insurance options for open enrollment 4) Really, though the most important thing is the lobbying already referenced.
- Fighting for our COLAs to be returned.
- legislative representation for retiree benefits including cost of living increases
- Informing politicians about the needs of state retirees and being involved with the retirement system.
- Advocating for long-deserved cost-of-living increases in our retirement plan.
- Advocating for the continued viability of the ERS and advocating for COLA's, especially for those receiving the lowest payments.
- Advocating for us in the legislature regarding retirement and health insurance benefits.
- Push for annual COLA
- Information furnished that we probably would not be aware of on our own
- Newsletter
- Advocating for the best interest of retired state employees regarding cost of living increases and keeping good health insurance at reasonable prices. Making sure the voices of retired state employees are heard.
- Advocating for COLA adjustments and health care.
- Health
- working toward restoration of cola and keeping insurance costs and coverage as reasonable as possible. I do appreciate your work!
- "Keeping members informed of legislation that may affect us.
- Advocating for COLA's.
- Advocating for support with health care costs."
- Advocating for retiree issues such as COLA and health care with the state legislature. Keeping members informed on all pertinent issues.
- Educating and advocating about the needs for annual raises for retirees, especially in light of increased insurance costs.
- Advocate for COLA
- Protection for the retired State Employee
- Improvements to retiree benefits.
- Financial information
- This organization protects are benefits
- Pension and insurance

## GSRA Planning Report

- Advocating for improvement of retiree benefits.
- Striving for cost of living increase
- health benefits and COLAs
- Legislative information concerning our benefits (financial and Health)
- COLA reinstatement
- Staying a voice in our state with regards to the benefits for retired state employees.
- lobbyists to make sure my benefit keeps up with inflation, insurance for retirees
- Providing information.
- Not applicable, as have health benefits under my husband's plan.
- watching how legislation affects retirees and trying to protect retirees
- COLA
- Advocacy for ERS members
- Advocating Benefits
- Working on colas and keeping health ins coverage reasonable
- Offering speakers at meetings
- Working on the behalf of its members to see that we receive our benefits that we earned!
- representation for protecting and improving COLA raises and insurance benefits
- Bonuses, 3% pay raise
- newsletter
- Advocate and represent the views and needs of retirees.
- COLA. for state employees that are comparable to the teachers' retirement system.
- Getting the COLAs reinstated
- Advocacy
- Working with state reps on continuing to make are our benefits continue
- Membership enhancement (power in numbers), protecting current benefits, COLA
- Information
- Legislative work towards reinstating the annual COLA.
- Legislative advocacy, advocacy with ERS as well as other benefits including health insurance, communication to members of issues impacting retirees or future retirees, and in general professionalism of leaders in representing us
- Legislative agenda
- COLA, low cost health insurance, wish we could be able to purchase a supplemental plan to cover co-pays, etc.
- Advocating for GS retirement folks. Especially the COLA, and good health and dental plans.
- Advocacy and lobbying

## GSRA Planning Report

- Continue efforts toward a COLA.
- Increase in retirement
- Advocation for us to state government.
- Eleven years with no raise in my retirement pension. Getting a board that gives a damn about State retirees.
- Advocacy for stronger representation and retirement benefits.
- Providing news that affects retirees.
- Keeping us informed of any changes or updates concerning pensions and health benefits.
- GSRA is a faint voice that, despite the best will and intentions, is largely ignored by Georgia's extreme right wing government. Nevertheless without a trade union it is the best that retirees like myself can expect.
- Lobbying on behalf of the retirees of employment with the state of Georgia.
- Information
- "Healthcare and
- retirement benefits"
- Health Care
- lobbying the legislature as to the needs of state retirees
- Protecting our financial wellbeing by keeping it from being used inappropriately. Working to try an establish COLA for retirees.
- Information on changes and advocacy for retired state employees
- Lobbying for retirees
- Legislative
- Advocacy
- Health insurance benefits as we age... and to ensure our retirement pension stays intact and to encourage COLA
- Fighting for ERS COLA's
- Advocating for retirees for COLAs and other benefits we deserve
- advocating the legislature/Governor for COLA/stipends
- Cola
- Advocating for retirees with stake holders and legislators.
- Advocacy for healthcare and COLAs
- Working toward cost of living raises. Working with the legislator to make things better for state retiree's.
- "Providing information about the fiscal health of the ERS.
- Advocating with elected officials for equitable treatment of ERS retirees."
- Cola

## GSRA Planning Report

- Efforts to re-instate the COLA which we lost.
- COLA/benefits representing before General Assembly
- Fighting to keep and enhance future retiree benefits.
- They need to negotiate better rates on insurance plans and demand better service.
- Advocating for benefits such as COLA's and quality health insurance options.
- Keeping us informed
- Libby to restore Cost of living raises.
- GSRA keeps me informed about State healthcare and budget concerns. I get most of my information from GSRA. I participate in calling and emailing legislators when GSRA informs us of a need.
- Working for increased income.
- Legislative initiatives, Cola, insurance's
- Legislative involvement on my behalf
- Information on COLA and legislation that impacts our retirement benefits.
- Protecting the retirement fund.
- Working to get fair and adequate retirement benefit increases annually
- ???Don't know
- Lobby for employee and retirees benefits including yearly Cost of Living increases
- COLA involvement and support.
- Getting COLA reinstated as soon as possible.
- I hope they keep working hard for the benefits, raises & healthcare of the older & all the retirees & their families
- Protecting our Health care benefits, retirement investments and COLAs.
- helping to focus and fight for the retired employees
- Maintaining good health insurance and trying to get COLA for retirees
- Retirement news
- Health insurance and COLA's
- Communication and updates of things happening on behalf of the retirees
- Advocating for all retirees, COLA, health benefit premiums, etc.
- Connection with ERS Board; advocacy work with GA General assembly
- Low cost health care insurance
- "Information
- Supporting retirees"
- Lobbying
- "Advocate for COLA
- Newsletter"

## GSRA Planning Report

- Advocating for legislation that will benefit GSRA. Continue the COLA fight. Reasonable health benefit costs.
- Health
- Advocacy for COLA. Advocacy for healthcare benefits.
- Working to restore our COLA's
- Representation w/legislature.
- Health insurance and getting cost of living raises reinstated
- Communicating with legislators
- Advocating for ERS cost-of-living raises
- Lobbying for COLAS for retirees
- Their work to have retirees voice heard at the ERS board level and legislature. Thank you for speaking for us.
- More public policy information in real time. The website is out of date, and it is not updated in a timely fashion.
- Fighting for retiree cola.
- Working to reinstate our cola
- Protection of the pension fund
- Health Care Insurance costs and no COLA for the past 12 years.
- Voice for our needs. Particularly trying to restart the COLA
- keeping me informed
- Newsletter
- Health Ins and working on our pay increases
- Lobbying the legislature for a COLA
- safeguarding our health insurance and holding down premiums
- Working with Legislators to assure that they understand the ramifications of their proposed decisions and our position on those proposals.
- Healthcare
- Health insurance, raises
- annual increase in retirement benefit and continuing with State Health Benefit Program
- Representation on behalf of all state retirees with the Board of the ERS and the Legislative and Executive bodies concerning financial and health benefits.
- Money, health benefits
- Working toward getting yearly colas that we don't have to beg for.
- Communicating with the ERS board state legislature and the governor regarding retirement colas etc.
- Keeping Retiree's informed as Health benefits, status of Retirement System, Legislative actions etc.

## GSRA Planning Report

- The tireless efforts to establish an equitable COLA for ERSA retirees.
- COLAs
- Retirement income and benefits
- Advocate for retirees in the political world
- lobby for COLA
- Advocacy for fair, equitable and consistent retirement and health benefits for its members.
- Information regarding the current status of the ERSGA pension and SHBP.
- Pension
- Advocacy at the state level, especially regarding cost of living increases and raises
- Dispensing information to members
- Advocacy
- Pursuing COLA Raises for state retirees
- Legislative lobbying
- The information I get from GSRA helps me and it helps me with contacting my legislators
- Communication and lobbying for ERSGA with legislators and Governor
- connection to the governor's office and congress
- Keeping retirees needs in the legislative arena
- Lobbying for the restoration of our COLAs. AMMBA can be useful.
- COLA ADVOCATES.
- Insurance news , cola updates, staying in touch with the legislature
- information on legislation that affects retirees
- Colas
- Updates about changes that affects Retirees
- Maintaining integrity in our investment accounts, to insure accountability and prudence.
- Cost of living increase
- Lobby for COLA for retirees, advance word on coming changes to State Health insurance.
- The advocacy for retired State employees, the AMBA benefits
- monitoring legislation and advocating for pay equity
- Working on COLAS!!!!!!!!!!
- Advocating for the COLA but if not possible, then the one-time payout that helps so much per year.
- Being a sounding board for retirees.
- Legislative updates and supporting retirees.
- Unified effort to speak on member behalf to legislators, ERS , committees

## GSRA Planning Report

- Keeping us informed of any proposed changes to laws regarding our pension and also them seeking ways to introduce new legislation that puts retired state employees on a level playing field with the teachers and their pensions.
- Consistent advocacy, efforts to get cola raises reinstated
- Vision, dental, ambulance insurance. A monthly newsletter that is very informative.
- Retirement
- Information on legislation affecting retired state employees
- Protecting the integrity of the retirement funds from risky investments. Working to regain the COLA. Success in having input in the selection of ERS Board member(s) who are aligned with the needs and concerns of retirees. Successful annual meetings.
- Help rally for us to receive COLA'S again!!! Since 2009 is way too long
- Retirement and insurance
- Excellent Medical Coverage, at a reasonable rate, & of course COLAS!
- Representing retired state employees in all areas, MOST especially in convincing ERS & the Legislature to return to a 3% annual increase in our pension benefits.
- COLA
- Health insurance and COLAS.
- Working on COLAS for retirees
- my retirement check
- Serving as our lobbyist when we cannot be at budget hearings.
- Lobbying for increased benefits and attempting to keep health insurance coverage adequate and costs down.
- Keeping health premiums down & having a well-rounded plan for retirees. Securing a cola for retirees.
- Continuous lobbying efforts to protect retired state employees' benefits.
- Keeping our needs before the politicians
- Representing state retirees and our benefits are upheld and we have a voice in decisions that involve salary/ health care.
- really not sure if any benefits or services given. I am able to keep tabs on the process of getting a cola but no one has the guts to step up to the plate it's the same same, be patient while they give our money
- Advocating for benefit increases, looking out for retirement funding problems/impacts, dissemination of information to members and keeping us informed of any action needed from the membership.
- Advocating for cost-of-living adjustment. (COLA)
- getting us more money and keeping us in front of the legislature
- Health insurance



## GSRA Planning Report

- Actively monitoring status of our pension plan and advocating for the return of COLAS.
- Health care and yearly raises
- Lobbying for COLAs, effective interaction with the ERS Board and representing State Retiree's interests in the political arena
- Keeping retiree's aware of any Legislative action that concerns them.
- Advocating for retirees, insuring that we are included in receiving benefits equitable to other retirement systems.
- Keeping members up to date on issues and legislation. Advocating and working as a "lobby" for retirees.
- Advocacy for current and future retirees and the availability of various insurance products (I personally have purchased air ambulance)
- Exactly your current focus, keeping HI rates down and trying to get us a COLA. I get so angry about this and believe having 2 voices on the ERS board will make no difference. It's the non-caring elected idiots; jealousy.
- Advocating for COLA and health insurance benefits and cost savings.
- Advocating for COLA
- Lobbying for COLA
- Cola
- Representation for our continued benefit options
- They keep me informed about everything that happens that might affect my life and financial situation.
- lobbying on behalf of retirees for additional benefits (COLA, etc.)
- Legislative updates and continued attempts to convince those not convincible of how mistreated and unfairly we have been treated by them for 15 years.
- Health issues and COLA
- Lobbying for raises.
- Health insurance and retirement money
- Continuing to advocate for a COLA and to keep health insurance premiums reasonable.
- Update on legislative information that effects retired state employees, advocating for retirees in regards to raises and other benefits.
- GSRA is my advocate working on my behalf to protect my rights as a retired state employee. GSRA is my voice speaking to our legislature and other governmental agencies trying to insure that as a retiree I am treated fairly and equitably.
- Appreciate helping retirees to ensure the pensions are available.
- Advocating for retirees to ensure that we retain the benefits we earned as well as for restoring COLAs.
- Advocating for retirement benefits and health insurance

## GSRA Planning Report

- Keeping retirees informed on health insurance and COLA.
- Advocacy with General Assembly and ERS Board. Seeking benefits beyond those provided in the retirement/health benefit plan. Honoring those who have provided public service to the citizens of GA.
- Well first and foremost is getting a cost of living raise each year.
- Healthcare, Reinstatement of our COLAS, protecting our benefits
- continued efforts to ensure our pensions remain secure and constantly putting retirees in the forefront in regards to colas, etc.
- Efforts to get us more money and insurance offerings.
- Benefits
- advocating for us to get a COLA; advocating for health benefits not to cost too much more; I also have long-term care insurance via the program
- Connection to other State employee retirees. Advocating for a COLA for state retirees.
- Advocacy for retirement benefits
- Retirement benefits increase
- advocating
- Getting a COLA
- Lobbying for COLAs...
- The on-going work to restore colas and the work to secure the one-time increases are most important. The communications that keep members informed on progress and activities during legislative sessions is second most important.
- Lobbying for COLAs and parity with TRS.
- Protect our retirement /health benefits from unappreciated legislative actions and continuing the goal of achieving an annual cost of living adjustment.
- The personal time invested and level of involvement in pursuing an annual COLA for retirees.
- Striving to get a COLA for retirees! Without GSRA fighting for us we wouldn't get anything!
- Advocating for regular COLA for retirees.
- Cost of living adjustments
- Keeping us up to date about legislation which impacts us and efforts to get us a cost of living raise
- More affordable vision and dental.
- Advocate for colas for retirees and services with the ers
- Keeping abreast of new info re retirees
- Continued efforts in trying to get the COLA's reinstated!

## GSRA Planning Report

- Monitoring legislation proposed and/or in effect as it relates to retirees. Keeping members informed as to actions needed to support retiree benefits and concerns.
- Advocating for restoring the COLA to state employees. Providing detailed, needed information about our insurance and other benefits. Representing and advocating for the retired employees with the legislature. Reminding legislators and the public that state employees are competent, conscientious workers who work for all Georgians. Provide opportunity for us to get together with old colleagues and friends.
- Health Insurance and COLA's
- Raises, Bonuses, and Health Insurance
- Lobbying the legislature
- Lobbying for COLA
- Efforts to get a COLAs
- Advocating for COLAs for State retirees.
- Lobbying, meeting with and trying to influence decision makers, informing members.
- Being informed. Protection of our benefits for retired members and current employees
- What's most impressive to me is knowing that GSRA is advocating for retirees and their family members with the state legislature to protect our pensions and health benefits. I also appreciate the vision insurance plan which has excellent benefits and a low monthly premium.
- advocating for the best interest of state retirees
- I appreciate all the work that GSRA does to try and get the cola reinstated. They also work to see that we get all the benefits that are available to us.
- Updates and info pertaining to retirement benefits and legislature updates. Important dates and timelines to assist in efforts.
- Watching after our retirement benefits.
- Advocating for a raise
- I don't know
- "COLA
- Membership growth "
- All of GSRA's efforts are important to me.
- Lobbying for recognition and image
- Lobbying on our behalf to insure our pension and benefits keep pace with inflation and the economy.
- Advocating for retirees for increases in compensation and good healthcare benefits.
- Monitoring legislative issues that might affect retired employees' benefits, and taking action on our behalf to prevent any negative consequences of any legislation.
- Keeping us upgrade with raises and health benefits.

## GSRA Planning Report

- Keeping the members informed on what is happening and sending out links so we can help by sending out emails to our representatives to encourage them to support or not support certain bills or programs!
- Also to keep us informed about our retirement program!
- 1 - continuing to advocate for a COLA,
- 2 - maintaining or increasing our health insurance benefits for retired state employees.
- 3 - advocating how retirement funds are invested by the State of Georgia to protect and /or increase retirement funding
- Advocates on our behalf to maintain health insurance at a reasonable rate
- Lobbying for COLA
- Advocating for comprehensive health care and colas or one time payments
- Continued representation with the State Legislature
- information, lobbying efforts
- communication via the news letter
- Advocating for Cost of living increases
- health benefits/insurance
- Cost of living raises
- Working with ERS and State legislature to effect COLAs and retirement increases. Also, doing an excellent job to keep ERS members informed of progress - or mostly little progress
- Representation at the capitol during legislative session and communication with the executive branch and ERS Board of Directors
- Communicating with the Legislature and other State Government entities about the importance of maintaining our retirement and health care programs.
- cola and healthcare
- Lobbying for our best interest
- fighting to restore our colas is important to me.
- They Are An Effective Advocate For Retirees.
- Notifications regarding COLAs and the work being done are very important - and requests for members to be in touch with state government leaders as well. I don't need more insurance, but I am sure that is a valuable service for many.
- COLAS keeping insurance costs low
- All
- Monitoring legislation and lobbying for legislation, and maintaining pressure on ERS to provide COLAs.
- HEALTH PLANS BENEFITS, TWICE A YEAR RAISES, AND STATE LEGISLATION CONCERNING RETIREES.

## GSRA Planning Report

- Providing current information about legislative activities that affect us.
- The ongoing effort to have a yearly cola.
- Educating members, legislators about the need for COLAs and stable health care premiums
- Information about our benefits.
- Advocating for former and current employees of the state of Georgia in connection with retirement and health insurance and retirement benefits.
- All that they do is important to me and very much appreciated. I, as well as others, worked very hard and quite a number of years with the promise of GOOD health insurance coverage and retirement benefits and it is sad how hard our officers and members have to work to have these promises honored.
- Keeping insurance premiums costs down & lobbying for COLA.
- Advocating for affordable health insurance premiums, and consistently fighting for COBRA's for retired state employees.
- Keeping excellent health insurance and low premiums for retirees.
- Information that I need to know as a retiree.
- COLA
- Health benefits and COLA
- Keeping me informed of legislation that impacts my retirement benefits.
- Continuing to work with legislature in an effort to restart our Colas.
- trying to get our cola raises back
- Advocacy for retirement benefits
- GSRA is providing a voice for state retirees advocating for their best interest with state officials including our paid lobbyist. This is currently the only vehicle at work to finally get our COLA's reinstated.
- Information about current status of retiree benefits
- Working to reinstate our cost of living raises from ERS.
- Advocacy for State retirees before the Legislature and State agencies
- Working with the team legislature in trying to help retired and present employees.
- Communications regarding our retirement benefits and their relationship with the legislators
- Keep us informed of cola update and other details about our association.
- Keep pressing for COLAs and representation on the ERS Board.
- COLA
- Working on bi-annual cost of living increases in retirement pay. Vision coverage.
- Legislative activity insurance
- Reinstate pay raises and keep benefits

## GSRA Planning Report

- Money
- Keeping me updated on what is going on.
- Advocating for restoring our annual raise; advocating for our health insurance benefit.
- Keeping up with all the legislative issues and advocating for a Cola every year-thank you!  
You are appreciated.
- Information on bills before the legislature and the positions we back.
- keeps me up to date on legislative information that affects me
- Cost of living raises every year
- Keeping me updated on changes to health benefits and updates on COLA issues -- and lobbying on our behalf at the Capitol.
- Lobby for continued benefits and COLAs.
- Colas, keep our benefits, make up for lost wages from lack of colas
- A voice
- Representing our interests in the Ga House, Senate and Governor's office.
- Working on our behalf for COLAS.
- Advocacy regarding Health Insurance and Retirement Benefits
- I have not been made aware of any real actual services. Nice Legislative Updates on retirement concerns and COLA adjustment failures.
- Health insurance
- Lobbying for COLA
- Advocating for our Yearly COLA
- retirement and health insurance benefits
- Advocate for COLA for state retiree
- Information about our financial future.
- Lobbying for increased benefits
- Advocating for pay increase
- Retirement benefits
- COLAS, keeping me informed on GSRA's goals and what they are trying to achieve and have achieved
- Advocating for COLA, representing retirees on pension- and health-related issues, staying informed about legislation, communicating potential threats, offering connections with other state retirees.
- Legislating for COLA and protection of our existing benefits.
- Lobbying for Cola
- I like the fact that GSRA has a presence at the State Capitol that is being recognized more and more by our Governor and Legislators. They are finally paying attention to our needs as retirees.

## GSRA Planning Report

- the organization's legislative advocacy/lobbying on behalf of state retirees/employees, access to information about benefits, retirement issues, opportunity to interact with other retirees statewide, opportunity
- Cola
- Cola
- Advocacy for current/state retirees; pushing to reinstate the COLA; providing educational information.
- COLA - Benefits
- Advocacy for GRSA members at State level
- Communication of insurance services for retirees, and cost of living adjustments.
- Health and COLA
- Advocating for SHBP services
- "Advocating for retirees, newsletter each month.
- Cost of living benefits
- advocating for COLA and monitoring retirement fund investments
- Working on cost of living raises
- negotiating for retirees benefits and keeping up with legislative actions.
- Advocating for the members.
- None noted
- Income
- Effective legislative relationships
- Great newsletter
- Advocating for improved benefits- their communications with members are detailed and factual
- Continue to advocate for members especially in relationship to health insurance & annual raises
- They keep us informed about what's going on with our benefits in relation to what the legislature is doing so hopefully we will continue receiving our benefits for years to come.
- advocating in the legislature for state retirees
- Working on trying to get COLAS for State Retirees and keeping our health insurance intact
- Addressing the COLA issue in trying to get it reinstated.
- Pursuing cola's
- Retirement cost of living raises
- Reading and keeping up with what is going on.
- Annual cost of living raise

## GSRA Planning Report

- Advocacy for retirees at the Capitol
- Lobbying for retirees
- Working towards getting us the COLAs & maintaining health benefits.
- Efforts they are making to get us a cost-of-living added back to our retirement.
- Advocacy
- A voice during legislation.
- Dental, vision and life insurance options.
- keeping COLA in front of governor and representatives
- Advocating for our needs with legislators
- The ones that keep pensions safe and benefits available to the retirees.
- Speaking out for those of us that can't
- COLAS
- Getting increase in cost of living
- Keeping members updated on current issues and events....
- Championing reinstatement of COLAs; and being a legislative watchdog, alerting and sometimes preventing adverse actions and laws not in our best interest.
- retirement benefits
- Advocacy in the Legislature
- Distribution of retirement benefits.
- Newsletters, legislative updates
- Legislative, ERS, and SHBP advocacy for retirees

### **What additional services would you like to receive from GSRA?**

- educational opportunities, such as webinars; brief video presentations
- Some GRSA swag
- I think they do a great job!
- Our raises back in order.
- I am a new member less than a year so not sure what else that may be helpful at this time.
- Look forward to return of active local meetings.
- Lower insurance
- Discount tickets available for attractions.
- Continue pursuing COLA.
- They are doing a good job
- Continue to inform members about pending legislation and issues affecting ERS retirees
- Health
- Travel information, better discounted auto rentals/hotels for seniors



## GSRA Planning Report

- I feel they are providing us with what is available.
- DISCONTINUE TAXING OUR PENSION
- Right now no suggestion
- Who manages the money and makes decision on investments.
- I wish there were active chapters close to me.
- Longer term life insurance
- Continuing efforts to keep retirees' needs in the forefront.
- I'm very happy with the services provided by GSRA, including partnership with AMBA, APCU, etc
- Not necessarily for me but more action to recruit new members.
- Maybe more public awareness of GSRA needs not being met or addressed compared to other associations (teachers association)
- Clear understanding of our medical opportunities
- continue to work on COLA!
- Any other perks would be helpful. For example, could we implement a reduced rate to use state parks.
- A concerted effort to get a raise
- Money
- Establish an online forum for state retirees on various topics. Also a question and answer section for members to communicate with GSRA leadership.
- Hearing Aides
- Would like to see us more aggressively advocate for COLAs. In my observation, "nice guys finish last". I don't know what this would look like, but I'm tired of admonitions to be "grateful" for the pittance the Board/State gives us, while teachers get it all...for all these years we've received nothing.
- At the moment I think the full focus should be to continue to advocate for the cost of living increases to continue. I noticed the Legislators are attempting to vote themselves a raise as part time employees and the fulltime retirees have not gotten a cost of living in a long long time! This needs to be the main focus.
- Would love to receive annual 5% Cost of Living Adjustments!!
- I like it just the way it is.
- I appreciate your work on behalf of retirees. No other needs at this time.
- Great job
- mind, body and health wellness programs.
- Satisfied with current services.
- Tax Help resources
- More interaction

## GSRA Planning Report

- When if ever will we ever get a raise. We use to get % raise but now just \$8 or \$9.
- Convincing legislators to give ERS retirees regular Annual Cost of living increases rather than occasional one time only bonuses. Other state groups have this but we do not.
- Travel discounts of all kinds
- Thanks for all the efforts on behalf of the members especially the efforts to try to get us a regular cost of living increase - that would be a blessing.
- keep health insurance rates from going up
- Periodical evaluations of the "health" of the State Pension Funds
- Increase the membership by being able to go into state facilities and educated active employees about GSRA.
- State Park & Recreation benefits
- Protect benefits that were promised state employees
- What services are available to retired (state employees .... but retired & aged) from the state?
- Local meetings with other retirees to discuss issues
- Primarily lobbying for cost of living raises.
- retirement benefits
- I would like to see us get regular cost of living increases.
- Can't think of any
- they need to keep up the pressure in obtaining regular cost of living increases on our pension.
- A Chapter near Lake Oconee, Madison, or Milledgeville
- True discounts, not programs which are profit oriented or programs that pay for our names and contact information in order to sell us something.
- Get more political. This would be applicable in races where candidates have taken positions affecting retirees.
- Better dental and eye care
- Continue what GSRA is already doing
- COLA should be added to monthly pension
- Continued protection of our retiree funds
- just continued advocacy
- The State of Georgia needs to provide its retirees free access to all Georgia State Parks. GSRA needs to seek those who can make that change and provide this service since we apparently cannot get a COLA.
- COLAS, period
- Better supplemental care vision, dental, long term and medical transportation as well has care provider plan that Affordable

## GSRA Planning Report

- I think the current services are prioritized and well placed.
- part time job opportunities for retirees since we do not receive a COLA like teachers
- How I can participate more.
- Additional resources and energy around membership with the plan to achieve lower that state employees are on the level of teachers in terms of legislative respect for a strong retirement system.
- Maybe more discounts on services
- Just keep feeding us info. on the happenings at the Board level & in the Legislature.
- More life insurance support or getting government to provide better retirement
- Better discounts on all products or services associated with the association.
- Too new to know
- Yearly COLA's that we were getting
- Cost of living increases lobbying to continue
- Know that the older members who can no longer attend events still support GSRA.
- More information about retiree discounts and benefits.
- I would like a link to records of how elected officials have responded to our issues, be that votes or other actions/words. Other organizations keep a scorecard of sorts. I realize a risk of making that open to all the members could be negative communications to officials we might win over later if we don't antagonize them or even partisan bickering amongst ourselves that shows up on FB or in meetings. Still, it is something I would be interested in being able to check and I would ask the leadership to consider.
- Continue to fight for Retirees.
- Keep pushing for the cola.
- Information on how the state health plan compares with policies availability in the marketplace.
- Notice that we finally have a cost of living added to our retirement like the teachers have. Teachers are bragging that their retirement increases 30% every 10years.
- Current briefings and information
- COST of living
- more info about how and when to advocate for cola restoration.
- local social gatherings when it is safer to do so.
- If other retired employees can receive increase in their retirement pay, I do not understand why State Employees are always turned down.
- Any group discounts that GSRA could obtain on behalf of the members would be great!
- None at the moment. I'm very satisfied with the information that is being provided.
- Continue with protecting benefits for retirees
- Lower benefit prices

## GSRA Planning Report

- I wish the DENTAL BENEFITS would be checked into; so many employees both active and retirees cannot afford dental benefits presented.
- improvement of current retirement program for new hires/future retirees
- I would love to see a strong lobbyist working with our group on our behalf.
- Nothing to add right now
- Increases in Benefit to include annual raises
- Develop a good relationship with our elected officials.
- possibly member group discounts like AAA offers
- Better insurance
- I do like the current available discounts offered by GSRA.
- Continue our benefits and reinstating the COLAs.
- Additional benefits (% off hotels, car rentals, flights, etc
- Continue legislative efforts to advocate for any other needs of state retirees.
- More updates and education regarding what is being done on our behalf.
- Encourage election of State legislators who give a rip about retired State employees.
- Provide names of state legislature that vote against member benefits.
- Greater effort to secure a COLA every year.
- Continue to do what you are doing
- Additional information about investing after retiring
- Legal consultation & services for retirees over age 65 at fair rates.
- We have charter meetings - and these could be encouraged in all areas of the state
- Making sure the legislature does not tamper with retiree benefits/pensions
- Make sure healthcare insurance rates remain reasonable.
- Increased lobbying efforts on behalf of membership to effect a COLA.
- I would like to have the group be more vocal on taking care of our membership that have played nice long enough it's time to push for those officials not helping us out and replace with those that will.
- Improved Dental & Eye care for retirees
- Continue to strive for colas and or one time pay increases.
- Insure that there is no loss of health care benefits
- I'm receiving enough.
- More money & more benefits for the retirees
- More networking/events throughout the year.
- I would like for GSRA to somehow get the Governor and state budget to realize that retirees should be receiving a cost of living increase. The retirees have done and given more than 25 to 34 plus years to the citizens of Georgia and upon retirement are treated as though they don't exist

## GSRA Planning Report

- More lobbying
- Annual cost of living increase
- Information about other members.
- Continue to keep the association updated on any legislation that affects the retirees.
- Other benefits offered that aren't commonly known
- Keeping our insurance rates low.
- the same representation as the Teachers Retirement get.
- direct connect with the admin of retirement
- Action alerts that provides membership a simple way to contact legislative members with a message important to retirees.
- It is already being done but continue to advocate for COLAs.
- Sponsor Virtual and in person seminars regarding services, e.g. housing options, private investments, trip discounts, etc.
- We need annual cost of living increases for retirees
- "Advocating for other opportunities for state retirees to have informed briefings on issues of interest to older citizens outside of benefits provided through the ERS.
- Exploring how state retirees can participate in volunteer opportunities with state agencies."
- We need to hire someone or a couple of people, to advocate for us in the Legislature. Lobbyists!!
- 1. Publish an annual list, at a minimum, of members, noting deceased or former members. This might assist current members in recruiting members.
- 2. Simplify some of the financial/actuarial benefits information, legislative decisions related to the difficulty of getting a permanent COLA.
- Being very familiar with GSRA's structure and mission, I feel we provide the very best information and advocacy services on behalf of SOG retirees and educators. As always, getting our message out to the thousands of active and retired employees remains our main problem, which goes hand in hand with our struggle to attract more members.
- Health care
- Recommended financial/retirement advisors
- COLA
- I think we are doing a good job. We cannot make people join and participate. We continue to encourage membership.
- Magazine
- Keep reports coming to members
- More information about pay increases
- I think I get all information regarding my retirement

## GSRA Planning Report

- I wish we were more political, I wish we would put out a report card rating on each person in the State House and Senate like the NRA does with member of Congress. We need endorsement of State office candidates. WE JUST TO MISTER NICE GUY WHEN ITS COMES TO POLITICAL MATTERS. We need to use what power we have as a voting block. I think in local races our voice could make a difference.
- I would like to see them take a look at retirees on the low end of pay. What percentage earn below the federal poverty level? On average, how long did those persons give service to the state? Can we support bringing them out of food stamp wages?
- Get bigger membership to strengthen our profile
- N/A. Newsletter always so helpful!
- I am very proud of the team we have actively working for us and the success they are having. I would like to see a huge increase in membership to support the team's efforts.
- Please continue the great work.
- To continue to be updated on the benefits for state retirees.
- Not sure, help members that are at/near poverty. Maybe collect info on % of retirees that really need increases due to increase in cost of living
- My retirement takes care of me. I sacrificed a lot and saved a lot of money in deferred compensation. the best idea the state had.
- I feel very good about the current level of service.
- At this time I am pleased with all the services I receive from GSRA.
- None. The current mission and commitment to accomplishing the mission is what I need.
- You are volunteers. Not asking for more.
- Travel Discounts
- Membership ID card / places offering discounts to retirees
- Continued COLA passage efforts
- Explain more information on what is happen when the legislator are in secession.
- I would like to see more advocating on behalf of state Retiree for regular annual pay raises and a freeze on health insurance premium increase.
- Continue to lobby for legislation that ensures the survival of pensions
- Restore local chapter meetings on hiatus since the pandemic. Perhaps have state president or legislative liaison visit chapters.
- None, at this time. My chapter is trying to figure out next steps post-COVID.
- They do a good job in what they do. They have a hard task in front of them to have their needs met our state congress and senators do not seem to care. Their main interest is getting Donald Trump and getting reelected. At whatever cost.
- More of what you're doing!

## GSRA Planning Report

- Discounts on travel and hotels
- Information re: legislation, plans that affect retirees as well as COLAS and health insurance
- Possibly a little more information on when local chapter meetings are scheduled and what the agendas would be.
- More meaningful items. I mean AARP American Legion NRA and such have hotel and car rentals restaurants and the like.
- Updates are cost of living increase
- Please continue providing information about issues concerning retirement and retirees as a group; information about national trends that may affect or enhance our retirement, health issues, activities during retirement such as travel, considering a retirement living facility, etc.
- You are already working on health insurance issues. Can't think of any other needs
- Efforts to keep health care costs low
- Maybe a public PR campaign.
- I need to make myself take advantage of information that is presented.
- More effort in membership growth to get elected officials attention.
- not applicable
- Getting help Restoring my health insurance benefit when they are arbitrarily dropped by SHBP.
- Push harder for retirement increases
- detailed cookbook steps to do when considering retirement. there's the transition rules regarding health insurance, as well as dates.
- Nothing else. Since I live out of state, there is not much I can do to be helpful.
- Continued Emphasis On Parity With The Teachers Union!!!
- Help getting my husband as a member is needed. I had no luck trying with the website.
- COST OF LIVING RAISES.
- For us to have the privilege to have representatives on the retirement and health benefit boards
- I am happy with what is currently offered.
- I feel they are great advocates. They seem to do a good job of covering the important things.
- Continuing to work with our health insurance representatives to give us the best benefits possible.
- I wish we could somehow be recognized as equal employees along with teachers and non-teaching employees of the dept of education. If we were all members of one large

## GSRA Planning Report

organization we would have sufficient clout to demand concessions from our so far unmoved (dare I say it) Republican controlled state government.

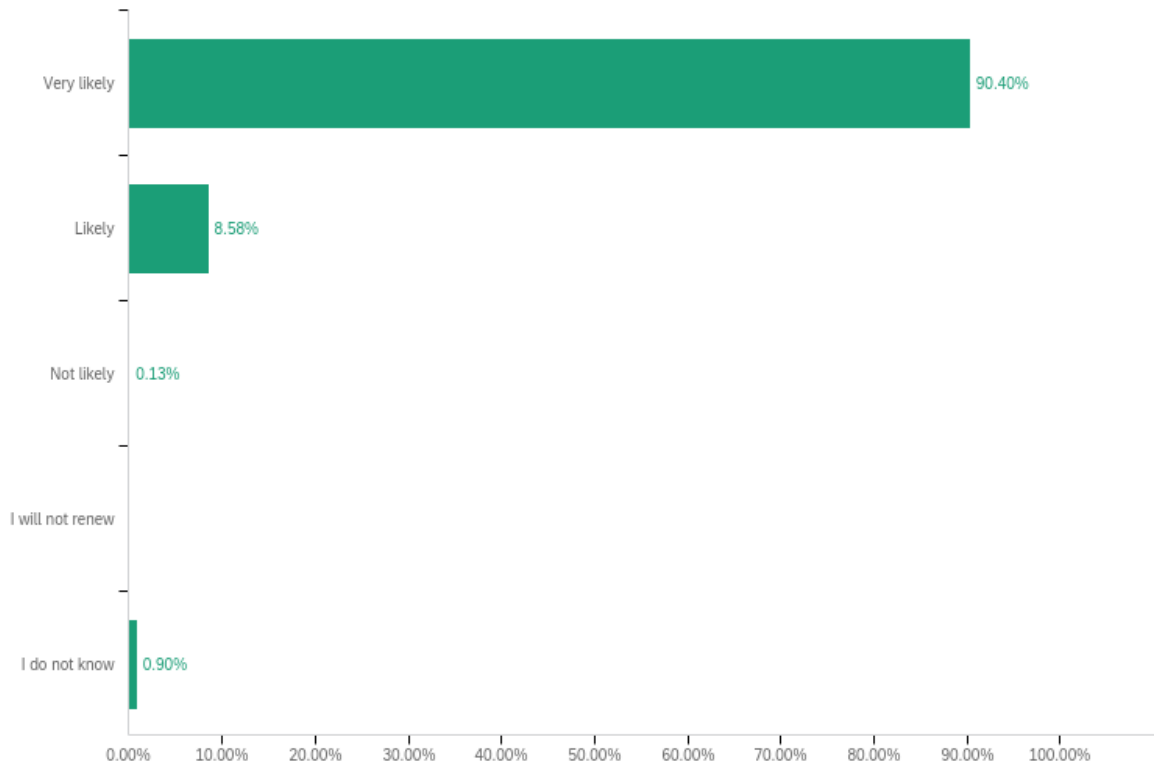
- Fight for COLA
- Just focus on protecting our retirement and work toward getting us the cost of living increases!!!
- Accurate insurance evaluations
- Discount cell phone rates
- Some of the classes at the annual meeting were excellent-especially the "phone guy." More classes of this type. More GSRA info. for those still employed.
- Colas, keep our benefits, make up for lost wages from lack of colas
- NONE!! Doing a fantastic job. I greatly appreciate their time and commitment!!
- Become more politically active and media information intensive!!!
- COLA
- COLA implementation
- continue the work and efforts dedicated to reinstate annual cola and dream of even some catch-up of missed benefits in too many years in the past
- Vacation information for retirees. I live alone and there is little left for a vacation.
- Lobbyists
- Anything that will help us have more affordable health insurance and anything else that will help our overall well-being. Remembering that our step increases were frozen for several years and affected our retirement income which was not taken into consideration upon retirement.
- Additional volunteer and connection opportunities for retirees that allow for electronic, phone, and in-person activities (e.g., contacting legislators re an issue/bill; brief Zoom meetings periodically to connect while getting an update or overview of current issues).
- Cola
- I honestly can't think of any additional services that I would like to receive. I appreciate how conscientious GSRA officers to always keep us up-to-date and informed.
- Better health ins
- Advocate for state retirees to be able to continue eligibility for Be Well SHBP Well-Being benefits. To be cut off from those benefits is age discrimination. Retirees could greatly benefit from the Be Well SHBP Well-Being program to help us manage our health through coaching and other services that are cut-off simply because we retire and yet we are still in the SHBP.
- Cost of living raises reinstated
- Maybe more "guests" speakers at meetings.



## GSRA Planning Report

- Can't think of anything right now. Just continue what you are doing and build up the membership.
- Health insurance adjustments to include long term care for retirees that did not have it before retirement
- More news about upcoming legislation affecting retirees health and fund benefits
- More members
- Just a bigger voice with lots of backing by powerful folks.
- Legal insurance
- Information on the senate
- Advocating for lower dental and vision costs aside from state government.
- Like to see yearly cost of living raise.

### How likely are you to renew your membership next year?



### What will be the deciding factor in whether or not you join GSRA?

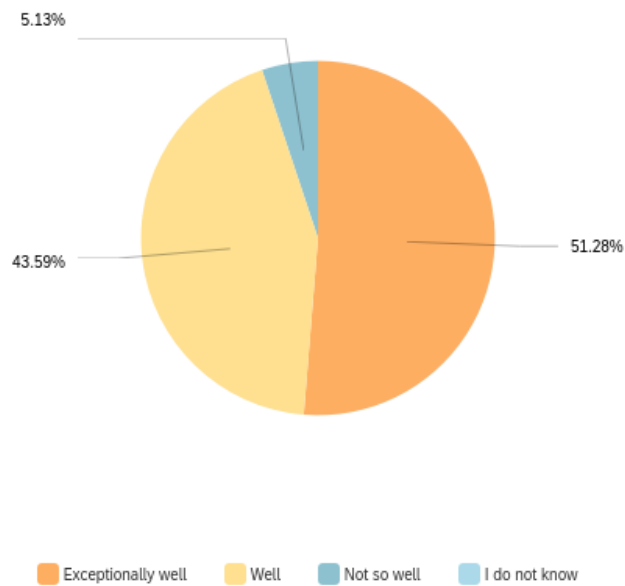
- I want to be involved in the decision making process.
- Timing
- Represent all State Retired Employees. If someone retired with the required amount of age and time with forfeited leave, they should get the same benefits
- Finances

## GSRA Planning Report

### How likely are you to recommend GSRA membership to another retiree?

Answer	%	Count
Very likely	79.39%	620
Likely	15.36%	120
Not likely	2.05%	16
I will not recommend	0.00%	0
I do not know	3.20%	25

### How well does GSRA communicate with you?



### How would you describe the value you receive from GSRA membership?

Answer	%	Count
High value	71.12%	554
Moderate value	24.65%	192
I do not know	2.57%	20
Little to no value	1.67%	13

Please choose the statement below that accurately reflects the frequency with which you read, interact with, or participate in the following:

Question	Regularly	Often	Sometimes	Never
<b>GSRA website</b>	11.63%	25.58%	58.14%	4.65%
<b>Emails from GSRA</b>	47.62%	23.81%	19.05%	9.52%
<b>GSRA's Facebook page</b>	10.00%	20.00%	22.50%	47.50%
<b>GSRA News-letter</b>	46.34%	14.63%	24.39%	14.63%
<b>GSRA Annual Meeting</b>	7.69%	7.69%	17.95%	66.67%

**What could GSRA do to make membership more valuable to you?**

- Keep advocating on my behalf
- More impact with legislature that makes decisions related to our retirement
- KEEP ON KEEPING ON!!!!!!
- COLAs
- Continue to strive to get more members.
- Continue the excellent service of the committed volunteers who do so much.
- I don't know of anything. They work hard for us.
- Just keep working on cola's
- The pension & health insurance are enough for me, also pursue COLA. The cost is very reasonable & I believe concentrating on these areas should receive all the attention.
- return of the COLA-through litigation, if necessary.

## GSRA Planning Report

- I am not able to attend annual meeting and would love to. Consider virtual for more attendance.
- COLA
- Increase more discounts to retired people for telephone services, etc.
- I'm not sure. I believe the organization is a paper tiger. You all do your best but in the end the GSRA has no muscle like a union and the politicians and decision-makers have no real reason to approve anything you ask for because it's not like we can go on strike in order to compel them. If they give the retirees anything it's only because they might happen to feel in a generous mood that day.
- Keep the current officers
- Increasing membership and continue the pressure for COLAs and other benefits.
- Recruit more members to make the organization larger. More members = larger voice.
- Really, that ball is in my court. I need to be more involved.
- regular COLAs in place for retirees
- Increased membership which would strength the organization for all
- GSRA is doing a good job
- They're doing a great job.
- COLAS
- CONVINCING MORE LEGISLATORS TO SUPPORT GSRA MEMBERS NEED AND TREAT US THE SAME AS TSRA MEMBERS I.E. CHANGE THE LAW REGARDING YEARLY COLAS FOR BOTH GSRA AND TSRA!
- Report on documents governing the retirements.
- I appreciate all their efforts. Maybe more zoom type meetings since I live so far from Atlanta or from any chapter. Even Chapter zoom meetings.
- Continue to advocate for our Cost of Living to be reinstated.
- Officers doing the wobble at the annual meeting
- More robust local chapter activity
- Continue to focus on increasing membership
- Unfortunately, the expectation of cost of living increase is paramount
- Only send truly good insurance offers to us. Ex: the dental ins is no better than what state offers.
- just keep on keeping on
- Have a resource center to help guided people that are retired. (SSN, taxes, basic law advice etc.).
- Continue to promote needs and value of retirees.
- Develop additional means to communicate with GSRA leadership. Since retiring from the state, I've been self-employed. It's hard for me to attend GRSA functions.

## GSRA Planning Report

- Become more active
- continue giving as you are
- Get us colas again. and make up for all the years without. I know that's just a pipe dream, but...
- Continue in your strong approach to look out for retirees and attempt to include current state employees and teachers to join so that their retirement years will be provided for along with the current retirees.
- Make reinstating annual Colas the most important priority of the organization.
- GSRA is great- just the act of keeping us informed while rattling the politician's cages is splendid, and more than I could ever do by myself. Thank you!
- Can't think of anything. Thanks for your service!!
- No recommendations as this is a wonderful value.
- Success in legislature to bring back cola to retirees
- I am satisfied with the work GSRA does on behalf of members.
- Addition of more members. Major membership drives. Recruit more current State employees
- Doing a great job.
- Reach out
- Let state employees know about benefits.
- Be more aggressive in calling out legislators who are opposed to our needs. Get a commitment from political candidates while they are running for office and holding them accountable.
- Not sure other than working more closely with legislators and the governor.
- Cola priority
- Achieve goals
- Just keep up the good work. I live in Texas so I'm not much help.
- Nothing - present communication level is good
- getting a COLA
- Maybe, again, have more monitoring of the overall stewardship of the Pension Fund itself. I do think you all are doing a good job and I appreciate it.
- COLAs.
- Make sure each member is given a membership card and increase the partnership.
- See Additional Services I added
- Continue communication effort
- Get the Annual COLA reinstated and legislatively mandated
- More effective lobbying for COLA.
- Already is

## GSRA Planning Report

- Nothing, our leaders do a great job!
- A directory of services and resources.
- Obtain reasonable COLA benefits in order to keep up with inflation. Too many years toward my last years of employment had NO raises to keep up with inflation.
- Be successful in lobbying the legislature for cost of living raises.
- I would like the GSRA to unweave themselves from the Republican legislators because if they were honest, the state is more than flush with money and they could easily give Colas but have no motive to do so.
- Continue to communicate
- I am satisfied with the current benefits. Of course our reinstatement of Cola's would be a grand coup!
- cost of living increases. the retired teachers get two cola's annually.
- Closer local chapter that meets twice a year
- As I said, real benefit, real discounts from people who value the service of the state employee.
- Continue to try to obtain new members
- Cola
- A u-tube channel w member subscription providing regular updates via notifications.
- Continue working to expand its membership
- Be successful in getting the COALA increased.
- Can't think of anything right now.
- Educate and Unite membership to interview potential political candidates as to what they will commit to doing for retirees and recommend to membership on how to vote based on candidates commitments
- I am a member of GSRA state and local organizations.
- Provide a benefit with it such as a discount on a vision plan or a term life insurance plan.
- I already consider GSRA as 100% necessary! They are instrumental in fighting to reinstate our COLA
- Keep doing what you are doing.
- They seem to be working as hard as possible already.
- Continue advocating for us
- We need to somehow get the word out all State retirees and active employees about being part of GRSA and how important it is to have all, to become members
- Be more aggressive and effective
- Provide local chapter training each year in the Fall on upcoming goals and priorities in the General Assembly with emphasis on the role of the individual members in reaching their representatives.

## GSRA Planning Report

- Get back our COLAS that we have been discriminated against by our General Assembly and ERS. It is open and shut discrimination for teachers to never lose theirs and we had to forfeit ours. This act of discrimination cannot be argued at any level by anybody, period.
- Succeed in getting COLAs
- I am not sure. I know if I lived in Georgia, I would be more active with the membership and advocating for GSRA. Sorry I cannot do more from here.
- Previously stated above. We must get current State Employees engaged with membership. However things have changed were current employees do not invest in employment long term
- Just keep pushing to protect and enhance our benefits
- Communication can be improved. I do not receive notices about the chapter meetings. I wonder if an old email address is being used.
- Effectively point out the ERS Board's failure to include annual raises in actuarial assumptions, and thereby in required minimum contributions funded by the State. I believe the ERS Director and Board have been derelict in their fiduciary responsibility to State Retirees for way too long.
- I feel GSRA is doing a great job, but the ERSGA board is not considering the needs of retirees. Hopefully with GSRA input into some board member appoints this will change. I feel State retirees performed just as valuable a service to the state as retired educators and should not be denied COLAs.
- Succeed in getting the COLA re-established.
- Continuous cycle Slater advocacy for support of yearly COLA adjustments
- At this time, I am satisfied with my membership; the cost is low and the benefits are a good value.
- Lobby and advocate with legislature and ERS board.
- Just keep working on legislation and keep us informed like they have been doing...thanks
- A stronger voice for retirement compensation. ERS should get equal to what TRS gets.
- Provide accurate and up-to-date information. The reasons for no COLA have been stated and restated and blame continues to be placed on ERS Board members when in fact, several of GSRA's officers, past officers, and founding members actually served on the ERS Board and vigorously defended their actions at the time. As retirees, these members act as though their actions and decisions were acceptable then. I appreciate the advocacy but I remember when these GSRA people were making the decisions in the past that formed our current situation and hearing that background being brushed under the rug lowers my perception of GSRA
- Secure COLA

## GSRA Planning Report

- Better benefits like AARP.
- Too new to know. I'm excited to learn more. But having been a member of GPHSA for many years now, I know a lot of great work is done in our behalf and pray that successfully continues!
- Stay the course friends!
- Nothing; membership is a great value as is.
- What you do now
- If there is any way to be more effective to get COLAs and keep our health insurance, then please do that. But, I'm sure if you knew a way, you would!
- Georgia State Retirees need to be as well thought of as the Teacher Retirement. We worked year round in all conditions at below salary of others in same job class for decent health insurance and a retirement with colas to keep up with inflation.
- I am proud to be a member of this great organization. The sacrifice of the leadership is inspiring.
- For the past few years GSRA leadership has done an excellent job advocating for cost-of-living raises for state retirees. Unfortunately, this has not happened although we have received nominal one-time bonuses. I am proud of GSRA for doing this. We still have people who gave their professional lives to the state and do not make \$30,000 annually in retirement. I can only encourage the leadership to continue to fight the good fight.
- Provide a bit more info on the status of issues of concern to retirees.
- Continue the good job of keeping us informed
- Annual pay increases
- get colas
- Keep up the good work. Educate the legislators on how the funds are available for raises.
- keep up good work
- I've never been informed of a local meeting. It would be nice to know when they are being held, or even if they are held. West metro chapter.
- Keep providing information through social media.
- Doing an excellent job
- In the land of government is bad, government employees are bad, and taxes are bad I suspect they are doing the best they can do,
- "Continue to legislate for
- Pay increase"
- continue to advocate for COLA re-instatement
- Due to the times we are experiencing, so cannot participate in the on line meetings or face book information.



## GSRA Planning Report

- nothing that I can think of...I value my current level of membership.
- GSARA Leadership seems to perform well I have no complaints as a 14 month retiree
- I would like to see more pertinent programs available to our chapter
- Become more aggressive in pursuing COLA benefits, although this past year actions taken have been improving. I think we just roll over too easily and accept whatever crumbs the legislature throws our way.
- Advocating support for retiree benefits
- Just continue the good fight!
- continue advocating for members and possibly secure discounts like AARP does for its members
- Work harder for 3% annual pay raise, better recruitment,
- Secure an annual COLA for state retirees.
- I'll be watch to see when forthcoming area meetings will resume.
- Keep fighting for our COLA.
- Continued efforts to increase membership
- Continue the services provided
- Better success at the Retirement Board and Legislature
- Continue active recruitment of state retirees. Strength remains in large numbers of voters!
- To others/non-members possibly extended outreach
- I think the membership is already very valuable to me.
- GSRA is the best Organization for retirees. I have fully supported GSRA from inception and recruited workers to join. I'm out of touch with those currently ready to retire or I would still actively share GSRA with others. Perhaps a mail out to those ready to retire or at retirement seminars have a GSRA Representative spokesperson.
- Just be there. We need representation.
- As much advocacy on our behalf as possible.
- Get COLA's reinstated
- Form closer relationships with the trade unions that should represent state employees and develop stronger, more proactive practices to force state government to allow fairer pensions to be paid to all state retirees.
- Continue working toward securing a Permanent COLA
- Get me a COLA every year!
- Have Cost of Living Adjustments reactivated for Retirees of Georgia
- Sue the State for COLAs
- I am happy with the efforts that the leadership is putting forth to make things better.
- I am content with the value of GSRA's services on behalf of ERS employees.

## GSRA Planning Report

- Effective lobbying for membership benefits. e.g. a COLA annually or onetime adjustments annually to at least keep up with inflation, i.e. about 2 %.
- Continue to get more issues addressed through lobbying and other methods.
- Stand up for state employees!
- Convince State Government leaders that we are WAY OVER DUE a COLA
- Not sure. I value what GSRA does to help all retirees, not just the members. We have to stand up and let our voices be heard.
- Living in Texas I am reluctant to lobby much and wonder if I have an impact. Politicians are keyed on to those who vote and live in their District. I am confident they would accept my contribution but not too interested in my concerns since I am a registered voter in Texas and have voted here.
- Doing great.
- Succeed in getting a benefits raise
- Get the COLA reinstated.
- More money & better healthcare
- More networking/events throughout the year.
- keep doing the things you are doing, let us know when we can assist and encourage members to support those who support us and respect our contribution to the state
- Opportunities are great- can join chapter, attend annual meetings, great newsletter and frequent updates
- More and productive communications with legislators reference areas that impact retirees.
- Success at securing reasonable cost of living adjustments that protect the promised defined benefits.
- Just keep staying current on insurance and cola issues
- Fewer third-party solicitations for services
- Regular COLAS
- You guys do a great job
- Stronger representation
- Very pleased.
- Have an effective email system to educate members on issues and allow members to easily communicate with legislative members. The system must have the message written and all the member has to do is hit send and it goes to the correct legislative members. It might look like a form letter but that legislative members sees the name and address of the GSRA member and knows that it is their constituent. Most GSRA members are not going to write a message on their own but if an email is prepared for them most will hit send. Legislative members must hear from their constituents

## GSRA Planning Report

concerning COLAs and other important issues to retirees and it has to be easy and simple for GSRA members to communicate. The more members legislative members hear from the more likely they are to act in our favor. A simple and easy system will result in more members taking action. Also forming GSRA chapters in the home towns of legislative leadership. Legislative leaders could be invited to speak at these chapter meeting and hear directly from constituents that they see in church and the coffee shops. A few chapters in the right locations could make a huge difference in receiving support from the legislature on our issues. If we form these chapters and have legislative leaders speak we could get GSRA members from all around to attend to make a large crowd. Numbers get their attention that could result into action on our issues. Thanks for asking.

- Nothing. I like the work you are doing currently.
- They are already providing the most valuable service in trying to get increases and advising the Legislature to not make bad investments with our money.
- succeed in securing annual COLA's
- more impact on the ERS Board
- I am satisfied
- It is annoying to have to download or use a code to read the newsletter or an email. Why aren't these more accessible? I never get past the requirement so I don't know anything about meetings or things that are happening with GSRA
- Advocate for more Chapters to be formed.
- More positive representation in the legislature.
- Hire lobbyists to advocate in the Legislature for us like the teacher's do.
- Nothing, I'm very pleased with the membership.
- Being a part of GSRA's board and committee structure has been one of the highlights of my retirement years. It has certainly made my membership more valuable to me. I realize that a lot of retirees don't want to volunteer for something they think might take up a lot of their time, but I have found it to be very enjoyable!
- Maintain awareness of better services for retirees
- I would appreciate a decrease in emails and mailings regarding other benefits. Would like them to be posted on website so all could research.
- Continue keeping me informed.
- COLA
- I think you are doing above and beyond my expectations.
- COLA
- I am on the auto draft from my benefit
- Just keep on keeping on I appreciate what gsra is doing

## GSRA Planning Report

- COLA
- Pressure on the legislature to help us
- Launch additional membership meet and greets at agencies' events
- Membership is valuable I can't think of any more could be done
- AGAIN BE MORE AGGRESSIVE!!!! Use our political voice more in the news media.
- Look at current employees. What is average tenure? How does that compare to industry standard? Is the pay equitable? Is there any merit in place for selection?
- Have more people to help our cause which is not fault of present board or members
- I am a happy member. I would like to help increase membership but I have no contact with non-member retirees. But I am open to suggestion.
- Keep up the great work!
- I don't really know what, if anything else, we can do to get some monetary relief for retirees. Just seems no matter what, no one is listening.
- Continue to work for the retirees.
- Not sure, I believe we can only do things by being together and assisting one another.
- I value the membership period. I appreciate the raises or bonuses too.
- Continue representing retirees in a valuable manner as past years.
- Successful in getting COLA with a guarantee of it being ongoing like the other group of state employees known as teachers
- Continuing to pursue quality insurance to meet health care needs.
- Working to make colas permanent
- get the cola, we deserve it, people today are being paid not to work, I haven't seen any.
- Feel it's very valuable now.
- Very pleased with membership at this time.
- Yearly raises
- Improved communication at the local level
- Keep up the good work!
- I don't think there's anything that can be more valuable than what you are doing already, fighting and advocating for us.
- Nothing. Ya'll are doing an awesome job.
- Include in your survey how many retirees are still working full or part time jobs because retirement benefits did not keep up as promised. Use age categories in the survey, as well. That will surprise you and tell you why many don't attend your meetings. They are at work.
- Success with COLAs and controlling healthcare costs.
- satisfied
- Cola and discount card

## GSRA Planning Report

- Continue the great work
- Be more successful in supporting NEW legislative members who would be convinced just how mistreated and unfairly we have been treated by them for 15 years, and therefore would TAKE ACTION to ACTUALLY help us. Not just give lip service and empty statements and do NOTHING.
- I get enough information.
- Get cost of living increases for retirees
- Advocating for yearly raises and benefits, advocate for a freeze on health insurance premium for retirees.
- Get the COLA!
- Nothing right now. Chapter officers session at GSRA Fall Mtg. could focus on innovative ways to "rebuild" chapters post-COVID.
- Well if you do not do this already have virtual presentations. It is hard for out of state members to attend an in state presentation no matter what area of the state it is given in.
- get us a COLA! (which I know you're working on and have been working on!)
- Get more retirees to join. I don't know how to do it but wish that more retirees would realize the value of GSRA membership.
- Continue to advocate for COLAS and better health insurance for retirees
- Cannot think of anything. Am pleased with the current plan.
- We have to grow membership for a stronger lobby
- Enroll more members
- Need a better understanding of the association, what the function actually is, and the services/benefits offered to members. A good orientation would be great.
- Maybe not advocate for a COLA but something else like a health insurance premium reduction to zero for retirees and everyone moves to the premium plan with their carrier. That way no taxes.
- Offer more perks
- Activities, speakers at chapter meetings that could provide interesting and/or useful information about current issues affecting retirees. This will be difficult to do monthly, but perhaps if there was a really interesting presenter, perhaps several chapters could attend as one group. It is hard to get good turnout from older folks sometimes.
- I do not have much contact with other GSRA members. I am now outside of Atlanta but would welcome a social if I was able to attend. I am not inclined to go spend an entire day at the Capital downtown and then stay for the evening, which I have done in the past as I am now outside of Atlanta. For me, lobbying members of the legislature is

## GSRA Planning Report

something I can easily do from home and I am already inclined to do that in State and National matters.

- Get a COLA
- Succeed in getting a COLA.
- Always think we do not time have to access the info. I forget pw..have to look it up etc. You are probably laughing about now. I realize it is not a drive through..probably need to put out more effort at local level..more members, more activity, interesting speakers, topics for retirees, etc.
- If I still lived in Georgia, I think the membership would have more value.
- Secure annual COLA
- Get COLA reinstated
- Add more chapters?
- Continue to work for cost of living increase
- Nothing. Doing a great job
- More information and recommendations on benefits for those eligible to retire but choose to keep working.
- Effective impact on legislative decisions affecting Ga retirees
- Continue fighting for COLA and building the legal fund--it will be needed.
- Get us a COLA :) I know this is a priority and that our organization is making a great effort to make this happen.
- continue to work with retirement benefits
- increase membership
- Parity With Teachers Union
- GSRA leadership is doing a fine job.
- I asked my friends Helen Gates and Patricia Cox to join the GSRA AND TO tell them that I recommended them. I was supposed to get a fee for that from the GSRA after they joined, but I never did. I have told others about joining as well.
- more retirees involved in the organization
- I think they're doing a good job.
- Not sure. I feel the Board has done a good job. The pandemic has really hurt our chapter because we have not had meetings and having difficulty finding a location that is open to us to hold meetings now that things are better.
- I appreciate all they do.
- Pleased with current efforts.
- I'm satisfied with the status quo. My main concern is members becoming disillusioned and membership dropping and chapters closing.
- Keeping me updated.

## GSRA Planning Report

- The efforts that are put in by GSRA is outstanding and I hope it can continue.
- Cost of living adjustments are badly needed!
- Not sure, but improvements are welcome!
- Cost of living increases
- I do value GSRA - cannot think of anything additional at this time.
- Be successful in the col issue
- Continue to advocate for state retirees, add colas, make up for lost cola wages
- I can't think of anything. I am totally satisfied!
- Considering nominal membership fee and limited overall resources, what has been accomplished thus far has been great. Getting COLA reestablished would be exceptional.
- Present short and long term organizational action plans. Become more media oriented in politics, plan and deliver more tangible results, develop a real recognizable "Identity Brand" for the organization.
- Fight for us
- Get the COLA
- reinstate colas, have meetings/ info sharing in local districts
- I am a lifetime member so all good here. Made more sense to do lifetime than each yr.
- Hold meetings locally for those that do not travel far.
- Produce more benefits whether pay or insurance related
- We need lobbyists on a full-time basis advocating in the legislature for the interests of the retirees like COLA. We have not received a COLA in over 10 years. That is ridiculous. State Employees not getting raises like the teachers who are retired, makes us feel like all of our years devoted in service to the citizens of Ga. is not appreciated or valued.
- COLAS; Stay involved with our legislative/government representatives. Make that squeaky wheel heard! Thank you!
- Consider starting something like a time bank (within chapters or geographic regions) allowing retirees to pool skills and resources to help and connect with each other.
- Ways to lobby during pandemic
- I can't think of anything that would make my membership to GSRA more valuable. I appreciate being a part of this organization.
- Offer membership at retirement.
- Implementation of a COLA
- Possibly pair with AARP for additional trainings on various topics like Understanding Medicare and the different types; financial tips protecting your money; Basic Training on Google Tools.
- More Communication

## GSRA Planning Report

- Advocate to keep Be Well SHBP benefits
- Doing good job
- Of course a Cola would be great but appreciate the one time bonuses I have received.
- Many years I looked forward to what the news was. Just keep up the good work. I just go back from being away from Ga for 13 years. I still want to hear about things. I retired from the State of Georgia, years ago.
- Lobby more for politicians staying away from Georgia retiree fund
- I think online meetings are the way to go as so many of us do not drive and this way more people could possibly take part.
- A meaningful voice that carries a lot of weight.
- No additional thoughts at this time. GSRA does a lot already that is very beneficial for retirees.
- Get COLA back
- Get the cost of living increases
- Find companies that offer lower costs for vision and dental benefits.
- Reinstate the cost of living raises for all employees.
- Just as GSRA already knows....Larger membership. Don't understand why others don't join.

### **What retirement-related (or other) topics are of most interest to you right now?**

- COLA
- Workshops and topics related to retirees and active employees, male and female
- Increase in benefits
- Cost of living increases and health insurance
- COLA
- Safety and security
- Investment options
- Health insurance
- Increase in retirement money
- COLA raises
- Cost of living increases
- COLA
- Restoring the COLA's
- COLA reinstatement
- Cost of living and insurance
- Recreation
- My mom is most interested in seeing COLAs reinstated.



## GSRA Planning Report

- Health insurance
- Cost of living raises
- With no permanent COLA in our future, what will we do while the US economy collapses.
- COLA
- cost of living
- Insurance
- Increased membership.
- Health care and cola
- Health insurance.
- Annual COLAs; continued Health insurance
- Cost of Insurance
- Health, maintaining good health
- Dental and eye
- Equality
- cost of living adjustments
- COLA
- COLA
- Cost of living increases
- Cola raises
- The direction our local schools are going. (left)
- COLA
- Insurance updates. Cost of living increases
- My promised COLA
- Keeping good health care options
- Health Insurance and Health topics. Dental information.
- COLA
- justice, equality, voting rights
- COLA
- Cost-of-living increases; protection of our retirement fund; insurance premiums
- At least some increase in retirement benefits.
- Benefit increases.
- Cola
- Raises
- Cola
- colas and health benefits
- Health Insurance

## GSRA Planning Report

- Maintaining integrity of fund but also increasing buying power of benefits.
- Continue to request the same treatment that the TRS is receiving in respect to benefits.
- COLA
- benefits
- cola & health insurance
- Cost of Living Adjustments. Protection of insurance. Building compensation and retention systems to engage current employees in providing efficient and effective service.
- Insurance rates
- Healthcare and keeping the pension amounts.
- Keep abreast of current needs of retirees, information on power of attorney health and finance. Wills and what to do to obtain information about State Life Insurance Policy for beneficiaries
- COLA's
- Health insurance and management of income
- Retire raises COLA
- Educating current employees on the value of GSRA.
- COLA
- Health Insurance
- Ongoing support of education issues
- Cola & health benefits
- Annual adjustments to retirees payments
- COLAs
- COLAs. I retired 1/1/2011 and as you are aware have not received a COLA. State employees have gotten numerous increases during this period.
- COLA, Health Care
- COLA which I think GSRA has done a great job in getting before lawmakers
- Health insurance and cost of living raise
- Sustainability of retirement benefits and consideration of reinstating the 60% retirement benefit decreased to 30% in 2009. This decrease is believed to be a great contributor to loss of talent.
- Cost of living increases, health insurance, and financial planning.
- high return investments
- Keep our Fund safe.
- continuing COLA for TRS
- Investing my retirement savings...best way to draw it without paying a lot of taxes

## GSRA Planning Report

- COLA's for ERS retirees.
- COBRA"
  
- Stability of pension funds, advocacy for increases
- Maintaining an actuarial of sound system long term and decisions reflecting such. I do not approve of pushing for a long term COLA increase based on a short term higher than expected rate of return.
- Travel
- COLA
- Health benefits
- COLA
- COLA
- Cost of Living adjustments. (But honestly, still too new to really know)
- Raises
- COLAs for ERS EMPLOYEES
- Benefits
- COLAs
- Health insurance cola
- How current legislation affects GSRA overall
- Cola restored
- Colas, health insurance
- COLA
- Pension COLAs.
- Salary Increases
- Pension solvency, the effort to get COLAs, keeping good health insurance.
- Retirement with colas and good insurance.
- Cola and raises, insurance priorities
- cost of living increase and cost of medicine for retirees (eliminate Tier 3 of pharmacy plan)
- Colas
- cost-of-living raises; cost of medical care
- Viability of ERS and COLAs, especially for those receiving the smallest checks.
- COLA's
- COLA, Healthcare/insurance
- COLA
- Health insurance

## GSRA Planning Report

- COLA
  
- Discounts
- affordable travel
- Annual COLA for ERS members
- COLA
- COLA's
- Other than raises, how to be happy and healthy while in “old age”.
- medicare
- Cola increases to help us daily
- Colas, medicare
- Cost of living increases
- When to start drawing social security
- COLA
- cola and retiree benefits
- COLA
- Maintaining health care benefits and increasing monetary benefits
- Some of the retirees took a service retirement (age and time with the State) because of a late start of employment. Whatever assistance that can be given.
- health related articles
- COLA
- all things health related
- I'm on disability retirement through ERS and will likely be for 30 years. I'm most interested in the GSRA achieving annual increases like the TRS. Otherwise, inflation will eat up my defined benefit over time.
- Updated/current information about retiree benefits/services.
- COLA benefits.
- COL and Healthcare costs
- Health insurance
- Health care
- Equality of retirement benefits among plan groups.
- Health care insurance costs
- Compounding payment increases
- Mainly retirement benefit
- How to live on retiree income

## GSRA Planning Report

- COLAS
- COLA
- cola
- Recovering from the effects of Covid 19.
- Continue our benefits
- See below
- Pension protection
- I've been retired for right at 10 years. Never received a COLA.
- Cost of Living Raises need to be returned.
- COLA, Medicare supplement benefits
- COLAs
- Insurance costs and annual COLA payments should be the primary concern of retirees at this point.
- COLAs, preservation and protection of benefits
- Leveraging Medicare and state health insurance upon eligibility for Medicare.
- COLA, low cost health insurance
- Annual COLAs if possible.
- COLA
- COLA... and Thank You for continuing to address this. The 3% one time payments help and I am very thankful to GSRA for securing these. Protection of the Retirement Fund is essential and the work done by GSRA to continue to address the % Portion needed by the State to keep the fund in good standing.
- Health insurance and pension stability
- Cola
- Any colas in near future?
- Our pensions
- Don't have any suggestions.
- Health insurance costs and getting COLA.
- Health coverage and prescription drug prices
- COLA. Better representation of GSRA on the investment committee.
- COLAs
- COLA
- Healthcare
- How to manage my retirement income
- The COLAs and management of the funds
- Cost of living raise due to increased cost of all necessary goods to live.
- Retirement Benefits

## GSRA Planning Report

- COLA
- Health Benefits
- Cost of living increases yearly for Retirees.
- Cost of living raises
- Building membership
- Money management
- Other benefits we may be entitled to - such as discounts, vacation trips for seniors....
- Health benefits
- COLA's
- Increase in benefits
- Travel
- Cost of Living raises.
- The political clout or influence of the association.
- Retirement cost of living raise
- COLA/Health Benefits
- Sustainability of the fund
- Getting GSEPS cola and adjustment exclusion removed.
- COLAS AND INSURANCE.
- COLA's
- COLA, continued health insurance benefits
- Income
- Cost living increases are needed.
- Cola
- Fund investment protection.
- Cola
- BENEFITS RAISE!
- making the most of our retirement years
- COLA
- Financial planning; Estate planning
- increasing our voting strength vote for those who support our needs. We have provided a service as well.
- COLAS
- Health insurance and COLA's
- Cost of living increase yearly
- COLA and health benefits/premiums
- Health care
- COLA

## GSRA Planning Report

- Raises
- COLA!!!
- Annual COLA. Health benefit options.
- Protection of the country's democracy from right wing politicians who would overturn the results of free and fair elections. Assuring that attempted insurrections such as occurred at the Capitol in DC never happens again.
- Colas
- Fully funding retirement system
- Automatic cost of living adjustment re-established for ERS retirees.
- COLA
- Health Plans
- the restoration of the annual 3% across the board cost of living adjustments for all retired state employees
- Cola, cola, cola
- Getting our cola back
- Protecting the pension fun and gaining yearly increases
- The loss of our promised 3% annual retirement raises.
- Cola
- Health care
- u do not have a copy of my insurance policy and how my family gets these benefits
- True COLA and back pay
- Replacing every Republican office holder statewide.
- Cola
- Cost of living adjustment
- COLA
- COLAS
- COLA, legislation that affect retirees and increasing GSRA Membership.
- Continued health care, COLAs and keeping the trust fund fiscally sound.
- How the fund is invested for future strength of the fund.
- Cost of living adjustments
- COLA
- Travel
- colas
- Cola we are being discriminated against all other employees are getting raises and bonuses cola
- Health insurance/Medicare

## GSRA Planning Report

- Getting the system to provide increases in our payments
- COL raises
- Health Care and solvency of funds.
- The need for fair and accurate elections. Please go back to paper ballots.
- Raises
- Sustainment of retirement benefits
- COLA
- ERS reminders about benefits for relatives of deceased members and the process for handling such situations.
- Reinstatement of COLAs
- Better pension
- Colas
- Health insurance
- Maintaining benefits retirees were given when they retired.
- Dealing with Legislators about colas and health care issues
- Advocating for current employees
- Health care costs and COLA
- COLAs
- Funding for COLAS and bring ERS to TRS benefits (representation on Board positions and COLAS)
- Cola
- COLA, HEALTH CARE
- COLAs
- COLA, retirement fund stability/health, health insurance
- Colas, health insurance, life insurance, obtaining colas
- I can't think of anything other than Health Insurance and Pay Increases
- COLA for retirees, Any health insurance changes coming?
- Retirement raises
- Health insurance and Retirement fund stability
- none
- Insurance and yearly raises.
- How can GSRA advocate for health insurance to cover dental and hearing?
- Getting a COLA because that's what the membership wants - Housing for seniors is a serious problem due to cost. Loss of COLAS over the years has prevented some from being able to get assisted living, plus senior apartments cost more than average apartments because the word senior is used
- Cost of living raises



## GSRA Planning Report

- COLAs, health insurance
- 1.5% pension increase
- Health insurance
- COLA's; low health insurance premiums
- Pension benefits
- COLA
- Annual pension stability at 3%, like the TRS.
- COLA
- Health care
- Getting a cost of living increase and maintaining health care.
- Cost of living increases
- COLAS
- How to maintain a quality life
- COLA and health insurance coverage
- Maintaining a healthy & active body
- COLA equity with teachers
- Cost-of-living raise long overdue and the state health benefit plan for retirees
- COST OF LIVING
- Keeping our benefits
- Raises
- COLA
- Keeping health insurance premiums down with quality care
- cola, why do people who don't work deserve more money than a senior citizen who worked the state and gave his all for nothing but bullshit from the legislature
- COLA
- Insurance and medical costs
- COLA
- Cola
- COLAs, Health Insurance, sound fiscal recommendations/decisions
- COLA's
- COLA
- Preserving and improving our health care benefits!!!
- Getting yearly raises to keep up with inflation.
- COLA
- Cost of Living Increases
- I think general educational articles regarding annuities if and when that purchase option becomes available thru Peach State Reserves

## GSRA Planning Report

- COLA
- COLA
- COLAs & Healthcare
- Cost of Living Increases
- Keeping pace with COLA and benefits stable.
- COLA
- health insurance and pay adjustments.
- Find stability and Colas
- COLA's and low health insurance
- COLAs
- COLA
- Health care
- COLA
- Pay raises, health insurance
- Being treated fairly as a retiree by the state government.
- Possibility of COLA (not as 2x/yr payout) 2-5% added to pension.
- Retaining benefits; estate planning, health topics important to retiree population
- Cost of living
- I think we all will need a refresh, renew approach to organization's growth.
- Anything that goes on in the state.
- Cost of living increases and benefits
- COLAS
- pension and health insurance
- Strength of pension fund.
- Health Ins and cola
- finances
- Keeping our health care costs reasonable. The Medicare Advantage program offered by the state is one of the best.
- Health benefits and Colas
- Health care and life insurance
- Primarily COLAS
- COLAs
- Financial topics - the toll inflation is taking on retirement funds, projections of how fewer future state government employees will affect retirement funding
- Understanding Medicare
- Health Insurance, COLA's, inflation and how this affects our pensions, and why we are discriminated against when other state funded employees and retirees receive them?

## GSRA Planning Report

- COLAS
- insurance and COLA
- Status of COLA and health insurance.
- What to do with my 457 plan when I retire. And will be getting cost of living increases in retirement?
- cost of living raises, health cares issues and legislative issues
- Estate planning
- Senior discounts and getting a raise
- pension
- Money management
- COLA's
- Options for retirement living...when I can no longer do maintenance on my home, but don't want to go to a "facility." Also, travel that is interesting, opportunities to meet new people, including solo travel.
- Benefits and pay increases
- Changing the current administration in Washington because we are all going to be broke if they keep spending trillions of dollars no matter what states do.
- COLA
- COLA and health care costs
- COLAs and healthcare.
- Getting a COLA. Trying to understand the radical turn in the Republican Party.
- Always health care, motivation to eat better and exercise, mental health, how to not be isolated, activities to connect with events, resources, volunteer opportunities, money investments, safety against balance issues, scam on seniors, intruders, alert systems, insomnia, sleep apnea, technology- basic and as it is implemented in devices and our cars. How to get involved in our election of those who represent us in our State and National Governments.
- Protecting our pensions, healthcare benefits and continuing to push for COLAs.
- Cost of living increase
- Cola
- COLA
- Keeping politicians out of our retirement funds
- Fair colas and health insurance options and rates for retirees
- COLA
- COLA
- COLA, health insurance costs
- optional

## GSRA Planning Report

- How to help the directors of GSRA influence the legislature for increased cost of living adjustments
- Keeping prescription drug costs and medical insurance costs as low as possible.
- COLA and increasing contribution percentage
- Cola, health insurance benefits
- Financial
- Health care
- COLA
- how to coordinate benefits when planning retirement dates. especially when spouse is going to remain in SHBP commercial insurance.
- benefits
- Any service related to improving life as a retiree.
- COLAs and health insurance
- Gerrymandering and voter suppression.
- Protecting our retirement program (ERS) and healthcare benefits.
- cola and healthcare
- My retirement check, health insurance.
- Cola. Health insurance
- Better representation to make our voices heard.
- Colas
- I appreciate all that GSRA leadership is doing, and I trust that they will focus on what is needed by retirees. A most impressive organization!
- COLAS & low-cost insurance
- Cola
- Protecting the integrity of the plan and investments
- cola
- Increase in benefits.
- I believe our Board and state officers are doing their best for GSRA.
- Continuing to work to get COLAs for retirees. State Retirees provided a service to our state the same as educators, but we are treated differently.
- Long term care ins
- Cola
- Getting COBRA's
- COLA
- I better plan to get COLA enacted annually by law as the teachers' pension plan.
- COLA and health benefits
- Health care benefits; COLA's;

## GSRA Planning Report

- Colas, and/or bonuses and health insurance benefits.
- cola raises
- Annual cost of living raises
- COLAS
- Pay raise
- I don't see any need for new topics.
- COLA
- Cost of living increases
- cost of living increases. Reports on which reps support our retirement issues
- COLA
- COLA
- Pension benefit
- Receiving a COLA, although the one or two-time increments are appreciated. The health care benefits. Financial information.
- Cost of Living wages-whether or not we may receive them and when.
- If the legislature is going to put our pension money in the general pot
- Colas, lost cola wages, keep our benefits and costs low
- Cola's
- Health Insurance and viability of Retirement fund
- Promotional development, clearly defined short and long term goals and objectives....  
Mission Statement review and same with annual organizational conferences and goals review
- Cost of living increase
- Upgrade in retirement benefits/health coverage
- Yearly COLA
- Periodic local area meetings and info sharing
- To keep the health benefits and get yearly raises.
- Long term care insurance options
- Health and financial needs.
- COLA for all State Employees.
- Benefits
- Proper staffing of prisons
- COLAS
- Maintaining/enhancing pensions; health care; making sure all retirees (and everyone) can vote easily as well as securely
- Cola
- Health and wellness in retirement years.

## GSRA Planning Report

- Health/Wellness/Self-care in retirement.
- Benefits
- COLA
- Understanding Medicare
- SHBP
- Cola
- Colas
- Keeping retiree fund safe
- Health care costs and getting cost-of-living added back to our retirement.
- COLAs/health insurance benefits/income tax rates
- Enhancing Health benefits, getting affordable long term care policies that are well rated, cost of long adjustments.
- Health insurance and COLA
- Health insurance as a preferred provider for Memorial hospital in Savannah, GA.
- COLA and bonuses for all retirees
- The return of cola. We are falling well over 30 % in our buying power. Inflation as far exceeded our current status.
- COLA
- Continued updates about benefits and financial status
- Yearly COLA
- Cola's and insurance not increasing in price and nit decreasing in value.
- Regular COLA
- Protecting our pensions
- Getting a cola for my retirement pay.
- Honest representative
- Ability to buy time from GDP that was not covered under the most recent legislation. Perhaps ability to buy additional air-time. Also COLA's for employees and retirees and health insurance plan improvements-especially to the wellness plan.
- Return of the COLAs, as aging/medical costs are absorbing more and more of our retirement incomes.....
- Health
- Cola cola cola
- The continued COLA'S each year instead of the bonuses- especially after this Covid thing.
- COLAs

**What do you think our number one focus as an organization should be?**

## GSRA Planning Report

- education and empowerment of members
- Securing COLA and ensuring it doesn't disappear again.
- Advocacy for retirees - especially at this time fighting the odds on unfairness of system that treats retirees different from legislative retirees, teachers, judges and others
- 3% cost of living raise
- COLA
- Getting a COLA
- COLA
- COLA
- retiree benefits
- Monitoring investments
- KEEP ON KEEPING ON!!!!
- COLAS
- compensation and benefits.
- ensuring benefits are not eroded by inflation
- continuing to work for COLA increases.
- COLAs
- Membership
- Lobbying the state.
- Protect the livelihood of state retirees.
- Continue current focuses and new member recruitment.
- Colas
- COLA
- PENSION protection
- return of the COLA-through litigation, if necessary.
- Financial - condition of Retirement Fund and the annual adjustments to the pensions. It's awful that we are unable to obtain annual Cost of Living adjustments.
- benefits to members
- Membership and COLA
- Making sure the retirement plan stays solvent
- COLA and health services
- Retirees
- Not sure
- COLAs
- COST OF LIVING RAISES THE NUMBER OF PEOPLE IN THE OLD SYSTEM IS GETTING SMALLER EVERY DAY AND AT SOME POINT WILL HAVE NO POWER
- Keep advocating for COLAS until we actually receive them yearly

## GSRA Planning Report

- Enhancement of retirement benefits (COLA's) to reach parity with the Teachers Retirement System.
- COLAs
- Provide information
- Recruiting members.
- COLA
- Continuing to work toward COLAS!
- raises and health and life insurance. We gave our life to the state for 30+ years, we need to keep our benefits.
- Information re: benefits and colas.
- Cost of living adjustment
- Health benefits and COLA
- advocating for retired teachers
- Increased membership
- Cola
- Re-instate COLA
- Keeping retirees benefits at the highest level possible.
- colas for lower paid retirees
- COLAS
- Keeping our funds safe and growing and finding a way to restore our COLA.
- To help secure anything of benefit to retirees
- NO INSURANCE PREMIUM INCREASES AND FAIR/EQUITABLE COLAS FOR BOTH GSRA AND TSRA MEMBERS
- COLA
- Maintaining what we have and implementing cost of living increases
- At this point, advocacy for members, that is, cost of living increases and insurance benefits for those retired.
- Advocate for the retiree. Employees today are receiving raises and many retirees are living on pensions set many years ago, not coming close to inflation rates or keeping close to other retirees such as the teachers system provides.
- Protection and transparency of the investments.
- cola.
- Any effort that benefits the Retiree. I think we have good health care and Rx, though I have not had to use it much. Maybe good, low cost options for dental and vision.
- Get cost of living reinstated. Membership Drive to raise our numbers.
- Cola
- Permanent cola raises for equity with other state retirement plans



## GSRA Planning Report

- Determining what other benefits are available to Retired Employees
- Influencing retirement system
- Retiree benefits, which were promised to us when we were first hired by the State
- COLA's
- Helping the members
- Maintaining benefits.
- COLA, COLA, & COLA also maintaining diverse health plan choices. I LOVE KAISER PERMANENTE
- Health insurance
- Health care advocacy.
- Ensuring that state retirees are not forgotten
- Benefits from years of dedication to the state of GA
- We have needed an increase in our benefits for a few years now. The one the "bonuses" are really appreciated, but a more permanent solution would be best.
- Raising income of retirees at the lowest levels.
- Keeping our association relevant and represented
- Having a real person to help us through situations
- lobby the governor and legislature to value state employees and honor promises made to both groups
- COLA
- Income for retirees
- Insuring parity with TRS
- Continue watching out for us as you have done in the past.
- Making sure that the legislature works toward fully funding state retirement funds and keeps retiree health plans strong and affordable.
- Strength of retirees as voters and citizens
- Money
- COLAs!
- Monitoring retirement benefits.
- cola increases
- COLAS
- Maintaining necessary cost of living increases for retirees in order to help some to rise above poverty levels and the others to at least meet daily their needs for housing, food and medical care and medicine.
- Restoration of annual COLAS.
- At the present time, the main focus should be to continue 'fighting' for COLAs.
- Cola

## GSRA Planning Report

- Keep rattling the politicians' cages!
- Keeping our benefits as they are now
- Protections for the benefits we do have,
- Increasing cost of living raises
- COLA
- Health Care Costs
- COLA
- Health and increase in benefits.
- Our people overall, not just a small group
- Keep the people in the know.
- Health benefits support
- COLA
- Continued work toward a COLA and maintaining health benefits.
- Cola
- Money for retirees especially those have been retired awhile, elderly and ERS is sole retirement system other than social security.
- restoration of COLAs
- Keep focus on parity with teacher's retirement plan.
- Advocating with legislature to ensure we have good benefits - the same as other retirees
- To monitor stewardship of the fund and lobby for cost of living raises and equivalent benefits
- COLAs
- Making membership more attractive to active employees.
- Advocating for retiree benefits
- Seeing that all retirees are treated as one, not one group above the other.
- COLA
- Maintaining state health benefits
- Cost of living increases
- Dealing with the state legislature.
- Advocating for all state government retirees.
- Protection of our plan for the future
- COLA
- Getting ERS the same benefits as TRS,JRS,LRS
- COLA
- Colas
- Pensions COLAs.
- Advocacy ... you've got it right.

## GSRA Planning Report

- COLA
- Cost of living raises.
- important information
- Continued advocacy to make sure none of the benefits for retirees are compromised, while encouraging legislators and state department employees to assist with COLAs, keeping health benefits reasonable and making sure the fund is managed appropriately and with good stewardship for its members.
- Well-being of members
- Cost of living raises
- Continued and increased benefits for retirees.
- pension increases
- Membership Drive. To be effective we need to have many members like the PAGE organization for teachers.
- Preventing the fading away of well-earned benefits of the state employee.
- Advocate for quality health care options
- Maintaining our health insurance and securing a meaningful COL raise.
- The financial well-being of all retired persons
- COLAs
- COLA
- Cola repeat yearly
- Equality
- Protecting the health and retirement benefits of State retirees.
- COLA
- COLA increase
- Cost of living adjustments.
- Colas
- Supporting GADOE retirees and increasing membership.
- Retirement benefits
- COLAs!
- Quality of life for retirees of the State of Georgia who sacrificed so much
- Keeping our retirement safe
- Maintaining health and pension benefits. Growing membership to increase influence.
- Keeping our benefits
- being a platform for communication of retirees
- Retirees benefit and possible cost of living increase adjustment. Not complaining about the onetime adjustment over the last few years, but cost have been and will continue to increase.

## GSRA Planning Report

- COLAS
- Protect and promote rights of members
- Protection of benefits
- Yearly cost of living increases.
- Cola
- Getting the COLA reinstated
- Cola, health insurance
- Retirement benefits
- retaining, possible expansion of health benefits-include Silver & Fit and REnew wellness programs
- Fund stability/growth and reinstatement of COLA
- Continue to grow our membership.
- Benefits for Retirees including raises, insurance benefits.
- COLA
- benefits
- members
- Build membership through education.
- State Retirees and what is right and fair to all.
- COLAs
- Advocating for the members.
- Membership
- Protect and enhance our retirement system
- Maintenance of a retirement income that keeps pace with inflation or close to it
- To address retirees needs
- Political advocacy to maintain and increase our benefits while increasing our membership.
- Reinstating the COLA for ERS members.
- Determining needs of members and striving to meet those needs
- Cola and health benefits
- Getting COLAs back
- Making sure that retiree benefits keep pace with statewide economic growth.
- COLAs
- Regaining COLAs.
- COLA, security of investments, health coverage for retirees
- Reasonable cost of living increases
- Sustainable retirement benefits and legislative respect for state employees and retirees.

## GSRA Planning Report

- Cost of living increases and advocating for equal benefits for all state employees whether they are case managers or teachers. The systems should not be separate.
- whatever benefits the retirees
- know what the issues are and explain them to us.
- Establishing cost of living pension benefit
- getting more retirees to join so as to increase GSRA's political leverage
- Now..cola. overall..support of retirees needs
- Retiree enhanced benefits.
- COLAS and increased membership
- Keep members informed of legislation/policy issues potentially impacting current /future retirees
- Maintaining our rights to a pension payment and health benefits without constantly wanting these benefits to be provided and increased without proper long term funding.
- COLAs
- COLA and health benefits
- Advocacy for retirees who have been crapped on since Zell Miller.
- Member services/ recruitment
- COLA
- The need for COLAs TRS has been receiving COLAs
- Pension COLA
- To keep us in the forefront of legislators and health care systems so we can continue to get the best in benefits, etc.
- Raises
- Ensuring the funding as required legislatively to adequately restore COLAs
- Protecting benefits
- COLAs for state retirees
- Information
- Are they listening to us?
- Cola restored
- Colas for lower benefit recipients
- Pension COLAs.
- Salary Increases for Retirees
- Lobbying on behalf of our pension and health insurance benefits.
- COLAs. We are well behind due to not being considered for years.
- Raises!
- representation in the legislative arena

## GSRA Planning Report

- Continuing to educate politicians of our members needs especially with inflation increasing.
- A cost-of-living increase and continued great work on our medical insurance.
- Recruitment of new members to increase the voice of GSRA in the legislature.
- COLA's
- Keep members informed of legislative items that affect us. Push for COLA
- COLA??
- Keeping up with the pay scale we need an across the board raise
- Support
- Information to members
- Lobbying for the good of the organization
- Increasing membership. There is power in numbers.
- Health and Cost of living
- restoring colas- I realize the takes a multi prong approach
- COLA
- COLA's for exiting retirees.
- Maintaining livable retirement plans and health benefits.
- COLAS
- Keeping our retirement fund solvent and growing to afford future raises.
- COLA
- protection of the retired employee
- First get more members. Then work on Colas.
- Retiree benefits
- Sub stainable retirement increases to cover the rising cost of living and the devaluation of the dollar's purchasing power.
- TRS
- COLA and Advantage Plan contract with DCH
- Advocating for state employees and retirees
- COLA
- Increasing benefit payments annually. Not one time payment.
- The retirees: getting back our COLA. Some of the retirees took a service retirement (age and time with the State) because of a late start of employment.
- continued pursuit of annual COLAs and watching current benefits to ensure that the state maintains level of coverage we currently have as well as watching investments that can affect the fund which we are paid from.
- Improving Retirees benefits and life in general
- promoting respect for state employees and retirees

## GSRA Planning Report

- Continued financial peace and health care benefits for retirees.
- Advocacy for retired state employees.
- COLA reparations!
- COL and Healthcare costs
- Restoration of COLA
- Equality of benefits for all retirements and end "two state" Georgia. Educate Atlanta about rest of the state.
- Retiree Benefits, and finding Congressional support
- COLAs ins rates
- COLA's
- How to be a happy retiree.
- Getting the COLA returned that was promised to us.
- COLA
- 3% pay raise
- cola
- Our annual COLA and increasing our membership.
- At this time, trying to get our CoLA reinstated.
- That the gov and state legislature leave our pension alone! (As u know, is reason this group founded.)
- Security of benefits
- Letting state reps understand that we provided a service to the citizens of Ga and we're never compensated like other workers. The norm seems to continue
- COLA and Health Benefits
- COLAs
- Keeping insurance costs at a minimum and reinstating the annual COLA raises.
- Outreach to active employees and retirees (member recruitment and retention)
- Pension support
- COLA
- Good use of retirement investment funds to keep the monthly checks coming.
- COLA
- COLA & Retirement Fund
- Pension raises
- Protecting our pensions and insurance
- Higher retirement
- Ensure strong funding for retirees. Cola
- Getting us raises
- Advocacy for better benefits.

## GSRA Planning Report

- Keep insurance costs reasonable.
- Restoration of annual COLA's
- COLA rather than the acceptance of one off bonus type payments to retirees.
- Re-establishment of substantial yearly COLA adjustments for ERS retirees.
- Involvement of members
- Healthcare
- Getting us COLAS and better health benefits
- COLAs and being vigilant in watching how the ERS manages our pension funds.
- Protection from loss of benefits.
- Retirement Benefits
- Cost of living increases and advocacy.
- Lobbying for cost of living raises
- Increased benefits for members
- Retaining benefits
- To be able to share our concerns and to be educated on upcoming events... legislation actions.
- Pension colas
- COLA's
- Advocating for retirees with COLAs, health insurance, etc.
- Making sure the pension plan stays strong and healthy
- Continue push for reinstatement of the COLA
- COLAs and healthcare
- To work on issues that are mutual beneficial to all members such as Cost of Living raises
- Continuing to advocate equitable treatment between members of the ERS and the TRS concerning retirement benefits.
- Colas
- Increased political influence with elected officials.
- COLA/ Health Benefits
- Sustainability of the system
- Inequalities between the way different retirees are treated- TRS, ERS, GSEPS
- Why do we allow teachers to be more important than ga state retirees.
- COLA's
- COLA
- Continue to let our presence known at the Capitol so we are not forgotten in the annual budget planning. We worked hard for our retirement benefits. We were not paid equal to private business because we were promised the retirement benefits. We should not



## GSRA Planning Report

have to fight for them as we have had to do through GSRA. Thank you to all who have worked so hard for us during the years.

- Preservation of our pension and Cola
- Cost of living increases and better health care benefits for GA retirees
- Advocacy
- Retirement fund health.
- BENEFITS RAISE!
- employee and retirement benefits
- COLA
- Preserving our Health insurance benefits/COLAs
- COLAS
- COLAS
- Advocating for retirees
- Advocacy
- COLA
- Increase in our COLA.
- Raises
- More power in the decision making process of state government.
- Advocate for the quality of life for members.
- Health and Cost of living increase
- COLAs.
- Annual retiree COLAs.
- Making sure retirees are not pushed aside and forgotten in budget
- Advocating for retirees
- Increasing outlay from state legislature to pay for COLAs for current and future retirees
- COLAS
- Continued focus on ERS and TRS retirees treated equally with annual cost-of-living adjustments.
- getting pay increases
- Recruiting more members from a wide range of employment classes, including University System and teachers.
- ensuring that the retirement benefits earned by state retirees are maintained and not allowed to be diminished over time.
- Cola, cola, cola
- To make sure there is enough money in our system to continue our retirement benefits continue.
- Protection of the pension fund

## GSRA Planning Report

- Reinstatement of the COLA.
- Membership to put more voice to legislator
- Cola
- Your job is getting retirees what was promised them even if we have to protest on Fox
- 5. Retirees are tired of same song and dance.
- Advocating for retiree benefits.
- Cola
- Annual pay increases
- Cost of living
- Fair and regular COLAs
- Increasing membership to obtain more clout with the legislature.
- Good health care followed closely by COLAs.
- Strengthening the fund and preserving to prevent any potential decreases in payouts.
- COLA's
- Educating
- Raises for retirees
- appropriate contribution of the State to the retirement system
- Benefits to retirees
- Lobbying for our benefits
- cola
- The well-being of each Retiree.
- To promote fair and equitable treatment of state employees and retirees and establish equal treatment of TRS and ERS retirees.
- Increasing membership. Maybe reach out by mass mail out to non-member retirees.
- Raises on a regular basis like we used to get. Not just two \$600.00 payments twice a year.
- Sustainment of retiree benefits
- get COLA for retirees
- Increasing COLA and advocating for lower benefit costs in the absence of a permanent COLA.
- Ensuring that the SOG remembers and honors its promises and agreements to SOG retirees regarding our pension and health plan benefits.
- Better services for retirees
- Raises for retirees
- Maintaining benefits for members
- Advocacy
- Protecting benefits of retirees.

## GSRA Planning Report

- COLA
- Colas and health care
- COLA
- Keeping the financial state of the retirement system in the black
- COLAS as promised
- Restoring cola
- Cola
- Get COLAs
- RESTORATION OF OUR COLAS
- Our cola increases
- The development or legislation advocacy that supports retirees
- Obtaining colas
- Get more members
- work towards getting regular COLA s reinstated.
- To make this State support the retirees and give us our fair share of resources. WHY DO THE TEACHERS GET SO MUCH and we get so little in terms of COLA ?
- Continuing to advocate for retired state employees and continuing to press for regular COLAs
- Cost of living raises
- Retirement fund stability ( no crazy investments) and Health insurance (best bang for the buck)
- sustaining a reasonable cost adjustment on the pension as cost of living increases
- Raises
- Lobbying to protect retirement benefits
- Diversity
- Enlarge the base by fighting to get names from ERS, plus focusing on how to bring in working employees since are supposedly an advocate for them also
- Ensuring that the legislative body recognizes that State Employees have needs just like teachers and that our investments are important too
- Pursuing annual increases. Appreciate GSRA having representation on retirement board!! Great effort.
- Keeping retirees informed regarding the financial status of the ERS and advocating for our COLAs to be reinstated, also keeping us updated on health insurance issues
- More benefits for retirees.
- Retirement COLA
- Equity with retired teachers
- Keeping our pension and benefits stable.

## GSRA Planning Report

- Continue to advocate for COLA increases
- COLA
- Recruiting new members to grow the influence of GSRA on politicians.
- Cost of living raise.
- Protecting the interest of all retirees.
- Welfare of the members
- Getting more retirees to become members!
- Speaking to the need to speak as one voice on important issues.
- Staying relevant and visible to state officials.
- Same as it has been.
- ...continue to keep improving the needs of retirees, whether it be state insurance benefits or securing an increase for retirees.
- Cost-of-living raise for all state retirees under the GA State Retirement Plan
- health insurance and cola
- Keeping us informed
- Advocating for benefits for the State retirees.
- Represent the retiree and stay on top of any issue that involves our promised benefits.
- Get us monetary benefits to help us survive
- Protect the fund.
- Keep members informed of all the new laws/changes.
- Advocacy
- Obtaining funds for COLA
- Cola
- Monitoring and advocating for our benefits.
- Yearly raises
- Same as above
- Educating EVERYONE about the history of COLA's for ERS members!
- Pension and benefit security
- Advocating for a COLA.
- Increasing membership!!!
- Getting raises
- Insurance benefits
- Viability of pension reserves; keeping the obligation to retirees in the forefront of legislators' minds....
- COLA
- COLA
- Continue advocating for retirees and current state employees.

## GSRA Planning Report

- Cost of Living Increases
- COLA
- Cola
- Taking care of its members.
- Increasing membership for representation strength
- Health insurance.
- Find stability
- Georgia State retirees
- COLAs
- COLA
- Protecting our retirement income
- Benefits
- I want GSRA to continue to keep state retirees on the agenda for legislators and the governor.
- To advocate in the best interest of state retirees.
- Being an advocate for state retirees to ensure that the promises made when we were hired are upheld by the state.
- Health care
- Advocating for retirees and employees for a good benefit package and competitive salaries for employees to retain good workers to pay into retirement fund.
- COLA's
- COLA
- Cost of living
- Educating candidates in the upcoming election cycle. It's amazing how uninformed many are.
- Always doing saying and showing why we need a raise each year. I gotta tell you when I retired I remember the membership book stating retirees would receive a 3percent raise each year. Man that went out the door real quick....But the state can sure find other stupid reasons to spend money and give each other raises. Don't we elect these people. We have become so stupid in the decisions we make as citizens. AND we continue to elect the same people over and over and over.
- Members benefits
- PROTECTING OUR BENEFITS
- assuring our rights and value don't get trampled on and forgotten
- Protect pension fund and work on Colas.
- Benefits
- restoring our COLA

## GSRA Planning Report

- Health care
- Maintaining affordable health coverage
- Benefits and cost of living
- To fight for the rights and interests of retirees of GA STATE GOVERNMENT
- "Equity" is the new fad, so let's get some equity with the TRS.
- Short term, figuring out why the ERS Board is so reluctant to reinstate a cola. I clearly understand why they stopped it during the 2008 financial crisis; I do not understand why they won't restart it. If they were on the TRS Board, they would have thousands of retired and active teachers screaming at their doorsteps and contacting the press.
- Maintaining buying power of retirees
- Annual Cost of living adjustment.
- Building our base so we have a lobbying voice as the teacher's do. They saw to it that Governor Barnes wasn't re-elected.
- COLAs being restored
- Getting COLA for retirees. The 'bonus' is nice but in the long run a COLA would be more beneficial.
- Same as above, COLA and health insurance.
- COLA
- First no reduction. Then some kind of increase then maybe free admittance to state parks free hunting and fishing license, issue us a tax free card when we buy a new car. Lots of things that mimic a cola in your pocket.
- Getting our Colas reinstated
- Benefits and health of members
- COLA's; close second: letting people know that most public servants are dedicated to working on behalf of their fellow citizens.
- Benefits and Education of members.
- Increasing pay and maintaining benefits
- Continuing to educate legislators about state retiree concerns and to show the disparity between the TRS and ERS.
- Awareness and communication to members of legislative issues affecting retirees.
- Maintaining a fulfilling lifestyle for retirees
- Healthcare
- Obtaining a COLA. Building bridges to democrats because they may come to power soon.
- Being a resource available to those who have retired and providing a connection with the current information and benefits.
- helping to get ERS back on track with yearly cost of living increase

## GSRA Planning Report

- Securing COLA
- Watching over our retirement
- To promote and improve the retiree's quality of life thru representation of the retiree in negotiations with state government departments and decision makers
- COLA
- COLA
- optional
- Insuring ERS has sufficient funding and making the best investments to grow our pension fund.
- cost of living raise each year
- COLA and increasing contribution percentage
- Since we haven't had a COLA in 13 (?) years, that's a fairly high priority, especially in a time of inflation.
- Protection of our benefits
- Advocating for members and educating elected officials
- COLA
- prevent benefit cuts especially for employees either retired or with a lot of years of service. watch how state is investing retirement funds.
- Provide information to help you retire prepared for the future.
- Reinstate yearly compounding COLAs
- Representation of our mission and philosophy at the Capitol.
- Protecting our retirement program and healthcare benefits.
- cola
- Lobbying for our best interest
- WE should try to convince the board that they need to honor their previous commitment in granting our yearly raises.
- Colas
- COLAs
- COLAS & low-cost insurance
- Ensuring retirement benefits and raises are available.
- Monitoring legislation
- Cost of living increases are badly needed.
- cola
- Advocating for state retirees
- Getting more members.
- Educate our members as to what our Board and officers are doing for us without pay.
- Supporting, recognizing and advocating for state employees and retirees.

## GSRA Planning Report

- COLA
- The topics the organization have focused on are satisfactory to me.
- Representing all retired folks that are prior employees
- Keeping excellent health insurance at low premiums.
- Informing and educating retirees
- COLA and health benefits
- COLA's and the preservation of our benefits.
- cola raises
- Assurance of maintenance of retirement program
- Increasing membership
- Keeping retirees informed about events that affect them and working toward re-instating colas
- Retaining retiree health benefits and restoring COLA
- Reestablish our annual increases.
- Keeping retirees informed of changes and legislation that affects all of our benefits
- Pay raise as it was 10 years ago.
- Insurance and Retirement benefits for retirees.
- Strong membership and any help for retirees including, but not limited to COLA
- Helping conservative leaders win positions of service for our state!
- Advocating for fair compensation
- Pay increases
- COLA
- Advocating to keep our benefits and continuing to get COLA
- Watching after our benefits.
- Health Care Benefits.
- Legislative items that affect our pension
- Make up for lost colas + get colas added back annually
- Representation of our interest with law makers to preserve the benefits we earned
- Cost of living expenses for retirees
- COLAS
- to insure state politicians/retirement officials, etc, understand we are an organization to be reckoned with and not going away
- Public Brand, by means of political focus, annual workshops and conferences, Goals and Objectives reviews
- Best price health insurance
- Annual COLAs
- To advocate with the legislature for a COLA



## GSRA Planning Report

- continue current newsletters and information sharing some
- Raises and benefits.
- Advocate for COLA to be reinstated.
- Convince the Governor we were promised COLA's
- Finding an alternative benefit for retirees if the state has turned a deaf ear to colas
- Making sure that health insurance remains affordable
- COLA and benefits
- Better benefits
- Your course is good, COLA!!!
- Betterment for retirees
- Advocating for issues of concern to Georgia State Retirees and keeping retirees informed
- Benefit protection and COLA
- Cola
- To keep the members informed and involved in primary issues of importance that continually affect us.
- At this point in time, growing our membership is critical. To do that, we must be sure that we have a vision and mission which adequately convey the value we add to members' lives.
- COLA'S
- COLA and Health low Insurance premiums
- Reinstatement of the COLA
- SHBP
- Cost of living raises
- Cola
- Making sure the legislation doesn't forget that we are still tax paying people of the state
- Keeping retiree fund safe. Politicians have too much access to it
- Reinstatement of colas
- Cost of living added to our retirement.
- Pension equity among the various plans.
- Fair and equitable post- retirement benefits that are comparable to Teacher's Retirement, etc. When I worked, there were educational requirements for some jobs before employment was considered. I have wished a thousand times that I chose teaching school over working with DFCS, because of the way retirees are treated.
- Keeping retirees with Health Insurance Benefits the same price as working employees.
- Same treatment as TRS.

## GSRA Planning Report

- To provide our return of our lost 30% of our buying power and to start annually maintaining and keeping up with inflation.
- COLA AND HEALTHCARE
- Advocating and informing
- The overall welfare and education of retirees to enhance that quality of life
- What you're doing already. You have done as excellent job!
- Ensuring retiree benefits and income is not negatively impacted
- COLA
- Pension fund
- protecting state employee retirement and insurance benefits for current employees and retired employees
- COLAS
- Making the situation for retired state employees better.
- Watching the bills being pass in the senate
- COLA's without a cap related to income
- Maintaining overall strength as the legislature seems to ignore retirees
- Right now, getting us COLAs; long term keeping us informed about legislative decisions that affect us.
- Advocate for retirees and working for getting all retiree benefits as per law and any other benefits we can get
- To enact legislation that would be beneficial to the well-being of all State retirees.
- Distributing retirement befits which include cost of living yearly raises.
- Continue to advocate for annual cost of living increase

### **What other issues, ideas, or concerns should GSRA consider in its strategic planning efforts?**

- reaching out to/engaging with current state employees; succession planning/board development;
- How to get active employees involved
- Where can we be helpful in future days as new retirees don't have some of same issues as we do- can we exist in 5 years from now- partnerships to fight unfair system, revenue to pay for ex director, realistic advocacy efforts, age groups of retirees and what they need,
- oversight of medical benefits
- Make sure the state keeps the retirement system adequately funded
- NOT QUALIFIED TO ANSWER.....I AM NOW PUSHING MY 89TH BIRTHDAY - DOB 10/04/1932
- Keeping our insurance in check

## GSRA Planning Report

- The continued push for COLA raises in lieu of occasional bonus/one time payouts.
- Healthcare
- How to maintain the commitment and service of current organization and attract new volunteers to help.
- Health Of Retirees
- I believe pension, health, COLA should be the only concerns.
- recruitment of members. Not sure retirees know when they retire that GSRA is available to them
- COLA would be nice
- Use of lobbyists
- Benefits
- There will come a time when ERS payouts are greatly reduced because of the natural attrition of retirees on the Old Plan. GSRA needs to be in this conversation. It seems like ERS should be able to do more for retirees as there are less people on the Old Plan.
- That first year of retirement, from the six months before you actually walk out the door, through that very stressful period of making sure you have the correct health insurance (and don't miss some critical deadlines that can cost for the rest of your life) is difficult. Having some assistance available to help walk through that period would be so helpful!
- Continue already established goals and stay on legislative members to secure our need
- Making cola a central plank in our policy efforts
- COLAs for retired teachers
- Concern over eroding member and legislative support of the organization
- make sure you are connecting with state employees before they retire.
- Target legislative members who will agree to always fight for us
- **MAKE SURE OUR PENSION INVESTMENTS ARE SOUND AND UTILIZED FOR MEMBERS AS INTENDED**
- Growth of the organization
- Have unannounced audits to eliminate elected officials from knowing or having investment in our retirements.
- Zoom chapter meetings if possible so we can feel connected if we live out.
- Health insurance
- maintain high quality health insurance at reasonable rates
- Consistency in yearly COLAs - what does the Teacher's retirement system do that ERS doesn't.
- Developing a PAC to influence legislators
- Possibly pressuring the governor of Georgia, as well as the legislators, with our concerns. They have all let us down.

## GSRA Planning Report

- Lower cost health insurance
- COLA's versus bonuses. The bonuses are great if they are large enough to adequately address inflation over time.
- I think we need to continue to focus on our core mission of education and advocacy
- Legislation to support our members benefit protection
- Recruitment
- Continue to speak up at the state capital to advocate for our organization (Cola's)
- how to increase membership, especially current state employees
- Recruitment of new members. Numbers count.
- Would like to know the results of this survey.
- Increase retiree membership
- health benefits
- increasing membership so we have political clout that gets attention of those in power
- Should current state employees be educated on what the GSRA is doing to help them in their retirement years? (There could be more intensive info for employees that might be retiring in 10 or 15 years and rather general info for employees up to the 10 year mark.
- What are others states doing to look after their retirees, what help can the federal government provide and what about private groups help who could utilize part time help from well-trained retirees willing to offer their time and efforts in many fields.
- The ability to offer electronic communication to all members of the state legislature by all GRSA members by simply adding a member's name to the communication. And use this method to bombard their offices until they make changes.
- Comparisons of other retirees receiving COLAs.
- Encourage members to be involved as volunteers on election days.
- Growing the membership to make it more effective with a stronger voice
- ways to include members that may not be close to a meeting place.
- Discount programs for Retirees
- Legislation not commitment to one group
- Membership
- Push for unionizing. Perhaps only to have better pay for employees and better retirement benefits fits
- Finding ways to be relevant to unretired people in the system.
- COLAs.
- Promote GSRA as other state retiree organizations. Get ideas from retiree organizations all over the country not just in Georgia then present to Board and membership. From time to time do surveys, as this one, to get input from members.

## GSRA Planning Report

- Increase in Membership
- COLA
- COLA
- Finding out why our plan isn't performing as well as the other 3.
- Prevent further investment in riskier options
- Broaden a bit to health & wellness.
- I would like the GSRA to unweave themselves from the Republican legislators because if they were honest, the state is more than flush with money and they could easily give Colas but have no motive to do so. You may ignore this but the Democrat helped last session.
- Expanding the tax exemption for retirement income.
- I would say that the basic concern would be to get more members.
- Possibly having regional get togethers???
- Continue to lobby for cola
- Growth. Making political endorsements and making sure GSRA position is explained.
- Insurance
- Continue with helping keep insurance at low cost
- Regular cola annually
- Equality
- Be sure we have the best health insurance available
- Conducting retirement meetings with current teachers that are ready to retire. Also, encourage State Department to let current retirees assist with the development of curricula especially in the history and math areas.
- Get more involved with legislators explaining how we got pushed aside and didn't get what we were promised. Don't ever let them forget.
- We have a great board who stays on top of all legislation that impacts retirees. I'm am very pleased with the job they do now!
- Election integrity; making sure there is no possible way to cheat during elections so each legal vote counts
- Seems as GSRA has a great handle on the planning.
- Lower insurance rates
- One concern I have is many couples have both retired from the State. Even if we were to get COLAS again, it could be possible with other income to hit the \$174,000 mark and our Social Security premiums would increase \$59.40 and \$12.30 plus the base of \$148.50 for 2021.
- Representation on Retirement Board
- Continued good health benefits.

## GSRA Planning Report

- Maintaining health insurance providers
- Continue to increase presence in the Capitol
- Cola, health insurance
- Health insurance protection
- We need more lobbyists when dealing with issues. We are being treated like redheaded step children.
- Reconsider opposition to dead peasant insurance, if it will in the end boost COLA prospects.
- no change
- Analysis of issues is in depth and accurate; at times a bit wonky. Communications can be strengthened by a shorter distillation of the issues and what members and chapters can do to effectively move the bar.
- I cannot think of any specific issues, ideas, or concerns at the moment that may impact the benefits or services for GSRA members in the future.
- travel opportunities for seniors in Georgia
- Rising medicare cost even though they are covered by social security increases our income remains the same as everything else continues to increase.
- I have wanted to confirm my membership dues are current. I have a hard time keeping myself updated with current website because my email address changed slightly
- GSRA needs someone who truly understands SHBP insurance and can communicate effectively with our members and members of the governing Boards.
- Replacement of ineffective ERS Board members. Since Frank Thatch has been on the Board there have been no COLAs, yet he should be advocating for retirees as one himself.
- More influence in ERSGA board appointments.
- Reduce price for goods and services purchased by state retirees
- Retires getting less than Teacher retirement system raises
- Continue the path currently on
- Keep a tight control over our money fund. Small increases to our yearly salary will help.
- Keeping close watch on any legislation decreasing retiree benefits. Hiring a lot first was effective.
- helping to identify GSRA-friendly candidates running for state legislator posts, the governorship, etc. during election years
- Helping retirees understand Medicare options
- Increased membership.
- Maintaining good health coverage

## GSRA Planning Report

- Continue working with all parties to maintain benefit payments and health benefits. To be proactive and thankful when positive events occur. Do not negate positive steps with “thanks but we want more” mentality.
- Continue to fight for lowest possible insurance rates.
- Ramp up membership, a larger voice with larger numbers
- Continued health costs and coverage
- Health, dental and vision insurance
- Voting rights
- Continued awareness of how Covid relief has or will affect Georgia state retirees
- Health insurance costs and benefits remaining at current levels.
- Retiree health plans
- Enhanced pension benefits.
- Increasing membership but I know you are making great effort to do so.
- Reinstate Colas, push for raises for long time retirees communication to retirees
- Increasing membership with retirees and state employees not yet retired.
- Reasonable eye and dental insurance cost
- Better insurance coverage
- I still have the employee life insurance and I do not have anyone who needs it. Is there a possibility they could all be cashed in for funding colas. Now I do not want the state to be the beneficiary I just would like for all interested retirees to be able to cash it in and give it to state for colas.
- Assuring that the money is managed properly
- Increasing membership.
- working collaboratively with other retirement plans especially the TRS
- Affordable health care
- How to increase membership and effective lobbying.
- Care giving both by and for retirees
- Any group discounts that can help offset the lack of colas.
- Maintaining affordable health insurance
- Protect and promote TRS
- Health benefits and securing a strong voting block in order to secure sympathetic representation will to advocate for retirees
- Annual meetings: cost for the members to attend, speakers, meetings-topics.
- Chapters: Have the GSRA leaders more involved.
- find ways to get active employees to become members
- recruit more retired members
- target a new educational subject to include in the newsletter

## GSRA Planning Report

- usage of social media to reach more possible members as well as to get our platform out to legislators.
- Retiree savings programs (ability to participate in Peach State Reserves as a contributor) Retirees that have some sort of earned income could participate by federal regulations just not allowed by the state
- enlist former legislators as members to provide the politics necessary to ensure ongoing considerations for retirees
- Looks good as is to me but I am in a rural area and likely less knowledgeable about some aspects.
- Keeping retirees informed
- Getting more members
- COLA as well as protecting insurance benefits and keeping them affordable
- More politically active
- Expanding the knowledge of and the influence of GSRA.
- Equal access for all
- Community outreach
- Growing membership and getting more involvement
- Recruitment of members, retired and late career (if that exists anymore due to depleted incentives to remain in state government)
- Cost of health insurance and medical services for retirees under 65 years old.
- Keeping open the idea of pursuit of potential legal issues
- low cost and better coverage health insurance
- Keeping health benefits cost effective and efficient.
- Continued support of keeping Health Care premiums manageable and offering both United Health Care (I prefer) and Blue Cross.
- Increase membership
- Election of sympathetic legislators.
- Consider returning to Forsyth for annual meeting.
- Keeping health coverage affordable and comprehensive.
- Improvements to the health insurance provided to retirees.
- More active outreach to GA retirees and active employees who are not yet members.
- Age of members
- Maybe discounts at State Parks in GA for retirees.
- Maybe a status page of former employees, that people can update what they're currently doing
- Maintain contact with legislators
- COLA's



## GSRA Planning Report

- Building active membership numbers
- Colas & Health Insurance and making sure we have a voice in the legislature.
- Major push to increase membership numbers which is essential in increasing political clout. Raise membership dues to \$100/year...money is needed to accomplish goals. Back candidates who support the goals of the association.
- Health insurance
- Try to get more active employees such as myself to enroll to strengthen numbers and power.
- Get political!
- Increasing membership, strategic partnerships with members of the state legislature.
- Cost of living increases to meet the rising cost of food, clothes, shelter and drug cost / health care.
- Data collection to support fund soundness and colas.
- Perhaps it's time to consider a lawsuit
- Increasing enrollment
- More lobbying efforts.
- Make it known we support those who support us.
- Insurance improvements
- increased membership
- Raises
- Be a voice that is heard by state government.
- Expanding and activating our membership.
- Continue advocacy for state retirees.
- Tennessee State Budget passes including significant funding for state employees  
It has been an incredibly challenging year, but today is a good day for state employees," TSEA Executive Director Randy Stamps said. "This year's budget passed by the Tennessee General Assembly invests approximately a half-billion dollars in state and higher education employees, and we are grateful to all the legislators and the governor for recognizing and rewarding the dedicated and hard-working men and women serving Tennessee. A few budget Highlights include A \$250 million lump-sum payment to the Legacy Pension Plan for State Employees
- Continue building relationships with retiree board members and legislators to provide accurate and useful information about retiree issues. Continue to expand membership in GRSA and inform/educate members of on matters impacting their benefits.
- the removal of the prohibition against colas for GSEPS members.
- That the state continues to provide adequate and affordable health insurance for all retirees.

## GSRA Planning Report

- Lowering retiree insurance premiums
- Keeping our insurance
- With the number of employees and retirees the State of Georgia has, it could do better at negotiating Health Care Insurance to keep cost down.
- More effective communication with legislators
- Find out who is against our true COLAS and let's get the jokers voted out of office. I run a Facebook page with Ret. GSP and DOT who's had enough.
- Health benefits
- Expanding membership
- Chapters in the home town of legislative leadership.
- What public and private organizations can they coordinate with to achieve the mission and if it is feasible and/or practical to cross state lines on some issues. If not, at least put in place a plan to review best practices in public and private funds to improve upon the protection of our investments.
- Dental coverage included in our health insurance
- More health ins options (ie Medicare supplement)
- Getting health insurance rates lower
- we should get larger colas to catch us up with the 15 to 20,000 we have lost in the past years with no raises
- Members should be encouraged to work at the polls.
- Hiring Lobbyists
- protect health benefits
- Clearly, SOG retirees not covered by the old or new old retirement plans are in a different boat entirely from most current retirees, and GSRA will need to evolve to stay relevant and meet their specific needs in the future.
- How solid the funds are reserved for pension fund
- Any changes in health benefits
- As always, getting us A COLA.
- Getting the deductions increased for retirement from current employees
- Keeping constant contact with Governor's office and congress about our need for benefits
- Go on tv and make push for membership with members in ads
- Legal Action against the board and the state
- Look at the court option for our COLAS, TALKING TO THE POLITICIANS IS NOT WORKING.
- working to garner support from legislature and Governor to support and add more funds to the retirement fund so that COLAs are possible again
- Have groups send out info on meetings

## GSRA Planning Report

- Increasing membership.
- Funding of the State retirement system, I like being given a chance to provide my input.  
THANK YOU
- Look at "the least of these" and see if we can help.
- Maybe offering experience from members of years gone by to a work force that presently lacks expertise
- Insurance
- Maybe re- branding , maybe publicist type help,
- plan for Executive Director, increase dues, leadership in future days, consider other ideas to make impact with legislature, retirement committee etc.
- Continue advocacy that protects retirement funds
- Growing our membership
- Cola
- Increase in membership- numbers speak to legislators
- Put out more information, to the general public, as to what's being withheld from State Employees/Retires?
- Health benefits at no to very low premiums.
- Health insurance concerns
- Everything that will work for the retirees as a whole.
- COLA
- Increasing membership
- Increasing benefits for health plans available without huge premium increases and deductibles.
- employee retention and long-term future with DOT
- Raising awareness about the many sacrifices State retirees did as employees of the State.
- get tough on legislators, quit thinking they are working on a cola, more bullshit
- Make sure all retirees are treated fairly.
- Health Insurance & Benefits
- Obtain attorney And take legal action
- Recruitment
- An increase in the membership would result in a bigger voice and presence when retiree's concerns, benefits and legislative issues are considered and discussed.
- Making sure our retiree benefits are secure!!
- Health care
- Membership benefits

## GSRA Planning Report

- Asking Mr. Povtin why he is embarrassed to ask the legislature for large contributions. In the hearing, he said his #1 goal is to protect the system. How far down his list of priorities are the retirees themselves? TRS reps are not shy about asking for money and they get it.
- 1-Looking at joining/establishing a national retirees association.
- 2-Reestablish closed chapters
- 3-Increase membership
- Increase membership
- Keep GSRA moving forward with facts related to our rapidly changing state.
- Cost of living adjustments.
- Colas
- Providing state employees annual COLA's
- A financial adjustment to makeup for the neglect and lost wages that we have been cheated of, after providing service, some of us at the at the risk of our lives throughout our careers.
- Health insurance and COLA
- annual raises and lowering of insurance premium and health care cost
- Publicizing the organization more aggressively to employees nearing retirement as well as those retiring.
- May not be another issue, but keeping the promises made to employees relating to their retirement financial security and purchasing power.
- Succession planning for the group of officers and other organization leaders so that GSRA's bench is a bit deeper when replacements are needed.
- COLA
- Colas
- Cost of living
- Recruiting new members.
- Growing the number of GSRA members - more voices gain more attention.
- Possibly trying to have more members attend local meetings to build a stronger feeling of ownership.
- A plan must be viable, achievable, and workable. No lofty goals or objectives as members will see little value in having a plan.
- Health insurance
- Campaign to enroll more members
- Educate on computer skills
- I feel we have lost the idea of a cadre of competent, trained, public servants whose loyalty is to the people of Georgia and to an honest and fair state government.

## GSRA Planning Report

Outsourcing and subcontracting public services hurts workers and public alike. The pandemic has dramatically shown the results of bad government can get, and how dramatically it can rescue a disaster.

- Maintaining a good relationship with legislators
- What are the demographics of our membership and what does that tell us. Age, health, type of retirement, race, gender, location, etc.
- If the retired population has a high percentage who do not use cell phones or computers, do not have children or grandchildren to assist...do we need a newsletter ?
- Lowering insurance and dental premiums
- Membership growth
- Insuring legislature keeps funding pension and doesn't add pensioners without funding the expense.
- Computers are not always our best friends.
- Having input into decisions made by state agencies affecting retired state employees.
- COLA
- Health benefits will be future issue.
- continue to work for retirees benefits
- Let it be known that granting lump sum colas although is much appreciated, only increase our taxes.
- although already working on it, restoring cost of living adjustments
- Recruiting More Members
- I am not much of a planner - anything to get more new members would be good. I know many attempts are being made.
- Make sure that retirees who receive Medicare will not have to pay the \$144.00 or \$148.00 monthly fee.
- To make the association familiar to state employees upon reaching retirement age (a couple of years before they retire).
- Communication of any state plans to reduce pension benefits and increase health care premiums/out of pocket costs. Access to soon-to-be retiree information to increase membership (those eligible for defined pension plan)
- Efforts to increase awareness of organization.
- Continue to press our legislature to give us a COLA each year
- Not sure this is the place for this remark, but, the Governor and Legislators need to recognize that to get good state employees who will be dedicated and loyal, the state must offer comparable salaries and benefits. If not the loyal workers will seek employment at other businesses.
- Consulting firm???

## GSRA Planning Report

- Keeping our benefits.
- Using social media and the internet more strategic in reaching and connecting with retirees.
- Finding ways to increase membership
- Get the option to become a member on the retirement application.
- Continued focus on current legislation.
- more members for a stronger voice
- Keep the pressure on State Legislators
- Promoting what is right, whether it be political or not. Protect our children from critical race theories and be sure they learn correct history!!!
- Long range planning for income and insurance needs
- COLA
- Colas, colas, colas + make up for promised colas which failed to be paid
- Health insurance
- Communication of strategic planning based on our long and short term goals, objectives and challenges.
- Continue to watch legislation regarding changes to taxable income of retirees, keeping good health and dental insurance
- some local area network for support to encourage more local interest and strengthen/ increase local membership and participation
- More money.
- Planning for the future of retirees that live alone and need the means to care for ourselves and live independently in the future.
- Convincing legislators that these same benefits pertain to themselves
- Hiring Lobbyists to advocate for the retirees. Apparently, the Retiree association's efforts through the board of GSRA are not enough. This issue falls on deaf ears every year. So sad to think that I worked for the State of Ga., DFCS, 43 years and yet the GSRA still has to fight tooth and nail to help retirees receive what is fair. God Bless you all.
- Getting state identification cards for retirees
- We all know about government waste, we lived it! The government is giving current higher ups so much more than they need and can use. Some are taking the offerings and not even using it, just letting it go by the wayside. Wasteful spending that retirees could use.
- Increasing # of retirees who are members of GSRA (would love having membership in GSRA at retirement be opt-out rather than opt-in, if that's possible); identifying ways to mobilize retirees to action on matters of relevance and concern to them.

## GSRA Planning Report

- As general assembly gave themselves higher retirement/ find way to use this to enhance our efforts for cola
- I would like to see retirees have access to good vision insurance, just like the dental insurance that we now are able to have through GABREEZE.
- We need to cultivate, in addition to a larger general membership, a base of leaders who are willing to step up and step in to serve as board members, to lead local chapters, and support membership development/recruitment at local levels. We have not even scratched the surface of engaging with and enrolling current State employees. We need to determine how to effectively reach them and work to gain their support through their membership.
- SHBP benefits program should include Be Well program. It's unfair to cut that off.
- Access to active State employees to promote our services.
- Begin a recognition program for state employees. Perhaps sponsor years of service recognition in conjunction with personnel offices. Adopt a unit in an agency to attend GSRA annual meeting. Have membership challenge with state agencies. Recognize Agency heads with largest # of GSRA members at annual meeting."