
Virginia Retirement System

ELIGIBILITY

All full time employees are enrolled in the program as a condition of employment.

COST OF COVERAGE

The program is free to employees. The County contributes 5% of your basic annual salary on a monthly basis.

Contribution Example	
Salary	\$44,000.00
5% contribution	\$2,200.00
Monthly contribution	\$183.33

EFFECTIVE DATE OF COVERAGE

Employee's full time hire date

DEFINED BENEFIT PLAN

VRS is a defined benefit retirement plan. This means that once you retire with VRS you will receive a monthly benefit for life. Your monthly benefit is calculated on your age at retirement, your average final compensation and your years of service.

To be eligible to retire with VRS you must be vested with at least 5 years of service with the program, and meet the minimum age requirement.

RETIREMENT OPTIONS

1. Unreduced Benefit – You are eligible to retire and receive your full benefit if you retire at (a) age 65 with at least 5 years of service or (b) age 50 with at least 30 years of service. Law Enforcement Officers may retire at age 50 with at least 25 years of service and receive the full benefit.

2. Reduced Benefit – You are eligible to retire at age 50 with at least 10 years of service or at age 55 with 5 years of service. Those in law enforcement may retire at age 50 with 5 years of service.

HAZARDOUS DUTY SUPPLEMENT

If you are employed in a hazardous duty position (SHO, EMS) you may qualify for a supplement when you retire. This supplement is paid to you until you reach full unreduced Social Security eligibility. You must also be employed in a hazardous duty position for at least 20 years to receive the supplement.

BENEFIT PAYOUT OPTIONS

When someone retires a person can choose how they would like their benefit paid to them:

1. **Basic Benefit** – 100% of the benefit is paid to you for your lifetime. Upon your death any remaining funds in your member contribution account is payable to your beneficiary.
2. **Survivor Option** – You can choose to lower your monthly benefit in order to provide a benefit to your contingent annuitant.
3. **Advanced Pension Option** – You may temporarily increase your VRS retirement benefit from the time you retire to the Social Security age you select (which must be at least age 62 but no later than your full unreduced social security age. This option does not allow you to provide your survivor a benefit and you cannot choose a partial lump sum option payment (PLOP).
4. **Partial Lump Sum Option (PLOP) payment** – If you work beyond the time you become eligible for an unreduced benefit you may receive a lump sum amount from VRS. This amount may equal up to three times your annual benefit.

PURCHASE OF PRIOR SERVICE

You may be eligible to purchase additional service with VRS for one of the following reasons:

1. **Military leave of absence**
2. **Birth of adoption leave of absence**
3. **VRS Refunded Service**
4. **Part time employment with the County or another VRS participating employer**
5. **Educational leave of absence**
6. **Public service**
7. **Civilian Service in the Federal government**
8. **Active duty military service**

If additional service is purchased within the first 3 years of employment in a VRS covered position, you will pay 5 percent of your monthly pay to buy back the service. This may be deducted from your paycheck or paid in a lump sum.

If additional service is purchased after 3 years of employment in a VRS covered position, you must buy back the service at the actuarial cost. Factors that determine actuarial cost include age, life expectancy, inflation, investment earnings, unemployment rates, and retirement patterns. This must be paid in a lump sum.

Example: You are 44 years old with 22 years of six months of service. You can purchase 12 months of eligible service.

	Time of Purchase	
	Within 3 years	After 3 years
Salary	\$42,000.00	\$42,000.00
Cost	5 percent	Acturial
Cost per month	\$175.00	\$1,125.78

WHEN YOU TERMINATE EMPLOYMENT

When you terminate employment you may (a) request a refund (b) rollover over the funds in your account into another retirement account (b) or leave your money in your account.

MORE INFORMATION

You will receive a yearly statement regarding your retirement in approximately October of every year. You may also access your account by going to *myVRS* at <https://www.varetire.org>.

VRS

1200 East Main Street

P.O. Box 2500

Richmond, VA 23218

1.888.VARETIRE