



# Judicial Retirement System

JRS Plan 1 | JRS Plan 2  
JRS Hybrid Retirement Plan

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HANDBOOK FOR MEMBERS



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Handbook for Members

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Helping you plan  
for tomorrow,  
today



## JUDICIAL RETIREMENT SYSTEM (JRS)

### HANDBOOK FOR MEMBERS

#### **JRS Plan 1**

You are covered under JRS Plan 1 if your membership date is before July 1, 2010, you were vested before January 1, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014.

#### **JRS Plan 2**

You are covered under JRS Plan 2 if your membership date is from July 1, 2010, to December 31, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014. Additionally, you are covered under JRS Plan 2 if your membership date is before July 1, 2010, but you were not vested before January 1, 2013, and you were appointed or elected to an original term before January 1, 2014.

#### **JRS Hybrid Retirement Plan**

You are in the JRS Hybrid Retirement Plan if you were appointed or elected to an original term on or after January 1, 2014.

### CONTACT VRS

varetire.org  
member-info@varetire.org  
Toll-free: 888-827-3847  
TDD: 804-289-5919

**Important email notice:** Do not send personal or confidential information, such as your Social Security number, by email. VRS will send only non-confidential replies.

**VRS Retirement Counseling Center**  
1111 East Main Street, Richmond, VA 23219  
**VRS Administrative Offices**  
1200 East Main Street, Richmond, VA 23219  
**Mailing Address**  
P.O. Box 2500, Richmond, VA 23218

## WEBSITES

- [varetire.org](http://varetire.org) – Benefit information, forms and publications, including the *Handbook for Members*.
- [myVRS.varetire.org](http://myVRS.varetire.org) – Your secure online member account with retirement planning and financial wellness tools.

## VRS MISSION

VRS delivers retirement and other benefits to Virginia public employees through sound financial stewardship and superior customer service.

**Note:** The information contained in this document is governed by Title 51.1 of the *Code of Virginia* and other applicable law. This information is intended to be general. It cannot be complete in all details and cannot supersede or restrict the authority granted by the *Code of Virginia*, which may be amended from time to time.

# BENEFIT INFORMATION AND PLANNING RESOURCES

## JRS PLAN 1 AND JRS PLAN 2 MEMBERS

Talk with a counselor about your retirement options, applying for retirement and retiree benefits. Walk-in counseling is available on a first-come, first-served basis. Limited scheduled appointments are also available; call VRS toll-free at 888-827-3847 for more information. Counseling hours are 8:30 a.m. – 4 p.m., Tuesday and Wednesday. Go to [varetire.org](http://varetire.org) for directions and parking information. You can also schedule a virtual one-on-one counseling appointment at [varetire.org/education](http://varetire.org/education).

- [varetire.org](http://varetire.org)
- TDD: 804-289-5919
- [member-info@varetire.org](mailto:member-info@varetire.org)

## JRS HYBRID RETIREMENT PLAN MEMBERS

### **Defined Benefit Plan Component**

Contact VRS about retirement and related benefits, such as group life insurance.

- [varetire.org/hybrid](http://varetire.org/hybrid)
- Hybrid Retirement Plan Support Team: 855-291-2285
- TDD: 804-289-5919
- [vrshybridsupport@varetire.org](mailto:vrshybridsupport@varetire.org)
- Hours: Monday – Friday, 8:30 a.m. to 5 p.m.

### Defined Contribution Component

Contact MissionSquare Retirement, VRS' third-party record keeper, concerning your defined contribution account and for administrative information such as deferral elections, investment elections, updating beneficiaries and requesting rollovers or distributions.

- [varetire.org/hybrid](https://varetire.org/hybrid) (see Account Access)
- Participant Services: 877-327-5261 (VRS-DC-PLAN1), select option 1
- TDD: 800-669-7471
- Log in to Account Access to send a secure message: [varetire.org/dcp-login](https://varetire.org/dcp-login)
- Hours: Monday – Friday, 8:30 a.m. – 9 p.m.
- Mailing address: 777 N. Capitol Street NE, Suite 600, Washington, DC 20002
- Registered plan representatives are also available for one-on-one counseling. Call toll-free 877-327-5261 (VRS-DC-PLAN1) or visit the local plan representative at 951 E. Byrd Street, Suite 530, Richmond, VA 23219. Counseling hours are 8:30 a.m. – 5 p.m., Monday through Friday.

### ADDITIONAL CONTACTS

- Anthem Blue Cross/Blue Shield: 800-552-2682, [anthem.com/cova](https://anthem.com/cova)
- Commonwealth of Virginia 457 Deferred Compensation Plan: 877-327-5261 (VRS-DC-PLAN1); [varetire.org/457](https://varetire.org/457)
- Commonwealth of Virginia Voluntary Group Long Term Care Insurance Program: 866-859-6060; [genworth.com/cov](https://genworth.com/cov)
- Group Life Insurance Program: Securian Financial, 800-441-2258
- Internal Revenue Service: 800-829-1040; [irs.gov](https://irs.gov)
- Medicare: 800-MEDICARE (800-633-4227); [medicare.gov](https://medicare.gov)
- Department of Human Resource Management: [dhrm.virginia.gov](https://dhrm.virginia.gov)
- Social Security Administration: 800-772-1213; [ssa.gov](https://ssa.gov)
- Virginia Department of Taxation: 804-367-8031; [tax.virginia.gov](https://tax.virginia.gov)
- Virginia Workers' Compensation Commission: 877-664-2566; [workcomp.virginia.gov](https://workcomp.virginia.gov)

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# 1

## *Welcome to VRS*

You and Your Partners

myVRS: Helping You Plan for Tomorrow, Today

As a member of the Judicial Retirement System (JRS), you have an opportunity to lay the foundation for your future retirement needs. Your partners are your employer and VRS.

## YOU AND YOUR PARTNERS

### YOU

While you are an active employee, take time to learn more about your benefits by referring to this handbook, registering for your secure online myVRS account, viewing information on the VRS website at [varetire.org](http://varetire.org) and [varetire.org/hybrid](http://varetire.org/hybrid) and taking advantage of member education opportunities.

### YOUR EMPLOYER

- Your employer funds your retirement benefit by making a separate contribution to VRS. VRS invests these contributions to provide benefits for future retirees.
- When you participate in the Commonwealth of Virginia 457 Deferred Compensation Plan, your employer matches a portion of your contributions through the Virginia Cash Match Plan.
- Your employer pays toward other coverage that protects you and your loved ones while you are employed and after you retire.

### VRS

- VRS administers and pays your monthly benefit after you retire. VRS also assists your loved ones in obtaining benefits for which they may be eligible upon your death.
- VRS manages the investment of contributions, a critically important responsibility. Two-thirds of the average VRS retirement benefit is funded by investment earnings. The VRS trust fund can be used only on behalf of our members, retirees and beneficiaries.
- VRS is committed to continuous innovation. The secure myVRS online system provides tools and resources to assist in retirement planning.



## **HELPING YOU PLAN FOR TOMORROW, TODAY**

As a member of VRS, you have access to myVRS, one of your most important retirement planning resources. This secure, online system helps you prepare for your future and provides real-time benefit information based on your VRS member record. Once you retire, myVRS remains available to help you monitor your benefits and keep other information current like beneficiary designations, direct deposit and the health insurance credit, if you're eligible.

### **KEY FEATURES**

#### **Retirement Planner**

Under the Retirement Planning tab, you can learn more about preparing for retirement and select a benefit scenario to enter in the goal-based Retirement Planner, along with other sources of income and expenses. Other worksheets and links are available to assist you with planning for taxes, health insurance and living expenses. The result will help you project your income and expenses in retirement.

If you participate in a VRS deferred compensation plan, you can also view your account balance to see whether you need to increase your contributions to stay on target toward your future retirement income.

**Note:** The plans you create through the myVRS Retirement Planner are for your planning purposes only. They are based on your current member record, the information you enter and the policies in effect at the time you create them. The results may not reflect your actual retirement benefit amount or income and expenses in retirement. Create a new plan periodically or if your circumstances change.

#### **Member Benefit Profile**

Through myVRS, you can view your Member Benefit Profile (MBP). The MBP is based on information your employer reports to VRS through June 30 of each year. Each yearly statement shows a total retirement income estimate combining your unreduced benefit estimate, a Social Security estimate and an estimated annuity from your deferred compensation plan, if applicable. You can measure this estimate against a retirement income target of 80% of your creditable compensation. Your annual MBP is printable and a helpful planning document. You can also view your current account balances on your myVRS homepage.

#### **Beneficiary Management**

When logged in to your myVRS account, you can name or update beneficiaries for your defined benefit member contributions and VRS Group Life and Optional Life Insurance, if you are eligible. Beneficiary designations for VRS defined contribution plans are updated separately using Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login).

### **myVRS Financial Wellness**

Tap into personalized financial wellness features and tools. myVRS Financial Wellness will help you grow your confidence in financial decision-making through a variety of resources, including articles, videos, educational games, calculators and budgeting tools. No matter where you are in your career, you can increase your knowledge of topics like:

- Student loan repayment.
- Debt and credit management.
- Spending habits.
- Credit cards.
- Career-development strategies.
- Saving and investing.
- Planning for the future.
- Health insurance and long-term care costs and coverage.

Take charge of your financial health by selecting myVRS Financial Wellness when you log in to myVRS.

### **Creating Your myVRS Member Online Account**

Register for your account at [myVRS.varetire.org](https://myVRS.varetire.org). VRS takes many measures every day to keep your information secure. Verifying your myVRS account helps prevent someone else from attempting to lay claim to the account fraudulently.

### **Security and Privacy**

VRS is committed to protecting the security and privacy of your information. Before you are allowed access to your information, your identity is authenticated through the online account creation process. You set up your own username and password, which you use each time you log in to myVRS.

Randomly generated questions presented during registration come from a third-party identity verification service and are used only for the initial verification process. VRS does not retain the information or share it with anyone.

You will have two attempts to register before a lockout occurs. Once registered, you can use the Forgot Password feature if you get locked out.

### **Assistance With myVRS**

Select Help from the top of any screen for general information.

For additional assistance, call VRS toll-free at 888-827-3847 and select option 3 for myVRS online assistance, 8:30 a.m. – 5 p.m., Monday through Friday, or contact [myvrsonlineassistance@varetire.org](mailto:myvrsonlineassistance@varetire.org).

**Important email notice:** Do not send confidential or personal information, such as your Social Security number, by email even when you are logged in to your account. VRS will send only non-confidential replies.

## PREPARING FOR YOUR FUTURE

Welcome to the Judicial Retirement System (JRS). As a member of JRS Plan 1 or Plan 2, you are eligible to qualify for benefits that help you plan for a secure future and protect you and your loved ones throughout your career and after you retire. These benefits include:

- Your lifetime monthly VRS retirement benefit.
- Social Security.
- Opportunity to put aside additional retirement savings through the Commonwealth of Virginia 457 Deferred Compensation and Cash Match Plans.
- Life insurance.
- Disability retirement.
- Optional long-term care coverage.
- Benefit for your beneficiary or survivor if you die while you are an active member.

You are covered under JRS if you are a:

- Justice or judge of a court of record of the Commonwealth of Virginia.
- Judge of a district court of the Commonwealth of Virginia other than a substitute judge.
- Commissioner of the State Corporation Commission or the Virginia Workers' Compensation Commission.

The *Judicial Retirement System Handbook for Members* provides an overview of your benefits, how to apply for retirement and post-retirement benefits.

## ABOUT JRS PLAN 1 AND JRS PLAN 2

VRS administers two defined benefit plans for judges: JRS Plan 1 and JRS Plan 2. A defined benefit plan provides a lifetime monthly benefit in retirement based on your age, total service credit and average final compensation. Your benefit is funded through member and employer contributions to VRS, which are invested over your career. VRS holds these funds in a trust protected by the *Constitution of Virginia*. This trust may be used only to pay benefits for VRS members, retirees and beneficiaries.

**You are covered under JRS Plan 1** if your membership date is before July 1, 2010, you were vested before January 1, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014.

**You are covered under JRS Plan 2** if your membership date is from July 1, 2010, to December 31, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014. Additionally, you are covered under JRS Plan 2 if you have a membership date before July 1, 2010, but you were not vested before January 1, 2013, and you were appointed or elected to an original term before January 1, 2014.

## FREE, CONVENIENT RESOURCES TO HELP YOU PLAN A SUCCESSFUL FUTURE

Whether you were just hired or are getting ready to retire, you can take advantage of free educational opportunities on everything from your benefits and myVRS Financial Wellness to retirement planning. Topics are offered through a variety of educational mediums, including live presentations, seminars, webinars, e-courses and regional meetings. Schedules and online registration are available at [varetire.org](http://varetire.org); select Education & Counseling from the Members homepage.

As a participant in the Commonwealth of Virginia 457 Plan, you may sign up for the Deferred Compensation Plan Regional Education Meetings to learn more about planning for financial security, managing your plan and distribution strategies. Visit [varetire.org/457](http://varetire.org/457).

### What Is Average Final Compensation?

Under JRS Plan 1, average final compensation is the average of your 36 consecutive months of highest creditable compensation as a covered employee. Under JRS Plan 2, average final compensation is the average of your 60 consecutive months of highest creditable compensation as a covered employee.

### Extended Leave of Absence

If you go on an extended leave of absence for more than three months, you will not receive VRS service credit for this time unless you meet certain exceptions. Exceptions include absences for active duty military leave or because of a medical emergency, disability or family emergency. You must promptly submit a letter to VRS and the executive secretary of the Supreme Court of Virginia to document the reason for the exception.

### What Is Creditable Compensation?

Creditable compensation is your current annual base salary excluding overtime; extraordinary pay; bonus pay; housing and moving expenses; mobile device and internet costs; vehicle allowances; termination pay for leave; non-permanent shift differentials; payments of a temporary nature including but not limited to acting pay (if not permanently confirmed for the position); or payments for extra duties, such as pay for teachers who serve as coaches. Your election to defer salary to a deferred compensation plan, such as a 403(b), a 457(b) or a 125 plan, may only be included in creditable compensation if you voluntarily elect the deferral, the deferral is not conditional or performance based, and the deferral would otherwise be included in your gross income. Other exclusions apply.

## RETIREMENT PLAN PROVISIONS: JRS PLAN 1 AND JRS PLAN 2

PROVISIONS	JRS PLAN 1	JRS PLAN 2
<b>Average Final Compensation</b>	Average of your 36 consecutive months of highest creditable compensation as a covered employee.	Average of your 60 consecutive months of highest creditable compensation as a covered employee.
<b>Maximum Retirement Benefit</b>	If you serve as a judge and retire from the judicial system or retire from another VRS-covered position, the retirement benefit is capped at 78% of average final compensation. Once you earn five or more years of service in another VRS-covered position after leaving judicial service, the 78% cap will only apply to JRS service. Your annual retirement benefit cannot exceed 100% of average final compensation under any circumstances.	
<b>Member Contributions</b>	Your employer contributes 5% of your creditable compensation each month to your member contribution account.	You contribute 5% of your creditable compensation each month to your member contribution account.
	Your member contribution account accrues 4% interest, which is compounded annually on the balance as of the previous June 30. The <i>Code of Virginia</i> does not allow VRS members to borrow or withdraw funds from their member contribution accounts.	
<b>Employer Contribution</b>	Your employer makes a separate contribution to VRS using an actuarially determined rate for all employees it covers under the benefit plans. Members are not eligible for a refund of the separate employer contribution.	
<b>Vesting</b>	You are vested when you have at least five years (60 months) of service credit.	
<b>Service Credit Weighting</b>	<p>If you were appointed or elected to an original term before July 1, 2010, you receive one month of service credit multiplied by a weighting factor for each month you are employed in a JRS-covered position. The weighting factors are:</p> <ul style="list-style-type: none"> <li>• 3.5, if you were appointed or elected to an original term before January 1, 1995</li> <li>• 2.5, if you were appointed or elected to an original term on or after January 1, 1995, but before July 1, 2010</li> </ul> <p>If you were appointed or elected to an original term between July 1, 2010, and December 31, 2013, you receive one month of service credit multiplied by a weighting factor for each month you are employed in a JRS-covered position. The weighting factors are:</p>	<p>If you were appointed or elected to an original term between July 1, 2010, and December 31, 2013, you receive one month of service credit multiplied by a weighting factor for each month you are employed in a JRS-covered position. The weighting factors are:</p> <ul style="list-style-type: none"> <li>• 1.5, if you were appointed or elected to an original term and were less than 45 years old</li> <li>• 2.0, if you were appointed or elected to an original term and were at least 45 years old but less than 55 years old</li> <li>• 2.5, if you were appointed or elected to an original term and were at least 55 years old</li> </ul>

**RETIREMENT PLAN PROVISIONS: JRS PLAN 1 AND JRS PLAN 2** *(continued)*

<b>PROVISIONS</b>	<b>JRS PLAN 1</b>	<b>JRS PLAN 2</b>
<b>Service Credit Weighting</b> <i>(continued)</i>	<ul style="list-style-type: none"> <li>• 1.5, if you were appointed or elected to an original term and were less than 45 years old</li> <li>• 2.0, if you were appointed or elected to an original term and were at least 45 years old but less than 55 years old</li> <li>• 2.5, if you were appointed or elected to an original term and were at least 55 years old</li> </ul>	
	Service earned under JRS is weighted at the time of retirement and is not reflected in your annual Member Benefit Profile. Any service credit you earn under VRS other than in a JRS-covered position is not weighted. However, this service credit will count toward vesting, retirement eligibility and the health insurance credit.	
<b>Normal Retirement Age</b>	Age 65.	
<b>Mandatory Retirement Age</b>	Age 73.	
<b>Earliest Unreduced Retirement Eligibility</b>	Age 65 with at least five years of weighted service credit or age 60 with at least 30 years of weighted service credit.	
<b>Earliest Reduced Retirement Eligibility</b>	Age 55 with at least five years of weighted service credit.	
<b>Service Retirement Multiplier</b>	<p>If appointed or elected to an original term prior to January 1, 2013:</p> <ul style="list-style-type: none"> <li>• 1.7%.</li> </ul> <p>If appointed or elected to an original term between January 1, 2013, and December 31, 2013.</p> <ul style="list-style-type: none"> <li>• 1.7% on non-JRS service earned, purchased or granted before the date of appointment or election to an original term.</li> <li>• 1.65% on JRS service earned, purchased or granted on or after the date of appointment or election to an original term.</li> </ul>	

**RETIREMENT PLAN PROVISIONS: JRS PLAN 1 AND JRS PLAN 2** *(continued)*

PROVISIONS	JRS PLAN 1	JRS PLAN 2
<b>Other Employment While Working or After Retirement</b>	As required under the <i>Code of Virginia</i> , if you are a full-time judge, justice or commissioner or a former judge, justice or commissioner receiving a VRS retirement benefit, you cannot appear as counsel in any court of the Commonwealth, the State Corporation Commission or the Virginia Workers' Compensation Commission.	
<b>Cost-of-Living Adjustment (COLA)</b> During periods of no inflation or deflation, the COLA will be 0%.	Matches the first 3% increase in the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional 4% increase, up to a maximum COLA of 5%.	Matches the first 2% increase in the annual monthly average of the CPI-U and half of any additional 2% increase, up to a maximum COLA of 3%.
<b>Prior Service Credit</b>	<p>If you have prior service, you may be able to purchase this service as credit in your plan.</p> <p>Refunded service (available for purchase at any time during active membership.):</p> <ul style="list-style-type: none"> <li>Return of the refunded amount plus interest from the date of refund to the purchase date. The interest rate is the assumed rate of return of the VRS trust fund, compounded annually.</li> </ul> <p>Other types of eligible service:</p> <ul style="list-style-type: none"> <li>Approximate normal cost* (up to two years from date of hire or the date you return to active employment after an eligible period of leave).</li> <li>Actuarial equivalent cost (after two years from date of hire or the date you return to active employment after an eligible period of leave).</li> </ul> <p><i>*Approximate normal cost is the average cost of one year of VRS service credit. The cost is based on a percentage of your creditable compensation or average final compensation at the time of purchase, whichever is higher.</i></p>	
<b>Death in Service</b>	If you die before age 55, you are presumed to be age 55 for purposes of calculating your non-work-related benefit.	

## BENEFIT PAYOUT OPTIONS

When you apply for retirement, you choose how you want to receive your benefit. The payout options are the Basic Benefit, Survivor Option, Basic Benefit with the Partial Lump-Sum Option (PLOP), Survivor Option with the PLOP and Advance Pension Option. **The option you elect is irrevocable.** That means you cannot change it after you retire, with the exception of the Survivor Option under some conditions.

### BASIC BENEFIT

The Basic Benefit is a lifetime monthly benefit. The annual amount for a judge appointed to an original term before January 1, 2013, is based on either a) 1.7% of your average final compensation multiplied by your total years of weighted service and other service credit at retirement or b) 78% of average final compensation, whichever is less.

The annual amount for a judge appointed or elected to an original term between January 1 and December 31, 2013, is based on either a) a 1.7% multiplier on non-JRS service earned, purchased or granted before the date of appointment or election and a 1.65% multiplier on service earned, purchased or granted after the date of appointment or election or b) 78% of average final compensation, whichever is less.

If you retire with a reduced benefit, VRS will first determine the amount of your Basic Benefit and then apply an early retirement reduction factor.

If you serve as a judge and leave JRS service, then retire from another VRS-covered position, the retirement benefit is capped at 78% of average final compensation. Once you earn five or more years of service in another VRS-covered position after leaving judicial service, the 78% cap will only apply to JRS service. Your annual retirement benefit cannot exceed 100% of average final compensation under any circumstances.

The Basic Benefit does not provide a continuation of a benefit to a survivor. However, your beneficiary will be eligible for a lump-sum payment of any funds remaining in your member contribution account upon your death.

**Note:** The Internal Revenue Code limits the amount of annual compensation that may be used to calculate a retirement benefit. The income limits typically change annually. If these limits apply to you, contact your human resource office for help in calculating your benefit estimate.

## What Is Service Credit Under JRS?

Service credit refers to weighted service earned under JRS as well as any other service earned in another VRS-covered position. See the "Retirement Plan Provisions" charts on the previous pages for more information about weighted service under your JRS plan.

## Felony Conviction

If you are convicted of a felony and your employer determines that your conviction is related to your job duties, the employer must direct that all employer contributions and VRS-related benefits be forfeited. All member contributions will be refunded to you. Contact your human resource office for more information.



## SURVIVOR OPTION

With this option, you elect to receive a lower monthly benefit during your retirement so that your survivor can receive a monthly benefit after your death. If you elect this option, you will choose a whole percentage of your benefit, between 10% and 100%, to go to your survivor. Your benefit amount will be based on this percentage, your age and the age of your survivor at your retirement date.

You can name any living person as your survivor; you can also name more than one survivor. The Internal Revenue Service (IRS) may limit the amount of your benefit that can go to a non-spouse survivor. For additional information, contact the IRS toll-free at 800-829-1040 or visit [irs.gov](https://www.irs.gov).

**Changing the Survivor Option.** You can name a new survivor or revert to the Basic Benefit if:

- Your survivor dies.
- Your survivor is your spouse and you divorce with fewer than 20 years of marriage.
- Your survivor is your spouse, you divorce after 20 or more years of marriage and your spouse dies, remarries or consents in writing to a change in benefit.
- You provide VRS a written consent from your survivor giving up claim to a benefit along with proof of your survivor's good health.

You can change the Survivor Option only once. If you elect the Survivor Option and need to change your survivor after you retire, call VRS toll-free at 888-827-3847 for assistance.

**Note:** If you are divorced and VRS has an Approved Domestic Relations Order (ADRO) on file, your benefit must be paid as directed by the ADRO. For more information about attachments to retirement benefits, see Chapter 10 – Receiving Retirement Plan Payments.

## BASIC BENEFIT WITH PLOP OR SURVIVOR OPTION WITH PLOP

You may elect a Partial Lump-Sum Option Payment (PLOP) with the Basic Benefit or Survivor Option if you work at least one year beyond the date you first become eligible for an unreduced retirement benefit. You can choose an amount equal to one, two or three times your annual retirement benefit amount, depending on how long you work beyond your unreduced retirement eligibility date. This amount is paid from your member contribution account and reduces your monthly benefit.

**PLOP amounts.** The amount depends on how long you work beyond the date you first become eligible for an unreduced retirement benefit, as shown in the following chart:

## PARTIAL LUMP-SUM OPTION PAYMENT (PLOP) AMOUNTS

Active Service Beyond Unreduced Retirement	PLOP Eligibility	Example Based on an Annual Basic Benefit of \$32,000
12 months	1 x annual Basic Benefit amount (one-year PLOP)	\$32,000
24 months	1 or 2 x annual Basic Benefit amount (one- or two-year PLOP)	\$32,000 or \$64,000
36 months or more	1, 2 or 3 x annual Basic Benefit amount (one-, two- or three-year PLOP)	\$32,000, \$64,000 or \$96,000

**Qualifying for the PLOP.** Weighted service credit, prior service credit or granted service credit count toward eligibility for unreduced retirement. However, to qualify for a PLOP, you must be working as an active member beyond the date you become eligible for an unreduced retirement benefit. Weighted service credit, prior service credit or granted service credit cannot substitute for this active service.

**Taxes on the PLOP.** If you have the PLOP paid directly to you, VRS will deduct 20% for federal income taxes and, if you live in Virginia, 4% for state income taxes. The IRS also may impose an additional 10% tax penalty for early withdrawal of member contributions if you receive the PLOP before age 59½; there are exceptions to this rule. You can roll over the PLOP to the Commonwealth of Virginia 457 Deferred Compensation Plan or the Virginia Cash Match Plan if applicable, an Individual Retirement Account (IRA) or another qualified tax-deferred savings plan that accepts rollovers. An established account with a balance is required for PLOP payments to the Commonwealth of Virginia 457 Plan and the Virginia Cash Match Plan. For more information, read the IRS 402(f) Special Tax Notice available at [varetire.org/irs402f](http://varetire.org/irs402f); or contact a tax advisor or the IRS toll-free at 800-829-1040 or [irs.gov](http://irs.gov).

## ADVANCE PENSION OPTION

With this option, you elect to increase your monthly benefit temporarily. The temporary increase will begin when you retire and continue until an age you choose, between age 62 and the age you become entitled to a normal Social Security benefit. At that point, your benefit will be permanently reduced. You can elect this option with an unreduced retirement benefit or if you retire at age 55 and have at least five years of weighted service credit.

To calculate your benefit amount, VRS will add a percentage of your estimated monthly Social Security benefit to your monthly VRS benefit. The percentage is based on several factors, including your age when you retire and the age you want your benefit to permanently reduce. When the temporary increase ends, your benefit will be reduced by the estimated monthly Social Security benefit used to determine your temporary increase. However, it will never be reduced by more than 50% of your Basic Benefit amount.

**Note:** This option does not affect the amount of your Social Security benefit. You also may draw your Social Security when you are eligible for it, regardless of the age you choose for your benefit to reduce. The Advance Pension Option does not provide a continuation of a benefit to a survivor. You cannot elect the Advance Pension Option with other benefit payout options.

**Estimating and Electing the Advance Pension Option.** You will need a Social Security benefit estimate adjusted for purposes of estimating or electing this option. The estimate must be less than 12 months old, assume you will have no future earnings and be based on your Social Security earnings record. For detailed instructions, go to [varetire.org/apo](https://varetire.org/apo).

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## Benefit Payout Options and the COLA

You receive cost-of-living adjustments (COLAs) to your retirement benefit to assist with rising costs. The COLA calculation is based on the payout option you elect at retirement:

- For the Basic Benefit or Advance Pension Option, the calculation is based on the Basic Benefit amount.
- For the Basic Benefit with the Partial Lump-Sum Option Payment (PLOP), Survivor Option or Survivor Option with the PLOP, the calculation is based on the reduced benefit amount.

During years of no inflation or deflation, the COLA will be 0%. For more information about the COLA, see Chapter 10 – Receiving Retirement Plan Payments.



## IF YOU LEAVE EMPLOYMENT

If you leave covered employment and do not retire, you can leave your member contribution account balance with VRS and become a deferred member or take a refund of your member contributions and interest.

### BECOMING A DEFERRED MEMBER

If you leave your member contributions with VRS, you will become a deferred member and continue earning yearly interest on your contributions, while maintaining your VRS service credit. If you are vested, you may be eligible for a future retirement benefit if you meet the age and service requirements for your plan. If you return to covered employment, member contributions and the service credit you earn upon reemployment will be added to your member record. As a deferred member, you will remain eligible to request a refund of your member contributions and interest.

Before leaving your position, submit a Name and Address Declaration for Deferred Members (VRS-3A) to VRS. To notify VRS of any future address changes, update your account details in myVRS or submit a VRS-3A. The form is available at [varetire.org](http://varetire.org).

**Deferring retirement.** If you have reached retirement eligibility when you leave covered employment, you can defer receiving a retirement benefit until a later date. If you decide to defer retirement, submit a retirement application to VRS at least 60 days, but not more than four months (120 days), before the date you wish to retire. For more information about applying for retirement, see Chapter 9 – Getting Ready to Retire.

**Note:** If you defer retirement or waive coverage in the state retiree health benefits program, you will not be eligible to enroll at a later date. For more information about the program, visit the Department of Human Resource Management at [dhrm.virginia.gov](http://dhrm.virginia.gov).

**VRS communication.** As a deferred member, you will have access to myVRS, where you can view information from your member record and plan for retirement online. To register or log in to your secure online account, visit [myVRS.varetire.org](http://myVRS.varetire.org).

**Moving to Another Covered Position.** If you move to a position covered under VRS, the State Police Officers' Retirement System (SPORS) or the Virginia Law Officers' Retirement System (VaLORS), or to a political subdivision position eligible for enhanced hazardous duty coverage, you will come under the plan provisions of the new position for retirement and other benefits. For more information, review the current member handbooks for Plan 1 or Plan 2 available at [varetire.org](http://varetire.org).

## TAKING A REFUND

If you request a refund and are vested (you have at least five years of weighted service credit) or involuntarily separated from employment for causes other than job performance or misconduct, you will be eligible for a full refund of your member contribution account balance. If you are not vested, you will be eligible for a refund of the balance, excluding any member contributions made by your employer to your account after July 1, 2010, and the interest on these contributions.

**Important:** Taking a refund cancels your VRS membership and eligibility for any future benefits.

**Requesting a refund.** Log in to [myVRS.varetire.org](https://myVRS.varetire.org) and submit an online request for a refund. Refunds cannot be processed until at least a full calendar month after you have left all employment with a VRS-participating employer. This includes any non-covered positions with the employer you are leaving. The Commonwealth of Virginia, including all state agencies and public colleges and universities, is considered one employer. Periods of leave with or without pay do not count toward satisfying this break from employment. **Example:** If you leave your job effective June 12 and request a refund, the earliest VRS can process your refund is August.

**Taxes on refunds.** If you have your refund paid directly to you, VRS will withhold federal taxes of 20% and, if you live in Virginia, state taxes of 4%. Any after-tax member contributions in your refund will not be taxed again. If you have your refund paid directly to you before age 59½, the Internal Revenue Service (IRS) may impose an additional 10% tax penalty for early withdrawal of member contributions; there are exceptions to this rule.

You can defer taxes by rolling over your refund to an Individual Retirement Account (IRA) or another qualified plan that accepts rollovers. For more information, read the IRS 402(f) Special Tax Notice available at [varetire.org/irs402f](https://varetire.org/irs402f); or contact a tax advisor or the IRS toll-free at 800-829-1040 or [irs.gov](https://irs.gov).

## Before You Decide

Log in to myVRS to check your member contribution account balance and view other information from your member record. Knowing this information may help you weigh your options if you are thinking of leaving covered employment. To register or log in to your secure online account, visit [myVRS.varetire.org](https://myVRS.varetire.org).

## IMPACT ON BENEFIT COVERAGE

**Basic group life insurance coverage.** If you are covered under the VRS Group Life Insurance Program and leave covered employment before you are eligible to retire, or if you take a refund of your member contributions and interest, your basic group life insurance coverage will end within 31 days of the last day of the month in which you leave your position. If you die before the end of this period, your beneficiary will receive your natural or accidental death benefit. You can convert your coverage to an individual policy if you leave employment before you reach retirement eligibility. If you have reached retirement eligibility but defer retirement and do not take a refund of your member contributions and interest, some basic life insurance benefits will continue after you leave your position.

**Optional group life insurance coverage.** If you have optional group life insurance coverage and leave covered employment, you may convert your coverage to an individual policy. If you do not convert your coverage and you die within 31 days of the last day of the month in which you leave your position, your beneficiary will receive your optional life insurance natural or accidental death benefit.

**Converting your group life insurance coverage.** If you wish to convert your coverage, you must do so within 31 days of your last day of employment; you will pay the premiums. Proof of good health will not be required. This option is not available after 31 days. Submit a Conversion of Group Life Insurance Enrollment (VRS-35) to Securian Financial. The form is available at [varetire.org](http://varetire.org). For more information, call toll-free 800-441-2258.

**Health Insurance:** Active-employee health insurance coverage will end on the last day of the month in which you leave covered employment. You may elect to extend your health insurance for up to 18 months from this date or convert your coverage to an individual policy. You will pay the premiums. For more information, visit the Department of Human Resource Management website at [dhrm.virginia.gov](http://dhrm.virginia.gov) or call Anthem Blue Cross/Blue Shield toll-free at 800-552-2682.

**Commonwealth of Virginia Voluntary Group Long Term Care Insurance Program.** If you leave employment and are enrolled in the Commonwealth of Virginia (COV) Voluntary Group Long Term Care Insurance Program, you can continue your coverage through Genworth Life Insurance Co., the insurer. If you are not enrolled, you can apply for coverage if you are a vested, deferred member or a retiree, provided you are age 75 or under. Medical underwriting (proof of good health) will be required. For more information, contact Genworth toll-free at 866-859-6060 or visit [genworth.com/cov](http://genworth.com/cov).

## DEFERRED COMPENSATION PLAN OPTIONS

If you participate in the Commonwealth of Virginia 457 Deferred Compensation Plan and leave your position, your contributions will stop. However, you can continue to manage your account or request a distribution. If you are eligible for a payment of unused sick leave or annual leave, you can contribute this payment to your account. As provided under the Internal Revenue Code, you cannot contribute cash severance payments to the 457 Deferred Compensation Plan. For more information, see Chapter 4 – Commonwealth of Virginia 457 Deferred Compensation Plan.

## PREPARING FOR YOUR FUTURE

Welcome to the Judicial Retirement System (JRS) for Hybrid Retirement Plan members. Hybrid plan members derive their retirement benefit from the defined benefit component and the defined contribution component. The defined benefit component provides a lifetime retirement benefit based on your age, total service credit and average final compensation at retirement; VRS manages the investments and related risk for member and employer contributions. The defined contribution component provides a retirement benefit based on member and employer contributions and net investment gains on contributions. You manage the investments and related risks for this component.

As a JRS member, you are eligible to qualify for benefits that help you plan for a secure future and protect you and your loved ones throughout your career and after you retire. These benefits include:

- Your lifetime monthly VRS retirement benefit from the defined benefit component.
- Your savings from the defined contribution component.
- Social Security.
- Opportunity to put aside additional retirement savings through the Commonwealth of Virginia 457 Deferred Compensation and Cash Match Plans.
- Life insurance.
- Disability retirement.
- Optional long-term care coverage.
- Benefit for your beneficiary or survivor if you die while you are an active member.

You are covered under the JRS Hybrid Retirement Plan if you were appointed or elected to an original term on or after January 1, 2014, regardless if vested in VRS Plan 1 or VRS Plan 2, as a:

- Justice or judge of a court of record of the Commonwealth of Virginia.
- Judge of a district court of the Commonwealth of Virginia other than a substitute judge.
- Commissioner of the State Corporation Commission or the Virginia Workers' Compensation Commission.

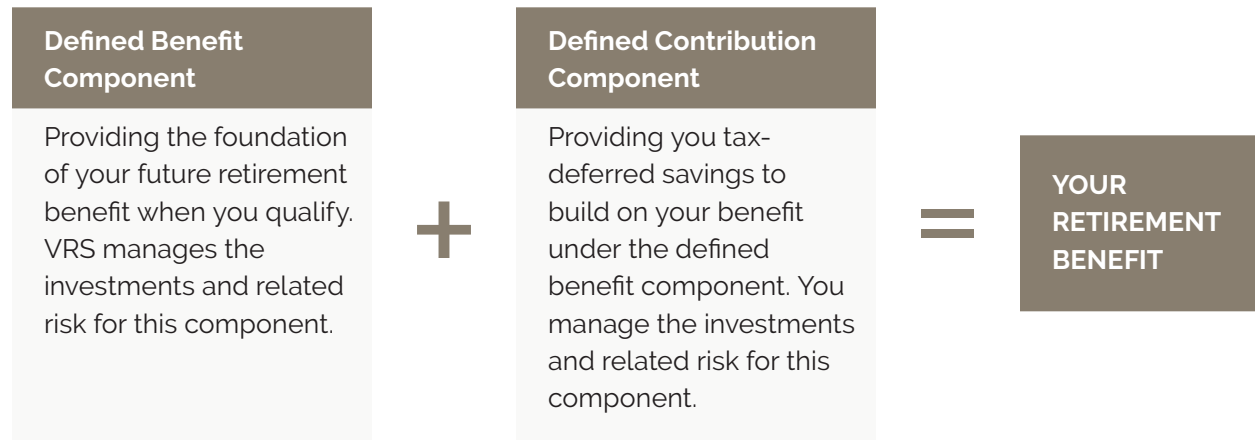
If you subsequently leave employment but do not take a refund of your member contributions and interest or are maintaining an account balance in an optional retirement plan authorized or administered by VRS, you will be considered a deferred member. If you return to covered employment, you will be rehired under the hybrid plan or the currently applicable plan.

If you were appointed or elected to an original term on or after January 1, 2014, any previous service credit you have in VRS Plan 1 or Plan 2 will be used in calculating your retirement benefit under the provisions of those plans.



## ABOUT THE HYBRID RETIREMENT PLAN

The VRS Hybrid Retirement Plan consists of two components: a defined benefit component and a defined contribution component.



VRS administers retirement and other benefit programs, manages the investments of the VRS trust fund and pays benefits to you and your beneficiaries. The defined benefit component provides a lifetime monthly benefit in retirement based on your age, total service credit and average final compensation. Your defined benefit component is funded through member and employer contributions to VRS, which are invested over your career. VRS holds these funds in a trust protected by the *Constitution of Virginia*. This trust may be used only to pay benefits for VRS members, retirees and beneficiaries.

VRS also has partnered with MissionSquare Retirement, the record keeper for VRS defined contribution plans, to assist you with understanding your investment options through the defined contribution component of your plan. The defined contribution component provides a retirement benefit based on member and employer contributions and net investment earnings on contributions. You manage the investments and related risk for this component.

### FREE, CONVENIENT RESOURCES TO HELP YOU PLAN A SUCCESSFUL FUTURE

Whether you were just hired or are getting ready to retire, you can take advantage of free educational opportunities on everything from your benefits and myVRS Financial Wellness to retirement planning. Topics are offered through a variety of educational mediums, including live presentations, seminars, webinars, e-courses and regional meetings. Schedules and online registration are available at [varetire.org](http://varetire.org); select Education from the homepage.

As a participant in the Commonwealth of Virginia 457 Deferred Compensation Plan, you may sign up for the Defined Contribution Plan Regional Education Meetings to learn more about planning for financial security, managing your plan and distribution strategies. Visit [varetire.org/457](http://varetire.org/457).



## What Is Average Final Compensation?

Under JRS Hybrid Retirement Plan, average final compensation is the average of your 60 consecutive months of highest creditable compensation as a covered employee. It is one of the factors used to calculate your retirement benefit under the defined benefit component.

## What Is Covered Employment?

Covered employment is a full-time permanent, salaried position with an employer that participates in VRS. Some part-time permanent, salaried state positions are also covered under VRS.

## What Is Creditable Compensation?

Creditable compensation is your current annual base salary excluding overtime; extraordinary pay; bonus pay; housing and moving expenses; mobile device and internet costs; vehicle allowances; termination pay for leave; non-permanent shift differentials; payments of a temporary nature including but not limited to acting pay (if not permanently confirmed for the position); or payments for extra duties, such as pay for teachers who serve as coaches. Your election to defer salary to a deferred compensation plan, such as a 403(b), a 457(b) or a 125 plan, may only be included in creditable compensation if you voluntarily elect the deferral, the deferral is not conditional or performance based, and the deferral would otherwise be included in your gross income. Other exclusions apply.

## Extended Leave of Absence

If you go on an extended leave of absence for more than three months, you will not receive VRS service credit for this time unless you meet certain exceptions. Exceptions include absences for active duty military leave or because of a medical emergency, disability or family emergency. You must promptly submit a letter to VRS and the executive secretary of the Supreme Court of Virginia to document the reason for the exception.

## RETIREMENT PLAN PROVISIONS: JRS HYBRID RETIREMENT PLAN MEMBERS

Elected or appointed to an original term on or after January 1, 2014, regardless if vested in VRS Plan 1 or VRS Plan 2.

PROVISIONS	Defined Benefit Component	Defined Contribution Component
<b>Average Final Compensation</b>	Average of your 60 consecutive months of highest creditable compensation as a covered employee.	Not applicable
<b>Maximum Retirement Benefit</b>	If you serve as a judge and retire from the judicial system or if you retire from another VRS-covered position, the retirement benefit is capped at 78% of average final compensation. Once you earn five or more years of service in another VRS-covered position after leaving judicial service, the 78% cap will only apply to JRS service. The annual retirement benefit under the defined benefit component cannot exceed 100% of average final compensation under any circumstances.	Not applicable
<b>Member Contributions</b>	You contribute a mandatory 4% of your creditable compensation each month to the defined benefit component of your plan. The <i>Code of Virginia</i> does not allow VRS members to borrow or withdraw funds from their member contribution accounts.	<p>The defined contribution component provides two plans:</p> <ul style="list-style-type: none"> <li>Hybrid 401(a) Cash Match Plan: You contribute a mandatory 1% of your creditable compensation each month.</li> <li>Hybrid 457 Deferred Compensation Plan: You can contribute up to 4% of your creditable compensation each month.</li> </ul> <p>You can invest these contributions in a variety of investment options offered by the plan. Contributions are tax-deferred until you leave or retire and withdraw the money from your plan.</p>
<b>Employer Contribution</b>	Your employer makes a separate contribution (actuarially determined rate) directly to VRS on behalf of all covered employees.	Hybrid 401(a) Cash Match Plan: Your employer contributes a mandatory 1% as well as matches a portion of any voluntary contributions you make, up to 2.5%.

## RETIREMENT PLAN PROVISIONS: JRS HYBRID RETIREMENT PLAN MEMBERS

(continued)

PROVISIONS	Defined Benefit Component	Defined Contribution Component
<b>Vesting</b>	<p>You are vested when you have at least five years (60 months) of service credit.</p> <p>Vesting is one of the requirements for retirement under the defined benefit component. If you leave employment and request a refund, you will receive your own contributions and interest; vesting will be required to receive any contributions made by your employer on your behalf to your member contribution account after July 1, 2010, and the interest on these contributions.</p>	<p>You are immediately vested in any funds that you contribute to the hybrid plan. This includes all voluntary contributions you make to the Hybrid 457 Deferred Compensation Plan as well as the 1% mandatory contributions you make to the Hybrid 401(a) Cash Match Plan.</p> <p>You become vested in funds your employer contributes over a period of four years according to the following schedule:</p> <ul style="list-style-type: none"> <li>• If you have fewer than two years of service credit, you will forfeit the employer contributions and the net investment earnings on these contributions if you take a distribution or a refund of your defined benefit member account.</li> <li>• After two years of service credit, you will be 50% vested in the employer contributions and may be eligible to withdraw 50% of these contributions plus net investment earnings.</li> <li>• After three years of service credit, you will be 75% vested in the employer contributions and may be eligible to withdraw 75% of these contributions plus net investment earnings.</li> <li>• After four or more years of service credit, you will be 100% vested in the employer contributions and may be eligible to withdraw 100% of these contributions plus net investment earnings.</li> </ul>
<b>Service Credit</b>	<p>Includes your weighted judicial service, credit for any service you may purchase, additional service you may be granted and any service you retain from employment in other VRS-covered positions under the defined benefit component of the Hybrid Retirement Plan.</p>	Not applicable

**RETIREMENT PLAN PROVISIONS: JRS HYBRID RETIREMENT PLAN MEMBERS***(continued)*

<b>PROVISIONS</b>	<b>Defined Benefit Component</b>	<b>Defined Contribution Component</b>
<b>Service Credit Weighting</b>	<p>You receive one month of service credit multiplied by a weighting factor for each month you are employed in a JRS-covered position. The weighting factors are:</p> <ul style="list-style-type: none"> <li>• 1.5, if you were appointed or elected to an original term and were less than 45 years old</li> <li>• 2.0, if you were appointed or elected to an original term and were at least 45 years old but less than 55 years old</li> <li>• 2.5, if you were appointed or elected to an original term and were at least 55 years old</li> </ul> <p>Service earned under JRS is weighted at the time of retirement. Any service credit you earn under VRS other than in a JRS-covered position is not weighted. However, this service credit will count toward vesting for the defined benefit, retirement eligibility and the health insurance credit.</p>	<p>Service earned under JRS is weighted at the time of retirement. Any service credit you earn under VRS other than in a JRS-covered position is not weighted. However, this service credit will count toward vesting for the defined contribution component of your plan.</p>
<b>Normal Retirement Age</b>	<p>You qualify for an unreduced retirement benefit when you reach age 65 and have at least five years of service credit or when you reach age 60 with 30 years of service credit.</p> <p>You can retire with a reduced benefit as early as age 55 if you have at least five years of service credit.</p>	<p>Upon retiring or leaving employment, you can withdraw up to 100% of your Hybrid 457 Deferred Compensation Plan account balance. You also are eligible to withdraw your Hybrid 401(a) Cash Match Plan account balance based on the vesting schedule.</p> <p>Withdrawals of your 401(a) employer contributions and net investment earnings on employer contributions are subject to a vesting schedule (see Vesting). There are a variety of distribution options under the defined contribution component.</p>
<b>Mandatory Retirement Age</b>	Age 73.	

## RETIREMENT PLAN PROVISIONS: JRS HYBRID RETIREMENT PLAN MEMBERS

(continued)

PROVISIONS	Defined Benefit Component	Defined Contribution Component
<b>Service Retirement Multiplier</b>	1% for JRS service beginning on the date of appointment or election to an original term. (This is the case even if you have service in Plan 1 or Plan 2 at the time of your appointment or election. You will retain the applicable multiplier on any covered service outside of JRS.)	Not applicable
<b>Other Employment While Working or After Retirement</b>	As required under the <i>Code of Virginia</i> , if you are a full-time judge, justice or commissioner or a former judge, justice or commissioner receiving a VRS retirement benefit, you cannot appear as counsel in any court of the Commonwealth, the State Corporation Commission or the Virginia Workers' Compensation Commission. You can work as a part-time judge under certain conditions.	
<b>Cost-of-Living Adjustment (COLA)</b>	<p>An increase in your retirement benefit under the defined benefit component of your plan. It is calculated using the first 2% of the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 2%), up to a maximum COLA of 3%.</p> <p>COLAs go into effect on July 1 of the second calendar year after you retire. During years of no inflation or deflation, the COLA will be 0%.</p>	Not applicable



## RETIREMENT PLAN PROVISIONS: JRS HYBRID RETIREMENT PLAN MEMBERS

(continued)

PROVISIONS	Defined Benefit Component	Defined Contribution Component
<b>Prior Service Credit</b>	<p>If you have prior service, you may be able to purchase this service as credit in your plan.</p> <p>Refunded service (available for purchase at any time during active membership):</p> <ul style="list-style-type: none"> <li>Return of the refunded amount plus interest from the date of refund to the purchase date. The interest rate is the assumed rate of return of the VRS trust fund, compounded annually.</li> </ul> <p>Other types of eligible service:</p> <ul style="list-style-type: none"> <li>Approximate normal cost* (up to two years from date of hire or the date you return to active employment after an eligible period of leave).</li> <li>Actuarial equivalent cost (after two years from date of hire or the date you return to active employment after an eligible period of leave).</li> </ul> <p><i>*Approximate normal cost is the average cost of one year of VRS service credit. The cost is based on a percentage of your creditable compensation or average final compensation at the time of purchase, whichever is higher.</i></p>	Not applicable
<b>Death-in-Service Benefits</b>	<p>Your named beneficiary* or your spouse, natural or legally adopted minor child or parent may be eligible for a death-in-service benefit under the defined benefit component. The benefit may be a refund of your member contributions and interest, a monthly benefit or both, if the death is work-related. This is in addition to any VRS group life insurance benefits you may have.</p> <p><i>*You must complete two beneficiary forms: one for the defined benefit component and one for the defined contribution component.</i></p>	<p>Your named beneficiary* or survivor may be eligible for a distribution from your member contribution accounts in the defined contribution component. There are a variety of distribution options.</p> <p>You become vested in funds your employer contributes over a period of four years. (See Vesting)</p>

## DEFINED BENEFIT COMPONENT

### THE FOUNDATION OF YOUR HYBRID RETIREMENT PLAN

The defined benefit component of the VRS Hybrid Retirement Plan provides the foundation of your retirement benefit. The benefit under this component is based on your age, total service credit and average final compensation at retirement. VRS manages the investments and related risk for member and employer contributions under this component. If you are eligible for retirement, you will receive this benefit monthly over your lifetime. On this foundation you will build retirement income through the defined contribution component of your plan to help meet your retirement goals.

### RETIREMENT CONTRIBUTIONS

The defined benefit component of the Hybrid Retirement Plan is funded through contributions you make to your member contribution account and a separate contribution your employer makes to VRS on behalf of hybrid-covered employees. These funds are held in a trust protected by the *Constitution of Virginia*, Article X, Section 11. This trust may be used only to administer and pay benefits for VRS members, retirees and beneficiaries.

### YOUR CONTRIBUTIONS

You contribute a mandatory 4% of your creditable compensation each month to your defined benefit member contribution account on a pretax basis. Your contributions are tax-deferred until you withdraw them as part of your retirement benefit or as a refund. Your member contribution account accrues 4% interest, which is compounded annually on the balance as of the previous June 30. The *Code of Virginia* does not allow VRS members to borrow or withdraw funds from their member contribution accounts.

### DESIGNATING BENEFICIARIES FOR THE DEFINED BENEFIT COMPONENT

To name beneficiaries for your defined benefit member contributions, register or log in to your myVRS account and select manage beneficiaries under the Manage My Benefits tab.

### YOUR EMPLOYER'S CONTRIBUTIONS

The separate contributions your employer makes directly to VRS are based on the payroll of all covered employees. The VRS plan actuary determines the rate your employer pays. This rate is based on several factors, including the number of employees eligible for benefits; the number of retired employees; and employee salaries, ages and mortality rates and the investment returns. You are not eligible for a refund of the separate employer contributions made to the defined benefit component.

### BASIC BENEFIT

The Basic Benefit is a lifetime monthly benefit. The annual amount for a judge appointed to an original term on or after January 1, 2014, is based on either a) 1% of your average final compensation multiplied by your total years of weighted service and other service credit at retirement or b) 78% of average final compensation, whichever is less.

If you retire with a reduced benefit, VRS will first determine the amount of your Basic Benefit and then apply an early retirement reduction factor.

If you serve as a judge and leave JRS service, then retire from another VRS-covered position, the retirement benefit is capped at 78% of average final compensation. Once you earn five or more years of service in another VRS-covered position after leaving judicial service, the 78% cap will only apply to JRS service. Your annual retirement benefit cannot exceed 100% of average final compensation under any circumstances.

The Basic Benefit does not provide a continuation of a benefit to a survivor. However, your beneficiary will be eligible for a lump-sum payment of any funds remaining in your member contribution account upon your death.

**Note:** The Internal Revenue Code limits the amount of annual compensation that may be used to calculate a retirement benefit. The income limits typically change annually. If these limits apply to you, contact your human resource office for help in calculating your benefit estimate.

## What Is Service Credit Under JRS?

Service credit refers to weighted service earned under JRS as well as any other service earned in another VRS-covered position. See the Retirement Plan Provisions charts on the previous pages for more information about weighted service under your JRS plan.

## SURVIVOR OPTION

With this option, you elect to receive a lower monthly benefit during your retirement so that your survivor can receive a monthly benefit after your death. If you elect this option, you will choose a whole percentage of your benefit, between 10% and 100%, to go to your survivor. Your benefit amount will be based on this percentage, your age and the age of your survivor at your retirement date.

You can name any living person as your survivor; you can also name more than one survivor. The Internal Revenue Service (IRS) may limit the amount of your benefit that can go to a non-spouse survivor. For additional information, contact the IRS toll-free at 800-829-1040 or visit [irs.gov](https://www.irs.gov).

**Changing the Survivor Option.** You can name a new survivor or revert to the Basic Benefit if:

- Your survivor dies.
- Your survivor is your spouse and you divorce with fewer than 20 years of marriage.
- Your survivor is your spouse, you divorce after 20 or more years of marriage and your spouse dies, remarries or consents in writing to a change in benefit.
- You provide VRS a written consent from your survivor giving up claim to a benefit along with proof of your survivor's good health.

You can change the Survivor Option only once. If you elect the Survivor Option and need to change your survivor after you retire, call VRS toll-free at 888-827-3847 for assistance.

**Note:** If you are divorced and VRS has an Approved Domestic Relations Order (ADRO) on file, your benefit must be paid as directed by the ADRO. For more information about attachments to retirement benefits, see Chapter 10 – Receiving Retirement Plan Payments.



## BASIC BENEFIT WITH PLOP OR SURVIVOR OPTION WITH PLOP

You may elect a Partial Lump-Sum Option Payment (PLOP) with the Basic Benefit or Survivor Option if you work at least one year beyond the date you first become eligible for an unreduced retirement benefit. You can choose an amount equal to one, two or three times your annual retirement benefit amount, depending on how long you work beyond your unreduced retirement eligibility date. This amount is paid from your member contribution account and reduces your monthly benefit.

**PLOP amounts.** The amount depends on how long you work beyond the date you first become eligible for an unreduced retirement benefit, as shown in the following chart:

### PARTIAL LUMP-SUM OPTION PAYMENT (PLOP) AMOUNTS

Active Service Beyond Unreduced Retirement	PLOP Eligibility	Example Based on an Annual Basic Benefit of \$32,000
12 months	1 x annual Basic Benefit amount (one-year PLOP)	\$32,000
24 months	1 or 2 x annual Basic Benefit amount (one- or two-year PLOP)	\$32,000 or \$64,000
36 months or more	1, 2 or 3 x annual Basic Benefit amount (one-, two- or three-year PLOP)	\$32,000, \$64,000 or \$96,000

**Qualifying for the PLOP.** Weighted service credit, prior service credit or granted service credit count toward eligibility for unreduced retirement. However, to qualify for a PLOP, you must be working as an active member beyond the date you become eligible for an unreduced retirement benefit. Weighted service credit, prior service credit or granted service credit cannot substitute for this active service.

**Taxes on the PLOP.** If you have the PLOP paid directly to you, VRS will deduct 20% for federal income taxes and, if you live in Virginia, 4% for state income taxes. The IRS also may impose an additional 10% tax penalty for early withdrawal of member contributions if you receive the PLOP before age 59½; there are exceptions to this rule. You can roll over the PLOP to the Virginia Cash Match Plan if applicable, an Individual Retirement Account (IRA) or another qualified tax-deferred savings plan. For more information, read the IRS 402(f) Special Tax Notice available at [varetire.org/irs402f](http://varetire.org/irs402f); or contact a tax advisor or the IRS toll-free at 800-829-1040 or [irs.gov](http://irs.gov).

**Beneficiary Payment Under the PLOP.** The PLOP with the Basic Benefit does not provide a continuation of a benefit to a survivor. However, your beneficiary will be eligible for a lump-sum payment of any funds remaining in your member contribution account upon your death. Because the PLOP is paid from your member contribution account, there may be no funds remaining in your account or the balance may be less than if you elected the Basic Benefit without the PLOP.

## ADVANCE PENSION OPTION

With this option, you elect to increase your monthly benefit temporarily. The temporary increase will begin when you retire and continue until an age you choose, between age 62 and the age you become entitled to a normal Social Security benefit. At that point, your benefit will be permanently reduced. You can elect this option with an unreduced or a reduced retirement benefit or if you retire at age 55 or older and have at least five years of weighted service credit.

To calculate your benefit amount, VRS will add a percentage of your estimated monthly Social Security benefit to your monthly VRS benefit. The percentage is based on several factors, including your age when you retire and the age you want your benefit to permanently reduce. When the temporary increase ends, your benefit will be reduced by the estimated monthly Social Security benefit used to determine your temporary increase. However, it will never be reduced by more than 50% of your Basic Benefit amount.

**Note:** This option does not affect the amount of your Social Security benefit. You also may draw your Social Security when you are eligible for it, regardless of the age you choose for your benefit to reduce. The Advance Pension Option does not provide a continuation of a benefit to a survivor. You cannot elect the Advance Pension Option with other benefit payout options.

**Estimating and Electing the Advance Pension Option.** You will need a Social Security benefit estimate adjusted for purposes of estimating or electing this option. The estimate must be less than 12 months old, assume you will have no future earnings and be based on your Social Security earnings record. For detailed instructions, go to [varetire.org/apo](http://varetire.org/apo).

## Benefit Payout Options and the COLA

You receive cost-of-living adjustments (COLAs) to your retirement benefit to assist with rising costs. The COLA calculation is based on the payout option you elect at retirement:

- For the Basic Benefit or Advance Pension Option, the calculation is based on the Basic Benefit amount.
- For the Basic Benefit with the Partial Lump-Sum Option Payment (PLOP), Survivor Option or Survivor Option with the PLOP, the calculation is based on the reduced benefit amount.

During years of no inflation or deflation, the COLA will be 0%. For more information about the COLA, see Chapter 10 – Receiving Retirement Plan Payments.

## DEFINED CONTRIBUTION COMPONENT

### BUILDING YOUR RETIREMENT BENEFIT

The defined contribution component of the VRS Hybrid Retirement Plan is based on contributions and net investment returns on contributions. You have two investment accounts: the Hybrid 401 (a) Cash Match Plan and the Hybrid 457 Deferred Compensation Plan. You manage the investments and related risk for this component to build on the retirement benefit provided through the defined benefit component.

### MANDATORY CONTRIBUTIONS AND EMPLOYER MATCHING CONTRIBUTIONS

You contribute a mandatory 1% of your creditable compensation each month to your 401(a) plan account. Your employer also contributes a mandatory 1% as well as matching contributions on any voluntary contributions you make, which are deposited to this account. You invest these contributions through your hybrid 401(a) plan.

### EMPLOYEE VOLUNTARY CONTRIBUTIONS

You can contribute up to an additional 4% in voluntary contributions to the Hybrid 457 Deferred Compensation Plan and receive an employer match of up to 2.5%. The chart below illustrates the employer match you'll receive based on the amount of the voluntary contribution you make. The more you contribute, the higher the match. Taxes are deferred on both contributions and earnings, allowing you to pay less in taxes now. The sooner you start—the more your savings add up over time.



### Explore Hybrid Plan Contributions on the Hybrid Plan Learning Channel

Learn how mandatory and voluntary contributions fund your retirement and how to take advantage of your employer's match with the **Exploring Your Hybrid Plan** video on the Hybrid Plan Learning Channel. Find the full suite of videos at [varetire.org/hybrid](https://varetire.org/hybrid); see Education.

## DEFINED CONTRIBUTION (DC) COMPONENT CONTRIBUTIONS

Employee Mandatory Contributions Hybrid 401(a)	Employer Mandatory Contributions Hybrid 401(a)	Employee Voluntary Contributions Hybrid 457	Employer Matching Contributions Hybrid 401(a)
1.00%	1.00%	0.00%	0.00%
		0.50%	0.50%
		1.00%	1.00%
		1.50%	1.25%
		2.00%	1.50%
		2.50%	1.75%
		3.00%	2.00%
		3.50%	2.25%
		4.00%	2.50%

## HYBRID RETIREMENT CONTRIBUTIONS

To recap, the chart below provides an overview of the contributions that you and your employer make to your retirement plan.

## HYBRID RETIREMENT PLAN CONTRIBUTIONS

Your Contributions		Your Employer's Contributions	
Defined benefit mandatory contributions	4.00%	Defined benefit mandatory contributions	Actuarially determined rate
Defined contribution mandatory contributions	+ 1.00%	Defined contribution mandatory contributions	+ 1.00%
Defined contribution voluntary contributions if you contribute the maximum amount	+ Up to 4.00%	Defined contribution employer matching contributions if you contribute additional voluntary contributions	+ Up to 2.50%
<b>Total Possible Member Contributions</b>	<b>= 9.00%</b>	<b>Total Employer Contributions</b>	<b>= Actuarially determined rate + up to 3.50% in employer matching contributions</b>

## ELECTING YOUR VOLUNTARY CONTRIBUTIONS

Log in to Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) and select the percentage of your paycheck you would like to set aside in voluntary contributions to your Hybrid 457 Deferred Compensation Plan. You can elect to save up to 4% right away. You can also change your contributions by calling Participant Services at 877-327-5261 and selecting Option 1. You will receive a confirmation notification when you make a change.

Members can make changes to their voluntary contributions each quarter (January, April, July, October). You can make changes until 4 p.m. ET on the 15th of the month before the next quarter. If the 15th is not a business day, the deadline will be 4 p.m. ET on the next business day after the 15th.

Deadline to Request Changes (until 4 p.m.)	Contribution Effective Date
December 15	January 1
March 15	April 1
June 15	July 1
September 15	October 1

**SmartStep Option.** If you cannot save 4% now for the full 2.5% match from your employer, you can use SmartStep to help you reach 4% gradually, with less impact on your paycheck. Log in through DCP Account Access and click My Account, then Contributions. Choose your annual increase amount (from 0.5% to 3.5%) and which month your increase will occur (January, April, July, or October). Your contribution will increase each year until you reach the maximum of 4% in hybrid voluntary contributions.

## RESOURCES

Use MissionSquare Retirement's Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) to manage your defined contribution accounts, view summary information, use calculators and see the details for each account. You can also designate or update beneficiary information, create fund comparisons and access educational information about your defined contribution plan.

## Use Account Access to Name Beneficiaries for Your Defined Contribution Plans

Designate one or multiple beneficiaries to receive the accumulated value of your VRS defined contribution plans in the event of your death. Log in to Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) to set beneficiaries for each plan in which you participate.

To learn more about designating beneficiaries for both components of the Hybrid Retirement Plan, visit [varetire.org/hybrid](https://varetire.org/hybrid); see Milestones.

Registered plan representatives are also available for one-on-one counseling. Call toll-free 877-327-5261 (VRS-DC-PLAN1) or visit the local plan representative at 951 E. Byrd Street, Suite 530, Richmond, VA 23219. Counseling hours are 8:30 a.m. – 5 p.m., Monday through Friday.

## ROLLOVERS TO YOUR PLAN

You can roll over money from other plans in which you are eligible to take distributions to your Hybrid 457 Deferred Compensation Plan. A rollover is a contribution of a pretax, lump-sum payment to another qualified plan.

A rollover allows you to continue to defer income taxes until you withdraw the money from your plan.

Eligible plans:

- 401(a) plan other than the Hybrid 401(a) Cash Match Plan (you cannot roll over money from other plans to your hybrid 401(a) plan).
- 401(k).
- 457(b) and 403(b) plans.
- Federal Thrift Savings Plan.
- Individual Retirement Account (IRA).

## VESTING

Vesting in the contributions you make to your Hybrid 457 Deferred Compensation Plan is immediate. Upon retiring or leaving employment, you can withdraw 100% of your hybrid 457 plan account balance.

You also are eligible to withdraw from your Hybrid 401(a) Cash Match Plan balance upon retiring or leaving employment. Withdrawals of your 401(a) employer contributions and net investment earnings on employer contributions are subject to the following vesting schedule:

## Auto-Escalation of Voluntary Contributions

The Hybrid Retirement Plan includes an auto-escalation feature that will automatically increase your voluntary contributions by 0.5% every three years. This feature is independent of your membership date. The automatic increase will continue until you reach the maximum 4% in voluntary contributions. Before each auto-escalation date, members will receive opt-out information.

### EXAMPLES

Ellen's hybrid plan membership date is March 1, 2020. Her first automatic 0.5% increase will occur on January 1, 2023. Her next automatic 0.5% increase will occur on January 1, 2026, and so on every three years until she reaches the maximum 4% in voluntary contributions or opts out.

Hugo's hybrid plan membership date is March 1, 2021. His first automatic 0.5% increase will occur on January 1, 2023. His next automatic 0.5% increase will occur on January 1, 2026, and so on every three years until he reaches the maximum 4% in voluntary contributions or opts out.

## 401(a) EMPLOYER CONTRIBUTION VESTING SCHEDULE

Years of Service Credit	Vesting Schedule	Allowable Withdrawals
One year	You will be 0% vested in the employer contributions.	You may not withdraw any employer contributions or net investment earnings.
Two years	You will be 50% vested in the employer contributions.	You may be eligible to withdraw 50% of these contributions plus net investment earnings.
Three years	You will be 75% vested in the employer contributions.	You may be eligible to withdraw 75% of these contributions plus net investment earnings.
Four or more years	You will be 100% vested in the employer contributions.	You may be eligible to withdraw 100% of these contributions plus net investment earnings.

Credit for prior service you may purchase or additional service you may be granted counts toward the service required for vesting in your 401(a) employer contributions and net investment earnings on employer contributions. For more information, see Purchase of Prior Service (see Chapter 5 – Enhancing Your Benefit).

## CHOOSING YOUR INVESTMENT PATH

The defined contribution component allows you to accumulate contributions and net investment earnings on contributions to build on your retirement benefit under the defined benefit component. You manage the investments and related risk for this component of your plan.

The investment options for the defined contribution component are organized into three pathways to make it easier for you to implement your investment decisions according to your knowledge of investments and investment style. The path approach is flexible; you do not need to choose just one path or investment option. You can mix and match investment options within each or among paths to help you meet your objectives. You also can move existing balances between investment paths as well as change how your future contributions are invested.

The Target Date Portfolios included in the Do-It-For-Me Path serve as the default investment for members who choose not to make an election on their own. These investments provide a simple way to save for retirement by offering the ease and convenience of a professionally managed, diversified portfolio in one easy step. While target date portfolios offer a simple investing solution,

you should continue to monitor your plan account and increase contributions to stay on track with your retirement objectives. Learn more about these options and others available to you online at [varetire.org/hybrid](http://varetire.org/hybrid) under the Investments section.

VRS has contracted with MissionSquare Retirement as the third-party record keeper for the defined contribution component of your plan. MissionSquare Retirement's services include education and counseling about your investments as well as distribution options and other topics to help you maximize the features of the defined contribution component in support of your retirement goals. For more information, call toll-free VRS-DC-Plan1 (877-327-5261, select option 1) and ask to speak to a Participant Services Representative.

## What Are Net Investment Earnings?

Net investment earnings include investment gains and losses on contributions.

### 1 DO-IT-FOR-ME PATH

Includes a series of target date portfolios for participants who prefer a pre-mixed portfolio that is already diversified. Participants select portfolios based on a projected retirement date and individual needs.

### 2 HELP-ME-DO-IT PATH

Includes a carefully selected menu of 11 funds for participants who prefer to take a more active role in investing and want to construct a portfolio that addresses their individual needs.

### 3 DO-IT-MYSELF PATH

Includes a self-directed brokerage account (SDBA) for those who believe they are skilled and knowledgeable about investments. Investments include mutual funds, exchange-traded funds (ETFs) and individual securities

## UNDERSTANDING INVESTMENT BASICS

Managing your investments through the defined contribution component of the Hybrid Retirement Plan includes managing risk. You decide how to invest your money and assume all risk associated with your investments.

Understanding risk and other investment basics can help you design an investment strategy related to your personal circumstances, including your age, income sources, when you expect to retire and your tolerance for risk, consistent with your retirement income needs.

## TYPES OF RISK

Investing involves risk that can result in the loss of money over short or long periods of time. Risks include but are not limited to:

- **Market:** The risk that the price of securities in a fund will rise or fall, sometimes rapidly or unpredictably, due to factors such as real or perceived adverse economic conditions, political developments and/or investor sentiment generally. During a general downturn in the securities markets, multiple asset classes may decline in value simultaneously. Stocks generally have greater price volatility than bonds (see Asset Classes).



- **Inflation:** The risk that your account will lose value because your returns are not outpacing the cost of living.
- **Longevity:** The risk that you will live longer than expected, with the potential result that you run out of money before you die.
- **Interest rate:** The risk that if interest rates rise, bonds will decline in value.
- **Income:** The risk that a fund's income will decline due to falling interest rates.
- **Default (credit):** The risk that an issuer will fail to pay interest or principal when due or in a timely manner, or that negative perceptions of an issuer's ability to make such payments, will cause the price of the security to decline.
- **Business:** The risk that an investment will lose value because of a decline in a specific company or industry.
- **Country:** The risk that domestic events, laws and/or regulations will negatively impact a country's securities markets.
- **Currency:** The risk that the value of a foreign investment, measured in U.S. dollars, will have a negative impact on fund returns because of unfavorable changes in currency exchange rates.

## ASSET ALLOCATION AND DIVERSIFICATION

Asset allocation and diversification are strategies that can help balance the risk-reward trade-off consistent with your retirement objectives:

- **Asset allocation:** Assigning specific percentages of your investments to different asset classes (see next section) according to your financial goals, risk tolerance and investment time horizon.
- **Diversification:** Involves spreading your money among different securities, sectors, industries and strategies within a number of asset classes.

Asset allocation and diversification do not guarantee a profit or protection against loss.

## ASSET CLASSES

An asset class is a group of securities that typically behave similarly in the marketplace when compared to other groups of securities. The most well-known asset classes are stocks, bonds, cash equivalents and stable value investments. Within each class is a range of investment types or sub-asset classes, each with its own risk factors.

**Stocks.** By investing in stocks, also called equity investments, you are buying shares of ownership in companies. Stocks may have a higher potential for growth over the long term but carry a higher degree of risk.

One way of classifying stocks is through market capitalization. Market capitalization, or market cap, measures a company's size by multiplying the number of shares outstanding (shares currently owned by investors) by the stock's current market price per share. For example, if a company has 10 million shares outstanding at a price of \$50 per share, the company market cap is equal to \$500 million. Market cap size is often categorized as large ("large cap"), medium ("mid-cap") and small ("small cap").

**Bonds.** By investing in bonds, also called fixed-income investments, you are loaning money to an organization, such as a corporation or government, in exchange for interest payments. Although bond values fluctuate, they ordinarily do not fluctuate as much as stocks. Bond investment options may help offset the higher risk of stocks in a more aggressive portfolio. They also may help generate higher income than money market instruments in a more conservative investment portfolio.

**Cash equivalents and stable value investments.** Cash equivalents, such as money market funds and U.S. Treasury bills, are short-term securities that pay interest. Their objectives are current income and preservation of capital. An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. While cash equivalent investments have a place in many portfolios, their returns may not outpace inflation. Stable value investments seek to provide safety of principal while earning interest income and providing liquidity. Stable value funds typically invest in short to intermediate duration, high-quality bonds.

For more information about investing, refer to the Investment Guide available at [varetire.org/hybrid](http://varetire.org/hybrid) under Publications.

## DISTRIBUTIONS

A distribution is a payment from your defined contribution component accounts, which you may request upon retiring or leaving employment. You can take a distribution from your Hybrid 401(a) Cash Match Plan and/or your Hybrid 457 Deferred Compensation Plan. Distributions of your 401(a) employer contributions and net investment earnings are subject to a vesting schedule.

### **Distributions begin following a bona fide break in service from your last day of employment.**

A bona fide break in service is a break of at least one full calendar month from your last day of employment that occurs during a period you normally would work. Leave with or without pay, summer breaks, intersession periods, educational leave and sabbaticals do not count toward satisfying this break in service. A required minimum distribution will begin if you have not arranged to receive payments from your plan by age 73 or when you leave your position, whichever is later.

The Hybrid Retirement Plan does not allow for loans or unforeseen emergency withdrawals.

## IF YOU LEAVE EMPLOYMENT

### **DEFINED BENEFIT COMPONENT: OPTIONS IF YOU LEAVE YOUR JOB**

If you leave covered employment and do not retire, you can leave your member contribution account balance with VRS and become a deferred member or take a refund of your member contributions and interest.

### **BECOMING A DEFERRED MEMBER**

If you leave your member contributions with VRS, you will become a deferred member and continue earning yearly interest on your contributions, while maintaining your VRS service credit. If you are vested, you may be eligible for a future retirement benefit if you meet the age and service requirements for your plan. If you return to covered employment, member contributions and the service credit you earn upon reemployment will be added to your member record. As a deferred member, you will remain eligible to request a refund of your member contributions and interest.

Before leaving your position, submit a Name and Address Declaration for Deferred Members (VRS-3A) to VRS. To notify VRS of any future address changes, update your account details in myVRS or submit a VRS-3A. The form is available at [varetire.org](http://varetire.org).

**Deferring retirement.** If you have reached retirement eligibility when you leave covered employment, you can defer receiving a retirement benefit until a later date. If you decide to defer retirement, submit a retirement application to VRS at least 60 days, but not more than four months (120 days), before the date you wish to retire. For more information about applying for retirement, see Chapter 9 – Getting Ready to Retire.

**Note:** If you defer retirement or waive coverage in the state retiree health benefits program, you will not be eligible to enroll at a later date. For more information about the program, visit the Department of Human Resource Management at [dhrm.virginia.gov](http://dhrm.virginia.gov).

**VRS communication.** As a deferred member, you will have access to myVRS, where you can view information from your member record and plan for retirement online. To register or log in to your secure online account, visit [myVRS.varetire.org](http://myVRS.varetire.org).

## Before You Decide

Log in to myVRS to check your member contribution account balance and view other information from your member record. Knowing this information may help you weigh your options if you are thinking of leaving covered employment. To register or log in to your secure online account, visit [myVRS.varetire.org](http://myVRS.varetire.org).



## TAKING A REFUND

If you request a refund and are vested (you have at least five years of weighted service credit) or involuntarily separated from employment for causes other than job performance or misconduct, you will be eligible for a full refund of your member contribution account balance. If you are not vested, you will be eligible for a refund of the balance, excluding any member contributions made by your employer to your account after July 1, 2010, and the interest on these contributions.

**Important:** Taking a refund cancels your VRS membership and eligibility for any future benefits.

**Requesting a refund.** Log in to your myVRS account ([myVRS.varetire.org](http://myVRS.varetire.org)) and submit an online request for a refund. Refunds cannot be processed until at least a full calendar month after you have left all employment with a VRS-participating employer. This includes any non-covered positions with the employer you are leaving. The Commonwealth of Virginia, including all state agencies and public colleges and universities, is considered one employer. Periods of leave with or without pay do not count toward satisfying this break from employment. **Example:** If you leave your job effective June 12 and request a refund, the earliest VRS can process your refund is August.

**Taxes on refunds.** If you have your refund paid directly to you, VRS will withhold federal taxes of 20% and, if you live in Virginia, state taxes of 4%. Any after-tax member contributions in your refund will not be taxed again. If you have your refund paid directly to you before age 59½, the Internal Revenue Service (IRS) may impose an additional 10% tax penalty for early withdrawal of member contributions; there are exceptions to this rule.

You can defer taxes by rolling over your refund to an Individual Retirement Account (IRA) or another qualified plan that accepts rollovers. For more information, read the IRS 402(f) Special Tax Notice available at [varetire.org/irs402f](http://varetire.org/irs402f); or contact a tax advisor or the IRS toll-free at 800-829-1040 or [irs.gov](http://irs.gov).

## IMPACT ON BENEFIT COVERAGE

**Basic group life insurance coverage.** If you are covered under the VRS Group Life Insurance Program and leave covered employment before you are eligible to retire, or if you take a refund of your member contributions and interest, your basic group life insurance coverage will end within 31 days of the last day of the month in which you leave your position. If you die before the end of this period, your beneficiary will receive your natural or accidental death benefit. You can convert your coverage to an individual policy if you leave employment before you reach retirement eligibility. If you have reached retirement eligibility but defer retirement and do not take a refund of your member contributions and interest, some basic life insurance benefits will continue after you leave your position.

**Optional group life insurance coverage.** If you have optional group life insurance coverage and leave covered employment, you may convert your coverage to an individual policy. If you do not convert your coverage and you die within 31 days of the last day of the month in which you leave your position, your beneficiary will receive your optional life insurance natural or accidental death benefit.

**Converting your group life insurance coverage.** If you wish to convert your coverage, you must do so within 31 days of your last day of employment; you will pay the premiums. Proof of good health will not be required. This option is not available after 31 days. Submit a Conversion of Group Life Insurance Enrollment (VRS-35) to Securion Financial. The form is available at [varetire.org](http://varetire.org). For more information, call toll-free 800-441-2258.

**Health Insurance.** Active-employee health insurance coverage will end on the last day of the month in which you leave covered employment. You may elect to extend your health insurance for up to 18 months from this date or convert your coverage to an individual policy. You will pay the premiums. For more information, visit the Department of Human Resource Management website at [dhrm.virginia.gov](http://dhrm.virginia.gov) or call Anthem Blue Cross/Blue Shield toll-free at 800-552-2682.

**Commonwealth of Virginia Voluntary Group Long Term Care Insurance Program.** If you leave employment and are enrolled in the Commonwealth of Virginia (COV) Voluntary Group Long Term Care Insurance Program, you can continue your coverage through Genworth Life Insurance Co., the insurer. If you are not enrolled, you can apply for coverage if you are a vested, deferred member or a retiree, provided you are age 75 or under. Medical underwriting (proof of good health) will be required. For more information, contact Genworth toll-free at 866-859-6060 or visit [genworth.com/cov](http://genworth.com/cov).

## DEFERRED COMPENSATION PLAN OPTIONS

If you participate in the Commonwealth of Virginia 457 Deferred Compensation Plan and leave your position, your contributions will stop. However, you can continue to manage your account or request a distribution. If you are eligible for a payment of unused sick leave or annual leave, you can contribute this payment to your account. As provided under the Internal Revenue Code, you cannot contribute cash severance payments to the 457 Deferred Compensation Plan. For more information, see Chapter 4 – Commonwealth of Virginia 457 Deferred Compensation Plan.

## DEFINED CONTRIBUTION COMPONENT

If you leave your position before retirement, you can withdraw 100% of your Hybrid 457 Deferred Compensation Plan account balance. You also are eligible to withdraw your Hybrid 401(a) Cash Match Plan account balance. Withdrawals of your 401(a) employer contributions and net investment earnings on employer contributions are subject to a vesting schedule (see Vesting earlier in this chapter). There are several distribution options.

You have the option of leaving your money in your hybrid 401(a) plan and/or your hybrid 457 plan and continuing to manage your investments. If you leave employment and wish to withdraw your retirement money, you are not required to withdraw all of your account balances. You can withdraw and/or leave your money in one or more of your accounts.

## DISTRIBUTION OPTIONS

You can request:

- To receive a full or partial lump-sum distribution of your account balance.
- To receive periodic payments.
- To receive a partial lump-sum distribution combined with periodic payments.
- To purchase an annuity with all or a portion of your account balance.
- To roll over all or a portion of your account balance to another employer's plan or to another qualified plan that accepts rollovers, such as a traditional Individual Retirement Account (IRA).  
The Hybrid 401(a) Cash Match Plan can be rolled into the Hybrid 457 Deferred Compensation Plan.

To request a distribution from the defined contribution component of your plan, log in to Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) and select the account from which you wish to withdraw funds. Separate requests are required for the Hybrid 457 Deferred Compensation Plan and the Hybrid 401(a) Cash Match Plan, as well as any other defined contribution plans in which you participate.

For more information or to request a distribution by phone, contact MissionSquare Retirement at 877-327-5261, select option 1 and ask for a Participant Services Representative.

## Other Contacts

- For more information about distributions from your defined contribution component if you die in service, your beneficiary can call MissionSquare Retirement toll-free at VRS-DC-Plan1 (877-327- 5261, select option 1) and ask to speak to an Participant Services Representative.
- For more information about Social Security survivor benefits, your beneficiary or survivor should contact the Social Security Administration toll-free at 800-772-1213 or visit [ssa.gov](https://ssa.gov).
- For more information about workers' compensation survivor benefits, your beneficiary or survivor should contact your organization's human resource office.

# 4

## Commonwealth of Virginia 457 Deferred Compensation Plan

Deferred Compensation Plan  
Resources  
Allowable Contribution Amounts  
Consolidating Your Retirement Funds

Options When You Retire or  
Leave Employment  
Taxes on Your 457 and Cash Match Plans

### DEFERRED COMPENSATION PLAN

VRS' Commonwealth of Virginia 457 Deferred Compensation Plan is a supplemental plan that allows you to save more for retirement. It is separate from your VRS retirement plan. The Commonwealth of Virginia 457 Plan is part of VRS' defined contribution plans, record kept by MissionSquare Retirement.

If you are a JRS Hybrid Retirement Plan member, were hired before January 1, 2008, and do not participate, or if you previously opted out of automatic enrollment, you will not be automatically enrolled. However, you can enroll at any time. Remember to maximize your voluntary contribution to the Hybrid 457 Plan first to take full advantage of the employer match. Total contributions to both plans cannot exceed IRS annual contribution limits.

If you are employed in a Plan 1 or Plan 2 JRS-covered position, you were enrolled automatically in the Commonwealth of Virginia 457 Plan, unless you had a 457 Plan account balance from previous covered employment. A deduction of \$20 per pay period and an employer cash match of \$10 per pay period begin within approximately 90 days of your employment date. You can increase your contributions within plan limits.

If you participate in the Commonwealth of Virginia 457 Plan, you may choose to make either pretax or after-tax (Roth) contributions.

**Savings made easy.** Contributions to the Commonwealth of Virginia 457 Plan are deducted automatically from your paycheck, and you may be eligible for an employer cash match through the Virginia Cash Match Plan equal to 50% of your contribution, not to exceed \$20 per pay period.

**Note:** Hybrid plan members must first contribute the full 4% voluntary contribution to the Hybrid 457 Plan to be eligible for the cash match in the Commonwealth of Virginia 457 Plan. Total contributions to both plans cannot exceed IRS annual limits.

You can increase the amount you save at any time, subject to tax code and plan limits. You defer paying income taxes on your contributions until you withdraw the money from your plan, with the exception of Roth contributions. Roth contributions may be withdrawn tax free provided certain criteria are met. The plan offers a variety of investment options to construct your investment portfolio, from premixed target date portfolios to a menu of options across asset classes.

## RESOURCES

Use Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) to manage your defined contribution accounts, view summary information, use calculators and see the details for each account. You can also designate or update beneficiary information, create fund comparisons and access educational information about your defined contribution plan.

Publications and education are available to help you get the most out of your 457 Plan. Publications include the *Focus Newsletter*, *Plan Features and Highlights* and the *Investment Guide*. The Defined Contribution Plan Regional Education Meetings cover topics such as long-term planning for your financial future, managing your plan and distribution strategies. Meetings are held at sites around the state. You can find these plan resources at [varetire.org/457](https://varetire.org/457).

Registered plan representatives are also available for one-on-one counseling. Call toll-free 877-327-5261 (VRS-DC-PLAN1) or visit the local plan representative at 951 E. Byrd Street, Suite 530, Richmond, VA 23219. Counseling hours are 8:30 a.m. – 5 p.m., Monday through Friday.

## ALLOWABLE CONTRIBUTION AMOUNTS

**Regular contribution limit.** Each year, you may contribute up to 100% of your includible compensation to the Commonwealth of Virginia 457 Plan, not to exceed the limit set by the Internal Revenue Service (IRS), which is updated from time to time. Includible compensation is the compensation you receive from your employer, less any amount you may be using to purchase VRS service credit on a tax-deferred basis. Contributions to your pretax account are not subject to federal or Virginia income taxes but are subject to employment taxes such as FICA.

**Standard Catch-Up.** During each of the three calendar years before your normal retirement age, you may contribute up to twice the regular IRS contribution limit or the amount of your Standard Catch-Up credit, whichever is less. The Standard Catch-Up credit is the amount participants were eligible to contribute but did not contribute in previous years. Use the Standard Catch-Up worksheet available at [varetire.org/457](https://varetire.org/457) to determine the amount of your credit, or call toll-free 877-327-5261 (VRS-DC-PLAN1) for assistance.

**Age 50+ Catch-Up.** If you are age 50 or older, you may contribute an additional amount over the regular IRS contribution limit to the 457 Plan. You cannot use the Age 50+ Catch-Up and the Standard Catch-Up in the same calendar year.

**Military leave make-up.** If you leave your position to serve in the military, you cannot contribute to the Commonwealth of Virginia 457 Plan unless you continue to receive compensation from your employer. If you return to your position or another position with an employer that offers the 457 plan, you may contribute the amount of deferrals you were unable to make during your period of military leave. If applicable, you will receive the employer cash match on these make-up contributions.

### Contribution Limits

Current IRS contribution limits are available at [varetire.org/457](https://varetire.org/457).



## CONSOLIDATING YOUR RETIREMENT FUNDS

You can use your account(s) to consolidate your retirement funds, such as rolling over money from an Individual Retirement Account (IRA) or another qualified plan to your 457 Plan or your cash match account. If you leave employment or retire, you can contribute some or all of a Partial Lump-Sum Option Payment (PLOP), if you elect this option at retirement. An established account with a balance is required for PLOP payments to the 457 Plan and the Virginia Cash Match Plan.

You can use your 457 Plan account to consolidate payments you may be eligible to receive when you leave employment or retire, such as payment of unused sick leave or annual leave. As provided under the Internal Revenue Code, you cannot contribute cash severance payments to the 457 Plan.

## OPTIONS WHEN YOU RETIRE OR LEAVE EMPLOYMENT

If you participated in the Commonwealth of Virginia 457 Plan and the Virginia Cash Match Plan, at retirement the options for your account balance are:

- Leave your money in your account and continue to manage your investments. Your pretax account continues to be tax deferred. If you have a Roth after-tax account, it can also remain in the plan. You continue to manage your investments. You cannot contribute to the Commonwealth of Virginia 457 Plan unless you return to salaried or wage employment with an employer that offers the plan.
- Use your 457 or cash match plan to consolidate your retirement funds from other qualified employer plans or Individual Retirement Accounts (IRAs).
- Request a payment (distribution) from your plan. A variety of distribution options are available.
- Roll over money from your 457 Plan or cash match account to another qualified employer plan or IRA.
- Purchase an annuity. Your plan offers an annuity product through MetLife.

There are advantages to keeping your money in the plan:

- The VRS defined contribution plans offer low administrative fees and investment options that are competitively priced compared to other investment options.
- If you leave tax-deferred funds in the plan, they remain tax-deferred and you continue to benefit from compound interest.
- You can continue to manage your investments.
- You can roll other accounts, such as traditional IRAs, into your 457 plan or cash match plan account.
- Defined contribution plans retirement specialists offer no-cost counseling to help you transition to retirement and beyond.



## DISTRIBUTIONS

A distribution is a payment from your defined contribution accounts. Distributions may begin following a bona fide break in service from your last day of employment. A bona fide break in service is a break of at least one full calendar month from your last day of employment that occurs during a period you normally would work. Leave with or without pay, summer breaks, intersession periods, educational leave and sabbaticals do not count toward satisfying this break in service.

Required minimum distributions must begin if you have not arranged to receive payments from your account by April 1 following the calendar year in which you turn age 73, or when you leave employment, whichever is later.

**Requesting a distribution.** Log in to Account Access at [varetire.org/dcp-login](https://varetire.org/dcp-login) and select your Commonwealth of Virginia 457 Deferred Compensation Plan account to request a distribution. Separate requests are required for the Virginia Cash Match Plan, as well as any other defined contribution plans in which you participate.

For more information or to request a distribution by phone, contact MissionSquare Retirement at 877-327-5261, select option 1 and ask for a Participant Services Representative.

## TAXES ON YOUR 457 AND CASH MATCH PLANS

Payments from the Commonwealth of Virginia 457 Plan and Virginia Cash Match Plan are subject to federal and state income taxes, with the exception of Roth contributions, which are made on an after-tax basis to your 457 Plan and may be withdrawn tax free provided certain criteria are met. The IRS also may impose an additional 10% tax penalty on Virginia Cash Match Plan distributions received before age 59½; there are exceptions to this rule. There is no penalty for early withdrawals from the Commonwealth of Virginia 457 Plan. When you reach age 70½, you can withdraw your money from your plan at any time, regardless of your employment status.

Your Roth contributions and any associated earnings are tax free if:

- You are separated from covered employment with a bona fide break in service.
- At least five years have passed since January 1 of the year you made your first Roth contribution.
- You are at least 59½ years old or permanently disabled, or the assets are being paid to your beneficiaries following your death.

What Is Purchase of Prior Service?

Types and Purchase Amounts of Prior Service

Cost Windows

Applying to Purchase Prior Service

Payment Methods

## WHAT IS PURCHASE OF PRIOR SERVICE?

You may be eligible to purchase prior service from previous public employment, active duty military service, an eligible period of leave or VRS refunded service as service credit in your plan. Purchasing prior service counts toward vesting and eligibility for retirement and the health insurance credit.

To purchase prior service, you must be an active VRS member. You are not eligible to purchase prior service if you are employed in a non-covered position, on a leave of absence without pay, a deferred member or a retiree.

**Note:** If you leave VRS-covered employment and take a refund of your member contributions and interest, membership in VRS is canceled and you are no longer eligible for VRS benefits. If you return to VRS-covered employment, you will be rehired under the applicable plan. You may purchase the prior refunded service upon reemployment.

### Purchasing Prior JRS Service

Earned service as a judge has a weighting factor applied, including purchased judicial service. Non-judicial earned and purchased service is not weighted. Call VRS at 888-827-3847 for assistance with purchasing service.

## TYPES AND PURCHASE AMOUNTS OF PRIOR SERVICE

### UNLIMITED PURCHASE AMOUNTS

Purchases of VRS-refunded service, no-cost military leave, ported service, sick leave or disability credit conversion at retirement and workers' compensation are unlimited.

- **Refunded service:** If you leave VRS-covered employment and take a refund of your member contributions and interest, your membership and eligibility for any future benefits will be canceled. If you return to covered employment, you will be rehired under the applicable retirement plan for that position. You may purchase the refunded service as service credit in your current plan. The purchase cost is based on the refund amount, plus interest compounded annually from the date of the refund to the date you buy back the service. The interest rate is the assumed rate of return of the VRS fund. You may purchase all of your refunded service or a portion at any time while an active VRS member.
- **No-cost military leave:** You can receive prior service credit at no cost for each occurrence of leave from a VRS-covered position for active duty military service. You can apply for no-cost military leave at any time, provided your discharge is not under dishonorable conditions and you return to covered employment within one year of discharge.

- **Ported service:** Ported service is an option for JRS Plan 1 and JRS Plan 2 members only; it is not available to members in the JRS Hybrid Retirement Plan. If you move to a VRS-covered position from a non-covered position with an employer that has a portability agreement with VRS, you may be eligible to transfer retirement assets from the former employer's plan in exchange for VRS service credit.
  - You must make the request within 18 months of beginning VRS-covered employment.
  - You must have been in a salaried, permanent full-time position and vested with the former employer.
- **Sick leave conversion at retirement:** If you are eligible for a payment of unused sick leave at retirement, you may elect to have this payment converted to service credit that will count toward your benefit calculation.
  - Your employer will deduct the appropriate tax withholding from the payment and then send the funds to VRS for this purchase.
  - VRS will calculate the service credit amount represented by the remainder of the payment based on an actuarial equivalent cost. If you wish to apply the full sick leave payment amount toward the conversion, you may make a lump-sum payment to cover the difference between the full payment amount and the amount withheld for taxes.
- **Disability credit conversion at retirement:** If you are eligible for a payment of unused disability credits under the Virginia Sickness and Disability Program (VSDP) at retirement, you may elect to convert the disability credit to service credit toward your benefit calculation. You will receive one month of service for each 173 hours of disability credits you have to convert.
- **Workers' compensation:** If you go on workers' compensation and member contributions are not withheld from your workers' compensation payment or any compensation you receive from your employer, you may be eligible to purchase service credit for this period. For leave without pay, the maximum amount eligible for purchase is 24 months per occurrence.

## VRS Portability Agreements\*

To port service, you must have been in a salaried, permanent full-time position with the former employer. VRS has portability agreements with the following Virginia public employers:

- City of Charlottesville
- City of Danville
- City of Newport News
- City of Norfolk
- City of Richmond
- City of Roanoke
- County of Fairfax

*\* Ported service is not an option for members in the JRS Hybrid Retirement Plan.*

## LIMITED PURCHASE AMOUNTS

You may purchase up to a combined total of 48 months of the following types of prior service. With the exception of some types of active duty military service, the service must not be used to qualify you for a benefit under another retirement plan.

- **Educational leave:** Approved leave from a VRS-covered position.
- **Family and Medical Leave Act (FMLA) leave:** Leave—up to 12 workweeks in a 12-month period—for your own serious health condition or that of your immediate family member (spouse, child or parent), both as defined under FMLA and approved by your employer at the time of the leave. The FMLA defines “serious health condition” as an illness, injury, impairment or physical or mental condition that involves a) inpatient care in a hospital, hospice or residential medical care facility, or b) continuing treatment by a health care provider.
- **Federal service (salaried, full-time):** Service in a civilian position with the federal government.
- **Leave for the birth, adoption or death of a child:** Approved leave—up to 12 months maximum per occurrence—from a VRS-covered position. If your spouse is also an active VRS member and was also granted leave for birth, adoption or death of a child, he or she also may purchase this leave.
- **Non-covered service with a VRS-participating employer:** Service in a temporary, part-time or other non-covered position for an employer that participates in VRS. Total hours must be confirmed by the employer where you previously worked.
- **Non-ported service:** If you are a JRS Plan 1 or Plan 2 member and move to a VRS-covered position from an employer that has a portability agreement with VRS, you may be eligible to transfer retirement assets from the employer’s plan in exchange for VRS service credit, if certain conditions are met. If not all service transfers, you may be eligible to purchase the remainder as non-ported service.
- **Public service (salaried, full-time) other than VRS:** Service with a Virginia public employer that does not participate in VRS, or with a public employer or a school system of another state or U.S. territory.

If you are eligible, you may purchase additional months above the limited purchase amounts if you have active duty military service or are a vested school superintendent

- **Active duty military service:** You may purchase up to 48 months of active duty military service (in addition to the 48 months of other limited service type), provided your discharge is not under dishonorable conditions, was full-time service of at least 180 consecutive days and at the time of purchase it does not qualify you for a military pension in the U.S. Army, Navy, Air Force, Marines, Coast Guard or reserve components. **Exception:** If you were in the U.S. Armed Forces Reserves or the National Guard, you may purchase up to 48 months of active duty military service (in addition to the 48 months of other limited service type), even if it will be used to qualify you for a military pension.
- **Additional public service for school superintendents:** If you are a vested school superintendent, you may purchase an additional 10 years of public service with a Virginia public employer that does not participate in VRS, or with a public employer or a school system of another state or U.S. territory. You have one year from the date you become vested to purchase additional service at the 10% rate. After the one-year period, the cost will be actuarial.

## COST WINDOWS

You are eligible to purchase your prior service at any point while an active VRS member. However, you have a two-year window of time to purchase most types of service at approximate normal cost before the cost changes to an actuarial equivalent cost. Approximate normal cost is the average cost of one year of VRS service credit. The cost is based on a percentage of your creditable compensation or average final compensation at the time of purchase, whichever is higher. If prior service eligibility was added to your member record before January 1, 2017, the cost to purchase will be based on the cost window in effect at the time the service was added.

### WITHIN THE TWO-YEAR WINDOW

Your two-year cost window to purchase most types of service at approximate normal cost begins upon employment in a VRS-covered position or following an eligible period of leave.

**Note:** See variations for refunded service, ported service and public service purchased by school superintendents.

If you do not purchase your prior service within the two-year window and leave your job or take a leave of absence without pay, your window temporarily closes until you return to active VRS-covered employment.

**Example:** You work two years in federal service. You then get a new job with the Commonwealth of Virginia, where you work for one year but do not purchase your previous federal service during that time. You subsequently leave your state job and take a private industry job. A few years later, you switch jobs again, returning to VRS-covered employment. At that point, you would have one year remaining in your original cost window to purchase your federal service at approximate normal cost.

### AFTER THE TWO-YEAR WINDOW

If you do not purchase the service within your two-year window, your cost shifts to an actuarial equivalent cost.

## Actuarial Equivalent Cost

Actuarial equivalent cost represents the amount of money needed in today's dollars to pay for the total value of the increase in your future retirement benefit or earlier retirement eligibility date resulting from purchasing prior service. If you purchase prior service after your two-year approximate normal cost window, your cost will be actuarial.

## APPLYING TO PURCHASE PRIOR SERVICE

Your current employer's human resource office can offer information on purchase options and assist you with initiating purchases through VRS. Information is also available on the VRS website at [varetire.org](http://varetire.org) and the hybrid member site at [varetire.org/hybrid](http://varetire.org/hybrid).

## ELIGIBILITY FOR SERVICE FROM NON-VRS-PARTICIPATING EMPLOYERS

In the following cases, the previous employer with which you earned the service will need to certify your prior service before you can complete the purchase:

- **Military leave (no cost).** A copy of your DD214 or a copy of your orders for National Guard service may be required.
- **Full-time salaried federal service or other public service.** If you participated in the federal retirement system or the retirement system of another public employer, you also must obtain certification from your previous retirement system that you are no longer eligible for a retirement benefit under that employer's plan. All defined benefit funds must be withdrawn from the previous retirement plan. benefit funds must be withdrawn from the previous retirement plan.

## ELIGIBILITY FOR SERVICE FROM VRS-PARTICIPATING EMPLOYERS

In the following cases, the previous VRS employer with which you earned the service will need to certify and enter your prior service eligibility in the VRS system before you can complete the purchase.

- VRS service refunded after 1988.\*
- Non-covered service with a VRS-participating employer.
- Leave for the birth, adoption or death of a child.
- Educational leave.
- Family and Medical Leave Act (FMLA) leave for your own serious health condition or that of your immediate family member, both as defined under FMLA, approved by your employer at the time of the leave.
- Service not reported.

*\* If you have previous VRS service refunded before July 1, 1988, complete the Application for Purchase of Prior Service Credit form (VRS-26) and send it to VRS.*

## PAYMENT METHODS

You may select from among the following payment methods:

- **Lump-sum payment.** You can purchase prior service by paying for the service in full with a personal check, funds from another retirement plan to VRS using a trustee-to-trustee transfer or a pretax rollover of funds from another retirement account. VRS members who are active participants in the Commonwealth of Virginia 457 Deferred Compensation Plan may use pretax employee contribution funds from their 457 Plan for payment. Funds from after-tax Roth accounts, including the Roth option within the Commonwealth of Virginia 457 Plan, cannot be used to purchase prior service.

- **Purchase Payment Agreements**

- **After-tax payroll-deduction agreement.** You may purchase prior service through an after-tax payroll-deduction agreement during any period of active employment. The agreement may be made for a minimum of six months (unless there are fewer than six months of prior service eligible for purchase) to a maximum of 12 months in duration. Payments will be deducted from your paycheck.
- **Pretax salary-reduction agreement.** You may purchase prior service through a pretax salary-reduction agreement, if your employer offers this option. The agreement may be made for a minimum of six months (unless there are fewer than six months of prior service eligible for purchase) or a maximum of 12 months in duration. Payments will be deducted from your paycheck.

When you complete your agreement, you can enter into another agreement or make a lump-sum purchase of your remaining service. If your two-year approximate normal cost window has ended and you wish to purchase the balance, either through an agreement or lump-sum payment, your cost will be the actuarial equivalent cost. If you have a purchase agreement in place and move from one state employer to another without a break in service, VRS will continue the agreement automatically. Purchase agreements will end if you move among other employer types or have a break in service.

- **Combination lump-sum payment and purchase payment agreement.** You may purchase a portion of your prior service in a lump sum and the remainder with a purchase payment agreement, as described above.

## **PURCHASE AGREEMENT REQUIREMENTS**

- An agreement may include multiple types of prior service, provided that all types have the same cost basis (e.g., all are at approximate normal cost or all are at actuarial equivalent cost).
- Purchase agreements may be made for a minimum of six months (unless there are fewer than six months to purchase) or a maximum of 12 months.
- You may purchase a minimum of one month of service per month of an agreement, up to a maximum of four months of service per month of an agreement.
- You can make only one purchase agreement at a time.
- The duration of an agreement may not extend beyond the two-year approximate normal cost window. However, you may enter into another agreement to purchase any remaining service at actuarial equivalent cost.
- Purchase payment agreements are executed through your employer.
- Each agreement to purchase service is calculated on a stand-alone basis, meaning that the agreement cannot be renewed, and the terms and cost in effect at the end of an agreement will not carry forward to the next agreement.



## Changing Jobs While Purchasing Service?

If you have a purchase agreement in place and move from one state employer to another without a break in service, VRS will continue the agreement automatically. Purchase agreements will end if you move among other employer types or have a break in service.

## Moving Out of State?

If in the future, you leave VRS-covered service and move to another state and need certification of your prior service with VRS, call 888-827-3847 or email [member-info@varetire.org](mailto:member-info@varetire.org) for assistance.





Basic Group Natural and Accidental  
Death, Dismemberment and Other  
Life Insurance Benefits  
Designating a Beneficiary  
Optional Group Life Insurance Program

Additional Information  
Commonwealth of Virginia  
Voluntary Group Long Term Care  
Insurance Program

### BASIC GROUP NATURAL AND ACCIDENTAL DEATH, DISMEMBERMENT AND OTHER LIFE INSURANCE BENEFITS

You are covered under the Basic Group Life Insurance Program from the first day of employment. Basic group life insurance coverage includes the following benefits:

**Natural death benefit.** The natural death benefit is equal to your creditable compensation rounded to the next highest thousand and then doubled. **Example:** If your creditable compensation is \$142,300, that amount will be rounded to \$143,000 and then doubled for a natural death benefit of \$286,000.

**Accidental death benefit.** If the death is determined to be accidental, an additional amount equal to the natural death benefit will be paid. **Example:** If your natural death benefit is \$286,000 an additional amount of \$286,000 will be paid for accidental death, for a total benefit amount of \$572,000.

**Accidental dismemberment benefit.** For the accidental loss of one limb or the sight in one eye, the dismemberment benefit is equal to your creditable compensation rounded to the next highest thousand. For the accidental loss of two or more limbs, total loss of eyesight or the loss of one limb and the sight in one eye, the benefit is equal to your creditable compensation rounded to the next highest thousand and then doubled.

**Seatbelt benefit.** If you are killed or dismembered in an accident while driving or riding in a private passenger vehicle, your life insurance will pay an amount equal to 10% of your accidental death or dismemberment benefit or \$50,000, whichever is less. You must have been using a seatbelt. No benefit is payable if you or another person was driving without a license, under the influence of alcohol or drugs or otherwise impaired.

**Repatriation benefit.** If you die in an accident 75 miles or more from your home, your life insurance will pay for the cost of transportation to return your remains, up to \$5,000.

**Felonious assault benefit.** Your basic group life insurance coverage provides additional benefits if you die or are dismembered as a result of a felonious assault while performing your job duties. The incident must have occurred at your employer's normal place of business or while you were on work-related travel. No benefit is payable if the assaulter is an immediate family member.

Felonious assault benefits include:

- \$50,000 or 25% of your accidental death or dismemberment benefit, whichever is less.
- Virginia College Savings Plan account for each qualifying child if you die as a result of the assault. The amount is approximately equal to the average cost of four years of tuition and mandatory fees at a public college or university in Virginia. Your child may attend any accredited college or university that participates in federal student financial aid programs.

## **ACCELERATED DEATH BENEFIT OPTION.**

If you are diagnosed with a terminal condition and have fewer than 12 months to live, you can withdraw some or all of your life insurance proceeds to use for any purpose. Your beneficiary or survivor will receive any remaining amount upon your death.

## **MORE INFORMATION**

VRS has contracted with Securian Financial as the insurer for the Group Life Insurance Program. For more information about your coverage, call Securian Financial toll-free at 800-441-2258.

## DESIGNATING A BENEFICIARY

You can designate or change your beneficiary for life insurance benefits as well as member contributions and interest while you are an active or deferred member or after you retire. Register or log in to your myVRS account to name or update beneficiaries.

## **WHO CAN BE A BENEFICIARY?**

You can name any living person or an entity, such as an eligible trust or charity, as your beneficiary.

### **Primary and Contingent Beneficiaries**

- You can name more than one primary beneficiary to share in life insurance benefits and any funds remaining in your member contribution account upon your death, or a different primary beneficiary for each benefit.
- You can name a contingent beneficiary or beneficiaries. If your primary beneficiary or beneficiaries are deceased at the time of your death, your contingent beneficiary or beneficiaries will receive benefit payments according to your designation.

## **CHANGING YOUR BENEFICIARY**

VRS is required by law to pay benefits according to the latest beneficiary designation in your member record. Review your beneficiary designation after a personal milestone, such as a change in marital status, the birth or adoption of a child or as you near retirement. Register or log in to your myVRS account to name or update beneficiaries. If not available in myVRS, you can request your current designation information from Securian Financial by calling 800-441-2258. Neither Securian nor VRS can provide this information over the phone. It will be mailed to you.

## IF THERE IS NO BENEFICIARY DESIGNATION

If there is no valid beneficiary designation on file or your named primary beneficiary or beneficiaries are deceased at the time of your death and there is no contingent beneficiary or beneficiaries, VRS will pay benefits according to the following order of precedence, as required by law:

### Order of Precedence

- First, to the spouse of the member.
- Second, if no surviving spouse, to the children of the member and descendants of deceased children, per stirpes.
- Third, if none of the above, to the parents of the member.
- Fourth, if none of the above, to the duly appointed executor or administrator of the estate of the member.
- Fifth, if none of the above, to other next of kin of the member entitled under the laws of the domicile of the member at the time of his death.

**Note:** Your myVRS account allows you to elect the order of precedence instead of designating a beneficiary.

## OPTIONAL GROUP LIFE INSURANCE PROGRAM

If you are covered under the VRS Group Life Insurance Program, you may purchase additional coverage for yourself through the Optional Group Life Insurance Program. If you elect this coverage, you may also cover a spouse or dependent children. Optional group life insurance provides benefits for natural and accidental death or dismemberment. Once enrolled, you can increase, decrease or cancel coverage online with Securian Financial when you access your coverage information through myVRS. You pay the premiums through payroll deduction.

### COVERAGE OPTIONS

**Yourself.** You can select one of the eight coverage options shown in the chart to cover yourself, up to a maximum of \$800,000.

**Your spouse.** You can cover your spouse for up to twice your creditable compensation, not to exceed \$400,000. Coverage for your spouse ends when your coverage ends or if you and your spouse divorce. If both you and your spouse are eligible to participate in the Optional Group Life Insurance Program, neither of you can buy additional coverage for the other.

**Your dependent children.** You can cover each dependent child who is at least 15 days old for \$10,000, \$20,000 or \$30,000, depending on the coverage option you select for yourself. Coverage for dependent children ends when your coverage ends or your child marries, becomes self-supporting, reaches age 21 or reaches age 25 as a dependent attending college full time. Coverage continues for dependent unmarried children who are disabled.

## OPTIONAL GROUP LIFE INSURANCE COVERAGE OPTIONS

<b>Your Insurance Amount</b>	1x, 2x, 3x, 4x, 5x, 6x, 7x, or 8x your creditable compensation	Maximum: \$800,000
<b>Spouse Insurance Amount</b>	$\frac{1}{2}x$ , 1x, $1\frac{1}{2}x$ , 2x your creditable compensation	Maximum: \$400,000
<b>Insurance Amount per Dependent Child</b>	\$10,000, \$20,000 or \$30,000	Children are eligible from 15 days to maximum age.

## EVIDENCE OF INSURABILITY

Evidence of insurability (proof of good health) is not required if you enroll in the Optional Group Life Insurance Program within 31 days of your employment date. If you participate in the optional plan, you may add dependents within 31 days of a qualifying event, such as marriage or the birth or adoption of a child, without evidence of insurability.

Evidence of insurability (proof of good health) is required if:

- You apply after 31 days from your employment date.
- You wish to add your spouse or dependent child to your coverage after 31 days from your employment date or a qualifying event.
- You wish to purchase more than \$400,000 for yourself.
- You wish to increase your optional life insurance coverage for yourself or your spouse.
- Your spouse's insurance amount is more than half your creditable compensation.

## ADDITIONAL INFORMATION

**Coverage while on leave without pay.** If you go on leave without pay or go on military leave, your basic group life insurance coverage will continue for up to 24 months or for as long as you are on military leave, provided the premiums are paid. If you have optional life insurance, your coverage will continue as long as you pay the premiums and remain covered under the basic group life program.

**Irrevocable assignment.** You own your rights in your group life insurance coverage. You may transfer your ownership rights to another living person or entity, such as an eligible trust or charity. However, this is an irrevocable assignment; you cannot change it once it is made. Before making an irrevocable assignment, contact a legal advisor or Securian Financial toll-free at 800-441-2258 for assistance. Depending on your circumstances, you may want to consider the accelerated death benefit.

**Loans prohibited.** You may not borrow from or use your group life insurance coverage to secure a loan.

**Imputed income taxes.** Imputed income is based on the cost of life insurance in excess of \$50,000, as determined by the Internal Revenue Service (IRS). It is subject to FICA and income taxes and is reflected in your W-2 you receive from your employer. When you retire, VRS will deduct FICA taxes and report taxable or imputed income for as long as your group life insurance benefit exceeds \$50,000.

**Child support liens.** The Department of Social Services may file child support liens against monthly retirement benefits or proceeds payable under the Group Life Insurance Program. VRS is required to pay a portion of your monthly retirement benefit or, at your death, life insurance proceeds to the Department of Social Services to satisfy any outstanding child support obligations.

### Death-in-Service Benefits

Your beneficiary or your spouse, minor child or parent may be eligible for an additional benefit if you die while you are an active member. For more information, see Chapter 8 – Death-in-Service Benefits.

### Group Life Insurance Coverage After You Retire

See Chapter 11 – Insurance in Retirement.

### In the Event of Your Death

If you die while you are an active member, your beneficiary should contact your employer. The employer will assist in coordinating any benefits that may be due. For more information, see *Losing a Loved One: Guide for Families* available at [varetire.org/publications](http://varetire.org/publications).

## COMMONWEALTH OF VIRGINIA VOLUNTARY GROUP LONG TERM CARE INSURANCE PROGRAM

The employee-paid Commonwealth of Virginia (COV) Voluntary Group Long Term Care Insurance Program provides a maximum monthly benefit for covered long-term care expenses. VRS has contracted with Genworth Life Insurance Co. as the insurer for the program. If you are an employee of a political subdivision that has elected to participate in the program, you are eligible to apply for coverage for yourself and select family members.

You must be:

- Over age 18.
- Work at least 20 hours per week.

Eligible family members must be between the ages of 18 and 75. They include:

- Your spouse or surviving spouse.
- Adult children.
- Parents, parents-in-law, step parents and step parents-in-law.
- Siblings.
- Grandparents, grandparents-in-law, step grandparents and step grandparents-in-law.

Other program features:

- Reduced medical underwriting (proof of good health) for employees age 65 or under who apply within 60 days of employment. Full medical underwriting will be required after 60 days or if the employee is over age 65.
- At group rates, your premiums may be more affordable. You will pay your premiums directly to Genworth.
- You can choose one of three benefit increase options that will allow you to increase your coverage over time to help protect against the rising cost of care.

### DEFERRED MEMBERS AND RETIREES

If you leave employment and become a deferred member with at least five years of service credit, or if you are receiving a VRS retirement benefit, you are eligible to apply for the COV Voluntary Group Long Term Care Insurance Program, provided you are age 75 or under. Your former employer is not required to have elected the program. Medical underwriting will be required.

For more information about the program, contact Genworth toll-free at 866-859-6060 or visit [genworth.com/cov](http://genworth.com/cov).

## ELIGIBILITY

As a JRS member, you may be eligible to retire on disability if you cannot perform your job because of a medical condition that is likely to be permanent.

Under the provisions for VRS disability retirement, a disability may be:

- The result of a physical illness or injury, or a cognitive condition. A cognitive disability is a loss or deterioration in intellectual capacity.
- Non-work-related or work-related. A work-related disability is the result of an occupational illness or injury that occurs on the job and the cause is determined to be compensable under the Virginia Workers' Compensation Act.
- A chronic condition, such as diabetes or mental illness, that worsens to the point that you no longer can perform your job duties.

If you were disabled before becoming employed in a covered position, your condition must significantly worsen for you to be eligible for disability retirement.

There are no minimum requirements for age or service under VRS disability retirement. You can apply from the first day of covered employment or within 90 days of your last day of employment. If you are on leave without pay, you have up to 24 consecutive months on leave without pay to apply for disability retirement; after 24 months, you are no longer eligible to apply. If you are on active duty military leave, you can apply at any time while on military leave.

## DISABILITY RETIREMENT HANDBOOK

The *VRS Disability Retirement Handbook for Members* provides details about disability retirement as well as instructions to assist you with the application process. The handbook is available at [varetire.org/publications](http://varetire.org/publications).

## WHAT IS A DEATH-IN-SERVICE BENEFIT?

A death-in-service benefit is a payment of any member contributions and interest in your member contribution account to your named beneficiary or your spouse, minor child or parent in the event of your death as an active member (while you are in service). The benefit may be a lump-sum payment, a monthly benefit or both. This payment is in addition to any life insurance benefits you may have.

## NON-WORK-RELATED CAUSE OF DEATH

If you die while you are an active member from a non-work-related cause, your named beneficiary or your spouse, minor child or parent will be eligible for a death-in-service benefit according to whether or not you are vested (you have at least five years of weighted service credit) at the time of your death:

- If you are vested and your spouse, minor child or parent is one of your named beneficiaries, or is your beneficiary based on order of precedence (see "Death-in-Service Order of Precedence" in this chapter), he or she will be eligible for a lump-sum payment of any balance in your member contribution account or a monthly benefit to the exclusion of all other primary beneficiaries.
- If you are vested and your spouse, minor child or parent is not one of your named beneficiaries, or is not your beneficiary based on order of precedence, that beneficiary will be eligible for a lump-sum payment only.
- If you are not vested, either your designated beneficiary or, if none, your beneficiary based on order of precedence will be eligible for a lump-sum payment only.

## NON-WORK-RELATED MONTHLY BENEFIT CALCULATION

The non-work-related monthly benefit is calculated based on your average final compensation, your total weighted service credit, your age and the age of your eligible named beneficiary at the time of your death. Your age and your beneficiary's age are calculated as follows:

- If you die before age 55 (age 60 if you are in JRS Plan 2 or the Hybrid Retirement Plan), you are presumed to be age 55 (or age 60) for purposes of calculating the benefit. If your beneficiary is younger than you, the age difference is subtracted from age 55 (or age 60) to arrive at his or her adjusted age. If your beneficiary is older than you, the age difference is added to age 55 (or age 60) to arrive at his or her adjusted age.
- If you die at age 55 or older (age 60 or older if you are in JRS Plan 2 or the Hybrid Retirement Plan), your age and the actual age of your beneficiary are used to calculate the benefit.



## WORK-RELATED CAUSE OF DEATH

A work-related cause of death is the result of an occupational illness or injury and the cause is determined to be compensable under the Virginia Workers' Compensation Act. If you die while you are an active member from a work-related cause, your named beneficiary will be eligible for a lump-sum payment of any funds remaining in your member contribution account. In addition, your spouse, minor child or parent will be eligible for a monthly benefit according to an order of precedence. If this individual also is your named beneficiary, he or she will receive both benefits.

### WORK-RELATED MONTHLY BENEFIT CALCULATION

- If your spouse, minor child or parent is eligible for Social Security survivor benefits, the VRS work-related benefit will be equal to 33⅓% of your average final compensation at the time of your death. If he or she is not eligible for Social Security survivor benefits, the VRS work-related benefit will be equal to 50% of your average final compensation at the time of your death.
- If your spouse, minor child or parent is eligible for a workers' compensation survivor benefit, the VRS work-related benefit will supplement the workers' compensation benefit. The VRS benefit also may be exempt from income taxes.



## Death-in-Service Order of Precedence

The death-in-service benefit may be a lump-sum payment of any balance remaining in your member contribution account, a monthly benefit or both. As required by law, VRS will pay a death-in-service benefit according to the following order of precedence if you die from a non-work-related cause and there is no valid beneficiary designation on file or your named beneficiary is deceased. If you die from a work-related cause, your spouse, minor child or parent will be eligible for a monthly benefit as well as a lump-sum payment of your member contribution account balance if he or she also is your named beneficiary.

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### **First, to your spouse**

If your spouse is eligible for a monthly benefit, the benefit will continue if your spouse remarries. It will end when your spouse dies.

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### **Second, if no surviving spouse, to your minor child or children**

If you have more than one minor child, each child will receive an equal share of the death-in-service benefit. If they are eligible for a monthly benefit, the youngest child's age will be used to calculate the benefit. As each child reaches age 18, his or her share of the benefit will be redistributed equally among the remaining minor children. The benefit will end when the last child reaches age 18.

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### **Third, if none of the above, to your parent or parents**

If both parents are living, each parent will receive an equal share of the death-in-service benefit. If they are eligible for a monthly benefit, the youngest parent's age will be used to calculate the benefit. When one parent dies, the other parent will receive the deceased parent's share. The benefit will end when the surviving parent dies.

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### **Fourth, if none of the above**

Any funds remaining in your member contribution account will be paid in a lump sum accordingly

- To your adult child or children.
- If none, to the descendants of your deceased adult child or children, per stirpes.
- If none, to the duly appointed executor or administrator of your estate.
- If none, to your next of kin entitled under the laws of the domicile at the time of your death.

## DEATH-IN-SERVICE DISTRIBUTIONS

If you die while you are an active member in the Hybrid Retirement Plan, your named beneficiary or survivor may be eligible for a distribution from the defined contribution component. There are a variety of distribution options available. Members may designate beneficiaries for the Hybrid 401(a) Cash Match Plan and the Hybrid 457 Deferred Compensation Plan through Account Access at [varetire.org/dcp-login](http://varetire.org/dcp-login) or by calling MissionSquare Retirement toll-free at VRS-DC-Plan1 (877-327-5261, select option 1) and asking to speak to a Participant Services Representative. If beneficiaries are not designated, funds are distributed by order of precedence (see Death-In-Service Order of Precedence in this chapter).

## INFORMATION FOR YOUR BENEFICIARY

In the event of your death, *Losing a Loved One: Guide for Families* will help your beneficiary or survivor know what to do regarding benefit claims. The publication is available at [varetire.org/publications](http://varetire.org/publications).

In addition:

- For more information about workers' compensation survivor benefits, contact your human resource office.
- For more information about Social Security survivor benefits, contact the Social Security Administration toll-free at 800-772-1213 or visit [ssa.gov](http://ssa.gov).
- For more information about income taxes, contact the Internal Revenue Service (IRS) toll-free at 800-829-1040 or visit [irs.gov](http://irs.gov).

### Designating a Beneficiary

You can name any living person or an entity, such as an eligible trust or charity, as your beneficiary. For more information, see Chapter 6 – Group Life and Long-Term Care Insurance Programs.

### What Is Average Final Compensation?

Average final compensation is the average of your 36 consecutive months (Plan 1) or 60 consecutive months (Plan 2 and Hybrid Retirement Plan) of highest creditable compensation as a covered employee. It is one of the factors used to calculate your retirement benefit.

## Taxes and Member Contribution Account Payments

Lump-sum payments of pretax member contributions and interest are subject to income taxes. The Internal Revenue Service (IRS) also may impose an additional 10% tax penalty on member contributions received before age 59½; there are exceptions to this rule. To defer taxes, the payment can be rolled over to an Individual Retirement Account (IRA) or another qualified plan. For more information, read the IRS 402(f) Special Tax Notice available at [varetire.org/irs402f](http://varetire.org/irs402f); or contact a tax advisor or the IRS toll-free at 800-829-1040 or [irs.gov](http://irs.gov).

## RETIREMENT READINESS RESOURCES

### MEMBER EDUCATION

Whether you just started work or are ready to retire, you can take advantage of free educational opportunities to learn more about everything from your benefits and financial wellness to how to apply for retirement. You can select from a variety of educational mediums according to what's most convenient for you. These include live presentations, seminars, webinars, e-courses and regional meetings. Go to [varetire.org/education](http://varetire.org/education) and [varetire.org/hybrid](http://varetire.org/hybrid) for more information. Courses include:

- Retirement planning sessions for new and current members, members within five or more years of retirement and those ready to retire.
- Courses on topics such as purchase of prior service and retirement payout options.

### GETTING READY TO RETIRE GUIDE

The *Getting Ready to Retire Guide* provides information to assist you with the application process. The guide is available at [varetire.org/publications](http://varetire.org/publications) or [varetire.org/hybrid](http://varetire.org/hybrid).

### NEED INDIVIDUAL COUNSELING?

Meet with a counselor at the VRS Retirement Counseling Center at 1111 East Main Street, Richmond, VA 23219. Sessions are offered on a first-come, first-served basis between 8:30 a.m. and 4 p.m., Tuesday and Wednesday. Limited scheduled appointments are available. Go to [varetire.org](http://varetire.org) for directions to the center and the parking deck; the first hour of parking is free. You can also schedule a virtual one-on-one counseling appointment at [varetire.org/education](http://varetire.org/education).



The myVRS Financial Wellness program will increase your knowledge and confidence in financial decision-making through a variety of resources, including articles, videos, educational games, calculators and budgeting tools. Through your secure myVRS account, you can tap into personalized features. Visit [myVRS.varetire.org](http://myVRS.varetire.org) to register or log in.

### DEFINED CONTRIBUTION PLAN EDUCATION

Educational sessions and one-on-one meetings are held at sites around the state and virtually. These meetings cover topics such as long-term planning for your financial future, managing your plans and distribution strategies. Go to [varetire.org/hybrid](http://varetire.org/hybrid) and select Education from the menu.

Be sure to sign up for Deferred Compensation Plan Regional Education Meetings at [varetire.org/457](http://varetire.org/457); see Education.

## CERTIFIED FINANCIAL PLANNING SERVICES

VRS members have access to Certified Financial Planning services provided through MissionSquare Retirement, the record keeper for VRS defined contribution plans. Participation in a VRS DCP is not required to take advantage of these services.

CFP professionals offer guidance and support to help you feel confident about your financial security and find a path forward for:

- Reducing debt.
- Budgeting.
- Protecting your loved ones.
- Optimizing Social Security benefits.
- Planning your estate.

Visit [varetire.org/make-a-plan](https://varetire.org/make-a-plan) to sign up for no-cost webinars and one-on-one 30-minute consultations with CFP professionals. Spouses and loved ones are welcome to be a part of the conversation.

Goal-specific financial plans as well as comprehensive financial plans are available at a low cost for members without defined contribution accounts, or whose DCP accounts are below a balance threshold. See [varetire.org/make-a-plan](https://varetire.org/make-a-plan) for more information.

## APPLYING FOR RETIREMENT

### RETIREMENT DATE AND MONTHLY BENEFIT PAYMENTS

Retirement is effective on the first of the month. Your monthly benefit will begin following a bona fide break in service of at least one full calendar month from your retirement date over a period you normally would work. Leave with or without pay, summer breaks, intersession periods, educational leave and sabbaticals do not count toward satisfying this break in service.

To begin receiving your defined benefit payments in a timely manner, submit the Application for Service Retirement (VRS-5) at least 60 days, but not more than four months (120 days), before you want to retire.

**Example:** If you want to retire on July 1, apply by May 1. You will receive your first benefit payment on August 1 for the month of July.

If you are married or separated, have your spouse complete the spouse certification section. Your spouse must sign on or after the date you sign the application.

**Note:** In some cases, working after retirement will affect your retirement benefit payments. Before submitting your retirement application, review VRS' rules for Working After Retirement.

**Other important steps:**

- You are eligible to enroll in the State Retiree Health Benefits Program upon retirement. After VRS processes your retirement application, you will receive an email from the Department of Human Resource Management's Cardinal HCM system. The email will direct you to establish your account as a retiree in Cardinal and select your health insurance coverage within 31 days of your retirement date, or waive coverage. You can sign up at [my.cardinal.virginia.gov](http://my.cardinal.virginia.gov) starting 45 days before your retirement date; however, your election will not appear in your myVRS account until your retirement date, or next business day.

**Note:** If you defer retirement, you will not be eligible to enroll in the program; if you waive coverage, you will not be able to enroll at a later date unless you continue coverage through your spouse's plan. For more information, visit the Department of Human Resource Management website at [dhrm.virginia.gov](http://dhrm.virginia.gov).

- Remember to review and update your beneficiaries. Register or log in to your myVRS account to name your beneficiaries. Or, you can request the Designation of Beneficiary (VRS-2) by calling VRS.
- If you are electing the Advance Pension Option, include a Social Security benefit estimate. The estimate must be less than 12 months old, assume you will have no future earnings after leaving your position and be based on your Social Security earnings record. For detailed instructions, go to [varetire.org/apo](http://varetire.org/apo).
- If you are eligible for the health insurance credit upon retirement and VRS will be deducting your health insurance premiums, you do not need to apply for it; VRS will apply the credit automatically to your benefit payment. For any premiums VRS will not be deducting, or to report premium changes, you may log in to your myVRS account to manage your health insurance credit or you may submit a Request for Health Insurance Credit (VRS-45). Keeping your information current ensures you receive the proper credit amount and are not at risk of receiving an overpayment, which would require you to reimburse VRS.

**FORMS AND DOCUMENTS FOR JRS PLAN 1 AND JRS PLAN 2**

**Forms are available at [varetire.org/forms](http://varetire.org/forms). Read the directions on all forms carefully and provide all signatures and required documents. An incomplete or incorrect application will delay processing your retirement.** If you need assistance applying for retirement, your human resource office, a family member or someone authorized to act on your behalf, such as an agent named under a power of attorney or a legal guardian, may be able to assist you. For more information, call VRS toll-free at 888-827-3847.

**FORMS AND DOCUMENTS FOR THE JRS HYBRID RETIREMENT PLAN**

**Defined Benefit Component:** JRS Hybrid Retirement Plan members will follow the same steps as JRS Plan 1 and JRS Plan 2 members (previous section) to receive the defined benefit portion of the benefit.

**Defined Contribution Component:** To request a distribution from the defined contribution component of your plan, log in to Account Access at [varetire.org/dcp-login](http://varetire.org/dcp-login) and select the account from which you wish to withdraw funds. Your employer must have reported your separation to VRS in order for you to initiate an online distribution request. Separate requests are required for the Hybrid 457 Deferred Compensation Plan and the Hybrid 401(a) Cash Match Plan, as well as any other defined contribution plans in which you participate.

For more information or to request a distribution, call MissionSquare Retirement toll-free at 877-327-5261; select option 1 and ask for an Participant Services Representative.



## RETIREMENT CONFIRMATION

Once your application is approved, you will receive a letter confirming your selections and your benefit payment amount. When VRS makes your first payment, you will receive a letter that provides important details about your retirement payment as well as other eligible benefits. Keep this letter for future reference.

## DEFERRING RETIREMENT

If you leave covered employment and are eligible for retirement, you can defer receiving your retirement benefit until a later date. Submit a Name and Address Declaration for Deferred Members (VRS-3A) before you leave your position. If you are covered under the VRS Group Life Insurance Program, some basic benefits will continue after you leave your position, provided you do not take a refund of your member contributions and interest. For more information, see Chapter 11 – Insurance in Retirement.

**Note:** If you defer retirement or waive coverage in the state retiree health benefits program, you will not be eligible to enroll at a later date. For more information about the program, visit the Department of Human Resource Management at [dhrm.virginia.gov](http://dhrm.virginia.gov).

When you apply for retirement, your benefit will be calculated based on your weighted service credit and average final compensation at the time you left your position. Submit a retirement application to VRS within 60 days, but not more than four months (120 days), before your retirement date.

## MANDATORY RETIREMENT DISTRIBUTION

If you defer retirement and do not apply for retirement by April 1 following the calendar year in which you turn age 73, VRS will pay you a retirement benefit (Basic Benefit option), as required by law. VRS is not required to pay benefits retroactively; if your address changes, notify VRS as soon as possible by submitting a Name and Address Declaration for Deferred Members (VRS-3A).

If you are not vested, you will receive a refund of your member contribution account balance, excluding any member contributions made by your employer to your account after July 1, 2010, and the interest on these contributions.

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## Retirement Readiness Checklist

Use the Retirement Readiness Checklist to help plan your steps as you get ready for retirement. Start in the months before your planned retirement date and cross off your steps as you get closer to the finish line. You can find the Retirement Readiness Checklist at [varetire.org](http://varetire.org).

Direct Deposit

Taxes

Cost-of-Living Adjustments

Social Security

If You Divorce

## DIRECT DEPOSIT

After you retire, your monthly benefit will be deposited to the financial institution account you designate on your retirement application. Benefit payments are deposited on the first of the month for the preceding month's benefit. If the first falls on a weekend or holiday, the payment will be deposited on the last business day of the preceding month. January is an exception. For tax purposes, VRS must issue the January payment on the first business day of the new year. If the net amount of your benefit changes, you will receive an earnings statement from VRS reflecting the new amount.

If you change your financial institution, log in to your myVRS account to manage direct deposit online or submit an Authorization for Direct Deposit of Monthly Benefit (VRS-57) with the new account information. Do not close your old account until your direct deposit begins in your new account. You can verify your new deposit information through myVRS.

For JRS Hybrid Retirement Plan members, the defined contribution component of your plan offers a variety of distribution options. Through MissionSquare Retirement you can request payment via direct deposit or a check. At the time of your request, you can choose any date for direct deposit.

## TAXES

Your retirement benefit will be subject to federal income taxes and, if you live in Virginia, state income taxes. Any after-tax member contributions in your benefit payment will not be taxed again.

If you do not want VRS to withhold taxes from your benefit, indicate that choice on your retirement application. You may be responsible for paying estimated taxes or face tax penalties if your estimated tax payments are insufficient. For more information, contact a tax advisor or the Internal Revenue Service (IRS) toll-free at 800-829-1040 or [irs.gov](https://www.irs.gov).

VRS does not deduct income taxes for other states. If you retire in Virginia and then move out of state, you can update your tax withholding through your myVRS account or submit a Request for Income Tax Withholding (VRS-15).

Distributions from defined contribution plans will be subject to federal as well as state income taxes if you live in a state that taxes income.

### 1099-R FORM

After you retire, you will receive a 1099-R form from VRS each January for the previous calendar year's benefit payments and tax withholdings. You will file this form with your federal and state income tax returns. The 1099-R shows:

- Total amount of your benefit for the previous year.
- Taxable amount of your benefit.



- Total amount of federal income taxes and, if applicable, state income taxes withheld from your benefit during the previous year.
- Amount of your benefit that is not taxed, if any, as determined by the IRS.
- Whether your benefit is a retirement benefit, disability benefit or survivor benefit.
- Total health insurance premiums for the previous year, less any health insurance credit reimbursements you receive. The health insurance credit is a non-taxable benefit and will not be included in your 1099-R. For more information about the health insurance credit, see Chapter 11 – Insurance in Retirement.

**Imputed income** is based on the cost of group life insurance in excess of \$50,000 that VRS pays on behalf of the member. The Internal Revenue Service (IRS) considers this amount as income to you and subject to income taxes and FICA (Social Security and Medicare) taxes. If you are covered under the program when you retire and your benefit exceeds \$50,000, VRS will automatically withhold FICA taxes and send you a W-2 form each year showing the amount of FICA taxes withheld and the additional taxable income. As your life insurance benefit reduces, the amount of imputed income will also reduce. If your benefit reduces to less than \$50,000, these taxes will no longer be withheld. For more information about the life insurance benefit reduction, see Chapter 11 – Insurance in Retirement.

## COST-OF-LIVING ADJUSTMENTS

You receive cost-of-living adjustments (COLAs) to your retirement benefit under JRS Plan 1, JRS Plan 2 and the defined benefit component of the JRS Hybrid Retirement Plan to assist with rising costs. The COLA is based on the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U), published by the U.S. Bureau of Labor Statistics and updated each July 1. During years of no inflation or deflation, the COLA is 0%.

**If you retire with an unreduced benefit or with a reduced benefit with at least 20 years of weighted service credit**, the COLA will go into effect on July 1 after one full calendar year (January 1 to December 31) from your retirement date.

**If you retire with a reduced benefit with fewer than 20 years of weighted service credit**, the COLA will go into effect on July 1 after one full calendar year (January 1 to December 31) from the date you would have become eligible for an unreduced benefit.

For the current COLA, visit [varetire.org/retirees](https://varetire.org/retirees).

## EXCEPTIONS TO COLA EFFECTIVE DATES

If you are eligible for a COLA under any of the following circumstances, your COLA will go into effect on July 1 following one full calendar year (January 1 to December 31) from the date the monthly benefit begins:

- You retire on disability.
- You die in service and your survivor or beneficiary is eligible for a monthly death-in-service benefit.

If you retire under the Basic Benefit or Advance Pension Option, the COLA calculation will be based on your Basic Benefit amount. If you retire under the Basic Benefit with the Partial Lump-Sum Option Payment (PLOP), Survivor Option or Survivor Option with the PLOP, the COLA calculation will be based on your reduced benefit amount.

## SOCIAL SECURITY

You will be eligible for a full Social Security retirement benefit when you reach your normal Social Security retirement age. You may qualify for a benefit as early as age 62. For more information, call the Social Security Administration toll-free at 800-772-1213, visit [ssa.gov](https://ssa.gov) or contact your local Social Security Administration office.

## IF YOU DIVORCE

### APPROVED DOMESTIC RELATIONS ORDER (ADRO)

In the event of a divorce, all or a portion of your retirement benefit or defined contribution account(s) may be regarded as marital property in a property settlement. The *Code of Virginia* authorizes VRS to make a direct payment to a former spouse if he or she is awarded part of your benefit by the court. You must elect a retirement benefit option that is consistent with your ADRO on file with VRS. The court, not VRS, decides whether to divide your retirement benefit or defined contribution account(s) and how your benefits are to be divided, provided the order is in compliance with the provisions of the *Code of Virginia*. Provide your attorney with VRS' required pre-approved ADRO forms for the defined benefit plan and the defined contribution plans. The forms are available at [varetire.org/forms](https://varetire.org/forms).

**Other attachments.** The *Code of Virginia* allows other attachments to your VRS accounts or benefits. Examples include IRS tax levies, debt to an employer, child support or other marital rights as stated in an ADRO.

**Release of information.** VRS will not release information about your VRS accounts or benefits to anyone other than yourself without your written authorization, unless your information is subpoenaed.

## Update Your Tax Withholdings Online

If you registered for myVRS while working, you may continue to use your myVRS member account username and password in retirement. Otherwise, you may set up an account after you retire. You may then update your withholding amount online.



## What Is the Consumer Price Index for All Urban Consumers (CPI-U)?

The U.S. Bureau of Labor Statistics defines the CPI-U as a measure of the average change over time in the prices paid by urban consumers for goods and services, such as food, housing, apparel, transportation, medical care, recreation, education, communication and other goods and services.



## BASIC GROUP LIFE INSURANCE COVERAGE

Some basic group life insurance benefits will continue when you retire or if you are eligible to retire but defer retirement. Your coverage will end, however, if you have not met the age and service requirements for retirement or you take a refund of your member contributions and interest.

**Benefits include:**

- Death benefit equal to your compensation at retirement, rounded to the next highest thousand and then doubled. If you retire with 20 or more years of weighted service credit, the death benefit will be based on your highest compensation as a covered employee, even if your salary at retirement is lower.
- Accelerated death benefit option. If you are diagnosed with a terminal condition and have fewer than 12 months to live, you can withdraw some or all of your life insurance proceeds to use for any purpose. Your beneficiary or survivor will receive any remaining amount upon your death.

The provisions that allow for double the natural death benefit for accidental death and dismemberment end upon retirement.

**Life Insurance Coverage in Retirement.** Your coverage begins to reduce on January 1 following one calendar year after your employment ends. The reduction rate is 25% each January 1 until it reaches 25% of the total life insurance benefit value at retirement. If you have at least 30 years of service credit, your coverage cannot reduce below an \$8,000 minimum established in 2015. This minimum will be increased annually based on the VRS Plan 2 cost-of-living adjustment calculation. You may end employment and defer retirement until a later date; however, the group life insurance will begin reducing based on the last month of employment.

THE VALUE OF YOUR LIFE INSURANCE

Reduction Timeline	Example
When you retire or defer retirement, your life insurance benefit is equal to your creditable compensation, rounded to the next highest thousand and then doubled.	You retire on July 1, 2024. Your compensation at retirement is \$49,780; for your life insurance coverage, that amount is rounded to \$50,000 then doubled to equal \$100,000.
On January 1 following one calendar year after your employment ends (January through December), your life insurance coverage reduces 25%.	On January 1, 2026, your life insurance coverage reduces to \$75,000.
On January 1 following two calendar years after your employment ends (January through December), your life insurance coverage reduces another 25%.	On January 1, 2027, your life insurance coverage reduces to \$50,000.
On January 1 following three calendar years after your employment ends (January through December), your life insurance coverage reduces a final 25% and remains at that value for the rest of your retirement.	Your final reduction will be on January 1, 2028, and your coverage will remain at \$25,000* for the rest of your retirement.

*\*The final amount of insurance will vary according to your creditable compensation when leaving employment.*

OPTIONAL GROUP LIFE INSURANCE COVERAGE

If you are enrolled in the Optional Group Life Insurance Program and meet the qualifications for retirement, you may continue a portion of your coverage upon leaving employment. You as well as your spouse and dependent children, if enrolled, must have been continuously covered during the 60 months preceding your retirement date. The accidental death benefit and dismemberment coverage end upon retirement. The value of your VRS optional life insurance reduces by 25% beginning with your normal retirement age under your plan, with additional reductions occurring at ages 70 and 75. All coverage ends at age 80. The maximum amount of optional group life insurance in retirement is \$300,000. You must elect to continue your coverage within 31 days of the last day of the month in which you leave your position by submitting the Retiree Optional Life Continuation (VRS-39R) to Securian Financial. This option is not available after 31 days.

You as well as your spouse and dependent children, if enrolled, can convert your coverage to an individual policy. You will be billed for the premiums. Submit a Conversion of Group Life Insurance Enrollment (VRS-35) to Securian Financial within 31 days of the last day of the month in which you leave your position. This option is not available after 31 days. Forms are available at [varetire.org/forms](http://varetire.org/forms).

## STATE RETIREE HEALTH BENEFITS PROGRAM

You are eligible to enroll in the State Retiree Health Benefits Program administered by the Department of Human Resource Management (DHRM) upon retirement. After VRS processes your retirement application, you will receive an email from DHRM's Cardinal HCM system. The email will direct you to establish your account as a retiree in Cardinal and select your health insurance coverage within 31 days of your retirement date, or waive coverage. You can sign up at [my.cardinal.virginia.gov](https://my.cardinal.virginia.gov) starting 45 days before your retirement date; however, your election will not appear in your myVRS account until your retirement date, or next business day.

Note that if you defer retirement, you will not be eligible to enroll in the program; if you waive coverage, you will not be able to enroll at a later date unless you continue coverage through your spouse's plan.

If you elect this coverage, VRS will deduct the health insurance premiums from your monthly benefit payment. If your benefit is not sufficient to cover the deduction, the health insurance carrier will bill you directly for the premiums. For more information about the program, visit the DHRM website at [dhrm.virginia.gov](https://dhrm.virginia.gov).

**Canceling coverage.** You can cancel your coverage at any time after you retire by logging in to [my.cardinal.virginia.gov](https://my.cardinal.virginia.gov) or by sending a written request to VRS. Cancelling your coverage also cancels coverage for your spouse and dependent children, if enrolled. Once you cancel coverage, you are not eligible to re-enroll in the program. However, you can be covered as a dependent of an active state employee or a state retiree who enrolls you in the program, or if you return to work and retire again as a state employee. In the latter case, you will have 31 days from your subsequent retirement date to elect coverage.

**Enrollment options for your survivors.** If you enroll in the State Retiree Health Benefits Program, you also can enroll your survivors (a spouse or dependent children). If you elect the Survivor Option at retirement and your survivors are not enrolled, they may enroll upon your death. If you elect another benefit payout option and your survivors are enrolled at the time of your death, they may elect to continue their coverage. Your survivors must submit a State Health Benefits Program Enrollment Form for Retirees, Survivors and LTD Participants (A10601) within 60 days of your death. This option is not available after 60 days.

**Medicare benefits.** Medicare is a federal government-sponsored health insurance program. You become eligible for Medicare when you reach age 65. Medicare includes coverage for hospital care (Part A) at no cost to you and medical care (Part B), for which you pay a monthly premium. You also may elect coverage under the prescription drug plan (Part D). You should apply for Medicare at least three months before your 65th birthday.

If you elect coverage under the State Retiree Health Benefits Program, you will be eligible for the Advantage 65 program, the state's Medicare supplement plan, when you qualify for Medicare. The Advantage 65 plan includes Medicare Part D prescription drug coverage; there also is a Medical Only plan that excludes prescription drug coverage.

### More Information

VRS has contracted with Securian Financial as the insurer for the Group Life Insurance Program. For more information, call toll-free 800-441-2258.

## HEALTH INSURANCE CREDIT

If you retire with at least 15 years of weighted service credit, you may be eligible for this tax-free benefit. The health insurance credit assists with health insurance premiums you pay for single coverage, excluding any portion of the premiums covering a spouse or dependents. As set by the General Assembly, the dollar amount is \$4 per year of weighted service credit per month, not to exceed the individual premium amount.

The health insurance credit is applied to your retirement benefit payment. If you do not receive a monthly benefit, VRS will reimburse you for the amount. The credit ends upon your death.

### **Qualifying Health Plans**

- Individual health plans.
- Coverage as a dependent on a spouse's plan.
- Employer-sponsored health plans.
- Medicare Part B.
- Dental and vision plans.
- Prescription drug plans, including Medicare Part D.
- Long-term care insurance contracts.
- Long-term disability insurance.
- Hospital or accident indemnity policies.
- Supplemental policies for cancer or other specific illnesses.
- Medical discount programs.

### **The following are examples of plans not eligible for the health insurance credit:**

- Health care sharing ministries or cooperatives.
- Direct primary care arrangements such as concierge medicine.
- Life insurance.

## **APPLYING FOR THE HEALTH INSURANCE CREDIT**

If you are eligible for the health insurance credit upon retirement and VRS will be deducting your health insurance premiums, you do not need to apply for it; VRS will apply the credit automatically to your benefit payment. If VRS is not deducting your health insurance premium or you have eligible health insurance coverage in addition to your employer-sponsored coverage, register or log in to your myVRS account to manage your health insurance credit online, or complete and send the Request for Health Insurance Credit (VRS-45) to VRS. The form is available at [varetire.org/forms](https://varetire.org/forms).



## KEEP VRS UPDATED ON PREMIUM CHANGES

Keeping your information current ensures you receive the proper credit amount and are not at risk for receiving an overpayment, which would require you to reimburse VRS. For any premiums VRS will not be deducting, report a change or cancellation by logging in to myVRS or submitting a new Request for Health Insurance Credit (VRS-45) to VRS.

## LONG-TERM CARE COVERAGE

If you are enrolled in the Commonwealth of Virginia (COV) Voluntary Group Long Term Care Insurance Program when you retire, you can continue your coverage through Genworth Life Insurance Co., the insurer. You will pay the premiums directly to Genworth. If you are not enrolled, you can apply as a retiree, provided you are age 75 or under. Your employer is not required to have elected the program. Medical underwriting (proof of good health) will be required. For more information, contact Genworth toll-free at 866-859-6060 or visit [genworth.com/cov](http://genworth.com/cov).

### In the Event of Your Death After You Retire

Your beneficiary or survivor should call Securian Financial toll-free at 800-441-2258. Securian Financial can initiate all benefit claims and will provide information to VRS for processing any benefits due. For more information, see *Losing a Loved One: Guide for Families* available at [varetire.org/publications](http://varetire.org/publications).

### Additional Information About Your Life Insurance

For information about irrevocable assignment, imputed income taxes and child support liens, see Chapter 6 – Group Life and Long-Term Care Insurance Programs.



After you retire, you can work for any employer that does not participate in the Virginia Retirement System (VRS) and continue to receive your retirement benefits. If you return to covered employment with a VRS-participating employer, you will become an active member and your retirement benefits will stop.

As required under the *Code of Virginia*, if you are a full-time judge, justice or commissioner or a former judge, justice or commissioner receiving a VRS retirement benefit, you cannot appear as counsel in any court of the Commonwealth, the State Corporation Commission or the Virginia Workers' Compensation Commission.

## NON-COVERED EMPLOYMENT

In some cases, you can work in a non-covered position with a VRS-participating employer and continue to receive your retirement benefits. For example, the *Code of Virginia* (§ 17.1-106) allows for the temporary recall of retired judges under certain conditions.

If you return to non-covered employment with the employer from which you retired, you must have a bona fide break in service of at least one full calendar month from your retirement date. This break must occur over a period you normally would work. Periods of leave with or without pay do not count toward satisfying this break in service. If you do not take the break in service, your retirement is void and any benefit payments received will have to be repaid.

The Commonwealth of Virginia, including all state agencies and public colleges and universities, is considered one employer. Public school divisions and political subdivisions are considered separate employers. Your employer can make no verbal or written offer of reemployment before you retire. You and your employer must certify on the retirement application that there has been no verbal or written offer of reemployment after retirement.

## RETURNING TO COVERED EMPLOYMENT

If you return to covered employment, your retirement benefits will stop and you will become an active member. A bona fide break in service of at least one full calendar month from your retirement date over a period you normally would work is required to retire. Periods of leave with or without pay, summer breaks, intersession periods, sabbaticals and educational leave do not count toward satisfying this break in service. If you did not take the break in service before returning to covered employment, your retirement is void and any benefit payments received will have to be repaid.

## GROUP LIFE INSURANCE COVERAGE

If you return to an employer that participates in the VRS Group Life Insurance Program and had this coverage as a retiree, you will resume your active member coverage. Your coverage will be based on the creditable compensation you earn upon reemployment or your highest career creditable compensation as a covered employee if you have 20 or more years of service credit. If you did not have retiree coverage, you will be enrolled automatically in the program upon reemployment.

If you return to an employer that does not participate in the VRS Group Life Insurance Program and you had retiree coverage, your coverage will continue at the level to which it had reduced before reemployment. For more information about the program, see Chapter 6 – Group Life and Long-Term Care Insurance Programs and Chapter 11 – Insurance in Retirement.

## DEFINED CONTRIBUTION PLAN DISTRIBUTIONS

If you return to covered employment, you will be able to resume contributions or enroll in, if applicable, the defined contribution plans. If you return to covered employment and are receiving plan distributions, your distributions will stop. You cannot receive distributions while working in a covered position unless you are age 70½ or older and eligible for an in-service distribution.

## BEFORE YOU ACCEPT EMPLOYMENT

If you want to work after you retire, call VRS toll-free at 888-827-3847 to determine the impact on your retirement benefits. Also contact the Social Security Administration toll-free at 800-772-1213 or visit [ssa.gov](https://www.ssa.gov) for information on the effect of earnings during retirement on your eligibility for Social Security benefits.

## RETIRING AGAIN

When you retire again, you must submit a new retirement application and retire under the same benefit payout option you elected for your previous retirement. Your monthly benefit will be recalculated based on the additional service credit you earn and any changes in your average final compensation. If you retire under the Partial Lump-Sum Option Payment (PLOP) with the Basic Benefit or Survivor Option, you will not receive another PLOP; your subsequent benefit will also be adjusted for the previous PLOP. If you retire under the Advance Pension Option, your subsequent benefit will be adjusted for the temporary increase in your previous benefit.

Any cost-of-living adjustments (COLAs) you were receiving during your previous retirement will not resume when you retire again. The COLA will be calculated as if you were retiring for the first time.

For more information about the COLA, see Chapter 10 – Receiving Retirement Plan Payments.

## What Is Covered and Non-Covered Employment?

**Covered employment** is a full-time permanent, salaried position with an employer that participates in VRS. Some part-time permanent, salaried state positions also are covered under VRS.

**Non-covered employment** is a part-time position with a VRS-participating employer. Non-covered positions do not provide eligibility for benefits. Part-time positions typically require 80% or less of the hours of comparable full-time permanent positions. Some full-time positions may be considered non-covered if they are temporary and require 80% or less of the hours per year that would be considered full-time and permanent for that position.



**Active Member**

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You are an active member if you are working in a covered position with an employer that participates in the Virginia Retirement System (VRS) or are covered under an optional retirement plan administered by VRS. Covered employment is a full-time, salaried position. Some part-time permanent, salaried positions also are covered under VRS.

**Active Service**

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Active service is the number of years you work in a covered position. You earn one month of weighted service credit for each month you are employed ("in service"). Service earned as a member of JRS also is weighted (see weighted service).

**Actuarial Equivalent Cost**

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The actuarial equivalent cost represents the amount of money needed in today's dollars to pay for the total value of the increase in your future retirement benefit or earlier retirement eligibility date resulting from purchasing prior service. If you purchase prior service after your two-year approximate normal cost window, your cost will be based on this rate.

**Advance Pension Option**

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The Advance Pension Option is one of the benefit payout options available at retirement. This option allows you to temporarily increase your monthly benefit amount until an age you select, between age 62 and your normal retirement age under Social Security. At that point, your VRS benefit is permanently reduced.

**Approved Domestic Relations Order (ADRO)**

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An Approved Domestic Relations Order (ADRO) is a court order related to marital property rights as a result of a divorce. If you divorce, your VRS benefits or defined contribution account(s) may be regarded as marital property in a property settlement.

**Approximate Normal Cost**

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Approximate normal cost is the average cost of one year of VRS service credit. The cost is based on a percentage of your compensation or average final compensation at the time of purchase, whichever is higher.

**Average Final Compensation**

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Under JRS Plan 1, average final compensation is the average of your 36 consecutive months of highest creditable compensation as a covered employee. Under JRS Plan 2 and the Hybrid Retirement Plan, average final compensation is the average of your 60 consecutive months of highest creditable compensation as a covered employee.

**Basic Benefit**

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Under JRS, the Basic Benefit is calculated based on either (a) a formula using your average final compensation, a retirement multiplier and your total weighted service credit at retirement or (b) 78% of your average final compensation, whichever is less. You can elect the Basic Benefit or another payout option when you apply for retirement.

**Beneficiary Designations**

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Upon your death, your named beneficiary is eligible for a payment of any balances remaining in your accounts under the defined benefit component and the defined contribution component (if you are a hybrid plan member) as well as any group life insurance benefits you may have. Beneficiary designation forms are separate for the defined benefit and defined contribution components. You can designate the same or different beneficiaries for each component.

**Benefit Payout Options**

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When you apply for service retirement, you elect how you want to receive your benefit. You choose from four benefit payout options, depending on your eligibility: Basic Benefit, Survivor Option, Partial Lump-Sum Option Payment (PLOP) or Advance Pension Option. The option you elect is irrevocable. That means you cannot change it once you retire, with the exception of the Survivor Option under some conditions.

**Bona Fide Break in Service**

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A bona fide break in service is a break of at least one full calendar month from your retirement date or your last day of employment over a period you normally would work.

**Child Support Liens**

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The Department of Social Services may file child support liens against monthly retirement benefits or proceeds payable under the VRS Group Life Insurance Program. VRS is required to pay a portion of your monthly retirement benefit or, at your death, life insurance proceeds to the Department of Social Services to satisfy any outstanding child support obligations.

**Consumer Price Index for all Urban Consumers**

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The cost-of-living adjustment (COLA) is based on the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U) published by the U.S. Bureau of Labor Statistics. The CPI-U is defined as a measure of the average change over time in the prices paid by urban consumers for goods and services, such as food, housing, apparel, transportation, medical care, recreation, education, communication and other goods and services.

<b>Cost-of-Living Adjustment (COLA)</b>	You receive cost-of-living adjustments (COLAs) to your retirement benefit to assist with rising costs. The COLA is based on the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U), published by the U.S. Bureau of Labor Statistics and updated each July 1. During years of no inflation or deflation, the COLA will be 0%.
<b>Covered Employment</b>	Covered employment is a full-time permanent, salaried position with an employer that participates in VRS. Some part-time permanent, salaried state positions are also covered under VRS.
<b>Creditable Compensation</b>	Creditable compensation is your current annual base salary excluding overtime; extraordinary pay; bonus pay; housing and moving expenses; mobile device and internet costs; vehicle allowances; termination pay for leave; non-permanent shift differentials; payments of a temporary nature including but not limited to acting pay (if not permanently confirmed for the position); or payments for extra duties, such as pay for teachers who serve as coaches. Your election to defer salary to a deferred compensation plan, such as a 403(b), a 457(b) or a 125 plan, may only be included in creditable compensation if you voluntarily elect the deferral, the deferral is not conditional or performance based, and the deferral would otherwise be included in your gross income. Other exclusions apply.
<b>Death-in-Service</b>	If you die while you are an active member ("in service"), your beneficiary or your spouse, natural or legally adopted minor child or parent may be eligible for a death-in-service benefit in addition to life insurance benefits.
<b>Deferred Member</b>	You are considered a deferred member if you have left covered employment but have not withdrawn your funds and have service credit in VRS or are maintaining an account balance in a Virginia optional retirement plan.
<b>Defined Benefit Plan</b>	The retirement plan under JRS is a defined benefit plan if you are in JRS Plan 1 or JRS Plan 2. This plan provides a lifetime monthly benefit during retirement based on age, total service credit and average final compensation.
<b>Defined Benefit Component – Hybrid Retirement Plan</b>	The defined benefit component of the Hybrid Retirement Plan provides a retirement benefit based on your age, total service credit and average final compensation at retirement. VRS manages the investments and related risk for member and employer contributions under this component of the hybrid plan.

**Defined Contribution Component – Hybrid Retirement Plan**

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The defined contribution component of the Hybrid Retirement Plan provides a retirement benefit based on member and employer contributions and net investment gains on contributions. You manage the investments and related risk for this component.

**Defined Contribution Plans**

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The benefit under a defined contribution plan is based on contributions and investment gains and losses on these contributions. The defined contribution plans administered or authorized by VRS include the Commonwealth of Virginia 457 Deferred Compensation and Cash Match Plans, Hybrid 457 Deferred Compensation Plan, Hybrid 401(a) Cash Match Plan, optional retirement plans for select employees and a supplemental plan for certain school employees.

**Direct Deposit**

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When you apply for retirement, you must include the Authorization for Direct Deposit of Monthly Benefit (VRS-57) to designate the financial institution account where VRS will deposit your monthly retirement benefit payment. You also will use the VRS-57 to notify VRS if your account changes. Hybrid Retirement Plan members can choose from a variety of distribution options for the defined contribution component of your plan.

**Disability Retirement**

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As a JRS member, you may be eligible for disability retirement if you no longer can perform your job because of a non-work-related or work-related disability that is likely to be permanent. If you were appointed or elected to an original term before January 1, 2013, and have five or more years of service credit, the disability retirement multiplier is 1.7% of average final compensation multiplied by the smaller of a) twice the amount of creditable compensation, or b) the amount of service credit you would have completed at age 60 if you had remained in service. If you were appointed or elected to an original term between January 1, 2013, and December 31, 2013, the disability retirement multiplier is 1.65%. If you were appointed or elected to an original term on or after January 1, 2014, the disability retirement multiplier is 1%.

**Employer Contribution (JRS Plan 1 and JRS Plan 2)**

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Your employer makes a separate contribution to VRS toward funding current and future benefits for all covered employees. Members are not eligible for a refund of the separate employer contribution.



**Form 1099-R**

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After you retire, you will receive a 1099-R form from VRS each January for the previous year's benefit payments and tax withholdings. You will file this form with your income tax returns.

**Full-Time Employment**

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Full-time employment is typically 40 hours a week. Thirty-two hours a week is considered the minimum number for full-time employment. Employers, not VRS, classify positions as full time or part time and define the hours applicable to each classification.

**Imputed Income**

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Imputed income is based on the cost of life insurance in excess of \$50,000, as determined by the Internal Revenue Service (IRS). It is subject to FICA and income taxes and reflected in your W-2 you receive from your employer. When you retire, VRS will deduct FICA taxes and report taxable or imputed income for as long as your group life insurance benefit exceeds \$50,000.

**Irrevocable Assignment**

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Irrevocable assignment means assigning your ownership rights in your life insurance coverage to another person or an entity, such as an eligible trust or charity. You cannot change this assignment once it is made.

**JRS Hybrid Retirement Plan**

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You are covered under JRS Hybrid Retirement Plan if you were appointed or elected to an original term on or after January 1, 2014, regardless if vested in VRS Plan 1 or VRS Plan 2.

**JRS Maximum Retirement Benefit**

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If you serve as a judge, but retire from another VRS-covered position, the retirement benefit is capped at 78% of average final compensation. Once you earn five or more years of service in another VRS-covered position after leaving judicial service, the 78% cap will only apply to JRS service. Your annual retirement benefit cannot exceed 100% of average final compensation under any circumstances. If you retire from a judicial position, see "Basic Benefit."

**JRS Plan 1**

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You are covered under JRS Plan 1 if your membership date is before July 1, 2010, you were vested before January 1, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014.

**JRS Plan 2**

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You are covered under JRS Plan 2 if your membership date is from July 1, 2010, to December 31, 2013, you have not taken a refund and you were appointed or elected to an original term before January 1, 2014. Additionally, you are covered under JRS Plan 2 if you have a membership date before July 1, 2010, but you were not vested before January 1, 2013, and you were appointed or elected to an original term before January 1, 2014.



**Mandatory Employer Defined Benefit Contributions – Hybrid Retirement Plan**

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For the defined benefit component of your hybrid plan, your employer contributes an actuarially determined rate on behalf of all covered employees.

**Mandatory Employer Defined Contributions – Hybrid Retirement Plan**

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For the defined contribution component of your hybrid plan, your employer contributes a mandatory 1% of your creditable compensation as well as matching contributions, up to 2.5%, on any voluntary contributions you make. You invest these contributions through your hybrid 401(a) plan.

**Mandatory Member Contributions – Hybrid Retirement Plan**

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As a hybrid member, you contribute a mandatory 4% of your creditable compensation each month to your member contribution account under the defined benefit component and a mandatory 1% of your creditable compensation each month to the Hybrid 401(a) Cash Match Plan under the defined contribution component. Your contributions are made on a pretax salary reduction basis. You pay taxes only when you receive the money from your accounts as part of your retirement benefit, a refund or a distribution.

**Mandatory Retirement Distribution**

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If you defer retirement and do not apply for retirement by April 1 following the calendar year in which you turn age 73, VRS will pay you a retirement benefit (Basic Benefit option), as required by law. If you are not vested, you will receive a refund of your member contribution account balance, excluding any employer contributions made to your account after July 1, 2010, and the interest on these contributions.

**Member Benefit Profile (MBP)**

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The Member Benefit Profile is your annual benefits statement. It is based on information your employer reports to VRS through June 30 of each year.

**Member Contributions – JRS Plan 2 and JRS Hybrid**

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You contribute 5% of your creditable compensation each month to your member contribution account. The *Code of Virginia* prohibits members from borrowing from their member contribution accounts.

**Member Voluntary Contributions – Hybrid Retirement Plan**

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As a hybrid plan member, you have the opportunity to make voluntary contributions through the defined contribution component of your plan. You invest these contributions in the Hybrid 457 Deferred Compensation Plan. Contributions are tax-deferred until you leave or retire and withdraw your money from your plan.

The maximum amount of voluntary contributions you can contribute to the defined contribution component is 4% of your creditable compensation. The employer provides one-for-one matching contributions up to 1%. Each additional 0.5% increase a member makes will be matched by the employer with a 0.25% contribution. An employer's maximum match amount is 2.5%. In addition, you may be able to contribute additional money to a supplemental defined contribution plan, if offered by your employer.

<b>Membership Date</b>	Membership is based on the date you are first reported to VRS in a covered position. If you have previous VRS service, but took a refund, your membership is the date you return to covered employment.
<b>Non-Covered Employment</b>	Non-covered employment is a temporary, hourly or other position with a VRS-participating employer that does not provide eligibility for benefits. Most non-covered positions are part-time wage positions. Some full-time positions may be considered non-covered if they are temporary and paid on an hourly basis.
<b>Normal Retirement Age</b>	Normal retirement age for all judges is age 65.
<b>Order of Precedence</b>	If there is no valid beneficiary designation on file or your beneficiary is deceased at the time of your death, VRS is required by law to pay benefits according to an order of precedence. You designate a beneficiary through your myVRS account. You can elect the order of precedence through myVRS instead of naming a beneficiary.
<b>Part-Time Employment</b>	Part-time employment is typically 80% or less than of full-time employment. Employers, not VRS, classify positions as full time or part time and define the hours applicable to each classification.
<b>Partial Lump-Sum Option Payment</b>	The Partial Lump-Sum Option Payment (PLOP) is one of the benefit payout options available at retirement. You may elect a PLOP if you work at least one year beyond the date you first become eligible for an unreduced retirement benefit. You can choose an amount equal to one, two or three times your annual retirement benefit amount, depending on how long you work beyond your unreduced retirement eligibility date. This option is paid from your member contribution account and reduces your monthly benefit.
<b>Plan Provisions</b>	Plan provisions are the requirements that govern the plans or programs under which you are covered based on your current position and years of service.
<b>Portability</b>	Portability means transferring the value of your retirement assets from a previous employer with which VRS has a portability agreement to a VRS-participating employer, through the purchase of VRS service credit, in order to consolidate your retirement benefits. Currently, VRS has portability agreements with the following public employers: City of Charlottesville, City of Danville, City of Newport News, City of Norfolk, City of Richmond, City of Roanoke and County of Fairfax. Hybrid Retirement Plan members are ineligible for ported service.
<b>Power of Attorney</b>	Under a power of attorney, you can name someone as your agent to take actions on your behalf and in accordance with your wishes if you no longer can take care of your own affairs. To name an agent for VRS matters, submit a VRS Durable Power of Attorney (VRS-901).

**Prior Service Credit**

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Eligible prior service includes public service, active duty military service, certain types of leave and VRS refunded service. If you have prior service, you may be eligible to purchase this service as credit in your plan. Prior service credit counts toward vesting, eligibility for retirement and eligibility for the health insurance credit.

**Refund**

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A refund is a lump-sum payment of your member contribution account balance for JRS Plan 1 and JRS Plan 2, and under the defined benefit component for JRS Hybrid. If you leave covered employment, you can request a refund. You will receive a full or partial refund based on whether or not you are vested or involuntarily separated from employment for causes other than job performance or misconduct. Taking a refund cancels your membership and eligibility for any future benefits. If you take a refund and then return to covered employment, you will be rehired under the current applicable plan.

**Refunded Service**

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Service represented by a refund of member contributions and interest is called VRS refunded service. If members leave VRS-covered employment, take a refund and return to covered employment, they can purchase their refunded service and add it as credit toward their plan.

**Required Minimum Distribution**

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If you participate in any of the VRS Defined Contribution Plans, a required minimum distribution will begin if you have not arranged to receive payments from your account by age 73 or when you leave a position with an employer providing the plan, whichever is later.

**Retiree**

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You are a retiree if you are no longer employed in a covered position and are receiving a monthly retirement benefit from VRS.

**Retirement Benefit-Reduced**

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All JRS members are eligible for a reduced benefit beginning at age 55 with at least five years of weighted service credit.

**Retirement Benefit-Unreduced**

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All JRS members are eligible for an unreduced benefit at age 65 with at least five years of weighted service credit or age 60 with at least 30 years of weighted service credit.

**Retirement Date**

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The effective date of retirement is the first of the month.

**Rollover**

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A rollover is a contribution of a pretax lump-sum payment, such as a refund or a Partial Lump-Sum Option Payment, to an Individual Retirement Account (IRA) or another qualified plan. A rollover allows you to defer income taxes until you withdraw the money from your plan.

**Service Credit**

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Service credit is credit earned as a VRS defined benefit member. Members earn service credit for each month they are reported in a covered position. Service credit also may include credit for prior service a member may have purchased or additional service credit granted by an employer. Service credit is one of the factors used to calculate the VRS retirement benefit and determine eligibility for retiree benefits.

**Service Retirement**

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Service retirement is another term for regular retirement.

**Service Retirement  
Multiplier – Hybrid  
Retirement Plan**

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A retirement multiplier is a factor that determines how much of your average final compensation will be used to calculate your retirement benefit under the defined benefit component. The retirement multiplier under the defined benefit component of the Hybrid Retirement Plan is 1% for JRS service beginning on the date of appointment or election to an original term.

**Service Retirement  
Multiplier – JRS Plan 1**

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A retirement multiplier is a factor that determines how much of your average final compensation will be used to calculate your retirement benefit. For judges appointed or elected to an original term before January 1, 2013, the retirement multiplier is 1.7%. If appointed or elected to an original term between January 1, 2013, and December 31, 2013, the retirement multiplier is 1.7% on non-JRS service earned, purchased or granted before the date of appointment or election, and 1.65% on service earned, purchased or granted on or after the date of appointment or election.

**Service Retirement  
Multiplier – JRS Plan 2**

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A retirement multiplier is a factor that determines how much of your average final compensation will be used to calculate your retirement benefit. For judges appointed or elected to an original term before January 1, 2013, the retirement multiplier is 1.7%. If appointed or elected to an original term between January 1 and December 31, 2013, the retirement multiplier is 1.7% for non-JRS service earned, purchased or granted before the date of appointment or election, and 1.65% on service earned, purchased or granted after the date of appointment or election.

**Survivor Option**

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The Survivor Option is one of the benefit payout options available at retirement. Under the Survivor Option, you elect to continue a lifetime monthly benefit to a survivor upon your death. This option reduces your monthly benefit. You can name any living person as your survivor; you also can name more than one survivor.

**Vesting – Hybrid  
Defined Benefit  
Component**

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You become vested in the defined benefit component when you have at least five years (60 months) of service credit. Vesting is the minimum length of service needed to qualify for a retirement benefit, if you meet the age and service requirements for your plan. If you leave employment, you can request a refund of your defined benefit member contributions and interest; you must be vested to receive any member contributions made by your employer after July 1, 2010, and the interest on these contributions, unless you are involuntarily separated for causes other than job performance or misconduct.

**Vesting – Hybrid  
Defined Contribution  
Component**

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You become fully vested in the employer contributions and net investment earnings on employer contributions in the Hybrid 401(a) Cash Match Plan when you have four years of service credit; vesting in the Hybrid 457 Deferred Compensation Plan is immediate. Upon retiring or leaving employment, you can withdraw 100% of your hybrid 457 plan account balance.

**Vesting –  
JRS Plan 1 and JRS Plan 2**

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You become vested when you have at least five years (60 months) of weighted service credit. Vesting is the minimum length of service needed to qualify for a retirement benefit, if you meet the age and service requirements for your plan, or to receive any contributions made by your employer to your member contribution account after July 1, 2010, should you leave covered employment and request a refund.

**Weighted Service**

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At retirement, earned service as a judge has a weighting factor applied, including earned judicial service and purchased judicial service. Non-judicial earned and purchased service is not weighted.

## ABOUT VRS

**Plan:** The Virginia Retirement System (VRS) is administered based on the plan year July 1 to June 30. VRS is governed by the provisions of Title 51.1 of the *Code of Virginia* and other applicable law. Changes to the law can be made only by an act of the General Assembly.

**Administration:** VRS is an independent state agency. As provided under the *Constitution of Virginia*, VRS funds are separate from other state funds and can be used only to administer and pay benefits for members, retirees and beneficiaries. The Board of Trustees administers and is trustee of the funds of the Virginia Retirement System Trust, including Plan 1, Plan 2, the defined benefit component of the Hybrid Retirement Plan, and Plan 1 and Plan 2 hazardous duty benefits for political subdivision employees; the State Police Officers' Retirement System Trust, including Plan 1 and Plan 2; the Virginia Law Officers' Retirement System Trust, including Plan 1 and Plan 2; the Judicial Retirement System Trust, including Plan 1 and Plan 2, and the defined benefit component of the Hybrid Retirement Plan for judges; the Virginia Sickness and Disability Program (VSDP) Trust for state employees, including VSDP long-term care; the Virginia Local Disability Program (VLDP) Trust for eligible school division and political subdivision employees, including VLDP long-term care; a disability retirement option for certain members not covered under VSDP or VLDP; the Hybrid 457 Deferred Compensation Plan; the Hybrid 401(a) Cash Match Plan; the Optional Retirement Plan for Political Appointees, the Optional Retirement Plan for School Superintendents, the Optional Retirement Plan for Employees of Higher Education; the Commonwealth of Virginia 457 Deferred Compensation Plan; the Virginia Cash Match Plan; the Virginia Supplemental Retirement Plan; the Group Life Insurance Program; the Retiree Health Insurance Credit Program; and the Line of Duty Death and Health Benefits Trust Fund.

In addition, the Board administers or has substantial oversight responsibilities for the Benefit Restoration Plan, the Commonwealth of Virginia Voluntary Group Long Term Care Insurance Program, and the Volunteer Firefighters' and Rescue Squad Workers' Service Award Fund Program, as well as benefit eligibility determinations under the Line of Duty Act in Title 9.1 of the *Code of Virginia*.

**Nine members serve on the VRS Board of Trustees.** Their appointment is shared between the executive and legislative branches of state government. The Governor appoints five members, including the chairman. The Joint Rules Committee of the Virginia General Assembly appoints four members. The General Assembly confirms all appointments. Of the nine Board members, four must be investment experts; one must be experienced in employee benefit plans; one must be a local government employee; one must be an employee of a Virginia public institution of higher education; one must be a state employee; and one must be a public school teacher. The public employee members may be active or retired.

The Board appoints the director of the Virginia Retirement System, who serves as chief administrative officer, as well as the chief investment officer and the internal audit director.

Visit [varetire.org/about](http://varetire.org/about) for a current listing of VRS executive staff and the individual members who serve on the Board of Trustees.

**Employees Eligible for Membership:** Membership in VRS is automatic with employment in a covered position. Covered employment is a full-time permanent, salaried position with a VRS-participating employer. Some part-time permanent, salaried state positions also are covered under VRS. Participating employers include state agencies, public colleges and universities, local public school divisions and political subdivisions that have elected to participate in VRS.

**VRS' Relationship With Employers:** VRS administers benefits on behalf of employers that participate in VRS. Employers are not agents of VRS nor do they act at the direction of VRS. A list of participating employers is available at [varetire.org](http://varetire.org).



## WANT TO LEARN MORE ABOUT YOUR VRS BENEFITS?

Meet with a defined benefit counselor at the VRS Retirement Counseling Center at 1111 East Main Street, Richmond, VA 23219. Sessions are held on a first-come, first-served basis with limited scheduled appointments available. The hours are 8:30 a.m. – 4 p.m., Tuesday and Wednesday. Go to [varetire.org](http://varetire.org) for directions to the center and the parking deck; the first hour of parking is free. You can also schedule a virtual one-on-one counseling appointment at [varetire.org/education](http://varetire.org/education).

Defined contribution plans specialists through MissionSquare Retirement are also available for one-on-one counseling. Counseling hours are 8:30 a.m. – 5 p.m., Monday through Friday. Call toll-free 877-327-5261 (VRS-DC-PLAN1) or visit the local plan representative at 951 E. Byrd Street, Suite 530, Richmond, VA 23219.

JRS Plan 1 and JRS Plan 2 members can visit [varetire.org](http://varetire.org) and select Education & Counseling from the homepage.

JRS Hybrid Retirement Plan members will find educational and counseling resources at [varetire.org/hybrid](http://varetire.org/hybrid). View the Education tab for a variety of materials, including the Hybrid Learning Channel video series. Under the Publications tab, you'll find helpful guides such as the Plan Features & Highlights brochure and the Investment Guide.







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