



Virginia  
Retirement  
System®



## Choosing Your Retirement Plan

- Optional Retirement Plan for School Superintendents Plan 2
- VRS Hybrid Retirement Plan

Membership Date: On or after January 1, 2014

**A comparison guide  
to help you select  
the best plan  
for your needs**



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- **Optional Retirement Plan for School Superintendents Plan 2**
- **VRS Hybrid Retirement Plan**

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This comparison guide is designed to help newly appointed school superintendents choose between the Optional Retirement Plan for School Superintendents (ORPSS) Plan 2 and the Virginia Retirement System Hybrid Retirement Plan.

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The information contained in this document is governed by Title 51.1 of the *Code of Virginia*. 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.

# Introduction

As a newly appointed school superintendent whose employer adopted the Optional Retirement Plan for School Superintendents (ORPSS), you are eligible to choose between the ORPSS Plan 2 defined contribution plan and the Virginia Retirement System (VRS) Hybrid Retirement Plan. Your employer notifies VRS of your appointment, and VRS sends you an information packet and ORPSS election forms. If you do not select ORPSS within 30 days of receiving this information, you will be covered by the VRS Hybrid Retirement Plan.

If your membership date\* is on or after January 1, 2014, and you are eligible for ORPSS, you must elect ORPSS Plan 2 or the Hybrid Retirement Plan. If you have prior service under VRS Plan 1 or VRS Plan 2, you are not eligible to elect the Hybrid Retirement Plan and will select VRS Plan 1 or VRS Plan 2 (as applicable) or ORPSS. Please refer to the comparison guides for VRS Plan 1/ORPSS and VRS Plan 2/ORPSS for more information.

To see an estimate of your VRS member benefits if you have prior service, create a secure myVRS account at [varetire.org](http://varetire.org). Your myVRS account shows your total service credit, funds in your member contribution account and a projected monthly retirement benefit based on your VRS service.

If you move from one position to another without a bona fide break in service, you must continue in the plan you originally chose. If you have a bona fide break in service, you have to choose between the two retirement plans again. A bona fide break in service is a break of at least one full calendar month from the last date of employment during a period the employee normally would work. Periods of leave with or without pay do not count toward satisfying this break in service.

If you move from a position where you were covered under the VRS Hybrid Retirement Plan and are choosing ORPSS, you may transfer the funds in your VRS member contribution account to your ORPSS account.

If you move from one VRS-participating employer to another and elect the VRS Hybrid Retirement Plan in both positions, your VRS service credit continues.

If you move from a position where you elected ORPSS and now elect the VRS Hybrid Retirement Plan, your ORPSS account remains in place, and you may not take a direct distribution or rollover until you leave covered employment.

*\* 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 date is the date you return to covered employment.*

# Choosing Your Retirement Plan

Preparing for retirement is about having enough income to live comfortably after you retire. Most financial planning experts recommend 80% of your current earnings as a retirement income target. As a school superintendent whose employer has elected to provide ORPSS, you have the option to choose between two retirement plans.

## Defined Contribution Plan: ORPSS Plan 2

ORPSS is a defined contribution plan where vesting is immediate: the total balance in your account is available to you when you leave covered employment and are not re-employed by a VRS-participating employer offering retirement benefits under Title 51.1 of the *Code of Virginia*. For ORPSS Plan 2, your benefit is based on contributions from both you and your employer, adjusted for gains, losses and fees. You bear the investment risk, and the amount of your benefit depends on the net investment earnings.

For more information, see [varetire.org/orpss](http://varetire.org/orpss).

## VRS Hybrid Retirement Plan

VRS Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. The plan applies to most members hired on or after January 1, 2014. The defined benefit is based on your age, service credit and average final compensation at retirement using a formula. The benefit from the defined contribution plan depends on the contributions made to the plan and the investment performance of those contributions. In addition to the monthly benefit payment payable from the defined benefit plan at retirement, you may start receiving distributions from the balance in your defined contribution account, reflecting the contributions, investment gains or losses and any required fees.

Your retirement benefit is funded through mandatory and voluntary contributions made by you and your employer to both the defined benefit and the defined contribution components of the plan. Mandatory contributions are based on a percentage of your creditable compensation and are required from both you and your employer. Additionally, you may choose to make voluntary contributions of more than the mandatory amount to the defined contribution component of the plan, and your employer is required to match those voluntary contributions according to specified percentages.

Under the defined benefit component, vesting is the minimum length of service needed to qualify for a retirement benefit. Once you are vested, you are eligible for a retirement benefit if you meet the age and service requirements for your plan. You become vested under the defined benefit component when you have at least five years (60 months) of service credit.

Under the defined contribution component, vesting is the minimum length of service members need to be eligible to withdraw employer contributions from that component of the plan. You are always 100% vested in the contributions that you make.

Normal retirement age under the VRS Hybrid Retirement Plan is your normal Social Security retirement age for the purpose of the defined benefit component. You become eligible for an unreduced retirement benefit at your normal Social Security retirement age with at least five years (60 months) of service credit or when your age and service equal 90. You may retire with a reduced benefit as early as age 60 with at least five years (60 months) of service credit. To determine your reduced benefit, VRS applies an early retirement

reduction factor to the benefit you would receive if you retired with an unreduced benefit. For the defined contribution component, you are eligible to receive distributions upon leaving employment, subject to restrictions.

For more information, see the *Virginia Retirement System Hybrid Retirement Plan Handbook for Members* available at [varetire.org/hybrid](http://varetire.org/hybrid).

## Other Benefits to Consider When Choosing Your Plan

Your benefits will vary depending on the plan you select. A few key factors to consider:

- Employer contribution amounts.
- How long you plan to work for a VRS-participating employer.
- Portability.
- Your degree of control over your plan.
- Your comfort level with investment risk and bearing the responsibility for investing.
- The amount of your estimated defined benefit.
- Cost-of-Living Adjustment (COLA).
- Retirement eligibility age.
- Life insurance and disability offerings.

# Comparing Plans

The following summary gives you a general comparison of the two plans based on stated assumptions:

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Type of Plan</b>	<p>VRS Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. The plan applies to most members hired on or after January 1, 2014, and to VRS Plan 1 and VRS Plan 2 members who opted into the plan during a special election window.</p> <ul style="list-style-type: none"> <li>• The defined benefit is based on your age, service credit and average final compensation at retirement using a formula. Your average final compensation is the average of your 60 consecutive months of highest creditable compensation as a covered employee.</li> <li>• The benefit from the defined contribution plan depends on the contributions made to the plan and the investment performance of those contributions.</li> <li>• In addition to the monthly benefit payment payable from the defined benefit plan at retirement, you may start receiving distributions from the balance in your defined contribution account, reflecting the contributions, investment gains or losses and any required fees.</li> </ul>	<p>ORPSS Plan 2 is a defined contribution plan. Your retirement benefit depends on the contributions provided to the plan and the investment performance of those contributions. At retirement, a participant may start receiving distributions from the balance in his or her account, reflecting the contributions, investment gains or losses and any required fees.</p>
<b>Contributions</b>	<p>Your retirement benefit is funded through mandatory and voluntary contributions made by you and your employer to both the defined benefit and the defined contribution components of the plan.</p> <p>Defined benefit: By you: 4% of your creditable compensation each month is mandatory. By your employer: total employer contribution rate less any employer contributions to your defined contribution component.</p> <p>Defined contribution: By you: 1% of your creditable compensation each pay period is mandatory, which your employer matches. And, you may choose voluntary contributions up to 4% of your creditable compensation, with partial match by employer.</p>	<p>For ORPSS Plan 2, your benefit is based on employer and employee contributions and investment gains and losses on those contributions. Your employer contributes 8.5% of your creditable compensation to your account. You contribute an additional 5% of your creditable compensation to your account, for a total of 13.5% of your compensation each pay date going into your plan.</p> <p>The contribution rate is set by statute and is reviewed periodically by the VRS Board of Trustees. Available investments are chosen by the VRS investment staff with oversight by the Board of Trustees. You are responsible for selecting the investments from those available and you bear the investment risk.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Contribution Limits</b>	<p>Internal Revenue Code Section 401(a)(17) states that compensation used to calculate your benefit may not exceed the compensation limit for the plan year in which the compensation was earned. This is an annual limit, which may be adjusted each year, depending on the amount of increase in the Consumer Price Index. See your benefits administrator for information on the current year's limit.</p> <p>Additionally, voluntary contributions go into the Hybrid 457 Deferred Compensation Plan. The IRS limits the annual contribution to 457 plans, which includes voluntary contributions to the Hybrid Retirement Plan, as well as contributions to any other 457 plan in which you are eligible to participate.</p>	<p>Internal Revenue Code Section 401(a)(17) specifies that the compensation on which you and your employer may make contributions may not exceed the compensation limit for the plan year in which the compensation is earned. See your benefits administrator for information on the current year's limit. The ORPSS plan year is July 1 through June 30. See <a href="http://varetire.org/orpss">varetire.org/orpss</a> for more details.</p>
<b>Vesting</b>	<p><b>Defined Benefit:</b> Vesting is the minimum length of service you need to qualify for a future retirement benefit. You are vested under the defined benefit component of the Hybrid Retirement Plan when you reach five years (60 months) of service credit. VRS Plan 1 or VRS Plan 2 members with at least five years (60 months) of service credit who opted into the Hybrid Retirement Plan during a limited window stay vested in the defined benefit component.</p> <p><b>Defined Contribution:</b> Vesting is the minimum length of service members need to be eligible to withdraw employer contributions from the defined contribution component of the plan. You are always 100% vested in the contributions that you make. Upon retirement or leaving covered employment, you are eligible to withdraw a percentage of employer contributions. Distribution is not required by law until age 73.</p> <ul style="list-style-type: none"> <li>• After two years, you are 50% vested and may withdraw 50% of employer contributions.</li> <li>• After three years, you are 75% vested and may withdraw 75% of employer contributions.</li> <li>• After four or more years, you are 100% vested and may withdraw 100% of employer contributions.</li> </ul>	<p>Vesting is immediate for your ORPSS account balance. You may take a distribution of all or a portion of your ORPSS account balance when you leave employment and qualify for a distribution.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Portability</b>	<p>Participation continues if you are employed by a public employer that provides retirement benefits through VRS, including all Virginia state government agencies, all Virginia public colleges and universities, all Virginia public schools and most Virginia local governments.</p> <p>Service credit representing many types of public service and leaves of absence may be purchased to enhance the benefit.</p> <p>If you leave public employment in Virginia, your defined contribution account balance(s) may be rolled over to a subsequent employer’s qualified plan or an IRA. This is subject to vesting rules.</p>	<p>Participation continues if you are employed by another employer offering ORPSS.</p> <p>If you leave public employment in Virginia, your account balance may be rolled over to a subsequent employer’s qualified plan or an IRA.</p>
<b>Supplemental Retirement Savings Plans</b>	<p>Employers may offer additional savings opportunities including the Commonwealth of Virginia 457 Deferred Compensation Plan and 401(a) Virginia Cash Match Plan, a 403(b) plan or another supplemental savings plan.</p>	<p>Same as VRS Hybrid Retirement Plan.</p>
<b>Consolidating Retirement Savings Plans</b>	<p>You may be eligible to purchase service for other periods of public or military service including time covered by VRS and refunded service. You may not roll money from other plans into VRS except to purchase approved service credit.</p> <p>You may roll payouts from other retirement savings plans into the Hybrid 457 Deferred Compensation Plan.</p> <p>Payouts from other retirement savings plans can be rolled into the Commonwealth of Virginia 457 Deferred Compensation Plan, then the 401(a) Virginia Cash Match Plan, if your employer has adopted both plans and you participate in both plans. If you rolled funds from another retirement plan into your 457 Deferred Compensation Account and/or Cash Match Account, you may withdraw those funds while you are still employed. Withdrawals made prior to age 59½ may be subject to a 10% penalty, plus state and federal income tax withholding.</p>	<p>Distributions from other retirement plans may be rolled into the ORPSS separate rollover account. You may take a distribution from your rollover account while you are employed by the Commonwealth of Virginia or a VRS-participating employer. Withdrawals made prior to age 59½ may be subject to a 10% penalty, plus state and federal income tax withholding.</p> <p>Payouts from other retirement savings plans can be rolled into the Commonwealth of Virginia 457 Deferred Compensation Plan, then the 401(a) Virginia Cash Match Plan, if your employer has adopted both plans and you participate in both plans. If you rolled funds from another retirement plan into your 457 Deferred Compensation Account and/or Cash Match Account, you may withdraw those funds while you are still employed. Withdrawals made prior to age 59½ may be subject to a 10% penalty, plus state and federal income tax withholding.</p>



Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Investment Risks</b>	<p>Defined Benefit: Your contributions are invested by the Virginia Retirement System and your benefit is calculated using a formula.</p> <p>Defined Contribution: You choose how the contributions will be invested from a range of options. You bear the investment risk, and the amount of your benefit depends on the amount you contribute and net investment earnings.</p>	<p>Your benefit is based on member and employer contributions, adjusted for gains, losses and fees on investments. You bear the investment risk, which varies according to investments chosen.</p>
<b>Investment Costs</b>	<p>Defined Benefit: Investment management costs are paid by earnings on the contributions to VRS.</p> <p>Defined Contribution: Investment management and record-keeping costs are paid by the employee.</p>	<p>Investment management and record-keeping costs are paid by the employee.</p>
<b>Disability</b>	<p>If you are a school division employee covered under the Hybrid Retirement Plan, you are enrolled automatically in the Virginia Local Disability Program (VLDP) or a comparable program provided by your employer. Check with your human resource office to see if your employer participates in VLDP.</p> <p>Your employer also may provide a short- and/or long-term disability plan.</p>	<p>Your employer may provide disability coverage or make it available for purchase. Contact your human resource office for information on programs that may be available to you. You also may be eligible to apply for Social Security disability.</p> <p>When employment ends as a result of a disability, a distribution from ORPSS may begin.</p>
<b>Basic Group Life Insurance</b>	<p>If an employer participates in the VRS Basic Group Life Insurance Program, members are covered under the plan from the first day of employment. Employers may pay your portion of the premiums.</p> <p>The natural death benefit is equal to your compensation rounded to the next highest thousand and then doubled. The accidental death benefit is double the natural death benefit. Some basic group life insurance benefits will continue into retirement. Your coverage will end if you have not met the age and service requirements for retirement or you take a refund of your member contributions and interest.</p> <p>Group life insurance coverage will begin to reduce by 25% on January 1 following one calendar year of retirement, and will continue to reduce by 25% each January 1 until it reaches 25% of its original value. The provisions that allow for double the natural death benefit for accidental death end upon retirement. Additional optional life insurance is available to employees and their dependents.</p> <p>When you retire, your employer is required to calculate and report imputed income on your W-2 if your group life insurance coverage exceeds \$50,000, as required by the Internal Revenue Code (IRC).</p>	<p>Same as the VRS Hybrid Retirement Plan.</p> <p>Group life insurance will continue after separation if you meet the age and service requirements for retirement. Taking a full distribution of your ORPSS account will not affect your eligibility for group life insurance. Your coverage will reduce following the same schedule outlined under the VRS Hybrid Retirement Plan.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<p><b>Life Insurance Conversion</b></p>	<p>Members, their spouses and dependent children, if enrolled, can convert their coverage to an individual policy within 31 days of the last day of the month in which a member leaves his or her position. This option is not available after 31 days.</p> <p>Conversion occurs only at the time of leaving employment and not retirement. In retirement, basic group life insurance follows the member.</p>	<p>Same as VRS Hybrid Retirement Plan.</p>
<p><b>Service Credit</b></p>	<p><b>Defined Benefit:</b> Under the defined benefit component of the plan, service credit includes active service. You earn service credit for each month you are employed in a covered position. It also may include credit for prior service you may have purchased or additional service credit you were granted. Your total service credit is one of the factors used to determine your eligibility for retirement and to calculate your retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if your employer offers the health insurance credit.</p> <p><b>Defined Contribution:</b> Under the defined contribution component, service credit is used to determine vesting for the employer contribution portion of the plan.</p>	<p>Participation in ORPSS does not count toward the calculation of a benefit under the VRS defined benefit plan; however, ORPSS participation as well as VRS defined benefit plan service credit count toward eligibility for group life insurance coverage and the health insurance credit in retirement.</p> <p><i>NOTE: Plan determination is based on defined benefit service credit and years of participation and the retention of a balance or an annuity in an eligible optional retirement plan (ORP).</i></p>
<p><b>Purchase of Prior Service</b></p>	<p>Purchase of prior service applies to the defined benefit component. You may be able to purchase service from previous public employment, active duty military service, an eligible period of leave or VRS-refunded service as service credit in your plan. Prior service credit counts toward vesting, eligibility for retirement and the health insurance credit.</p> <p>Only active members are eligible to purchase prior service. When buying service, you must purchase your most recent period of service first. You also may be eligible to purchase periods of leave without pay; contact your human resource office for more information. You are not eligible to purchase prior service if you are employed in a non-covered position, are a deferred member or are a retiree. See the Purchase of Prior Service section at <a href="http://varetire.org/hybrid">varetire.org/hybrid</a>, select Plan Info.</p>	<p>ORPSS participation is not available for purchase and cannot be used in the calculation of a VRS retirement benefit. Funds must remain in ORPSS until the participant terminates employment with all VRS-participating employers.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Health Insurance Credit</b>	<p>If you retire with at least 15 years of VRS defined benefit service credit or ORP participation (or a combination of both) and are at least 60 years of age, you are eligible to apply for the health insurance credit. Deferred participants with 15 years of VRS defined benefit service credit and/or ORP participation are eligible for the credit when they turn 60 years old.</p> <p>If you qualify, you will begin receiving your health insurance credit when you begin receiving your retirement benefit and incur a cost for your own health insurance. The monthly benefit is \$4 per year of service not to exceed the out-of-pocket cost for your individual premium. The credit ceases at your death.</p>	<p>If you retire and you are age 60 with at least 15 years of VRS defined benefit service credit or ORP participation (or a combination of both), you are eligible to apply for the health insurance credit. Deferred participants with 15 years of VRS defined benefit service credit and/or ORP participation are eligible for the credit when they turn 60 years old.</p> <p>To qualify, you must incur a cost for your own health insurance. The monthly benefit is \$4 per year of service not to exceed the out-of-pocket cost for your individual premium. The credit ceases at your death.</p>
<b>Educational Leave of Absence With Half-Pay or More</b>	<p>You will be reported to VRS at the full rate of pay and continue to receive service credit toward basic group life insurance and the health insurance credit.</p>	<p>Employee and employer contributions will continue to be paid on the salary earned while on educational leave. You will continue to be reported for group life insurance and the health insurance credit at full salary.</p>
<b>Educational Leave of Absence With Less Than Half-Pay</b>	<p>No employer or employee contributions are made to VRS and you are not reported for group life insurance or the health insurance credit. If you return to your position, you may purchase up to four years of service credit for any approved official educational leave of absence from a VRS-covered position.</p>	<p>No contributions are made to ORPSS and you are not reported for group life insurance or the health insurance credit. No make-up contributions are made when you return to employment.</p>
<b>Death-in-Service: Non-Work-Related</b>	<p><b>Defined Benefit:</b> A death-in-service benefit is a lump-sum payment of the balance in your member contribution account, if any, to your named beneficiary. If your named beneficiary is your spouse, your natural or legally adopted minor child or your parent, he or she may elect a lump-sum payment or a monthly benefit. The death-in-service benefit is in addition to any life insurance benefits you may have.</p> <p><b>Defined Contribution:</b> The account balance is payable to your named beneficiary. If you have not named a beneficiary, the balance is paid according to the order of precedence. The beneficiary may choose from the available methods of payment.</p>	<p>The ORPSS account balance is payable to your named beneficiary. If you have not named a beneficiary, the balance is paid according to the order of precedence. The beneficiary may choose from a variety of payment methods.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<p><b>Death-in-Service: Work-Related</b></p>	<p>Defined Benefit: 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, natural or legally adopted minor child or parent will be eligible for a monthly benefit. If this individual also is your named beneficiary, he or she will receive both benefits.</p> <p>If your beneficiary is eligible for Social Security survivor benefits, the VRS work-related benefit will be equal to 33<sup>1</sup>/<sub>3</sub>% of your average final compensation (AFC) at the time of your death.</p> <p>If he or she is not eligible, the VRS benefit will be equal to 50% of your AFC. If your beneficiary is eligible for a workers' compensation survivor benefit, the VRS work-related benefit is offset by the workers' compensation benefit.</p> <p>Defined Contribution: The account balance is payable to your named beneficiary. If you have not named a beneficiary, the balance is paid according to the order of precedence. The beneficiary may choose from a variety of payment methods.</p> <p>No work-related death-in-service benefit is available.</p>	<p>The ORPSS account balance is payable to your named beneficiary. If you have not named a beneficiary, the balance is paid according to the order of precedence. The beneficiary may choose from a variety of payment methods.</p> <p>No work-related death-in-service benefit is available.</p>
<p><b>Order of Precedence</b></p>	<p>You may choose the order established by law to provide payment of your benefits or you may designate specific beneficiaries to receive your benefits in the event of your death. The order of precedence is as follows:</p> <ul style="list-style-type: none"> <li>• First, to the spouse of the member;</li> <li>• Second, if no surviving spouse, to the children of the member and descendants of deceased children, per stirpes;</li> <li>• Third, if none of the above, to the parents of the member;</li> <li>• Fourth, if none of the above, to the duly appointed executor or administrator of the estate of the member;</li> <li>• 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.</li> </ul>	<p>Same as VRS Hybrid Retirement Plan.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Leaving Employment</b>	<p>Defined Benefit: If you leave covered employment and do not retire, you can take a refund of your member contributions and interest or leave your member contribution account balance with VRS and become a deferred member. If you are vested before becoming a deferred member, you may be eligible for a future retirement benefit if you meet the age and service requirements.</p> <p>See Taxation of Retirement Benefit for additional information on this topic.</p> <p>If you are vested before taking a refund, you will receive a full refund of your account balance. If you are not vested, you will receive a refund of the balance, excluding any member contributions made by your employer and the interest on these contributions. Taking a refund cancels your membership and eligibility for any future VRS benefits.</p> <p>Defined Contribution: There are a variety of distribution options available to you upon termination of employment, including partial or lump-sum payments, periodic payments or a combination of both. You also may choose to roll your money to another employer’s plan or to an IRA.</p>	<p>You may take a distribution from your ORPSS account when you are no longer employed in a position that provides you a retirement benefit through a plan administered or authorized by VRS. Your account balance may be left in the plan, where you continue to manage your investments; rolled over; or taken as a distribution.</p> <p>See Taxation of Retirement Benefit for additional information on this topic.</p>
<b>Eligibility for Benefit Payout</b>	<p>Defined Benefit:</p> <p>Unreduced Benefit: Normal Social Security retirement age, or when age and service equal 90, for the purpose of the defined benefit component.</p> <p>Reduced benefit: Age 60 with at least five years (60 months) of service credit.</p> <p>Defined Contribution:</p> <p>For the defined contribution component, you are eligible to receive distributions upon leaving employment, subject to restrictions.</p>	<p>You may begin receiving benefits when you leave public employment in Virginia, regardless of age.</p> <p>The amount of the benefit is determined by contributions to your ORPSS account (including money you rolled into the plan), adjusted for gains, losses and fees on investments and the length of time the benefit will be paid.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<p><b>Benefit Payout Options</b></p>	<p>Defined Benefit: When you retire, your benefit is paid first from your member contribution account. After these funds have been paid out, your benefit is funded from a separate contribution your employer makes to VRS and investment earnings. You receive your retirement benefit in the form of a monthly benefit according to a payout option you choose when you apply for service retirement. The payout option you elect at retirement is irrevocable, with the exception of the Survivor Option.</p> <p>Defined Contribution: The following options are generally available:</p> <ul style="list-style-type: none"> <li>• Periodic payments</li> <li>• Full lump-sum distribution</li> <li>• Partial lump-sum distribution</li> <li>• Annuity purchase to produce a lifetime benefit, with or without survivor option</li> <li>• Rollover to another plan or IRA</li> </ul> <p>You may use a combination of these payout methods.</p>	<p>The following options are generally available:</p> <ul style="list-style-type: none"> <li>• Periodic payments</li> <li>• Full lump-sum distribution</li> <li>• Partial lump-sum distribution</li> <li>• Annuity purchase to produce a lifetime benefit, with or without survivor option</li> <li>• Rollover to another plan or IRA</li> </ul> <p>You may use a combination of these payout methods.</p>
<p><b>Change of Payout Option</b></p>	<p>Defined Benefit: Selecting the Basic Benefit, PLOP or Advance Pension Option is irrevocable. For the Survivor Option, you may name a new survivor or revert to the Basic Benefit if your survivor dies; you divorce your survivor with fewer than 20 years of marriage; you divorce after 20 or more years of marriage and your spouse dies, remarries or consents in writing to a change in benefit; or you provide VRS a written consent from your survivor giving up claim to a benefit along with proof of your survivor's good health.</p> <p>Defined Contribution: Distribution options may be changed for balances remaining in the plan. Generally, once purchased, the annuity option cannot be changed.</p>	<p>Distribution options may be changed for balances remaining in the plan. Generally, once purchased, the annuity option cannot be changed.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<b>Taxation of Retirement Benefit</b>	<p>Defined Benefit: No tax is due until you begin receiving your retirement benefit. Your retirement benefit is subject to federal income taxes as well as state income taxes if you live in a state that taxes income. No early retirement excise tax is due on a lifetime benefit.</p> <p>Defined Contribution: No tax is due until you take a distribution from the plan. The amount distributed directly to you is subject to federal income taxes as well as state income taxes if you live in a state that taxes income. Distributions from the Hybrid 401(a) Cash Match Plan also may incur an early distribution excise tax if taken prior to age 59½. An exception applies if you separate from service after age 55, receive an annuity or take essentially equal payments during your lifetime. Taxation may be postponed if you roll over the distribution to another employer’s plan or to an IRA.</p>	<p>No tax is due until you take a distribution from the plan. The amount distributed directly to you is subject to federal income taxes as well as state income taxes if you live in a state that taxes income. Distributions from ORPSS also may incur an early distribution excise tax if taken prior to age 59½. An exception applies if you separate from service after age 55, receive an annuity or take essentially equal payments during your lifetime. Taxation may be postponed if you roll over the distribution to another employer’s plan or to an IRA.</p>
<b>Cost-of-Living Adjustment (COLA)</b>	<p>Defined Benefit: The cost-of-living adjustment (COLA) in retirement matches the first 2% increase in the annual monthly average of the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 2%), for a maximum COLA of 3% for the defined benefit component.</p> <p>Defined Contribution: The COLA is not applicable to the defined contribution component.</p>	<p>Cost-of-living adjustments are not available with this feature unless you purchase an annuity.</p>
<b>Required Minimum Distribution</b>	<p>Defined Benefit: If you are separated from employment and you 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 using the Basic Benefit option, as required by law.</p> <p>Defined Contribution: You must begin a minimum distribution from the plan at age 73 or when you leave public employment in Virginia in a position with retirement benefits through a plan administered or authorized by VRS, whichever is later.</p>	<p>You must begin a minimum distribution from the plan at age 73 or when you leave public employment in Virginia in a position with retirement benefits through a plan administered or authorized by VRS, whichever is later.</p>

Subject	VRS Hybrid Retirement Plan	ORPSS Plan 2
<p><b>Forfeiture of Benefits</b></p>	<p>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.</p>	<p>If you are convicted of a felony related to your ORPSS-covered employment and your employer determines that your conviction is related to your job duties, the employer must direct that your ORP employer contributions and all related benefits be forfeited. Contact your human resource office for more information.</p>



# Selecting a Plan

You have 30 days from the date the election and enrollment materials were sent to you to elect ORPSS. This election is irrevocable. You must:

- Complete the Election to Participate – Optional Retirement Plan for School Superintendents (VRS-71C).
- Have the VRS-71C signed by your employer’s human resource and payroll officers.
- Your human resource office should retain a copy of your completed forms.
- Return the required forms to VRS.
- Mail the fully executed forms listed above to:

**Virginia Retirement System**  
**P.O. Box 2500**  
**Richmond, VA 23218-2500**  
**Toll-free 888-827-3847**

- Register for Account Access to manage the investments in your ORPSS or hybrid defined contribution account and designate a beneficiary. Go to [varetire.org/orpss](http://varetire.org/orpss).
- Register and log in to your myVRS account at [myVRS.varetire.org](http://myVRS.varetire.org) to designate a beneficiary for group life insurance.

If VRS does not receive the completed election forms within 30 days from the date the enrollment materials were sent to you, you automatically will be covered by the VRS Hybrid Retirement Plan.

# Investment Options

Learn more about investments at [varetire.org/orpss](http://varetire.org/orpss). You also may schedule a one-on-one consultation with one of the registered representatives that service the plan. Registered representatives do not provide investment advice but can assist you to understand the investments available to you. Choose DC Plans Specialists under the Education menu.

VRS Hybrid Retirement Plan members may review investment options online at [varetire.org/hybrid/investments](http://varetire.org/hybrid/investments); select the Investments tab.

# Your Selection

Providing a choice of plans does not constitute a recommendation for either plan. The Commonwealth reserves the right to amend or terminate ORPSS at any time and without the consent of any other party.

The Commonwealth also reserves the right to change investment providers or investment funds available to plan participants. A change of investment providers or available funds may affect all accounts held under the plan or future contributions.

# VRS Hybrid Retirement Plan vs. ORPSS Plan 2

Benefit illustrations provide comparisons of the estimated value of annual benefits provided under VRS versus ORPSS for various age and service combinations using different assumptions. Read the Glossary of Terms before reviewing these illustrations.

## Glossary of Terms

- **Annual Benefit**
  - Calculated based on a formula using your average final compensation, a retirement multiplier and your total service credit at retirement
  - Applicable to the defined benefit component of the Hybrid Retirement Plan
  - Under ORPSS it is assumed that:
    - A life annuity is purchased with the account balance
    - An annual COLA is included in the annuity contract
    - The yield on the annuity contract is equal to the assumed ORPSS rate of return
- **Average Final Compensation**
  - The average of your 60 consecutive months of highest compensation as a covered employee
  - Applicable to the defined benefit component of the Hybrid Retirement Plan
- **Cost-of-Living Adjustment (COLA)**
  - Applicable to the defined benefit component of the Hybrid Retirement Plan
  - Helps your retirement benefit keep pace with rising costs
  - 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%
  - To have a COLA under ORPSS, participant would need to elect an annuity form of payment with payments increasing each year
- **Final Salary**
  - Salary in year of retirement
- **ORPSS Return**
  - Assumed rate of return on employee-directed investments in ORPSS
  - Rate of return not guaranteed
- **ORPSS Contribution**
  - Annual percent of pay contributed on behalf of each participant in ORPSS
- **Salary Increases**
  - Assumed annual rate of increase from date of hire until retirement

# VRS Hybrid Retirement Plan Benefit Calculations

## How Your Benefit Is Calculated

You will receive a benefit from the defined benefit component that is based on a formula plus the contributions, and from the defined contribution component that is based on contributions made by you and any matching contributions made by your employer, plus net investment earnings on those contributions.

### Defined Benefit

The benefit is calculated using the following formula:

*Average final compensation × retirement multiplier for the plan × total years of service credit at retirement = Annual benefit amount ÷ 12 = Monthly benefit amount before taxes and other deductions*

### Defined Contribution

Your contributions + net investment earnings = defined contribution benefit

Distribution options are flexible and may be changed over time. Distributions are subject to taxes.

### Retirement Multiplier

Under the defined benefit component of the Hybrid Retirement Plan, the retirement multiplier to be used on service earned, purchased or granted on or after January 1, 2014, is 1.0%.

## Benefit Calculation Example

In this example, the member is retiring at age 60 with 30 years of service credit. The member's average final compensation is \$50,000.

### Employee, Age 60, 30 years in the Hybrid Retirement Plan (1%)

Average final compensation	\$50,000
Retirement multiplier	× .01
Service credit earned after 1/1/2014	× 30
Annual benefit amount based on 1.0%	= \$15,000
÷ 12 months	÷ 12

Monthly defined benefit amount before taxes and other deductions = \$ 1,250\*

*\*In addition to the monthly defined benefit amount, the member's benefit includes 30 years of defined contributions and net investment earnings in the defined contribution component of the VRS Hybrid Retirement Plan.*

## Benefit Illustrations

The examples on pages 20-21 show estimated differences between minimum and maximum contributions at a 6% rate of return.

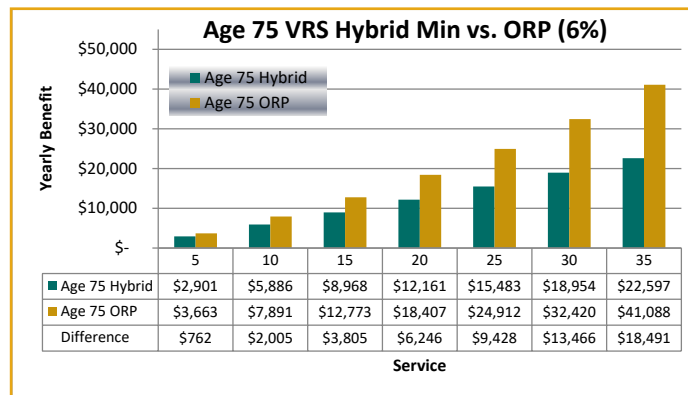
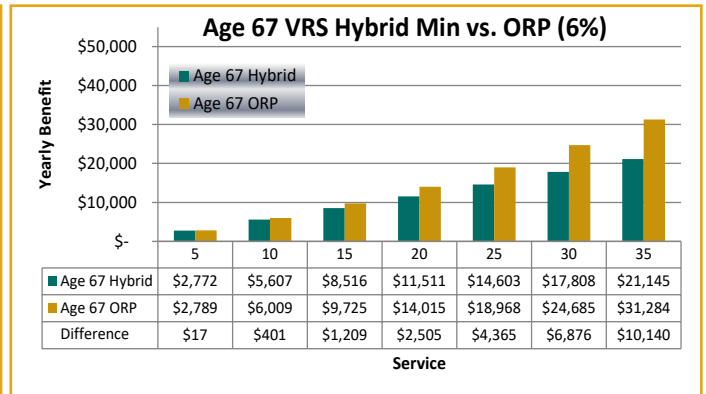
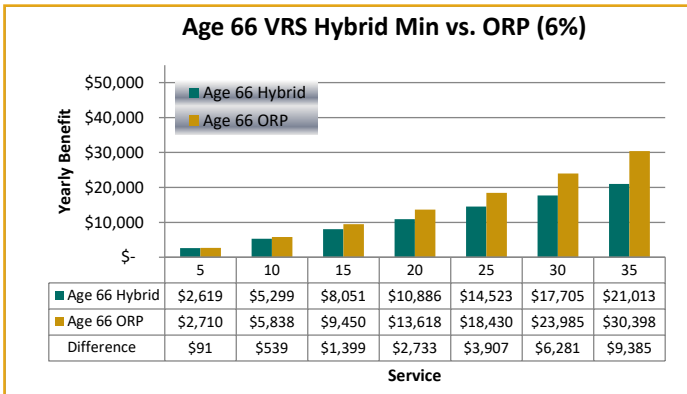
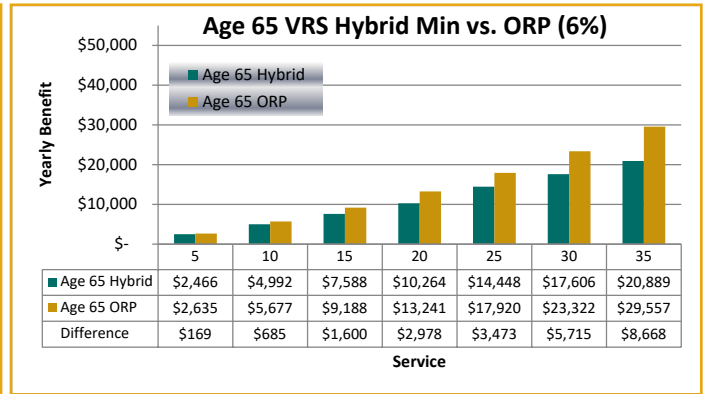
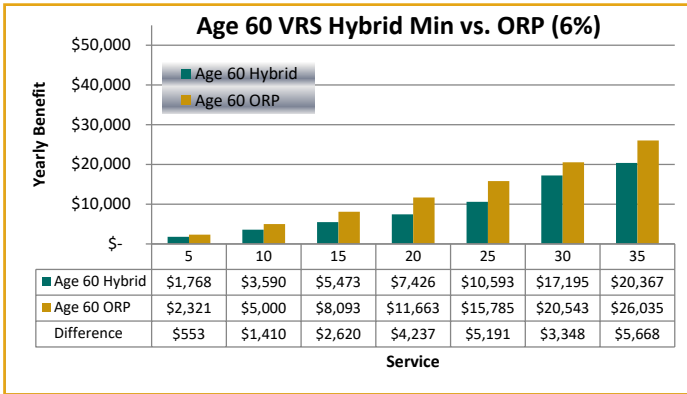
These estimates are for illustrative purposes only.

Actual benefits will be based on plan provisions, salary history, investment returns, and the form of payment elected at retirement, and could be higher or lower than the benefits illustrated.

Actual balances will vary based on contributions to your account (including money you rolled into the plan), adjusted for gains, losses and fees on investments and the length of time the benefit is to be paid.

# Comparing VRS Hybrid to ORPSS Annual Benefits Illustrations

Minimum Hybrid Voluntary Contribution Assumptions			
Salary Increases	3.00%	COLA	2.25%
ORPSS Plan 2 & VRS Hybrid (DC Component) Annual Rate of Return	6.00%	Final Salary	\$50,000
ORPSS Plan 2 Contribution	13.50%	Average Final Compensation	\$47,171
VRS Hybrid Employee Contribution	1.00%	VRS Hybrid Employer Contribution	1.00%



# Comparing VRS Hybrid to ORPSS Annual Benefits Illustrations

Maximum Hybrid Voluntary Contribution Assumptions			
Salary Increases	3.00%	COLA	2.25%
ORPSS Plan 2 & VRS Hybrid (DC Component) Annual Rate of Return	6.00%	Final Salary	\$50,000
ORPSS Plan 2 Contribution	13.50%	Average Final Compensation	\$47,171
VRS Hybrid Employee Contribution	5.00%	VRS Hybrid Employer Contribution	3.50%

