



Plan 1: State Police Officers' Retirement System (SPORS)

Average Final Compensation	Your average final compensation is the average of your 36 consecutive months of highest creditable compensation as a covered employee.
Service Benefit Calculation	<p>Your unreduced Basic Benefit is calculated using the following formula:</p> $\frac{\begin{array}{l} \text{Average final compensation} \\ \times \text{Retirement multiplier} \\ \times \text{Total years of service credit at retirement} \end{array}}{\text{Annual benefit amount}}$ <p>Annual benefit amount</p> $\frac{\text{Annual benefit amount}}{\div 12 \text{ months}}$ <p>Monthly benefit amount before taxes and other deductions</p> <p>A reduction factor is applied to your monthly benefit amount if you retire with a reduced retirement benefit (see below) or a benefit payout option other than the Basic Benefit.</p>
Cost-of-Living Adjustment (COLA)	A cost-of-living adjustment (COLA) allows your retirement benefit to keep pace with inflation. The COLA is based on 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 percent.
Death-in-Service Benefit	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 any life insurance benefits you may have.
Disability	If you are eligible to be considered for disability retirement and retire on disability, the retirement multiplier will be 1.7 percent on all service credit, regardless of when it was earned, purchased or granted, or you may be covered under the Virginia Sickness and Disability Program (VSDP). Learn more about VSDP at www.varetire.org/vsdp .
Unreduced Service Retirement Eligibility	Age 60 if you have at least five years (60 months) of service credit, or at age 50 if you have at least 25 years of service credit.
Reduced Service Retirement Eligibility	Age 50 if you have at least five years (60 months) of service credit.

<p>Hazardous Duty Supplement</p>	<p>If you retire with at least 20 years of eligible hazardous duty service credit, you will receive a supplement to your retirement benefit. The supplement is a dollar amount added to your monthly payment. It begins when you retire and ends when you reach your normal Social Security retirement age.</p> <p>You are not eligible for the supplement if you are at your normal Social Security retirement age or older when you retire or if you retire on disability. Beneficiaries and survivors also are not eligible for the supplement.</p> <p>Hazardous duty supplement:</p> <ul style="list-style-type: none"> • \$13,584 per year, effective July 1, 2017. <p>Service eligible for the hazardous duty supplement:</p> <ul style="list-style-type: none"> • Service as a member of the State Police Officers' Retirement System (SPORS). • Service as a member of the Virginia Law Officers' Retirement System (VaLORS) under the 1.7 percent retirement multiplier with eligibility for the hazardous duty supplement. • Service in a political subdivision position eligible for enhanced hazardous duty coverage, as elected by the employer. • Hazardous duty service if you were covered under VaLORS with the 2.0 percent retirement multiplier or with a VRS-participating political subdivision that does not provide enhanced hazardous duty coverage, provided you retire from a position eligible for the hazardous duty supplement. <p>Prior service credit eligible for the supplement, if you purchase or are granted this service:</p> <ul style="list-style-type: none"> • Refunded service earned in a hazardous duty-eligible position if you are in a hazardous duty covered position at the time of the purchase or return to one after the purchase. • Eligible period of leave while serving in a hazardous duty-eligible position. <p>Other types of prior service you may be eligible to purchase, such as active duty military service or hazardous duty service with a non-VRS-participating employer, do not count toward eligibility for the hazardous duty supplement.</p>
<p>Mandatory Retirement Distribution</p>	<p>If you defer retirement and do not apply for retirement by April 1 following the calendar year in which you turn age 70½, 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 member contributions made by your employer to your account after July 1, 2010, and the interest on these contributions.</p>
<p>Normal Service Retirement Age</p>	<p>Age 60.</p>
<p>Prior Service Credit</p>	<p>Eligible prior service includes federal and other 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, if offered by your employer. Visit myVRS.varetire.org to learn more.</p>

<p>Retirement Contributions</p>	<p>You contribute 5 percent of your creditable compensation each month to your member contribution account through a pre-tax salary reduction. Your contributions are tax-deferred until you withdraw them as part of your retirement benefit or as a refund.</p> <p>Your employer makes a separate contribution to VRS for all covered employees. VRS invests contributions to provide for your future benefit payment. Members are not eligible for a refund of the separate employer contribution.</p>
<p>Service Retirement Multiplier</p>	<p>A retirement multiplier is a factor that determines how much of your average final compensation will be used to calculate your retirement benefit. For service retirement, your retirement multiplier is 1.85 percent. You also may be eligible to qualify for the hazardous duty supplement in retirement (see above).</p>
<p>Creditable Service</p>	<p>Service credit has monetary value when it is used to calculate your retirement benefit or if you take a refund of your member contributions and interest.</p> <p>You earn service credit for each month you are reported in a covered position. Service credit can include credit for prior service you may purchase or additional service granted by your employer.</p>
<p>Vesting</p>	<p>You become vested when you have at least five years (60 months) of service credit. Vesting means you are eligible to qualify for service retirement if you meet the age and service requirements for your plan. You also must be vested to receive a full refund of your member contribution account balance (member contributions and interest accrued) if you leave employment and request a refund.</p>