

CERTIFICATION OF ALTERNATE EMPLOYMENT FOR DISABILITY RETIREE FOR POLITICAL SUBDIVISION HAZARDOUS DUTY EMPLOYEES



VIRGINIA RETIREMENT SYSTEM
P.O. Box 2500 ♦ Richmond, Virginia 23218-2500
Toll Free 1-888-VARETIR (827-3847)
www.varetire.org

1. Social Security Number
2. Member Name
3. Employer Code

Complete this form when an employee covered for hazardous duty has accepted alternative employment in a non-hazardous position in lieu of disability retirement. This form must accompany the Application for Disability Retirement (VRS-6) when it is submitted to VRS. **Note:** This form is *not* required if the employer does not wish to offer alternative employment or the employee chooses to retire on disability instead of accepting such offer.

PART A. EMPLOYER NOTIFICATION AND CERTIFICATION

I hereby certify that:

- The member named above has at least five years of local hazardous duty service earned as an employee eligible for enhanced hazardous duty coverage with this and other political subdivisions as applicable;
- The employee has been offered alternative non-hazardous duty employment in the event the employee is approved for disability retirement, with the understanding that (1) the employee will retain enhanced hazardous duty coverage as long as the employee remains employed with this employer and (2) will be paid at least the same salary and benefits in the alternative position as that of his or her current hazardous duty position; and
- The employee has been counseled regarding the impact of waiving a disability retirement benefit based on the current hazardous duty position in order to accept alternative employment as well as the requirements for service retirement under hazardous duty.

Human Resource Officer Signature

Date

PART B. MEMBER ACCEPTANCE AND CERTIFICATION

I hereby certify that I understand and acknowledge the following:

- The offer of alternative employment and continuation of enhanced hazardous duty coverage is at the sole discretion of my current employer and can be revoked at any time, and in the event I leave my current employer for a position with another VRS-participating employer, my enhanced hazardous duty coverage will end;
- I have been counseled about disability and service retirement and, based on such counseling, intend to accept the offer of alternative employment in the event my application for disability retirement is approved;
- I have 180 days from the date of my disability retirement approval letter to choose to retire on disability instead of continuing in the alternative position, but that after 180 days I will waive my right to such disability retirement; and
- I retain the right to apply and be considered for disability retirement based on the duties of my alternative position or any future covered position that provides the disability retirement option, other than my current hazardous duty position with my current employer.

Member Signature

Date



COMPLETING THE CERTIFICATION OF ALTERNATE EMPLOYMENT FOR DISABILITY RETIREES FOR POLITICAL SUBDIVISION HAZARDOUS DUTY EMPLOYEES

Effective July 1, 2012, political subdivisions that provide enhanced hazardous duty coverage may offer non-hazardous duty employment to a full-time salaried law enforcement officer, firefighter, emergency medical technician, jail superintendent or jail officer who has been approved to retire on disability as provided by the Code of Virginia. The offer of alternative employment is at the sole discretion of the employer and can be revoked by the employer at any time. The decision either to accept the non-hazardous duty position or retire on disability is at the sole discretion of the employee.

Employees who accept alternative non-hazardous duty employment will have 180 calendar days from the date of the disability retirement approval letter to decide to choose disability retirement instead of alternative employment. If the employee does not make such election within 180 days, the transfer to alternative employment will become permanent. The employee will retain enhanced hazardous duty coverage for service retirement but waive the right to retire with a disability benefit based on the previous hazardous duty position. The employee will retain the right to be considered for disability retirement based on the duties of the alternative position or any other covered position eligible for the disability retirement option, other than the previous hazardous duty position with the current employer.

Eligibility

The employee must be an active member and have at least five years of hazardous duty service credit with a political subdivision as certified by the current employer who provides the enhanced coverage. Hazardous duty service earned as a member of the State Police Officers' Retirement System (SPORS) or the Virginia Law Officers' Retirement System (VaLORS) does not count toward the five-year requirement.

Notification and Certification

The employer and the employee must notify VRS of the offer of alternative employment and their understanding of the implications of such employment by completing this form. The original, signed form must accompany the Application for Disability Retirement (VRS-6) when it is submitted to VRS. An incomplete or unsigned form will be returned to the employer for completion. VRS will hold the disability retirement application until it receives the completed and signed form. **Note:** This form is *not* required if the employer does not wish to offer alternative employment or the employee chooses to retire on disability instead of accepting such offer.