

HAZARDOUS DUTY BENEFITS

EMPLOYER MANUAL

TABLE OF CONTENTS

VALORS	1
VaLORS Retirement Eligibility	
VaLORS Multiplier and the Hazardous Duty Supplement	
VaLORS Certification	
VaLORS Disability Benefits	
VaLORS Mandatory Retirement	
VaLORS Members Who Change Positions	
SPORS	5
SPORS Retirement Eligibility	
SPORS Multiplier and the Hazardous Duty Supplement	
SPORS Certification	
SPORS Disability Benefits	
SPORS Mandatory Retirement	
SPORS Members Who Change Positions	
ELIGIBLE POLITICAL SUBDIVISION HAZARDOUS DUTY EMPLOYEES	8
Political Subdivision Hazardous Duty Positions	
Political Subdivision Hazardous Duty Retirement Eligibility	
Political Subdivision Hazardous Duty Multiplier and the Hazardous Duty Supplement	
Political Subdivision Hazardous Duty Certification	
Political Subdivision Hazardous Duty Disability Benefits	
Political Subdivision Hazardous Duty Mandatory Retirement	
Political Subdivision Hazardous Duty Employees Who Change Positions	
HAZARDOUS DUTY ALTERNATE OPTION	12
PURCHASING PRIOR SERVICE CREDIT	13
HIRING A FORMER HAZARDOUS DUTY EMPLOYEE	14

HAZARDOUS DUTY BENEFITS

EMPLOYER
MANUAL

The *Code of Virginia* designates the positions eligible for hazardous duty benefits. Employees who are members of the Virginia Law Officers' Retirement System (VaLORS)¹ or the State Police Officers' Retirement System (SPORS)² are automatically covered. Certain political subdivision hazardous duty employees with enhanced benefits, who are members of the Virginia Retirement System (VRS), may also be eligible if the employer has elected coverage.³

Employees in positions covered with hazardous duty benefits are members of Plan 1 or Plan 2, based on their membership date, and are not eligible to participate in the Hybrid Retirement Plan. See the Membership Chapter of the Employer Manual for a detailed explanation of the plans.

Employees in positions covered with hazardous duty benefits may be eligible for an increased multiplier and/or the hazardous duty supplement upon retirement. For retirees who meet certain requirements, the hazardous duty supplement is a dollar amount added to the monthly retirement benefit. The supplement is not available to all hazardous duty positions.

For information regarding the Virginia Line of Duty Act, visit valoda.org.

VALORS

VaLORS members include Capitol police officers, campus police officers, conservation police officers of the Department of Game and Inland Fisheries, ABC special agents, marine resources officers, state correctional officers, state juvenile correctional officers, state parole officers, and commercial vehicle enforcement officers employed by the Virginia Department of State Police.

Note: The *Code of Virginia* defines each eligible VaLORS position listed above. To determine whether employees are eligible for VaLORS, an employer should consult the *Code of Virginia* section(s) relevant to his agency.

¹ See *Code of Virginia* § 51.1-211 to § 51.1-221.

² See *Code of Virginia* § 51.1-200 to § 51.1-210.

³ See *Code of Virginia* § 51.1-800 to § 51.1-821.

HAZARDOUS DUTY BENEFITS

VALORS RETIREMENT ELIGIBILITY

A VaLORS member can retire under the following age and service requirements:

Unreduced benefit	Reduced benefit
Age 60 with 5 years of creditable service or Age 50 with 25 years of creditable service	Age 50 with 5 years of creditable service

To meet the VaLORS retirement eligibility requirements, a VaLORS-covered member must have at least five years of creditable service earned while:

- A member of VaLORS;
- A member of SPORS;
- A political subdivision hazardous duty VRS member with enhanced benefits; or
- A combination of the three types;

The most recent month of creditable service must have been rendered while a member of VaLORS. If a VaLORS member does not have five years of hazardous duty service at retirement, his retirement benefits are determined under the non-hazardous provisions of VRS. In addition, he is not eligible for the hazardous duty supplement or 2.0% multiplier.

Note: A VaLORS member who was in service in a SPORS, VaLORS, Judicial Retirement System (JRS) or VRS position on June 30 and July 1, 2002 is not subject to these requirements. A member who was employed in a VaLORS, SPORS, JRS or VRS-covered position only needs five years of creditable service in any SPORS, VaLORS, JRS or VRS-covered position with the most recent month of service earned while a member of VaLORS; he does not need five years of hazardous duty service.

VALORS MULTIPLIER AND THE HAZARDOUS DUTY SUPPLEMENT

Upon retirement, a VaLORS member receives either a 2.0% multiplier with no supplement or a 1.7% multiplier with eligibility for the hazardous duty supplement. A member in a VaLORS-covered position on June 30 and July 1, 2001 could have elected the 2.0% multiplier with no supplement in lieu of the supplement with a 1.7% multiplier. A VaLORS member hired on or after July 1, 2001, or one who was in a VaLORS-covered position on June 30 and July 1, 2001, who incurs a calendar month break in service prior to returning to a VaLORS-covered position, receives a 2.0% multiplier with no supplement. Members who are covered with the 2.0% multiplier will have that multiplier applied to their hazardous duty creditable service and a 1.7% multiplier applied to their non-hazardous duty creditable service.

HAZARDOUS DUTY BENEFITS

In order to be eligible for the supplement, a VaLORS member covered with the 1.7% multiplier with the supplement must have at least 20 years of hazardous duty service. He is not required to retire from VaLORS on an immediate annuity. Instead, he may defer retirement and still receive the supplement as long as he had 20 years of hazardous duty service when he left his position. In addition, VaLORS members who meet the service requirement for the supplement prior to moving to a non-hazardous duty position covered under VRS or JRS will retain eligibility for the hazardous duty supplement upon retirement.

A VaLORS member with the 1.7% multiplier and the supplement whose membership date is prior to July 1, 1974 does not have to meet the 20 years of hazardous duty service requirement. However, he must have at least five or more years of creditable service under SPORS, VaLORS or in a hazardous duty position with a political subdivision that has elected to provide enhanced hazardous duty benefits. In addition, the member must retire on an immediate annuity. A member who meets the membership date and creditable service requirements to qualify for the supplement prior to moving to a position covered under VRS or JRS will receive the supplement, provided the member retires from his VRS or JRS-covered position on an immediate annuity.

If a VaLORS member leaves VaLORS and transfers to another covered position (under VRS, JRS or SPORS), and then returns to a VaLORS position after a bona fide break in the VaLORS service of one full calendar month or more, he will be rehired in VaLORS with a 2.0% multiplier and no supplement.

An eligible VaLORS member receives the supplement from his retirement date until age 65. If he dies before reaching age 65, the supplement stops. Survivors do not receive the supplement.

VALORS CERTIFICATION

When a hazardous duty employee retires, current and previous employers may need to certify his hazardous duty service to ensure the correct multiplier and supplement is applied.

Employers submit the Certification of Hazardous Duty form (VRS-77) to VRS to complete this process. For more information on types of hazardous duty service that require certification, see the VRS-77 on the Forms section of the VRS homepage.

VALORS DISABILITY BENEFITS

VaLORS members hired before January 1, 1999 made an irrevocable choice to elect disability coverage under the Virginia Sickness and Disability Program (VSDP) or to retain their eligibility for disability retirement. Any employee not participating in VSDP as of October 1, 2002 who made the election to retain eligibility for disability retirement coverage during the election period in 1999 was automatically covered under the program if they did not opt out under VSDP during an election period beginning October 1, 2002. VaLORS members hired on or after January 1, 1999 and those hired prior to January 1, 1999 who have incurred a calendar month break in service are covered by VSDP. See the VSDP Chapter of the Employer Manual for more information.

A VaLORS member who takes disability retirement is not eligible for the hazardous duty supplement. However, if the VaLORS member meets age and service requirements for service retirement as well as eligibility for the supplement, he may elect to service retire instead of retiring under disability, even if he is eligible for workers' compensation benefits.

VALORS MANDATORY RETIREMENT

VaLORS members are not subject to a mandatory retirement age.

VALORS MEMBERS WHO CHANGE POSITIONS

As the retirement provisions an employee is eligible for are determined based on his covered position, an employee who changes positions becomes subject to the provisions of the position he is transferring into, rather than the job he left.

- If a member in any plan administered by VRS (including SPORS or a hazardous duty-covered position with a political subdivision) moved to a position covered under VaLORS and elected or defaulted to the 1.7% multiplier with eligibility for the hazardous supplement during the special election in October 2001, and he has not incurred more than a calendar month break in VaLORS-covered employment, when he retires from his VaLORS-covered position his benefit will be calculated under VaLORS. He will receive the 1.7% multiplier on all of his creditable service and is eligible for the hazardous duty supplement.

Example: A member was employed as a state police officer covered under SPORS until June 2000 when he moved to a position covered under VaLORS. During the special election in October 2001, he elected to remain covered with the 1.7% multiplier with eligibility for the hazardous duty supplement. The member has remained in his VaLORS-covered position continuously. When he retires from his VaLORS-covered position he will receive the 1.7% multiplier with eligibility for the hazardous duty supplement.

HAZARDOUS DUTY BENEFITS

- If a member in any plan administered by VRS (including SPORS or a hazardous duty-covered position with a political subdivision) moved to a position covered under VaLORS and elected the 2.0% multiplier during the special election or incurred more than a calendar month break in VaLORS-covered employment following the election, when he retires from his VaLORS-covered position his benefit will be calculated under VaLORS but he will receive a 2.0% multiplier for his hazardous duty service and a 1.7% multiplier for his non-hazardous duty service. He is not eligible for the hazardous duty supplement.

Example: A member was employed in a hazardous duty-covered position with a political subdivision until October 1999 when he moved to a VaLORS-covered position. During the special election in October 2001, he elected to retain the 1.7% multiplier with eligibility for the hazardous duty supplement. In June 2005 he left his VaLORS-covered position and was employed in a hazardous duty position with a political subdivision where he was covered with the 1.85% multiplier with eligibility for the hazardous duty supplement. In January 2010 he returned to a VaLORS-covered position. As he incurred more than a calendar month break in VaLORS-covered employment, when he retires under VaLORS his benefit will be determined by applying a 2.0% multiplier to all hazardous duty service and a 1.7% multiplier to all non-hazardous duty service. He is not eligible for the hazardous duty supplement.

- If a member in any plan administered by VRS (including SPORS or a hazardous duty-position with a political subdivision) is hired into a VaLORS-covered position on or after July 1, 2001, when he retires from his VaLORS-covered position his retirement benefit will be calculated under VaLORS. He will receive a 2.0% multiplier for his hazardous duty service and a 1.7% multiplier for his non-hazardous duty service. He is not eligible for the supplement.

Example: A member is employed as a state police officer and covered under SPORS. The retirement benefits under SPORS provide a 1.85% multiplier with eligibility for the supplement. If he leaves his position as a state police officer and becomes employed in a position covered under VaLORS, his reduced and unreduced retirement eligibility is the same but his multiplier will be 2.0% on all hazardous duty service and a 1.7% multiplier on non-hazardous duty service. He will no longer be eligible for the hazardous duty supplement.

SPORS

SPORS is the retirement system for employees who serve as Virginia State Police officers.

SPORS RETIREMENT ELIGIBILITY

A SPORS member can retire under the following age and service requirements:

Unreduced benefit	Reduced benefit
Age 60 with 5 years of creditable service or Age 50 with 25 years of creditable service	Age 50 with 5 years of creditable service

HAZARDOUS DUTY BENEFITS

To meet the SPORS retirement eligibility requirements, a SPORS-covered member must have at least five years of creditable service earned while:

- A member of SPORS;
- A member of VaLORS;
- A political subdivision hazardous duty VRS member with enhanced benefits; or
- A combination of the three types;

The most recent month of creditable service must have been rendered while a member of SPORS. If a SPORS member does not have five years of hazardous duty service, he must retire under the non-hazardous VRS provisions. In addition, he is not eligible for the hazardous duty supplement.

Note: A SPORS member who was in service in a SPORS, VaLORS, JRS or VRS position on June 30 and July 1, 2002 is not subject to these requirements. A member who was employed in a SPORS, VaLORS, JRS or VRS-covered position on these dates only needs five years of creditable service in any SPORS, VaLORS, JRS or VRS-covered position with the most recent month earned while a member of SPORS; he does not need five years of hazardous duty service.

SPORS MULTIPLIER AND THE HAZARDOUS DUTY SUPPLEMENT

Upon retirement, a SPORS member receives a 1.85% multiplier with eligibility for the hazardous duty supplement. The 1.85% multiplier is applied to all creditable service, including non-hazardous and purchased service.

In order to be eligible for the supplement, a SPORS member must have at least 20 years of hazardous duty service. He is not required to retire from SPORS on an immediate annuity. Instead, he may defer retirement and still receive the supplement as long as he had 20 years of hazardous duty service when he left his position. In addition, SPORS members who meet the service requirement for the supplement prior to moving to a non-hazardous duty position covered under VRS or JRS will retain eligibility for the hazardous duty supplement upon retirement.

A SPORS member with a membership date prior to July 1, 1974 does not have to meet the 20 years of hazardous duty service requirement. However, he must have five or more years of creditable service under SPORS, VaLORS or a hazardous duty position with a political subdivision that has elected to provide enhanced hazardous duty benefits and he must retire on

HAZARDOUS DUTY BENEFITS

an immediate annuity. A member who meets the membership date and creditable service requirements to qualify for the supplement prior to moving to a position covered under VRS or JRS will receive the supplement, provided the member retires from his VRS or JRS-covered position on an immediate annuity.

A SPORS member receives a multiplier of 1.85% on all creditable service in addition to a hazardous duty supplement. He receives the supplement from his retirement date until his normal Social Security retirement age. If he dies before reaching his normal Social Security retirement age, the supplement ends. Survivors do not receive the supplement.

SPORS CERTIFICATION

When a hazardous duty employee retires, current and previous employers may need to certify his hazardous duty service to ensure the correct multiplier and supplement is applied. Employers submit the Certification of Hazardous Duty form (VRS-77) to VRS to complete this process. For more information on types of hazardous duty service that require certification, see the VRS-77.

SPORS DISABILITY BENEFITS

SPORS members hired before January 1, 1999 made an irrevocable choice to elect disability coverage under VSDP or to retain their eligibility for disability retirement. Any employee not participating in VSDP as of October 1, 2002 who made the election to retain eligibility for disability retirement coverage during the election period in 1999 was automatically covered under the program if they did not opt out under VSDP during an election period beginning October 1, 2002. SPORS members hired on or after January 1, 1999 and those hired prior to January 1, 1999 who have incurred a calendar month break in service are covered by VSDP. See the VSDP Chapter of the Employer Manual for more information.

A SPORS member who takes disability retirement is not eligible for the hazardous duty supplement. However, if the SPORS member meets age and service requirements for service retirement as well as eligibility for the supplement, the member may elect to service retire instead of retiring for disability, even if the member is eligible for workers' compensation benefits.

HAZARDOUS DUTY BENEFITS

SPORS MANDATORY RETIREMENT

Some hazardous duty positions have a mandatory retirement age. A SPORS member, except one appointed by the governor, must retire or transfer to a position that is not subject to the age 70 mandatory retirement requirement within 60 days of reaching age 70.

SPORS MEMBERS WHO CHANGE POSITIONS

As the retirement provisions an employee is eligible for are determined based on his covered position, an employee who changes positions becomes subject to the provisions of the position he is transferring into, rather than the job he left.

If a member moves from any plan administered by VRS to SPORS, and retires from SPORS, he receives a 1.85% multiplier on all of his creditable service and is eligible for the hazardous duty supplement.

ELIGIBLE POLITICAL SUBDIVISION HAZARDOUS DUTY EMPLOYEES

Each political subdivision can choose to offer enhanced hazardous duty benefits to employees in certain positions. While most political subdivisions can choose to offer enhanced hazardous duty benefits, certain positions are automatically provided the benefits if the political subdivision participates in VRS.

POLITICAL SUBDIVISION HAZARDOUS DUTY POSITIONS

A political subdivision can elect to offer enhanced hazardous duty benefits to:

- Full-time salaried sworn law enforcement officers;
- Full-time salaried sworn firefighters;
- Full-time salaried sworn emergency medical technicians;

Regardless of the political subdivision's election, the *Code of Virginia* designates certain employees as hazardous duty officers, eligible for enhanced benefits if the employer participates in VRS:

- Full-time salaried sworn sheriffs;
- Full-time salaried sworn deputy sheriffs;
- Full-time salaried superintendents and officers of regional and farm jails;

HAZARDOUS DUTY BENEFITS

POLITICAL SUBDIVISION HAZARDOUS DUTY RETIREMENT ELIGIBILITY

An eligible political subdivision hazardous duty employee covered with enhanced retirement benefits can retire under the following age and service requirements:

Unreduced benefit	Reduced benefit
Age 60 with 5 years of creditable service or Age 50 with 25 years of creditable service	Age 50 with 5 years of creditable service

To meet the retirement eligibility requirements, a hazardous duty-covered member must have at least five years of creditable service earned while:

- A member of SPORS;
- A member of VaLORS;
- A political subdivision hazardous duty VRS member with enhanced benefits; or
- A combination of the three types;

The most recent month of creditable service must have been rendered while a hazardous duty VRS member with enhanced hazardous duty benefits. If a hazardous duty-covered member does not have five years of hazardous duty service, he must retire under the non-hazardous VRS provisions. In addition, he is not eligible for the hazardous duty supplement.

Note: A member who was in service in a SPORS, VaLORS, JRS or VRS position on June 30 and July 1, 2002 is not subject to these requirements. A member who was employed in a SPORS, VaLORS, JRS or VRS-covered position on these dates only needs five years of creditable service in any SPORS, VaLORS, JRS or VRS-covered position with the most recent month earned while an enhanced hazardous duty-covered VRS member; he does not need five years of hazardous duty service.

POLITICAL SUBDIVISION HAZARDOUS DUTY MULTIPLIER AND THE HAZARDOUS DUTY SUPPLEMENT

Upon retirement, an eligible hazardous duty officer from a participating political subdivision that has elected to provide the supplement receives either a 1.7% multiplier or a 1.85% multiplier, depending on the employer's election. Regional jail and jail farm superintendents and sheriffs employed with VRS-participating political subdivisions automatically receive the 1.85% multiplier with eligibility for the supplement, regardless of whether the employer has elected the higher

HAZARDOUS DUTY BENEFITS

multiplier. The multiplier is applied to all creditable service including non-hazardous and purchased service.

In order to be eligible for the supplement, the member must have at least 20 years of hazardous duty service. He is not required to retire from the enhanced hazardous duty-covered position on an immediate annuity. Instead, he will still be eligible for the supplement if he defers retirement, as long as he had 20 years of hazardous duty service when he left his position. In addition, enhanced hazardous duty-covered members who meet the service requirement for the supplement prior to moving to a non-hazardous duty position covered under VRS or JRS will retain eligibility for the hazardous duty supplement upon retirement.

An enhanced hazardous duty-covered member with a membership date prior to July 1, 1974 does not have to meet the 20 years of hazardous duty service requirement, however, he must have five or more years of creditable service under SPORS, VaLORS or in a political subdivision that has elected to provide enhanced hazardous duty benefits. In addition, the member must retire on an immediate annuity. A member who meets the membership date and creditable service requirements to qualify for the supplement prior to moving to a position covered under VRS or JRS will receive the supplement provided the member retires from his VRS or JRS-covered position on an immediate annuity.

Different multipliers and supplements are used for various eligible hazardous duty employees of political subdivisions, based on their positions. The following chart summarizes the multiplier and supplement options for each type of eligible political subdivision hazardous duty employee:

Position	Multiplier	Supplement
Full-time salaried sworn law enforcement officers, firefighters and emergency medical technicians, and regional jail officers	1.7% or 1.85% (employer choice)	Yes or No (employer choice)
Full-time salaried sworn sheriffs	1.85%	Yes
Full-time salaried sworn sheriff's deputies	1.7% or 1.85% (employer choice)	Yes, unless the employer offers a comparable benefit
Full-time salaried jail superintendents	1.85%	Yes

HAZARDOUS DUTY BENEFITS

An eligible political subdivision enhanced hazardous duty-covered member receives the supplement from his retirement date until his normal Social Security retirement age. If he dies before reaching normal Social Security retirement age, the supplement ends. Survivors do not receive the supplement.

POLITICAL SUBDIVISION HAZARDOUS DUTY CERTIFICATION

When a hazardous duty employee retires, current and previous employers may need to certify his hazardous duty service to ensure the correct multiplier and supplement is applied.

Employers submit the Certification of Hazardous Duty form (VRS-77) to VRS to complete this process. For more information on types of hazardous duty service that require certification, see the VRS-77.

POLITICAL SUBDIVISION HAZARDOUS DUTY DISABILITY BENEFITS

An eligible political subdivision hazardous duty employee who takes disability retirement is not eligible for the hazardous duty supplement. However, if the service retirement benefit provides a higher monthly benefit and the member meets age and service requirements for service retirement as well as eligibility for the supplement, he may elect to service retire instead of retiring for disability, even if he is eligible for workers' compensation benefits.

If he has at least five years of hazardous duty service and becomes disabled, his employer can choose to offer him a non-hazardous duty position at a salary equal to or more than that of his previous position. He will continue to receive hazardous duty provisions.

POLITICAL SUBDIVISION HAZARDOUS DUTY MANDATORY RETIREMENT

Some hazardous duty positions have a mandatory retirement age. An eligible political subdivision hazardous duty employee must retire, transfer to a different category or take a non-hazardous duty position within 60 days of reaching age 70.

Mandatory retirement does not apply to:

- Full-time salaried sworn sheriffs;
- Full-time salaried superintendents of regional and farm jails;
- Hazardous duty officers appointed by the governor or elected by the people;

POLITICAL SUBDIVISION HAZARDOUS DUTY EMPLOYEES WHO CHANGE POSITIONS

An employee is eligible for the supplement if he has 20 years in a hazardous duty-covered position that calls for the supplement; he does not need to retire from a hazardous duty position in order to be eligible.

As the retirement provisions an employee is eligible for are determined based on his covered position, an employee who changes positions becomes subject to the provisions of the position he is transferring into, rather than the job he left.

If a member moves from any plan administered by VRS to a political subdivision position with hazardous duty benefits and then he retires from that position, he receives either a 1.7% or a 1.85% multiplier (based on the employer's election) and is eligible for the hazardous duty supplement if the employer elected one.

HAZARDOUS DUTY ALTERNATE OPTION

Political subdivisions that did not adopt VRS hazardous duty benefits can make a one-time irrevocable decision to instead adopt the Hazardous Duty Alternate Option (HDAO).

The HDAO provides Plan 1 age and service provisions for hazardous duty employees who were covered under Plan 2 or the Hybrid Retirement Plan when the HDAO benefit was elected, as well as for any hazardous duty employees hired after the HDAO benefit was elected. Once the political subdivision elects the HDAO, its hazardous duty employees in the Hybrid Retirement Plan instead become members of Plan 2 but receive the same retirement benefits as members of Plan 1.

If a hazardous duty employee leaves an HDAO-covered position for a non-hazardous-duty position, he will be placed in the appropriate retirement plan based on his membership date.

- The member will be in Plan 1 if he was hired or rehired before July 1, 2010, was vested as of January 1, 2013 and has not taken a refund;
- The member will be in Plan 2 if:
 - He was hired or rehired before July 1, 2010, was not vested as of January 1, 2013 and has not taken a refund; or if
 - He was hired or rehired from July 1, 2010 to December 31, 2013 and has not taken a refund;

HAZARDOUS DUTY BENEFITS

- The member will be in the Hybrid Retirement Plan if he was hired or rehired on or after January 1, 2014 and had no creditable service or if he made the election as allowed in 2014;

An HDAO employee can retire with the following age and service requirements:

Unreduced benefit	Reduced benefit
Age 65 with 5 years of creditable service or Age 50 with 30 years of creditable service	Age 55 with 5 years of creditable service or Age 50 with 10 years of creditable service

Note: Some political subdivisions have adopted different age and service requirements. An eligible hazardous duty employee in one of these political subdivisions can retire with an unreduced benefit at age 55 with 30 years of service or he can retire with a reduced benefit at age 55 with 5 years of service.

An HDAO employee receives a multiplier of 1.7% on service earned, purchased or granted before January 1, 2013; and 1.65% on service earned, purchased or granted on or after January 1, 2013.

PURCHASING PRIOR SERVICE CREDIT

The following types of purchased prior service count toward the 20 year requirement for the hazardous duty supplement, or if VaLORS, the 2.0% multiplier:

- Prior service credit for refunded SPORS, VaLORS or enhanced hazardous duty service with a political subdivision or eligible periods of leave while covered under enhanced hazardous duty benefits, SPORS or VaLORS;
- Ported service if the period of time ported to VRS represents service as a sworn law enforcement officer comparably hazardous to that of a state police officer, firefighter, emergency medical technician (EMT) or deputy sheriff; and
- Non-covered service, eligible periods of leave and refund periods representing service with a VRS-participating employer in a hazardous duty position as a sworn law enforcement officer comparably hazardous to that of a state police officer, firefighter, EMT or deputy sheriff provided the employee is later covered under SPORS, VaLORS or enhanced hazardous duty benefits with a political subdivision;

Other types of prior service, such as active duty military service or hazardous duty service with a non-VRS-participating employer, do not count toward eligibility for the supplement.

Note: An employee's prior service will only count toward the supplement if he is in a hazardous duty position when he purchases the service or if he later transfers to a hazardous duty position.

See the Purchase of Prior Service Credit Chapter of the Employer Manual for more information.

HIRING A FORMER HAZARDOUS DUTY EMPLOYEE

When an employee in a hazardous duty-covered position transfers to a non-hazardous duty position, he may retain some of his hazardous duty benefits.

An employee is eligible for the supplement if he has 20 years in a hazardous duty-covered position that calls for the supplement; he does not need to retire from a hazardous duty position in order to be eligible.

- If a member transfers from VaLORS to a non-hazardous duty position with less than 20 years of hazardous duty service, he retires with non-hazardous duty provisions and no supplement;
- If a member transfers from VaLORS to a non-hazardous duty position after 20 or more years of hazardous duty service, he retires with non-hazardous duty provisions but receives the supplement, if he was eligible for one in his VaLORS position;
- If a member transfers from SPORS to a non-hazardous duty position with less than 20 years of hazardous duty service, he retires with non-hazardous duty provisions and no supplement;
- If a member transfers from SPORS to a non-hazardous duty position after 20 or more years of hazardous duty service, he retires with non-hazardous duty provisions but receives the supplement;
- If a VaLORS member with a 2.0% multiplier leaves his position to go to a non-hazardous duty position, he keeps the 2.0% multiplier on his years of VaLORS service;

Example: If a member served 15 years in VaLORS under the 2.0% multiplier provision and then served 10 years in a non-hazardous duty position, and he retires from the non-hazardous duty position, he receives a 2.0% multiplier for the 15 years of VaLORS service and a 1.7% multiplier for the 10 years of non-hazardous duty service.