
There are important updates to your VRS retirement benefits since the last issue of this handbook was published. Refer to this information when reading your handbook. Changes are in bold.

Page 6: Update to the materials you will receive upon the approval of your retirement application.

Once your retirement application is processed, you receive a retirement certificate. Your certificate shows:

- Your retirement date
- Type of retirement, whether service or disability retirement
- Benefit payout option you chose at retirement
- Gross amount of your monthly benefit
- The date you become eligible for a cost-of-living adjustment (COLA)
- Health insurance credit amount, if applicable
- Group life insurance retiree coverage, if applicable

Please keep your certificate and this handbook with your important papers. If you do not have your retirement certificate, call VRS toll-free at 1-888-827-3847 to request a copy.

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.

Page 10: Removal of reference to the retirement certificate.

Is My Retirement Benefit Taxable?
Your retirement benefit is subject to federal income taxes and, if you live in Virginia, state income taxes. If your benefit includes after-tax contributions made to your member contribution account while you were employed, this portion of your benefit will not be taxed again. See your retirement certificate for the amount of your benefit, if any, that is non-taxable.

Page 35: Removal of reference to the retirement certificate in sidebar.

Your Health Insurance Credit Amount
The amount of your health insurance credit and your health insurance premium deduction, if applicable, are reflected in your monthly benefit payment as well as in the retirement certificate you received when you retired. You also can look up your health insurance information in your myVRS online account.
Page 22: Change in Required Minimum Distribution age for defined contribution plan payments from 70½ to 72.

You are required to take your first minimum distributions by April 1 of the calendar year following the later of: 1) the calendar year in which you reach age 70½, or 2) the calendar year in which you terminate employment from the employer sponsoring your plan.

Page 58: Updated Required Minimum Distribution definition.

If you participate in the Commonwealth of Virginia 457 Deferred Compensation Plan, a required minimum distribution will begin if you have not arranged to receive payments from your plan by age 70½ or when you leave a position with an employer providing the plan, whichever is later.

Page 32: Addition of missing word to Advantage 65 description.

- Advantage 65 is the basic medical BCBS and prescription drug plan.

Page 48: Revision to K-12 critical shortage position qualifications.

K-12 Critical Shortage Positions
You may be eligible to teach or serve as a principal or assistant principal in a critical shortage position in a Virginia public school. You do not have to retire as a teacher or school administrator as long as you become licensed by the Virginia Board of Education for the position you will hold. Positions are full time and temporary (non-covered) for the current school year; and if you qualify, you will continue to receive your retirement benefits but you will not earn additional service credit.

To be considered for a K-12 critical shortage position, you must:
- Be retired from a VRS-covered position.
- Be hired by a Virginia public school division to work in a designated teacher critical shortage position.
- Hold a Virginia Board of Education license for the position.
- Have a break in service of at least 12 consecutive months between your retirement date and the date you wish to work in a critical shortage position. This break in service means not working in any full-time, part-time or volunteer temporary position, including coaching and substitute teaching, with any VRS-participating employer, or working for a contractor with any VRS-participating employer.
- Not have retired with a reduced VRS benefit under an early retirement incentive program (ERIP) or with any incentive program that enabled you to retire with a reduced or unreduced benefit.
- Not have retired under the Transitional Benefits Program or the Workforce Transition Act with an enhanced monthly VRS benefit.
Addendum effective July 1, 2020

• Not be on VRS disability retirement.
• Be retired from a VRS-covered position. If you took a refund of your member contributions and interest or deferred retirement, you are not eligible to work in a critical shortage position.
• Not have a pre-arranged commitment, either verbal or written, with the school division before your retirement date.

For more information on critical shortage designations and how to apply, visit the Department of Education website at doe.virginia.gov or contact the school system where you would like to work.


Bus Driver Critical Shortage Positions
You may be eligible to return to work full time as a bus driver in a critical shortage position at a Virginia public school. Positions are full-time and temporary (non-covered) for the current school year. If you qualify, you will continue to receive your retirement benefits but you will not earn additional service credit.

To be considered for a bus driver critical shortage position, you must:
• Be retired from an eligible VRS-covered position. Members of the State Police Officers’ Retirement System, the Virginia Law Officers’ Retirement System and the Judicial Retirement System are not eligible.
• Be hired in a designated bus driver critical shortage position for a Virginia public school division.
• Have a break in service of at least 12 consecutive months between your retirement date and the date you wish to work in a bus driver critical shortage position. This break in service means not working in any full-time, part-time or volunteer position with a VRS-participating employer, or working for a contractor with any VRS-participating employer.
• Not have retired with a reduced VRS benefit under an early retirement incentive program (ERIP).
• Not have retired under the Transitional Benefits Program or the Workforce Transition Act with an enhanced monthly VRS benefit.
• Not be on VRS disability retirement.
• Not have a prearranged commitment, either verbal or written, with the school division before your retirement date.

For more information on critical shortage designations and how to apply, visit the Department of Education website at doe.virginia.gov or contact the school system where you would like to work.


RETIREE SCHOOL SECURITY OFFICER POSITIONS
Retired sworn law-enforcement officers may be eligible to return to work full time as a retiree school security officer at a Virginia public school. Positions are full-time; and if you qualify, you will continue to receive your retirement benefits but you will not earn additional service credit.
To be considered for a retiree school security officer position and continue to receive your retirement benefit, you must:

- Be retired from a sworn law-enforcement officer position covered under VRS.
- Be hired by a Virginia public school division in a retiree school security officer position.
- Have a break in service of at least 12 consecutive months between your retirement date and the date you wish to work in a retiree school security officer position. This break in service means not working in any full-time, part-time or volunteer position with a VRS-participating employer, or working for a contractor with any VRS-participating employer.
- Not have retired with a reduced VRS benefit under an early retirement incentive program (ERIP).
- Not have retired under the Transitional Benefits Program or the Workforce Transition Act with an enhanced monthly VRS benefit.
- Not be on VRS disability retirement.
- Not have a prearranged commitment, either verbal or written, with the school division before your retirement date.

For more information, contact the school division where you would like to work.
Your Retirement Roadmap

For Retirees Under Plan 1 and Plan 2

You are in Plan 1 if your membership date is before July 1, 2010, and you were vested (you had at least five years of service credit) as of January 1, 2013. You are covered under Plan 2 if your membership date is from July 1, 2010, to December 31, 2013, and you have not taken a refund. Additionally, you are covered under Plan 2 if you have a membership date prior to July 1, 2010, but you were not vested before January 1, 2013.

CONTACT VRS

Website: www.varetire.org
Toll-Free: 1-888-827-3847
TDD: 804-289-5919
Email: vrs@varetire.org

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. Go to www.varetire.org for directions to the center and the parking deck; the first hour of parking is free.

VRS Administrative Offices: 1200 East Main Street, Richmond, VA 23219

Mailing Address: P.O. Box 2500, Richmond, VA 23218-2500

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. 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.
Plan: The Virginia Retirement System (VRS) administers defined benefit, defined contribution and hybrid plans qualified under Section 401(a) of the Internal Revenue Code, based on a plan year July 1 to June 30. VRS is governed by the provisions of Title 51.1 of the Code of Virginia. 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 (ORPHE); 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.

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 following individuals currently serve on the Board of Trustees:

- Mitchell L. Nason, Chairman
- Diana F. Cantor, Vice Chairman
- The Honorable J. Brandon Bell, II
- Wallace G. Harris, Ph.D.
- W. Brett Hayes
- William H. Leighty
- O’Kelly E. McWilliams, III
- Joseph W. Montgomery
- Troilen Gainey Seward, Ed.S.

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.

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 www.varetire.org.
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1 Starting Out: The Basics of Your Retirement Benefit

Warsaw, the Northern Neck
Credit: Bill Crabtree Jr., Courtesy Virginia Tourism Corporation
I’ve Just Retired – What Do I Need to Know?

- Expect your first benefit payment on the first of the month after the month you retire.
- You may become eligible for a cost-of-living-adjustment (COLA) after one full calendar year (January 1 to December 31) from your retirement date. For more information, see When Will I Start Receiving a Cost-of-Living Adjustment (COLA)? in this chapter.
- VRS sends you a retirement benefits statement only when there is a change to your net benefit or account, such as when you receive a COLA, when you change your tax withholding or if you change bank accounts.
- Use myVRS at myVRS.varetire.org to confirm your benefit payment amount and the account to which it is deposited each month, as well as to change your tax withholding amounts online. If you have not set up a myVRS account, use the one-time authentication code you received from VRS in the mail, or if you have received at least one monthly benefit payment in retirement, you may enter your net payment amount, to create your online account. If the code has expired, contact VRS at 1-888-827-3847.
- Did you have VRS Group Life Insurance coverage before you retired? If so, a portion of your life insurance continued into retirement. See Chapter 4-Looking Out for Your Passengers: Life Insurance for more information.
- If you wish to designate or change your beneficiary, complete the Designation of Beneficiary (VRS-2) and send it to VRS. Keep a copy for your records. You will not receive a copy or confirmation of receipt.
- If you are eligible for the health insurance credit and VRS is not deducting your premiums from your monthly benefit, submit the Request for Health Insurance Credit (VRS-45) to VRS. The health insurance credit helps with the cost of health insurance premiums. For more information, see Chapter 5-Making the Right Turn: Health Insurance in Retirement.
- If you move, you can change your address through your myVRS online account or send VRS a Name and Address Declaration For Retirees (VRS-58), available online at www.varetire.org.
What Are My Benefits?

Once your retirement application is processed, you receive a retirement certificate. Your certificate shows:

- Your retirement date
- Type of retirement, whether service or disability retirement
- Benefit payout option you chose at retirement
- Gross amount of your monthly benefit
- The date you become eligible for a cost-of-living adjustment (COLA)
- Health insurance credit amount, if applicable
- Group life insurance retiree coverage, if applicable

Please keep your certificate and this handbook with your important papers. If you do not have your retirement certificate, call VRS toll-free at 1-888-827-3847 to request a copy.

Check your benefits online. You can look up your benefit payment amount and other retiree benefits through the secure online myVRS system. See Chapter 2—Roadside Assistance: myVRS for more information about using myVRS.
When Can I Expect My First Benefit Payment?

You receive your first benefit payment on the first of the month after the month you retire. *Example:* If you retired on July 1, your first payment will be August 1. This is your payment for July.

- VRS deposits your monthly benefit payment to the financial institution account you designated when you retired.
- Your payment is deposited on the first day of the month for the preceding month’s benefit.
- If the first day of the month falls on a weekend or holiday, VRS will deposit your payment on the last business day of the preceding month. *Example:* If September 1 is a Saturday, your benefit will be deposited on Friday, August 31.

What to Do if You Change Your Financial Institution Account:

- Complete and submit a new Authorization for Direct Deposit of Monthly Benefit (VRS-57) to VRS as soon as possible. You can:
  - Print this form, fill it out and send it to VRS.
  - Select the fillable form at www.varetire.org, complete it online and then print and sign the form before submitting it to VRS.
  - Call VRS toll-free at 1-888-827-3847 to request the form.

- Make sure you:
  - Provide the name of the financial institution, its location and the type of account.
  - Attach a voided check with your new account information.
  - Mail the form to VRS at P.O. Box 2500, Richmond, VA 23218-2500.

If you change your account, you will receive a retirement benefits statement from VRS showing the effective date of the direct deposit in your new account. Do not close your old account until your direct deposit begins in your new account. You can verify your new deposit information through myVRS (see Chapter 2–Roadside Assistance: myVRS) or by calling your financial institution.

About Benefit Payment Options

You receive your retirement benefit according to the payout option you chose when you applied for retirement.

**Basic Benefit:** Based on your age at retirement, years of service credit and average final compensation.

**Survivor Option:** You are receiving a lower monthly benefit during retirement so that your survivor can receive a monthly benefit after your death.

**Basic Benefit With the Partial Lump-Sum Option Payment (PLOP) or Survivor Option With PLOP:** If you selected the Basic Benefit or the Survivor Option and worked at least one year beyond the date you became eligible for an unreduced retirement benefit, you could choose to receive a one-time Partial Lump-Sum Option Payment (PLOP). This option reduces your monthly benefit.

**Advance Pension Option:** Your monthly benefit was increased temporarily. It will be permanently decreased at the age you selected at retirement, between age 62 and your normal retirement age under Social Security.
When Will I Start Receiving a Cost-of-Living Adjustment (COLA)?

Cost-of-living adjustments (COLAs) allow 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 is 0 percent.

**COLA Effective Dates for Service Retirement**

If you retire with an unreduced benefit or with a reduced benefit with at least 20 years of 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. *Example:* If you retire on November 1, 2019, your first COLA will be effective July 1, 2021, and appear in your August 1, 2021, benefit payment.

If you retire with a reduced benefit with fewer than 20 years of 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. *Example:* If your unreduced retirement eligibility date is October 1, 2022, but you retire on November 1, 2019, and have fewer than 20 years of service credit when you retire, your first COLA will be effective July 1, 2024, and appear in your August 1, 2024, benefit payment.

**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 retire directly from short-term or long-term disability under the Virginia Sickness and Disability Program (VSDP).
- You are involuntarily separated from employment for causes other than job performance or misconduct and are eligible to retire under the Workforce Transition Act or the Transitional Benefits Program.
- You die in service and your survivor or beneficiary is eligible for a monthly death-in-service benefit.
How the COLA Is Calculated

1. The average of the monthly Consumer Price Index for all Urban Consumers (CPI-U) for the most recent calendar year used to determine the VRS COLA is the difference between (i) the average for the calendar year just ended and (ii) the average for the most recent calendar year in which a COLA was paid.

2. This difference is then divided by the CPI-U for the most recent COLA being paid. The result is multiplied by 100 to convert it to a percentage.

**COLA Calculation Under Plan 1**

The COLA is calculated using the first 3 percent increase in the CPI-U and half of any additional increase (up to 4 percent), for a maximum COLA of 5 percent. *Example:* If the CPI-U is 3.57 percent, the COLA will be 3.29 percent: $3\% + \left(\frac{1}{2} \times .57\right) = 3.29\%$.

**COLA Calculation Under Plan 2**

The COLA is calculated using the first 2 percent increase in the CPI-U and half of any additional increase (up to 2 percent), for a maximum COLA of 3 percent. *Example:* If the CPI-U is 3.57 percent, the COLA will be 2.79 percent: $2\% + \left(\frac{1}{2} \times 1.57\%\right) = 2.79\%$.

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

**Will I Receive a Hazardous Duty Supplement?**

The hazardous duty supplement is a dollar amount added to the monthly retirement benefit for eligible members. It continues until your normal retirement age under Social Security.* You qualify for the supplement once you are credited with at least 20 years of eligible hazardous duty service. However, you are not eligible for the supplement if you retire from a VaLORS position with the 2 percent multiplier.
Felony Conviction
If you are convicted of a felony related to your VRS-covered employment, your employer at the time may direct that your employer contributions and related benefits be forfeited. If you have questions, please contact the human resource office of your former employer.

More Information About Taxes

For Virginia tax information, visit the Virginia Department of Taxation at www.tax.virginia.gov or call 804-367-8031. If you live in another state, contact your state’s tax department or agency.

The supplement amount is reviewed every other year. If it is increased, the increase will become effective on July 1 of that year and reflected in the August 1 benefit payment. A notice giving the current supplement amount is available at www.varetire.org.

*If you retire from a VaLORS Plan 1 position with a 1.7 percent multiplier, your supplement continues until age 65.

Is My Retirement Benefit Taxable?
Your retirement benefit is subject to federal income taxes and, if you live in Virginia, state income taxes. If your benefit includes after-tax contributions made to your member contribution account while you were employed, this portion of your benefit will not be taxed again. See your retirement certificate for the amount of your benefit, if any, that is non-taxable.

VRS does not withhold taxes for other states. If you change your primary residence to another state and are having Virginia income taxes withheld, update your tax withholdings as soon as possible.

Changing Your Withholdings Using the Request for Income Tax Withholding (VRS-15)
Obtain the form from the VRS website:
• Go to www.varetire.org. Select the link to Forms on the homepage.
• From the Forms list, select VRS-15 – Request for Income Tax Withholding.
• Select the form.
• Sign and date the form and send it to VRS, P.O. Box 2500, Richmond, VA 23218-2500.
Changing Your Tax Withholdings Through the myVRS Tax Tool

- From your Account Home page, go to Change Tax Withholdings under Manage My Retirement.

- Click “Calculate” to see the resulting estimated tax deductions instantly and compare to your current tax withholdings. If you decide to make a change, submit the change online. A confirmation will be displayed indicating the benefit payment for which the change will be effective.

- Try different withholding combinations under Make your changes here.
Your 1099-R shows:

**Box 1** – Benefits VRS paid to you the previous year. Includes the total of your monthly benefit, any cost-of-living increases and any hazardous duty supplements you were paid.

**Box 2a** – Total taxable amount of your benefit. Equals the amount in Box 1 minus the amount in Box 5.

**Box 4** – Total amount of federal income tax withheld during the previous year based on the total number of exemptions reported on your Request for Income Tax Withholding (VRS-15).

**Box 5** – Amount of your benefit that is not subject to tax. Includes any contributions you made to VRS on which you already paid income taxes. Subtract the amount in Box 2a (taxable amount) from the amount in Box 1 (gross distribution) for the amount shown in this box.

**Box 12** – Total amount of state taxes withheld if you lived in Virginia in the previous year based on the total number of exemptions reported on your Request for Income Tax Withholding (VRS-15).

**Live outside of Virginia?** Contact your state’s taxation agency for more information about completing your state income tax returns. VRS does not deduct taxes for other states.
Your W-2 shows:

Box 1, 3 & 5 – Your imputed income (tax liability for the cost of group life insurance for the amount over $50,000).

Box 12 – A “C” in this box means that funds represent imputed income, such as your life insurance imputed income.

Box 16 – Imputed income (tax liability for the cost of group life insurance for the amount over $50,000).

Box 4 & 6 – Social Security and Medicare taxes withheld year to date.

What Do I Need for My Tax Returns?

Each January, you receive the Internal Revenue Service (IRS) Form 1099-R from VRS showing your benefit payments, taxes withheld and other information for the previous calendar year. You file this form with your federal and state income taxes for your VRS benefits.

Retired on work-related disability? If you are receiving a work-related disability retirement benefit based on the VRS formula amount, you will receive a Form 1099-R each year. If your benefit is based on the work-related guaranteed amount, you will not receive a Form 1099-R; the guaranteed benefit is tax-exempt.
If You Retired as a Public Safety Officer
The federal Healthcare Enhancement for Local Public Safety (HELPS) Retirees Act allows eligible retired public safety officers to exclude a certain amount per year from retirement income used for qualified health insurance premiums or long-term care insurance premiums. Premiums covering yourself as well as your spouse and dependent children may be eligible for this exclusion. You must claim the premium exclusion on your tax return. The 1099-R reflects total taxable income without any adjustment for this benefit. For more information, contact a tax advisor or the IRS toll-free at 1-800-829-1040 or www.irs.gov.

Imputed income. The cost of group life insurance over $50,000 is called imputed income. The IRS considers this amount as income to you and subject to income taxes and FICA (Social Security and Medicare) taxes. If you have VRS group life insurance coverage, VRS automatically withholds FICA taxes and sends you a W-2 form each year showing the amount of FICA taxes withheld and the additional taxable income. You use the W-2 to file federal and, if applicable, state income taxes. As your life insurance coverage reduces, the amount of imputed income also reduces. If your coverage reduces to less than $50,000, these taxes will no longer be withheld. For more information, see Chapter 4–Looking Out for Your Passengers: Life Insurance.

Need tax help? The IRS sponsors programs offering free help in tax preparation for taxpayers age 60 and older and for low-to-moderate income taxpayers who cannot prepare their own tax returns. For more information, call the IRS toll-free at 1-800-829-1040. In addition, the following IRS publications, available at www.irs.gov, focus on managing and filing taxes:

- Publication 907, Tax Highlights for Persons with Disabilities
- Publication 17, Your Federal Income Tax
- Publication 523, Selling Your Home
- Form 1040 (Schedule R), Credit for the Elderly or the Disabled
- Publication 554, Tax Guide for Seniors
- Form W-4P, Withholding Certificate for Pension or Annuity Payments
- Form 1040ES, Estimated Tax for Individuals
Roadside Assistance: myVRS

Downtown Richmond
Credit: Jeffrey Greenberg, Courtesy Virginia Tourism Corporation
myVRS: Helping You Plan for Tomorrow, Today

myVRS provides a secure online account to help you track your benefits in retirement. Through myVRS (myVRS.varetire.org), you can view the amount of your monthly benefit payment, when and where it was deposited and other current information about your VRS benefits. You can also update your address and phone number, change your tax withholdings, print your income verification, and review your health insurance credit, health insurance premium, and your VRS Group Life Insurance coverage, if applicable.

From the home page, Your Retirement at a Glance provides:

- **Last Payment Date and Net Monthly Benefit Payment.** Shows current payment information. Under Detailed Payment Information, you can view your net and gross payment amounts for the month and year, your financial institution information and your health insurance credit amount, if you are eligible, for the month and year. Follow the Direct Deposit Schedule to see the direct deposit dates for the year.
• **Retirement Information Summary.** Reflects the selections you made at retirement, including your retirement date, VRS plan type, retirement type (service or disability) and your age at retirement.

• **Your Payment Destination.** Shows the financial institution and address where your benefit payment is deposited, and the last four digits of your account number. You can change your direct deposit account by following the link for the Authorization for Direct Deposit of Monthly Benefit (VRS-57).

### Quickly Find Information You Need

Links on every page help you navigate efficiently:

**Update My Profile.** Make changes to your address, phone number, username and password.

**Print your income verification.** Lenders often require proof of income. The details of your most recent benefit payment are included on the printed letter.

**View your federal and state tax information.** Keep track of the amount of federal and state income taxes withheld and your exemption selections.

**Change Withholdings.** Use the built-in calculator to enter different withholding amounts, review the impact on your monthly benefit amount, and then submit any withholding changes online.

**Review Your Cost-of-Living Adjustments.** View cost-of-living adjustments (COLAs) for the current year and the last five years. Keep in mind that COLAs have a delayed effective date, based on when you retire and your years of service.

**Review Your Health Insurance Information.** If applicable, view the name of your plan, date of coverage and the premium amount.

**Review Your Health Insurance Credit Information.** If you are eligible to receive the health insurance credit, see the amount you are receiving and the maximum health insurance credit for which you are eligible.

**Review Your Life Insurance Information.** View the amount of your current basic life insurance coverage, if covered under the VRS Group Life Insurance Program and track how and when your life insurance coverage reduces.
**Take Advantage of Educational Tips**

myVRS also offers counseling information tailored to your needs, helpful guidance on your benefits and tips for getting the most out of your retirement, including practical pointers on managing your finances and using VRS resources.

**Accessing myVRS**

Your myVRS account moves with you from active member to retiree. If you registered for myVRS while working, you keep the same account when you retire. When you log into your account after applying for retirement, a banner at the top of the page will confirm that VRS has received your retirement application.

You will continue to see your member information until you receive your first benefit payment. Once VRS has issued your first benefit payment, the information in your myVRS account will switch from active member information to retiree information.

If you did not have a myVRS member account before retiring:

Go to myVRS.varetire.org/register and follow the on-screen instructions. You will need to verify your identity when logging into myVRS as a retiree.

To verify your identity, use one of the following:

- **Net Benefit Payment Amount** If you have received at least one monthly benefit payment in retirement, you may enter your net payment amount. Find this amount by referring to the most recent statement of benefits you received in the mail from VRS or by checking the VRS deposit amount on your most recent bank statement or online banking account.

- **myVRS Access Code** If you retired within the last 90 days, you can use the one-time authentication code you received in the mail from VRS.

If you cannot access your myVRS account using one of these methods, you need to answer a set of security questions to confirm your identity. The information you provide is never shared outside of this verification process. After you complete your initial login, you will need only your user ID and password for future access.
Security and Privacy in myVRS

VRS is committed to protecting the security and privacy of your information. Before you are allowed access to your account as a retiree, you must authenticate your identity. You set up your own username and password, which you use each time you log into myVRS. No one but you has access to your myVRS account; never give anyone your username and password.

VRS does not sell your information to anyone. Information is shared only with third-party administrators authorized to help coordinate benefits and services for VRS members, retirees and beneficiaries.

Tips to Protect Your Identity:

• Do not close your browser to log out of myVRS. Always select Log-out from the top right corner of the page.

• Never send personal or confidential information through email, even when you are logged into your online account. VRS will send only non-confidential replies.

• Avoid using the same password for myVRS that you use to access other secure systems, such as your online bank account.

• Change your password regularly.

• Store printed copies of your online account securely.

• Never use publicly shared computers to access secure systems.

Security Best Practice: Claim Your myVRS Account

VRS takes many measures every day to keep your information secure. You can help by registering for myVRS, completing the identity-verification steps and then establishing a password-protected account. Verifying your myVRS account helps prevent someone else from attempting to lay claim to the account fraudulently. If you already have a myVRS account, log-in regularly and keep your password up to date.
Help in Paying for the Trip: Social Security and Deferred Compensation Plans

The Marine Corps War Memorial (also called the Iwo Jima Memorial) located outside the walls of Arlington National Cemetery

Credit: Virginia Tourism Corporation
What Other Retirement Income Do I Have?

As a retiree under VRS, you are eligible for Social Security. And, if you contributed to a supplemental retirement plan while you were an active member, such as the Commonwealth of Virginia 457 Deferred Compensation and Cash Match Plans, you can receive distributions (payments) from your account.

This chapter provides an overview of Social Security and the Commonwealth’s 457 Plan. If you have other retirement accounts, such as an Individual Retirement Account (IRA), a 403(b) plan or another employer-sponsored supplemental plan, contact your plan provider or former employer for more information about distributions under these plans.

Social Security

You are eligible for a full Social Security benefit in addition to your VRS retirement benefit when you reach your normal Social Security retirement age. The amount of your Social Security benefit is based on lifetime earnings and how many years you worked.

Are you ready to apply for Social Security? Go to www.socialsecurity.gov for more information, including an online application form. Also, take advantage of Social Security’s online retirement planner and retirement estimator for estimates based on your actual Social Security earnings record. The Social Security website also provides publications of interest to retirees, such as How To Apply Online For Retirement Benefits (05-10523), How Work Affects Your Benefits (05-10069) and Retirement Information For Medicare Beneficiaries (05-10529).

Need more help? Call the Social Security Administration toll-free at 1-800-772-1213 or contact your local Social Security Administration office.
Commonwealth of Virginia 457
Deferred Compensation and Cash Match Plans

If you participated in the Commonwealth’s 457 Plan, upon retirement your options for your account balance were:

- Request a payment (distribution) from your plan.
- Leave your money in your account and continue to manage your investments. Your pre-tax 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’s 457 Plan unless you return to salaried or wage employment with an employer that offers the plan.
- Use your cash match plan to consolidate your retirement funds from other qualified employer plans or Individual Retirement Accounts (IRAs).
- Roll over money from your 457 Plan or cash match account to another qualified employer plan or IRA.
- Purchase an annuity with all or a portion of your account balance. Your plan offers an annuity product through MetLife.

You are required to take your first minimum distributions by April 1 of the calendar year following the later of: 1) the calendar year in which you reach age 70½, or 2) the calendar year in which you terminate employment from the employer sponsoring your plan.

Your 457 Deferred Compensation online account, available at www.varetire.org/457, provides an overview of your account, including a history of your transactions and investment information. If you do not have a 457 Plan online account, call 1-877-327-5261. Press 1 to speak with an Investor Services Representative, weekdays 8:30 a.m. – 9 p.m. Press 2 to speak with a Defined Contribution Plans Retirement Specialist or reach the Virginia Service Center, weekdays 8:30 a.m. – 5 p.m.
Are My Distributions Taxable?

Distributions from your Commonwealth of Virginia 457 Plan pre-tax account are subject to a 20 percent federal income tax withholding unless you elect a direct rollover of the entire amount to an eligible retirement plan, such as a 401(a), 401(k), 403(b), governmental 457(b) or IRA that accepts such rollovers.

State income taxes will be withheld from your distributions if you live in a state that taxes income. You may elect to have an additional amount withheld to cover any tax liability you may have.

Distributions that you receive from your Roth contributions and any earnings on those may be withdrawn tax free if you meet the following requirements:

- 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.
- At least age 59½, permanently disabled or the assets are being paid to your beneficiaries following your death.

**Note:** You can request separate distributions from your pre-tax account and your Roth after-tax account.

For additional distribution information, visit www.varetire.org/457.

What Happens to My Deferred Compensation Plan Account Upon My Death?

Upon your death, your account balance will be paid to the beneficiary you designated for your account.

**Who is my beneficiary?** Update your current beneficiary through your online Account Access with ICMA-RC. Current beneficiaries also appear on the quarterly statement as a reference for members.
4 Looking Out for Your Passengers: Life Insurance

Peaks of Otter, Blue Ridge Parkway in the Blue Ridge Mountains
Credit: Virginia Tourism Corporation
If you had basic group life insurance through the VRS Group Life Insurance Program when you were working, you have basic group life coverage in retirement.

**Basic Group Life Insurance**

**Life Insurance Benefit**

Your life insurance benefit is equal to your compensation at retirement, rounded to the next highest thousand and then doubled. If you retired with 20 or more years of service credit, the benefit will be based on your highest compensation as a covered employee, even if your final salary at retirement was lower. This benefit is payable if you die of natural or accidental causes. The provisions allowing for double the natural death benefit for accidental death or dismemberment ended at retirement.

**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 coverage to use for any purpose. Your beneficiary or survivor will receive any amount remaining upon your death.

**Life Insurance Coverage Reduction**

**Life Insurance Coverage in Retirement.** Your coverage begins to reduce on January 1 following one calendar year after your employment ends. 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 reduction rate is 25 percent each January 1 until it reaches 25 percent of the total life insurance benefit value at retirement.

If you have at least 30 years of creditable service, 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.
<table>
<thead>
<tr>
<th>When</th>
<th>The Value of Your Life Insurance</th>
<th>EXAMPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>You retire or defer retirement</td>
<td>Your life insurance benefit is equal to your creditable compensation, rounded to the next highest thousand and then doubled</td>
<td>You retired on July 1, 2019. Your compensation at retirement was $49,780; for your life insurance coverage, that amount is rounded to $50,000 then doubled to equal $100,000</td>
</tr>
<tr>
<td>On January 1 following one calendar year after your employment ends (January through December)</td>
<td>Your life insurance coverage reduces 25 percent</td>
<td>On January 1, 2021, your life insurance coverage reduces to $75,000</td>
</tr>
<tr>
<td>On January 1 following two calendar years after your employment ends (January through December)</td>
<td>Your life insurance coverage reduces another 25 percent</td>
<td>On January 1, 2022, your life insurance coverage reduces to $50,000</td>
</tr>
<tr>
<td>On January 1 following three calendar years after your employment ends (January through December)</td>
<td>Your life insurance coverage reduces a final 25 percent and remains at that value for the rest of your retirement</td>
<td>Your final reduction will be on January 1, 2023, and your coverage will remain at $25,000* for the rest of your retirement</td>
</tr>
</tbody>
</table>

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

Did you retire on disability? If you retired on disability and had VRS life insurance when you retired, your coverage will begin to reduce by 25 percent beginning on January 1 following one full calendar year from the month you reach your normal retirement age under your plan. It continues to reduce by 25 percent each January 1 until it reaches 25 percent of its original value. Example: If your normal retirement age under Social Security is 66 and you turn age 66 on October 21, 2019, your first 25 percent reduction will occur on January 1, 2021.

Note: For Plan 1 members of VaLORS, SPORS or employees of a political subdivision covered under hazardous duty benefits, reduction begins at age 65. If you are a Plan 2 member, the reduction begins at Social Security retirement age.

If you have at least 30 years of creditable service, 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.
Optional Group Life Insurance

If you continued your optional life insurance coverage into retirement, amounts begin to reduce by 25 percent based on your age, beginning with your normal retirement age under your plan. Coverage ends at age 80. The maximum amount of optional group life insurance coverage in retirement is $300,000. If you continued your optional life coverage, your plan pays a benefit to your beneficiary if you die of natural or accidental causes. For more information about your optional coverage, contact Securian Financial toll-free at 1-800-441-2258. You must have elected to continue your coverage within 31 days of the last day of the month in which you left your position.

Additional Information About Your Life Insurance

Irrevocable assignment. You own your rights in your group life insurance coverage. You may transfer your ownership rights to another living person or entity. 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 1-800-441-2258 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.

Child support liens. The Department of Social Services may file child support liens against proceeds payable under the Group Life Insurance Program. VRS is required to pay life insurance proceeds to the Department of Social Services to satisfy any outstanding child support obligations at your death. These payments are deducted from the life insurance benefit before it is paid to your beneficiary.

Who Is My Beneficiary?

You can designate or change your beneficiary for life insurance benefits as well as any member contributions and interest remaining in your member contribution account upon your death. To name or change your beneficiary, complete the Designation of Beneficiary (VRS-2). Keep a copy of the form for your records. You will not receive a copy or confirmation of receipt.

If you were enrolled in the Optional Group Life Insurance Program, you may continue a portion of your coverage upon leaving employment. You, as well as your spouse and dependent children, must have been continuously covered during the 60 months before you leave employment. If you are not eligible to continue coverage, you can convert your coverage to an individual policy within 31 days of the last day of the month in which you leave your position.
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 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 you can name a different primary beneficiary for each benefit.

Contingent beneficiaries. 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.

Keeping your beneficiary designation current. VRS is required by law to pay benefits according to the latest beneficiary designation in your VRS record. Review your beneficiary designation after a personal milestone, such as a change in marital status. To change your beneficiary, submit a new Designation of Beneficiary (VRS-2) to VRS as soon as possible. If you cannot remember your designation, submit a new VRS-2 or write to Securian Financial, P.O. Box 1193, Richmond, VA 23218-1193. Neither Securian Financial nor VRS can provide your designation over the phone.

If there is no beneficiary designation. If there is no valid beneficiary designation on file, or your 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.
Making the Right Turn: Health Insurance in Retirement

The Emancipation Oak, Hampton University
Credit: Bill Crabtree, Jr., Courtesy Virginia Tourism Corporation
Do I Have Health Insurance?

If you retired as a teacher or a political subdivision employee, your former employer may have offered a retiree health insurance program. If so, and if you enrolled in the program, VRS may be deducting your premiums from your benefit payment. Some employers have arranged with VRS to deduct the health insurance premiums. Contact your former employer for more information about your coverage, including coverage for your survivors.

If you retired as a state employee, you had the option of enrolling in the State Retiree Health Benefits Program administered by the Department of Human Resource Management (DHRM). If you elected this option, your premiums are being deducted from your monthly benefit payment. If your monthly benefit is not enough to cover the premiums, you are billed directly by the health insurance company.

If you enrolled your survivors (a spouse and dependent children) in the State Retiree Health Benefits Program, your survivors may elect to continue coverage within 60 days of your death as long as they were covered when you died.

If you chose the Survivor Option at retirement and did not enroll your spouse or dependent children, they may enroll in the program within 60 days of your death. To enroll, they need to complete a State Health Benefits Program Enrollment Form For Retirees, Survivors And LTD Participants (T-20879). In completing the form, they should follow the directions for a new VRS retiree or survivor.

You can cancel your coverage at any time by submitting the State Health Benefits Program Enrollment Form For Retirees, Survivors And LTD Participants (T-20879), to VRS, P.O. Box 2500, Richmond, VA 23218-2500, or by sending a written request to VRS. The form is available on the VRS website at www.varetire.org. 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 retirement date to enroll in the program, provided you do not defer your subsequent retirement.

**What Are My Medicare Benefits and When Am I Eligible?**

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 monthly premiums. 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. You can apply online at www.medicare.gov or call toll-free 1-800-633-4227 for assistance. If you are receiving Social Security benefits, you do not need to apply. You will be enrolled automatically when you qualify. The premiums will be deducted from your Social Security benefit.

Once Medicare coverage goes into effect, this will become your primary health care insurer. You may go to any physician, hospital or health care facility that accepts Medicare. You will pay a deductible and then Medicare will pay its share of your health care expenses and supplies. If you have other health insurance coverage, this will be your secondary insurer covering its share of covered expenses.

After you apply for Medicare, you will receive a red, white and blue Medicare card. Present your Medicare card and your card for other retiree health insurance, if applicable, when seeking health care services. If you are in a Medicare-coordinating plan, such as Advantage 65 for state retirees, also present this card.

**Advantage 65 for State Retirees**

Advantage 65 is a Medicare-coordinating program for state retirees enrolled in the State Retiree Health Benefits Program. This plan supplements Medicare benefits through medical and prescription drug coverage administered by Anthem Blue Cross and Blue Shield (BCBS).
If you have coverage under the State Retiree Health Benefits Program, you will receive a courtesy notification from VRS within 45 to 60 days before your 65th birthday reminding you to apply for Medicare and enroll in one of the following Advantage 65 plans:

- **Advantage 65** is the basic medical BCBS prescription drug plan.
- **Advantage 65 with Dental/Vision** adds dental and vision benefits to Advantage 65 and includes prescription drug coverage.
- **Advantage 65 Medical Only** provides the basic medical BCBS coverage. It does not include prescription drug coverage.
- **Advantage 65 Medical Only with Dental/Vision** adds dental and vision benefits to Advantage 65 Medical Only. It does not include prescription drug coverage.

To enroll yourself or eligible dependents, submit the Retiree Enrollment/Waiver form you will receive with your notification from VRS. Or you can enroll online through the Department of Human Resource Management (DHRM) Employee Direct at www.dhrm.virginia.gov.

**Help With the Cost of Health Insurance Premiums: Health Insurance Credit**

The health insurance credit is a tax-free benefit that reimburses you for a portion of health insurance premiums you pay for single coverage, excluding any portion of the premiums covering a spouse or dependents. The credit is a dollar amount set by the General Assembly for each year of service credit at retirement. The health insurance credit ends upon your death and cannot exceed the amount of your individual health insurance premiums for single coverage. The credit is applied to your retirement benefit payment. If you do not receive a monthly retirement benefit payment, VRS will send you a check each month for the health insurance credit amount.
You are eligible if you retired with at least 15 years of service credit as a:

- State employee;
- Teacher or administrative school employee;
- General registrar or employee of a general registrar;
- Constitutional officer or employee of a constitutional office;
- Local social service employee; or
- Employee of a political subdivision that elected to offer the health insurance credit to its retirees.

### Health Insurance Credit Dollar Amounts

<table>
<thead>
<tr>
<th>EMPLOYEE TYPE</th>
<th>Amount per Year of Service</th>
<th>Maximum Credit per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>State employees</td>
<td>$4.00</td>
<td>No Cap</td>
</tr>
<tr>
<td>Teachers and school administrators</td>
<td>$4.00</td>
<td>No Cap</td>
</tr>
<tr>
<td>General registrars and their employees, constitutional officers and their employees and local social service employees</td>
<td>$1.50</td>
<td>$45.00</td>
</tr>
<tr>
<td>General registrars and their employees, constitutional officers and their employees and local social service employees if the political subdivision has elected the $1.00 enhancement</td>
<td>$2.50</td>
<td>$75.00</td>
</tr>
<tr>
<td>Other political subdivision employees if the employer has elected to provide the health insurance credit</td>
<td>$1.50</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

### Qualifying health plans

- Individual health plans
- Coverage as a dependent on a spouse’s plan
- Employer-sponsored health plans, including the State Retiree Health Benefits Program
- Medicare Part B
- Dental and vision plans
- Prescription drug plans, including Medicare Part D

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If You Are Covered Under Your Spouse’s Health Insurance Plan

Your health insurance credit is based on your portion of the health insurance premium. Your spouse’s health insurance provider can give you the premium amount represented by your coverage.
The following are examples of plans **not** eligible for the health insurance credit:

- Coverage for specific diseases or procedures to treat a specific illness, such as cancer insurance
- Hospital or other indemnity policies
- Limited benefit plans, which offer coverage for only particular health care conditions or diseases, and do not replace traditional health insurance
- Plans covering home health care
- Long-term care insurance
- Long-term disability insurance
- Life insurance
- Network discount programs or policies, such as pharmacy discount programs
- Policies that include non-healthcare coverage, such as an auto club membership that includes a prescription discount program
- Non Insurance Healthcare Sharing Plans or Programs

What if I’m Not Receiving the Health Insurance Credit?

If you were eligible for the health insurance credit when you retired and VRS is deducting retiree health insurance premiums from your monthly benefit, the health insurance credit is being applied automatically to your benefit payment. The amount of the credit and your health insurance premium deduction are reflected in your monthly benefit payment. You also can look it up in your myVRS retire online account. Your benefit payment summary is displayed when you log in. Select Show Payment Details under your gross monthly defined benefit amount. For more information about myVRS, see Chapter 2-Roadside Assistance: myVRS.

If VRS is not deducting your health insurance premiums and you are eligible for the credit but not receiving it, send a Request for Health Insurance Credit (VRS-45) to VRS. If you have Medicare coverage, include the effective date of your Medicare Part B coverage and the premium amount you pay each month for health insurance on the VRS-45. If you have health, dental, vision or prescription drug insurance,
complete Part B of the VRS-45. If you have more than one health insurance policy, provide the additional policy information in Part C of the form.

The form is available on the VRS website at www.varetire.org. Or call VRS to request the form. Allow approximately 45 to 60 days for your request for the health insurance credit to be processed.

**Annual Health Insurance Credit Notice**

If you receive the health insurance credit, VRS will send you an annual Health Insurance Credit Notice reminding you to verify and update your health insurance information, if necessary. This will ensure you are receiving the proper credit amount in a timely manner and are not at risk for overpayments. For any premiums VRS is not deducting from your monthly benefit payment, report a change or cancellation by submitting a Request for Health Insurance Credit (VRS-45) to VRS.

More information about the health insurance credit is available at www.varetire.org. Select the Retirees homepage and then Insurance in Retirement.
Down the Road: Long-Term Care
Add to Your Financial Security Through Long-Term Care

Most health insurance plans don’t cover long-term care services such as nursing home care or in-home health care. Long-term care insurance can help protect your retirement income against the rising cost of long-term care.

Virginia Sickness and Disability Program Long-Term Care Plan (State Retirees)

If you retired as a state employee and had coverage under the Virginia Sickness and Disability Program (VSDP), you had the option to continue your coverage under the VSDP Long-Term Care Plan into retirement. VRS has contracted with the Long Term Care Group, Inc. to coordinate benefits and claims under the program. If you continued your coverage, you are paying the premiums directly to the Long Term Care Group, Inc.

Qualifying for Benefits

You are eligible for benefits if a licensed healthcare professional certifies that:

- You are unable to perform at least two of six activities of daily living; or
- You have a severe cognitive impairment, such as Alzheimer’s disease, requiring substantial supervision.

The maximum daily benefit amount is $96 with a lifetime maximum of $70,080. Benefits are payable 90 calendar days after your licensed healthcare professional certifies that you qualify for long-term care benefits.

How to File a Claim

Contact the Long Term Care Group, Inc. within 60 days of when your licensed health care practitioner certifies that you are eligible for benefits. A family member or friend may call on your behalf:

   Long Term Care Group, Inc.
   P.O. Box 64011
   St. Paul, MN 55164-0011
   Toll-free: 1-800-761-4057

Six Activities of Daily Living

- Bathing
- Transferring, such as getting in and out of bed
- Dressing
- Toileting (using the bathroom)
- Continence
- Eating (ability to feed oneself)

For information on covered services, see the Virginia Sickness and Disability Handbook.
Commonwealth of Virginia (COV) Voluntary Group Long-Term Care Insurance Program

As a VRS retiree, you are eligible to enroll in the Commonwealth of Virginia (COV) Group Voluntary Group Long-Term Care Insurance Program. You can apply for the program at any time, provided you are age 75 or under.* Your spouse or surviving spouse age 75 or under may also apply. Genworth Life Insurance Co., the insurer for the program, requires medical underwriting (proof of good health).

Other program features:

• 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.

For more information about the program, contact Genworth toll-free at 1-866-859-6060 or visit www.genworth.com/cov.

* Enrollment begins September 16, 2019, with policies effective December 1, 2019.
Detours: When Things Change

Assateague Island National Seashore, Eastern Shore
Credit: Bill Crabtree, Jr., Courtesy Virginia Tourism Corporation
What if I Need to Change My Survivor Option?

The benefit payout option you elected at retirement is irrevocable, except for the Survivor Option under some circumstances. If you chose the Survivor Option at retirement, you may be able to 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.

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.

What Happens if I Divorce?

If you divorce, your VRS benefit 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 retirement benefit by the court. VRS implements the court decision when it receives a certified copy of an Approved Domestic Relations Order (ADRO).
The court, not VRS, decides whether to divide your retirement benefit and how it is to be divided, provided the order is in compliance with the provisions of the Code of Virginia regarding payment of benefits or distributions from a member contribution account. Your attorney should provide VRS a draft domestic relations order before filing it with the court to ensure the language conforms to VRS’ requirements. Your attorney can obtain guidelines at www.varetire.org/ador.

When the ADRO is on file, VRS notifies you and your former spouse by letter of the monthly amount your former spouse will receive. VRS processes the monthly payment as ordered in the ADRO. Your former spouse is required to complete withholding forms, and the appropriate taxes are withheld each month.

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

Other attachments. The Code of Virginia allows other attachments to your VRS benefit. Examples include Internal Revenue Service tax levies, debt to an employer and child support or other marital rights as stated in an ADRO.

What Should I Do if I Can’t Take Care of My Affairs?

VRS Durable Power of Attorney (VRS-901)

The VRS Durable Power of Attorney (VRS-901) allows you to name a person as your agent to take actions on your behalf in the event you no longer can handle your own affairs. Your agent can:

• Name or update your beneficiary or survivor.
• Request information about your benefits.
• Take other actions, such as setting up direct deposit, submitting a change of address or filing your tax withholdings.
• Create or change rights of survivorship. This means that if you elected the Survivor Option and your survivor dies or you divorce, your agent could name a new survivor or authorize a change to the Basic Benefit Option.
• Delegate authority granted under the power of attorney. This means that your agent could appoint another person as power of attorney.
Authorization to Discuss VRS Account Information (VRS-900)
The VRS-900 allows you to name one or more individuals to speak to a VRS representative about your VRS benefits and account information. It does not allow individuals to take actions on your behalf.

If you would like the agent you name in the VRS-901 to speak with VRS about your information, you do not need to file a VRS-900; the VRS-901 extends that authority to your agent. If you would like someone other than your agent to have this authority, complete the Authorization to Discuss VRS Account Information (VRS-900) and submit it to VRS.

When to Name a Power of Attorney

Consider naming a power of attorney when you are not incapacitated. If you should become incapacitated, VRS will have your information on file and can work with your designated agent. You do not have to be incapacitated to have your agent handle your affairs. However, VRS must have the VRS-901 on file designating the individual you wish to act as your agent.

The authority granted by the VRS-901 is limited to matters relating to your VRS record. The agent you designate on the VRS-901 will not have authority over matters outside of VRS. You may submit any valid durable power of attorney drafted by your legal counsel to VRS at P.O. Box 2500, Richmond, VA 23218-2500.

What Should My Loved Ones Do When I Die?

VRS has contracted with Securian Financial as the insurer for the Group Life Insurance Program. Your loved one should call Securian Financial toll-free at 1-800-441-2258 or write to Securian Financial at P.O. Box 1193, Richmond, VA 23218-1193 to report your death. The person who calls Securian Financial will need:

- Your full name, Social Security number and date of death as well as a mailing address where claim information can be sent
- Original or certified copy of the death certificate
- Original or certified letter of qualification issued by the Circuit Court if benefits are to be paid to an estate
- Copies of trust agreement establishing a trust and appointment of individual trustee if benefits are to be paid to a trust
- Copy of guardianship appointment for the minor child’s estate if benefits are to be paid to a minor child
- Copy of power-of-attorney document if benefits are to be paid to a non-minor beneficiary who has a designated attorney-in-fact to handle his or her affairs. Note: This is a different document than the VRS Durable Power of Attorney (VRS-901).
Securian Financial can initiate VRS benefit claims and will provide information to VRS for processing any benefits due, such as:

- Life insurance benefits
- Payment of any remaining member contributions in your VRS member contribution account or a monthly benefit to your named survivor if you elected the Survivor Option at retirement
- Payment from your Commonwealth of Virginia 457 Deferred Compensation Plan if you participated in this plan
- Health insurance benefits for your eligible dependents if you are a state retiree, if applicable.

**What Happens to My Member Contribution Account When I Die?**

If you did not elect the Survivor Option when you retired, your beneficiary is eligible for a lump-sum payment of any member contributions and interest remaining in your member contribution account upon your death in addition to VRS life insurance benefits, if applicable. However, there may be no contributions left in your account. When you retire, your benefit is paid first from your member contribution account. If you elected the Partial Lump-Sum Option Payment (PLOP), the PLOP also is paid from your account. After your funds have been paid out, your benefit is paid from employer contributions and investment earnings.

If you elected the Survivor Option, your survivor will receive a monthly benefit upon your death in the amount you designated at retirement instead of a lump-sum payment of any contributions remaining in your account. That is because your member contributions help fund your survivor’s benefit.
Further Travels: Working After Retirement

Breaks Interstate Park, Geological Trail
Credit: Courtesy Sarah Hauser, Virginia Tourism Corporation
Working After Retirement

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, your retirement benefits will stop and you will become an active member. See “If You Return to Work in a VRS-Covered Position.”

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 do not take the break in service, your retirement is void and any benefit payments received will have to be repaid.

Under some circumstances, you can continue to receive your retirement benefits while working in a non-covered position with a VRS-participating employer. If you work for the employer from which you retired, you must have a bona fide break in service.

Retired on Disability?

If you are retired on disability and accept a position with any non-VRS or VRS-participating employer that requires the same or similar duties as those you performed in your previous position, your disability retirement benefits will end.

If you return to covered employment with a VRS-participating employer, your disability benefits will stop and you will become an active member, regardless of your new duties. When you retire again, you will retire under service retirement. The period of time you were retired on disability will be included in the calculation of your service retirement benefit. If you wish to retire on disability again, you must reapply by submitting all required disability retirement forms and documents. Your application will be evaluated under the medical review process based on the duties of your new position, even if they are the same as or similar to those you performed when you previously retired on disability.
Returning to Non-Covered Employment

If you return to non-covered employment with the employer from which you retired, you must have a bona fide break in service to continue receiving retirement benefits. The Commonwealth of Virginia, including all state agencies and public colleges and universities, is considered one employer. School divisions and political subdivisions are considered separate employers.

*Example:* You have just started your retirement after 30 years with the Virginia Department of Transportation (VDOT). If James Madison University offers you a part-time position, you will be required to have a break in service of at least one full calendar month from your retirement date to continue receiving your benefits. James Madison and VDOT are part of the same employer, the Commonwealth of Virginia. However, if the City of Harrisonburg offers you a part-time position, no break in service will be required. The city is a separate employer.

Full-Time and Part-Time Employment

If you want to work for a VRS-participating employer and continue to receive your retirement benefits, you must work 80 percent or less of the hours required of a full-time employee in the same or a comparable covered position. If you work in more than one part-time position and continue to receive your retirement benefits, the total number of hours for all positions cannot exceed a part-time schedule.

Employers, not VRS, classify positions as full time or part time and define the hours applicable to each classification, according to the following guidelines:

- Full-time employment is typically considered to be 40 hours a week. Thirty-two hours is the usual minimum number for a full-time position.
- Part-time employment is typically 80 percent or less of a comparable full-time position. Note that some permanent part-time state positions are paid on a salaried basis and are considered covered positions providing eligibility for benefits.
- Some full-time positions may be considered non-covered if they are temporary and require 80 percent or less of the hours per year that would be considered full-time and permanent for that position.
**Interim appointments.** In some cases, retirees can work in an interim position for up to six months without interruption in retirement benefits. Examples include working in a vacant position while the employer recruits for a full-time permanent employee or while the incumbent is on leave. If you are considering an interim appointment, your employer must discuss the appointment with VRS before hiring you in the position. If you return to the employer from which you retired, you also must have a bona fide break in service.

### Teaching While Retired

You may work in a non-covered part-time teaching position with your former school division, or an adjunct teaching position with a public college or university and continue to receive your retirement benefits, provided you have a bona fide break in service of at least one full calendar month from your retirement date over a period you normally would work. This includes teachers who retired under an early retirement incentive program (ERIP). Periods of leave with or without pay, including educational leave and sabbaticals, as well as intersession periods do not count toward satisfying the bona fide break in service. If you were on a nine-, 10- or 11-month contract, summer breaks also do not satisfy this requirement.

**Examples:**

- You were on a nine-month contract for the period August 1 to May 31, and you retired at the end of your contract. If you wish to return to part-time employment with your employer, the months of June, July and August will not count toward satisfying the bona fide break in service. To continue receiving your retirement benefits, the earliest you could return to work would be October 1.
- You were on a 10-month contract for the period August 20 to June 15, and you retired at the end of your contract. If you wish to return to part-time employment with your employer, the months of July and August will not count toward satisfying the bona fide break in service. To continue receiving your retirement benefits, the earliest you could return to work would be October 1.

If you are a retired teacher or faculty member and want to teach while you are retired, contact your former human resource office to determine
the earliest you could return to a non-covered part-time teaching position without interrupting your retirement benefits. If you return to any position covered under VRS, whether or not it is a teaching or faculty position, your retirement benefits will stop and you will become an active member. See “If You Return to Work in a VRS-Covered Position” on the next page.

K-12 Critical Shortage Positions

You may be eligible to teach or serve as a principal or assistant principal in a designated critical shortage position for a Virginia public school. You do not have to be a retired teacher or school administrator as long as you become licensed by the Virginia Board of Education for the position you will hold. Positions are full time and temporary (non-covered) for the current school year. If you qualify, you will continue to receive your retirement benefits but you will not earn additional service credit.

To be considered for a K-12 critical shortage position, you must:

• Work in a designated critical shortage position.
• Hold a Virginia Board of Education license for the position.
• Have a break in service of at least 12 consecutive months between your retirement date and the date you wish to work in a critical shortage position. This break means not working in any full-time, part-time or temporary position, including coaching and substitute teaching, with any VRS-participating employer, or working for a contractor for any VRS-participating employer.
• Not have retired with a reduced VRS benefit under an early retirement incentive program (ERIP) or with any incentive program that enabled you to retire with a reduced or unreduced benefit.
• Not be on VRS disability retirement.
• Be retired from a VRS-covered position. If you took a refund of your member contributions and interest or deferred retirement, you are not eligible to work in a critical shortage position.
• Not have a pre-arranged commitment, either verbal or written, with the school division before your retirement date.

For more information on critical shortage designations and how to apply, visit the Department of Education online at www.doe.virginia.gov or contact the school system where you would like to work.
If You Return to Work in a VRS-Covered Position

If you decide to go back to work in a covered position with a VRS-participating employer, you will be rehired under Plan 1 or Plan 2 according to the plan under which you retired.

Once you are reemployed in a covered position, your retirement benefits must stop effective with the date of your new position. To avoid overpayment of the retirement benefit, your new employer should notify VRS of your return to work as soon as possible.

Upon reemployment in a covered position, you will resume earning service credit toward your next retirement. Your subsequent benefit calculation will include the additional service credit as well as any increase in your average final compensation. In many cases, that will result in a higher subsequent benefit than your current benefit amount. However, depending on your circumstances, your next benefit may actually be less.

Examples:

- Any cost-of-living adjustments (COLAs) you are receiving with your current benefit will not resume when you retire again. As a result, your subsequent benefit may be less than your current benefit amount, especially if you have been receiving the COLA for several years. The COLA will be calculated as if you are retiring for the first time. For more information about the COLA, see Chapter 1-Starting Out: The Basics of Your Retirement Benefit.
- If you retired under a severance benefits program administered by VRS, you will lose any additional retirement credits used to calculate your current benefit upon subsequent retirement. This may affect whether or not your next benefit is less than your current benefit amount.
Life Insurance and Disability Coverage Upon Reemployment

Basic group life insurance:

- If you have retiree coverage under the VRS Group Life Insurance Program and return to an employer that participates in the program, you will resume active member coverage for basic life insurance benefits. The amount of coverage will be based on your creditable compensation upon reemployment or, if you have 20 or more years of service credit, your highest creditable compensation as a covered employee.
- If you have retiree coverage and return to an employer that does not participate in the VRS Group Life Insurance Program, you will continue your retiree coverage at the level to which it had reduced before reemployment.

Optional group life insurance:

- If you return to an employer that participates in the group life insurance program, you can apply for the Optional Group Life Insurance Program for yourself as well as a spouse or dependent children upon reemployment. You will pay the premiums.
- If you elected optional life insurance with your previous position and continued your coverage into retirement, this coverage will not continue if you return to covered employment with an employer that participates in the VRS Group Life Insurance Program. You must re-apply to have optional life coverage again as an active member. However, if you converted your previous coverage to an individual policy, you may continue your policy as well as re-apply for coverage as an active member if you wish.

Disability coverage:

- If you return to covered employment with the Commonwealth of Virginia, you will be enrolled automatically in the Virginia Sickness and Disability Program (VSDP). You will be required to satisfy eligibility periods for non-work related disability coverage and certain income replacement levels. For program details, refer to the *Virginia Sickness and Disability Program Handbook for State Employees*, available on the VRS website at www.varetire.org.
If you return to covered employment with a school division or a VRS-participating political subdivision, you will be eligible to be considered for disability retirement if you have a medical condition that prevents you from performing your job and it is likely to be permanent. For program details, refer to the VRS *Disability Retirement Handbook for Members*, available at www.varetire.org.

**Deferred Compensation Plan**

If you return to covered state employment, you will be automatically enrolled in the Commonwealth of Virginia 457 Deferred Compensation Plan within 90 days of reemployment unless you are already a participant, you self-enroll, you contributed to a 403(b) plan offered by your employer or you opt-out of automatic participation. If you have an account balance, you may resume your contributions by logging into your account at www.varetire.org/457. You will be eligible for an employer cash match through the Virginia Cash Match Plan. The amount will be equal to 50 percent of your contributions, not to exceed $20 per pay period.

**School division and political subdivision employees.** Your employer may offer the Commonwealth’s 457 Plan and Virginia Cash Match Plan, a 403(b) plan or another supplemental savings plan. Contact your human resource office for more information about your savings opportunities. Your employer also may provide automatic enrollment in these plans upon employment.

**Retired Faculty Returning to Covered Employment**

**If You Are Retired Under the ORPHE**

If you left employment when you were covered under the Optional Retirement Plan for Higher Education (ORPHE) and return to a faculty position at another Virginia public institution of higher education without a bona fide break in service, you will remain covered under the ORPHE or the optional retirement plan offered by the institution. If you have a bona fide break in service, you may choose between the ORPHE and the VRS defined benefit plan.
Your ORPHE distributions will stop if you return to VRS- or ORP-covered employment, unless you elected to purchase an annuity with your ORPHE account balance. In this case, your annuity payments will continue even if you return to a VRS- or ORPHE-covered position.

If You Are Retired Under the VRS Defined Benefit Plan

If you are retired under the VRS defined benefit plan and return to a permanent, salaried full-time or part-time faculty position, you may continue in the defined benefit plan under Plan 1 or Plan 2, according to the plan under which you retired, or you may elect the ORPHE. You are eligible for this election whether or not you have a bona fide break in service.

If You Return to a Non-Faculty Position

If you return to a non-faculty position covered under VRS or to the State Police Officers’ Retirement System (SPORS), the Virginia Law Officers’ Retirement System (VaLORS) or the Judicial Retirement System (JRS), you will come under the provisions of the defined benefit plan for retirement and other benefits. If you are retired under the ORPHE and return to a non-faculty covered position, you will not be eligible to take a distribution from your ORPHE account while you are employed. However, you can continue to manage your investments.

What Happens When I Retire Again?

If you are working in a covered position from having previously retired under VRS, your next retirement benefit will be recalculated to include the additional service credit earned in your current position as well as any changes in your average final compensation.

Workforce Transition Act and Return to Work

If you retired under a severance benefits program administered by VRS, and return to work in a VRS-covered position, your severance benefit will stop. When you retire again, you will lose any additional retirement credits used to calculate your benefit. This may affect whether or not your next benefit is less than your current benefit amount.
Hazardous Duty Enhanced Benefits and Return to Work

If you retire with an enhanced benefit from a position covered by VRS, SPORS or VaLORS and return to covered employment with any VRS-participating employer in any capacity, your retirement benefit will be determined based on the plan you are covered under at the time of your subsequent retirement. This may result in the loss of enhanced hazardous duty retirement benefits.

Applying for Subsequent Retirement

You must submit a new Application for Service Retirement (VRS-5) and other required forms and documents and elect the same benefit payout option you elected previously. If you elected the Partial Lump-Sum Option Payment (PLOP) for your previous retirement, you will not receive another PLOP; your subsequent benefit also will be adjusted for the payment of your first PLOP. If you elected the Advance Pension Option, your subsequent benefit calculation will be adjusted for the temporary increase in your previous benefit.

Cost-of-Living Adjustment (COLA)

Any cost-of-living adjustments (COLAs) you were receiving with your previous retirement benefit will not resume when you retire again. If you are eligible for a COLA, it will be calculated as if you are retiring for the first time. For more information about the COLA, see Chapter 1-Starting Out: The Basics of Your Retirement Benefit.

Retired on Disability?

If you retired on disability and returned to covered employment, you will retire under service retirement when you retire again. The period of time you were retired on disability will be included in the calculation of your service retirement benefit. If you return to a covered position that does not provide eligibility for the Virginia Sickness and Disability Program (VSDP) and wish to retire on disability again, you must resubmit all required forms and documents for disability retirement and be evaluated again under the medical review process for your new position.
Frequently Used Terms

Rockingham County
Credit: Bill Crabtree Jr., Courtesy Virginia Tourism Corporation
<table>
<thead>
<tr>
<th><strong>Active Member</strong></th>
<th>You are an active member if you are working in a covered position with an employer that participates in the Virginia Retirement System (VRS).</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Active Service</strong></td>
<td>Active service is the number of years you worked in a covered position. While you were an active member, you earned one month of service credit for each month you were employed (“in service”).</td>
</tr>
<tr>
<td><strong>Advance Pension Option</strong></td>
<td>The Advance Pension Option is one of the benefit payout options available at retirement. Under this option, retirees can temporarily increase their monthly benefit amount until an age they select, between age 62 and their normal retirement age under Social Security. At that point, the benefit is permanently reduced.</td>
</tr>
<tr>
<td><strong>Approved Domestic Relations Order (ADRO)</strong></td>
<td>An Approved Domestic Relations Order (ADRO) is a court order related to marital property rights and other attachments to your benefit, such as child support at the time of divorce. If you divorce, your VRS benefit may be regarded as marital property in a property settlement.</td>
</tr>
<tr>
<td><strong>Average Final Compensation</strong></td>
<td>Average final compensation is one of the factors used to calculate your retirement benefit. If you retired under Plan 1, it was the average of your 36 consecutive months of highest creditable compensation as a covered employee. If you retired under Plan 2, it was the average of your 60 consecutive months of highest creditable compensation as a covered employee.</td>
</tr>
<tr>
<td><strong>Basic Benefit</strong></td>
<td>Your Basic Benefit was calculated based on a formula using your average final compensation, a retirement multiplier and your total service credit at retirement. You could elect the Basic Benefit, the Basic Benefit with the Partial Lump-Sum Option (PLOP) or another payout option when you applied for retirement.</td>
</tr>
<tr>
<td><strong>Beneficiary</strong></td>
<td>Your beneficiary is eligible for a payment of any funds remaining in your member contribution account and any life insurance benefits you may have upon your death. You may designate a beneficiary or beneficiaries on the Designation of Beneficiary (VRS-2). If you elected the Survivor Option, your survivor will receive a monthly benefit instead of a lump-sum payment of any contributions remaining in your account at the time of your death.</td>
</tr>
<tr>
<td><strong>Benefit Payout Options</strong></td>
<td>The retirement benefit payout options are the Basic Benefit, Survivor Option, Basic Benefit With Partial Lump-Sum Option Payment (PLOP), Survivor Option With PLOP and Advance Pension Option. <strong>The option you elected at retirement is irrevocable.</strong> That means you cannot change it, except for the Survivor Option under some circumstances.</td>
</tr>
<tr>
<td><strong>Bona Fide Break in Service</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Child Support Liens</strong></td>
<td>The Department of Social Services may file child support liens against proceeds payable under the VRS Group Life Insurance Program. VRS is required to pay life insurance proceeds to the Department of Social Services to satisfy any outstanding child support obligations at your death.</td>
</tr>
<tr>
<td><strong>Compensation</strong></td>
<td>Compensation is the salary that your former employer reported to VRS while you were an active member. Compensation for reporting purposes did not include payments for overtime, temporary employment, extra duties or other additional payments you may have received.</td>
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<tr>
<td><strong>Consumer Price Index for all Urban Consumers</strong></td>
<td>The cost-of-living adjustment (COLA) is based on 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.</td>
</tr>
<tr>
<td><strong>Cost-of-Living Adjustment</strong></td>
<td>A cost-of-living adjustment (COLA) is an annual increase in your retirement benefit based on the Consumer Price Index for all Urban Consumers.</td>
</tr>
<tr>
<td><strong>Covered Employment</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Deferred Member</strong></td>
<td>You are considered a deferred member if you have left covered employment but have not withdrawn your member contributions and interest and have service credit in VRS or are maintaining an account balance in a Virginia optional retirement plan.</td>
</tr>
<tr>
<td><strong>Direct Deposit</strong></td>
<td>When you applied for retirement, you included the Authorization for Direct Deposit of Monthly Benefit (VRS-57), which designated the financial institution account where VRS deposits your monthly retirement benefit payment. If your account changes, use the VRS-57 to notify VRS of where to begin depositing your benefit.</td>
</tr>
<tr>
<td><strong>Form 1099-R</strong></td>
<td>You receive a 1099-R from VRS each January for the previous year’s benefit payments and tax withholding. You file this form with your income tax returns.</td>
</tr>
<tr>
<td><strong>Full-Time Employment</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Hazardous Duty Supplement</strong></td>
<td>The hazardous duty supplement is a dollar amount added to the monthly retirement benefit for eligible members. It continues until your normal retirement age under Social Security.* You qualify for the supplement once you are credited with at least 20 years of eligible hazardous duty service. However, you are not eligible for the supplement if you retire from a VaLORS position with the 2 percent multiplier. *If you retire from a VaLORS Plan 1 position with a 1.7 percent multiplier, your supplement continues until age 65.</td>
</tr>
<tr>
<td><strong>Imputed Income</strong></td>
<td>Imputed income is 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. VRS deducts FICA taxes and reports taxable or imputed income for as long as your group life insurance exceeds $50,000.</td>
</tr>
<tr>
<td><strong>Irrevocable Assignment</strong></td>
<td>Irrevocable assignment means assigning your ownership rights in your life insurance coverage to another person. You cannot change this assignment once it is made.</td>
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<tr>
<td><strong>Non-Covered Employment</strong></td>
<td>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 percent 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 percent or less of the hours per year that would be considered full-time and permanent for that position. Note that some part-time permanent salaried state positions are covered under VRS.</td>
</tr>
<tr>
<td><strong>Normal Retirement Age</strong></td>
<td>Normal retirement age under the VRS Plan 1 is age 65. Normal retirement age under the VRS Plan 2 is your normal Social Security retirement age. Normal retirement age for members of SPORS and VaLORS, and for political subdivision employees eligible for enhanced hazardous duty coverage, is age 60.</td>
</tr>
<tr>
<td><strong>Order of Precedence</strong></td>
<td>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 on the Designation of Beneficiary (VRS-2). You can elect the order of precedence on the VRS-2 instead of naming a beneficiary.</td>
</tr>
<tr>
<td><strong>Partial Lump-Sum Option Payment</strong></td>
<td>If you selected the Basic Benefit or the Survivor Option and worked at least one year beyond the date you became eligible for an unreduced retirement benefit, you could choose to receive a one-time Partial Lump-Sum Option Payment (PLOP). This option reduces your monthly benefit.</td>
</tr>
<tr>
<td><strong>Part-Time Employment</strong></td>
<td>Part-time employment is typically 80 percent or less of full-time employment. Employers, not VRS, classify positions as full time or part time and define the hours applicable to each classification.</td>
</tr>
<tr>
<td><strong>Plan 1</strong></td>
<td>You are covered under Plan 1 if your membership date is prior to July 1, 2010, and you were vested before January 1, 2013, and have not taken a refund. You are covered under Optional Retirement Plan 1 if you have an ORP membership date before July 1, 2010. If you have a pre-July 1, 2010, ORP account balance and moved to a defined benefit plan, you must have any combination of VRS creditable service and/or ORP participation that totals five years as of January 1, 2013, to be considered a Plan 1 member.</td>
</tr>
<tr>
<td><strong>Plan 2</strong></td>
<td>You are covered under Plan 2 if your membership date is from July 1, 2010, to December 31, 2013, and you have not taken a refund. Additionally, you are covered under Plan 2 if you have a membership date prior to July 1, 2010, but you were not vested before January 1, 2013. You are covered under Optional Retirement Plan 2 if you have an ORP membership date on or after July 1, 2010. If you were a member covered under VaLORS, SPORS or VRS with enhanced hazardous duty benefits or the hazardous duty alternate option, and your membership date is on or after July 1, 2010, you are in Plan 2, even if your membership date is after December 31, 2013.</td>
</tr>
<tr>
<td><strong>Plan Provisions</strong></td>
<td>Plan provisions are the requirements that govern the plans or programs under which you were covered as an active member based on your position of employment.</td>
</tr>
<tr>
<td><strong>Power of Attorney</strong></td>
<td>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).</td>
</tr>
<tr>
<td><strong>Refund</strong></td>
<td>A refund is a lump-sum payment of your member contribution account balance. If you left covered employment before you were eligible for retirement and took a refund, it cancelled your membership and eligibility for any future benefits.</td>
</tr>
<tr>
<td><strong>Required Minimum Distribution</strong></td>
<td>If you participate in the Commonwealth of Virginia 457 Deferred Compensation Plan, a required minimum distribution will begin if you have not arranged to receive payments from your plan by age 70½ or when you leave a position with an employer providing the plan, whichever is later.</td>
</tr>
<tr>
<td><strong>Retiree</strong></td>
<td>You are a retiree if you are no longer employed in a covered position and are receiving a monthly retirement benefit from VRS.</td>
</tr>
<tr>
<td><strong>Retirement Date</strong></td>
<td>Retirement is effective on the first of the month following the date you leave your position.</td>
</tr>
<tr>
<td><strong>Retirement Multiplier</strong></td>
<td>Under the VRS Plan 1, the retirement multiplier is 1.7 percent for service and disability retirement. Under the VRS Plan 2, the retirement multiplier is 1.65 percent for service retirement for service earned, purchased or granted on or after January 1, 2013. Service earned, purchased or granted before this date comes under the 1.7 percent multiplier. For disability retirement under the VRS Plan 2, the multiplier is 1.65 percent on all service, regardless of when it was earned, purchased or granted. Under SPORS, and for sheriffs and regional jail superintendents, the multiplier is 1.85 percent. Under VaLORS, the multiplier is 2.0 percent. For all other political subdivision hazardous duty employees, the retirement multiplier is 1.7 percent, unless the employer elected the 1.85 percent multiplier for these employees.</td>
</tr>
<tr>
<td><strong>Rollover</strong></td>
<td>A rollover is a contribution of a pre-tax lump-sum payment, such as a Partial Lump-Sum Option Payment (PLOP) or payment to your beneficiary upon your death in retirement, 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.</td>
</tr>
<tr>
<td><strong>Service Retirement</strong></td>
<td>Service retirement is another term for regular retirement.</td>
</tr>
<tr>
<td><strong>Survivor Option</strong></td>
<td>The Survivor Option is one of the benefit payout options available at retirement. You could select the Survivor Option or the Survivor Option with the Partial Lump-Sum Option (PLOP), if eligible. Under this option, a retiree elects to continue a monthly benefit to a survivor or survivors upon the retiree’s death. This option reduces the monthly benefit. If you elected this option, you can change your survivor or revert to the Basic Benefit under some circumstances. You will be allowed to change your survivor only once.</td>
</tr>
<tr>
<td><strong>Vesting</strong></td>
<td>Vesting is one of the eligibility requirements for retirement. As an active member, you became vested when you had five years 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.</td>
</tr>
</tbody>
</table>
VRS website: www.varetire.org
- myVRS, a secure online system providing access to your retiree information
- Retiree benefit information, publications and forms

Retiree Forms
All the forms you need in retirement are online at www.varetire.org. You can fill them out online or print them and fill them out manually. You also can request a form from VRS. Call toll-free 1-800-827-3847:
- Designation of Beneficiary (VRS-2)
- Request for Income Tax Withholding (VRS-15)
- Request for Health Insurance Credit (VRS-45)
- Authorization for Direct Deposit of Monthly Benefit (VRS-57)
- Name and Address Declaration for Retirees (VRS-58)
- Authorization to Discuss VRS Account Information (VRS-900)
- VRS Durable Power of Attorney (VRS-901)
- State Health Benefits Program Enrollment Form for Retirees, Survivors and LTD Participants (T-20879) (The forms include: Department of Human Resource Management form for state employees)
- Authorization of Coverage Retention for the Long Term Care Plan (VSDP or VLDP) (VRS-170)

VRS Benefit Contacts
- Group Life Insurance Program: Securian Financial, 1-800-441-2258. Information on life insurance coverage if you are covered under the VRS Group Life Insurance Program.
- Virginia Sickness and Disability Program (VSDP) Long-Term Care Plan (State Employees): Long Term Care Group, Inc., 1-800-761-4057. If you are covered under the program and need services, contact the Long Term Care Group, Inc. to file a claim.
Health Benefits

- Anthem Blue Cross/Blue Shield (state employees): 1-800-552-2682; www.anthem.com. Information about health insurance coverage if you are a state retiree and elected the State Retiree Health Benefits Program.

Social Security

- Social Security Administration: 1-800-772-1213; www.socialsecurity.gov. Information on benefits and applying for Social Security or disability insurance benefits online.

Taxes


Other Agencies and Organizations

- Administration on Aging: www.aoa.gov. Connects you to services that help you maintain health and independence.
- Benefits Checkup: www.benefitscheckup.org. This service of the National Council on Aging helps you find federal, state, local or private programs that help pay for prescription drugs, utility bills, meals, health care and other needs.
- Center for Medical Advocacy (CMA): www.medicareadvocacy.org. This organization advocates for Medicare and educates Medicare participants.
- Road Scholar: 1-800-454-5768; www.roadscholar.org. Connections to educational travel around the world.
- Virginia Division for the Aging: 1-800-552-3402; www.vda.virginia.gov. Works with local Area Agencies on Aging and other public and private organizations to help older Virginians find services and information.
Want to learn more about your retiree benefits?
Meet with a 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 center is open Monday through Friday, 8:30 a.m. – 4 p.m. Go to www.varetire.org for directions to the center and the parking deck; the first hour of parking is free.

For Deferred Compensation Plan Regional Education Meetings, visit www.varetire.org/457 and select Education.