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Hazardous Duty Benefits

The *Code of Virginia* designates the positions eligible for hazardous duty benefits.

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

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

Employees in positions covered with hazardous duty benefits may be eligible for an increased multiplier and/or the hazardous duty supplement upon retirement. For retirees who meet certain requirements, the hazardous duty supplement is a dollar amount added to the monthly retirement benefit. The supplement is not available to all hazardous duty positions. See the [Virginia Line of Duty Act website](#), or the [hazardous duty section](#) of the VRS employer website for more information.

VaLORS

VaLORS members include Capitol Police officers, campus police officers, conservation police officers of the Department of Wildlife Resources, Virginia Alcoholic Beverage Control Authority special agents, Virginia Cannabis Control Authority special agents, marine resources officers, state correctional officers, state juvenile correctional officers, state parole officers, and commercial vehicle enforcement officers employed by the Virginia Department of State Police.



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

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

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

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



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VaLORS Retirement Eligibility

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

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

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

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

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



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

VaLORS Multiplier and Supplement

Upon retirement, a VaLORS member receives either a 2.0% multiplier with no supplement or a 1.7% multiplier with eligibility for the hazardous duty supplement. A member in a VaLORS-covered position on June 30 and July 1, 2001 could have elected either a 2.0% multiplier with no supplement, or a 1.7% multiplier with a supplement.

The following members are eligible to receive the 2.0% multiplier with no supplement:

- An employee hired into a VaLORS-covered position on or after July 1, 2001;
- An employee who was in a VaLORS-covered position on June 30 and July 1, 2001 who elected the 2.0% multiplier with no supplement; or
- An employee who was in a VaLORS-covered position on June 30 and July 1, 2001 who did not elect the 2.0% multiplier with no supplement, but who has incurred a calendar month break in VaLORS-covered employment.

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Members who are covered with the 2.0% multiplier will have that multiplier applied to their hazardous duty creditable service and a 1.7% multiplier applied to their non-hazardous duty creditable service. They are not eligible for a supplement.

In order to be eligible for the supplement, VaLORS members covered with the 1.7% multiplier with the supplement must have at least 20 years of hazardous duty service. They are not required to retire from VaLORS on an immediate annuity. Instead, they may defer retirement and still receive the supplement as long as they had 20 years of hazardous duty service when they left their positions.

VaLORS members covered with the 1.7% multiplier who meet the service requirement for the supplement prior to moving to a non-hazardous duty position covered under VRS or JRS will retain eligibility for the hazardous duty supplement upon retirement.

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

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

Eligible VaLORS members receive the supplement from their retirement date until age 65. If a member dies before reaching age 65, the supplement stops. Survivors do not receive the supplement.

VaLORS Certification

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

VaLORS Disability Benefits

VaLORS members hired before January 1, 1999 made an irrevocable choice to elect

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

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

VaLORS Mandatory Retirement

VaLORS members are not subject to a mandatory retirement age.

VaLORS Members Who Change Positions

The retirement provisions an employee is eligible for are determined based on the current covered position, therefore employees who change positions become subject to the provisions of the position they are transferring into, rather than the job they left. Employers should instruct employees to contact VRS directly with questions regarding their specific situations.

See the chart below for members who move into VaLORS positions.

The Member Elected a 1.7% Multiplier in 2001

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

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



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The Member Elected a 2.0% Multiplier in 2001

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

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



The Member Is Hired into VaLORS on or after July 1, 2001

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

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



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SPORS

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

SPORS Retirement Eligibility

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

Unreduced Benefit

Age 60 with 5 years of creditable service
or
Age 50 with 25 years of creditable service

Reduced Benefit

Age 50 with 5 years of creditable service

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



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

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



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

SPORS Multiplier and Supplement

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

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

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

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

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SPORS Certification

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

SPORS Disability Benefits

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

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

SPORS Mandatory Retirement

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

SPORS Members Who Change Positions

The retirement provisions an employee is eligible for are determined based on the current covered position, therefore employees who change positions becomes subject to the provisions of the position they are transferring into, rather than the job they left. Members who move from any plan administered by VRS to SPORS, and who retire from SPORS, receive a 1.85% multiplier on all of their creditable service and are eligible for the hazardous duty supplement.

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Political Subdivision Employees

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

Political Subdivision Hazardous Duty Positions

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

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

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

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

Political Subdivision Retirement Eligibility

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

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

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

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

The most recent month of creditable service must have been rendered while the employee was a hazardous duty VRS member with enhanced hazardous duty benefits.

A hazardous duty-covered member who does not have five years of hazardous duty service must retire under the non-hazardous VRS provisions. In addition, the member is

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not eligible for the hazardous duty supplement.



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

Political Subdivision Multiplier and Supplement

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

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

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

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

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

Eligible political subdivision enhanced hazardous duty-covered members receive the supplement from their retirement date until normal Social Security retirement age. If a member dies before reaching normal Social Security retirement age, the supplement ends. Survivors do not receive the supplement.

Political Subdivision Certification

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

Political Subdivision Disability Benefits

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

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

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Political Subdivision Mandatory Retirement

Some hazardous duty positions have a mandatory retirement age. An eligible political subdivision hazardous duty employee must retire, transfer to a different category or take a non-hazardous duty position within 60 days of reaching age 70. Mandatory retirement does not apply to:

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

Political Subdivision Employees Who Change Positions

Employees are eligible for the supplement if they have 20 years in a hazardous duty-covered position that calls for the supplement; they do not need to retire from a hazardous duty position in order to be eligible. The retirement provisions an employee is eligible for are determined based on their current covered position, therefore an employee who changes positions becomes subject to the provisions of the position they are transferring into, rather than the job they left. If a member moves from any plan administered by VRS to a political subdivision position with hazardous duty benefits and then retires from that position, the member receives either a 1.7% or a 1.85% multiplier (based on the employer's election) and is eligible for the hazardous duty supplement if the employer elected one.

Hazardous Duty Alternate Option

Political subdivisions that did not adopt VRS hazardous duty benefits can make a one-time irrevocable decision to instead adopt the Hazardous Duty Alternate Option (HDAO). The HDAO provides Plan 1 age and service provisions for hazardous duty employees who were covered under Plan 2 or the Hybrid plan when the HDAO benefit was elected, as well as for any hazardous duty employees hired after the HDAO benefit was elected. Once the political subdivision elects the HDAO, its hazardous duty employees in the Hybrid plan instead become members of Plan 2 but receive the same retirement benefits as members of Plan 1.

Hazardous duty employees who leave an HDAO-covered position for a non-hazardous-duty position will be placed in the appropriate retirement plan based on their membership date.

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- Members will be in Plan 1 if they were hired or rehired before July 1, 2010, were vested as of January 1, 2013 and have not taken a refund;
- Members will be in Plan 2 if:
 - They were hired or rehired before July 1, 2010, were not vested as of January 1, 2013 and have not taken a refund; or if
 - They were hired or rehired from July 1, 2010 to December 31, 2013 and have not taken a refund;
- Members will be in the Hybrid plan if they were hired or rehired on or after January 1, 2014 and had no creditable service or if they made the election as allowed in 2014.

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

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



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

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

Purchasing Prior Service Credit

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

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

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

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SPORS

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In addition, the purchase of prior service counts towards the 20-year requirement for the hazardous duty supplement if ALL of the following criteria are met:

- The member was employed in a hazardous duty position by a political subdivision of the Commonwealth that was a non-VRS-participating employer at the time the service was rendered; AND
- The member was not eligible to port their service from the non-VRS-covered employer to a VRS-covered employer under the terms of a portability agreement; AND
- Subsequent to the time that the member’s service was rendered and prior to the member’s retirement date, the non-VRS-participating employer elected to join VRS and the member was not employed by the non-VRS-participating employer on the date the election became effective; AND
- The non-VRS-participating employer certifies that the member served in a hazardous duty position; AND
- The member’s retirement date is on or after May 1, 2024.

See the [Purchase of Prior Service Credit chapter](#) of the Employer Manual for details.



Employees’ prior service will only count toward the supplement if they are in a hazardous duty position when they purchase the service or if they later transfer to a hazardous duty position.

Hiring a Former Hazardous Duty Employee

An employee in a hazardous duty-covered position who transfers to a non-hazardous duty position may retain some hazardous duty benefits. Employees are eligible for the supplement if they have 20 years in a hazardous duty-covered position that calls for the supplement; they do not need to retire from a hazardous duty position in order to be eligible.

The following list is an overview of hazardous duty transfers. For detailed explanations, see the [Hazardous Duty Transfers job aid](#).

- Members who transfer from VaLORS to a non-hazardous duty position with less than 20 years of hazardous duty service retire with non-hazardous duty provisions and no supplement;
- Members who transfer from VaLORS to a non-hazardous duty position after 20 or more years of hazardous duty service retire with non-hazardous duty provisions but receive the supplement if they were eligible for one in their VaLORS position;
- Members who transfer from SPORS to a non-hazardous duty position with less than 20 years of hazardous duty service retire with non-hazardous duty provisions and no supplement;
- Members who transfer from SPORS to a non-hazardous duty position after 20 or more years of hazardous duty service retire with non-hazardous duty provisions but receive the supplement;

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- VaLORS members with a 2.0% multiplier who leave their position for a non-hazardous duty position keep the 2.0% multiplier on their years of VaLORS service.



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

School Security Officers

A member who retired under VaLORS, SPORS or as an eligible sworn law enforcement officer may return to work as a retiree school security officer in a Virginia local school division.

An eligible retiree employed in a retiree school security officer position must complete a [Certification of Eligibility for Retiree School Security Officers \(VRS-160C\)](#) at the time of employment and must resubmit the form each school year the retiree works in that position. The employer must certify the form and send it to VRS. Both the retiree and the employer must certify that the retiree:

- Does not have a pre-arranged commitment, either verbal or written, with the school division before the retirement date;
- Has a bona fide break in service of at least 6 consecutive months between retirement for service as a sworn law-enforcement officer and employment as a retiree school security officer. This break in service means not working in any full-time or part-time position with a VRS-participating employer, or working for a contractor with any VRS-participating employer;
- Did not retire with a reduced VRS benefit under any early retirement program;
- Did not retire under the Workforce Transition Act of 1995 or the Transitional Benefits Program with an enhanced VRS benefit;
- Is not on VRS disability retirement.

If the retiree elects to continue receiving benefits while employed as a retiree school security officer, the retiree school security officer service and compensation will not impact retirement benefits. However, the hiring school board is required to submit the employer contribution to VRS based on the retiree school security officer's annual salary. Retiree school security officers are not eligible for the Virginia Cash Match Plan.

For details about enrolling a retiree school security officer, see the [Hiring and Reporting School Resource Officers or School Security Officers job aid](#) or the [Hiring VRS Retirees page](#) on the VRS employer website.

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