

Hazardous Duty Transfers

Moving into, out of and between hazardous duty plans

Introduction:

A member who is eligible for hazardous duty benefits as an employee covered by the Virginia Law Officers Retirement System (VaLORS), enhanced benefits for eligible political subdivision hazardous duty employees, or the State Police Officers Retirement System (SPORS), may move to a non-hazardous duty or hazardous duty covered position with the same or different VRS-covered employer. In this case, the employee will come under the plan provisions of the new position for retirement.

If the employee takes a refund and returns to work in a non-hazardous duty position with no service credit in VRS, the employee will be rehired in the Hybrid Retirement Plan. If the employee takes a refund and is rehired in a position covered by VaLORS, enhanced hazardous benefits for eligible political subdivision hazardous duty employees, or SPORS, they will be covered under the applicable Plan 2. This job aid explains the changes that will occur to the retirement benefit. The hazardous duty benefits described assume the employee meets the requirement that at least five years of service be earned while covered under SPORS, VaLORS or with the enhanced benefits for political subdivision employees.

Note: This job aid is not meant to cover every possible situation but is a general guide for employment changes when there is no break in service. If multiple employers, plans, rehire dates, and/or service purchases are involved, it is recommended that the employee see the [Hazardous Duty Benefits Frequently Asked Questions](#) or the [Hazardous Duty Retirement Multiplier Chart](#); or [contact VRS](#) for a thorough review of the record/benefits payable for more information.

VaLORS Member (with 1.7% multiplier and eligibility for supplement)				
If moves to a position covered under...	Retirement Eligibility		Service Retirement Multiplier	Supplement Eligibility
	Unreduced	Reduced		
VaLORS (Does not incur a break in VaLORS covered employment exceeding one calendar month between VaLORS covered positions)	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.7%	Yes, if the employee has at least 20 years of qualifying hazardous duty service and has not attained age 65 at the time of retirement
VaLORS (Incurs a calendar month break in service exceeding one calendar month between VaLORS covered positions)	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	2% on all eligible hazardous duty service and 1.7% on all non-hazardous duty service	No, the employee has the 2% multiplier in lieu of the supplement

Continues on following page

Hazardous Duty Transfers

Moving into, out of and between hazardous duty plans

Continued from previous page

<p>Enhanced benefits for political subdivision hazardous duty employees</p>	<p>Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit</p>	<p>Age 50 with at least 5 years of service credit</p>	<p>1.7% or 1.85% depending on employer election</p>	<p>Yes, provided the employer has elected and the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement</p>
<p>SPORS</p>	<p>Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit</p>	<p>Age 50 with at least 5 years of service credit</p>	<p>1.85%</p>	<p>Yes, if the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement</p>
<p>VRS Plan 1</p>	<p>Age 50 with 30 or more years of service credit or at age 65 with at least 5 years of service credit</p>	<p>Age 50 with 10 years of service credit or at age 55 with at least 5 years of service credit</p>	<p>1.7%</p>	<p>Yes, if the employee had the 1.7% multiplier under VaLORS, had 20 years of eligible hazardous duty service credit prior to leaving the VaLORS covered position, and has not attained age 65 at the time of retirement</p>

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VaLORS Member (with 2% multiplier)				
If moves to a position covered under...	Retirement Eligibility		Service Retirement Multiplier	Supplement Eligibility
	Unreduced	Reduced		
VaLORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	2% on all eligible hazardous duty service and 1.7% on all non-hazardous duty service	No, the employee has the 2% multiplier in lieu of the supplement
Enhanced benefits for political subdivision hazardous duty employees	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.7% or 1.85% depending on employer election	Yes, provided the employer has elected and the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
SPORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.85%	Yes, if the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
VRS Plan 1	Age 50 with 30 or more years of service credit or at age 65 with at least 5 years of service credit	Age 50 with 10 years of service credit or at age 55 with at least 5 years of service credit	2% on all eligible hazardous duty service and 1.7% on all other service	No, the employee has the 2% multiplier in lieu of the supplement
VRS Plan 2	Normal Social Security retirement age with at least 5 years of service credit or when the combination of age and service credit equal 90	Age 60 with 5 or more years of service credit	2% on all eligible hazardous duty service earned, purchased or granted prior to leaving the VaLORS covered position, 1.7% on all non-hazardous duty service earned purchased or granted prior to 1/1/2013 and 1.65% on all other service	No, the employee has the 2% multiplier in lieu of the supplement
VRS Hybrid Plan	Normal Social Security retirement age with at least 5 years of service credit or when the combination of age and service credit equal 90	Age 60 with 5 or more years of service credit	2% on all eligible hazardous duty service earned, purchased or granted prior to leaving the VaLORS covered position and 1% on all other service	No, the employee has the 2% multiplier in lieu of the supplement

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Political Subdivision Hazardous Position with Enhanced Hazardous Duty Benefits				
If moves to a position covered under...	Retirement Eligibility		Service Retirement Multiplier	Supplement Eligibility
	Unreduced	Reduced		
VaLORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	2% on all eligible hazardous duty service and 1.7% on all non-hazardous duty service	No, the employee has the 2% multiplier in lieu of the supplement
Enhanced benefits for political subdivision hazardous duty employees	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.7% or 1.85% depending on employer election	Yes, provided the employer has elected and employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
SPORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.85%	Yes, provided the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
VRS Plan 1	Age 50 with 30 or more years of service credit or at age 65 with at least 5 years of service credit	Age 50 with 10 years of service or at age 55 with at least 5 years of service credit	1.7%	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a hazardous duty position with enhanced benefits and supplement eligibility and has not attained normal Social Security retirement age at the time of retirement
VRS Plan 2	Normal Social Security retirement age with at least 5 years of service credit or when the combination of age and service credit equal 90	Age 60 with at least 5 years of service credit	1.7% on service earned, purchased or granted prior to 1/1/2013 and 1.65% on all other service	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a hazardous duty position with enhanced benefits and supplement eligibility and has not attained normal Social Security retirement age at the time of retirement
VRS Hybrid Plan	Normal Social Security Retirement age with at least 5 years of service credit or when age and service credit equal 90	Age 60 with at least 5 years of service credit	1.65% on service earned, purchased or granted while covered with hazardous duty benefits and 1% on all other service	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a hazardous duty position with enhanced benefits and supplement eligibility and has not attained normal Social Security retirement age at the time of retirement

Hazardous Duty Transfers

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SPORS Members				
If hired into a position covered under...	Retirement Eligibility		Service Retirement Multiplier	Supplement Eligibility
	Unreduced	Reduced		
VaLORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	2% on all hazardous duty service and 1.7% on all non-hazardous duty service	No, the employee has the 2% multiplier in lieu of the supplement
Enhanced benefits for political subdivision hazardous duty employees	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.7% or 1.85% depending on employer election	Yes, provided the employer has elected and the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
SPORS	Age 50 with at least 25 years of service credit or at age 60 with at least 5 years of service credit	Age 50 with at least 5 years of service credit	1.85%	Yes, if the employee has at least 20 years of qualifying hazardous duty service and has not attained normal Social Security retirement age at the time of retirement
VRS Plan 1	Age 50 with 30 or more years of service credit or at age 65 with at least 5 years of service credit	Age 50 with 10 years of service or at age 55 with at least 5 years of service credit	1.7%	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a SPORS-covered position and has not attained normal Social Security retirement age at the time of retirement
VRS Plan 2	Normal Social Security retirement age with at least 5 years of service credit or when the combination of age and service credit equal 90	Age 60 with at least 5 years of service credit	1.7% on service earned, purchased, or granted as of 1/1/2013 and 1.65% on all other service	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a SPORS-covered position and has not attained normal Social Security retirement age at the time of retirement
VRS Hybrid Plan	Normal Social Security retirement age with at least 5 years of service credit or when age and service credit equal 90	Age 60 with at least 5 years of service credit	1.65% on all service earned, purchased or granted while covered with hazardous duty benefits and 1% on all other service	Yes, provided the employee has at least 20 years of qualifying hazardous duty service prior to leaving a SPORS-covered position and has not attained normal Social Security retirement age at the time of retirement