

Comparison of Retirement Plans

	Employees' Plans	Police Officers Plans	Uniformed Plans
Normal Retirement Eligibility	All Plans - Age 65 once vested OR Plans A & B - Rule of 80 (Age+Service = 80, minimum age 50) Plans C & D – Rule of 85 (Age+Service = 85, minimum age 55)	Age 55 or 25 years of service	Age 55 with 6 years of service, or 25 years of service.
Early Retirement Eligibility	Rule of 75 (Age+Service = 75) Minimum age of 50	20 years of service	20 years of service
Employee Contribution Rate	Plans A & C = 4% + 5 ¹ / ₃ % in excess of Social Security (SS) taxable wage base Plans B & D = 5 ¹ / ₃ %	8.65%	Plan A = 4% + 5 ³ / ₄ % in excess of Social Security (SS) taxable wage base Plan B = 7.08% + 8.83% in excess of SS taxable wage base Plan C = 4% Plans D & E = 7.08%
Interest Credited to Employee Contribution Balance	5%	None	5%
Social Security Participation	Yes	No	Yes
Benefit Formula: Normal Retirement	Base Benefit Plans A & C: 1.8% x years of service x final average salary up to Social Security breakpoint, plus 3% AND 2% x years of service x final average salary in excess of SS breakpoint plus 3%. Base Benefit Plans B & D: 2% x years of service x final average salary plus 3% Pre-Social Security Benefit (Pre-SSB) All Plans = 1% x years of service x final average salary up to Social Security breakpoint, plus 3% (payable until eligibility for unreduced Social Security benefits).	Base Benefit: 2.8% x years of service x final average salary plus 3%. Pre-Social Security Benefit (Pre-SSB): None	Base Benefit Plans A & B: 2% x years of service x final average salary plus 3%. Base Benefit Plans C & D: 2.5% x years of service x final average salary plus 3%. Pre-Social Security Benefit (Pre-SSB) Plans A & B = 0.2% x years of service x final average salary plus 3%. (Payable until eligibility for unreduced Social Security benefits.) Pre-SSB Plans C, D & E = 0.3% x years of service x final average salary plus 3%. (Payable until eligibility for unreduced

Employees' Plans	Police Officers Plans	Uniformed Plans
<p>Benefit Formula: Normal Retirement (continued)</p>	<p>At early retirement, members are subject to reduced benefit amounts according to the age they retire – In addition, no Pre-SSB is payable.</p>	<p><i>Social Security benefits.)</i></p> <p>Pre-62 Supplement for members of Plans A & B only: See specifics on pages 10-11 of Uniformed Handbook. Pre-SSB and Pre-62 benefits are payable when a Uniformed member takes an EARLY retirement; however, early retirement percentages do apply to both supplements and the base annuity amounts - see pages 15-17.</p>
<p>Benefit Cap</p>	<p>None</p>	<p>None</p>
<p>Employer Contribution Rates (as of July 1, 2014)</p>	<p>20.18%</p>	<p>36.82%</p>
<p>Ordinary Disability Benefits – ELIGIBILITY</p>	<p>5 years of service</p>	<p>No service requirement</p>
<p>Ordinary Disability Benefits – FORMULA</p>	<p>2% x final average salary (FAS) x years of service plus 3%. Maximum – 60%; Minimum -\$300 per year</p>	<p>2.8% x final average salary (FAS) x years of service plus 3%. Minimum – 10% of FAS</p>
<p>Service-Connected Disability – FORMULA</p>	<p>66²/₃% of final average salary, reduced by 15% of any primary Social Security benefit to which member is entitled and reduced by any Virginia Workers' Compensation.</p>	<p>Before 12/9/1996: 66²/₃% of salary at time of retirement. Reduced by any Virginia Workers' Compensation and 15% of any primary Social Security benefit to which the member is entitled. 15% reduction does not apply to Social Security disability benefits that are based on a different disability.</p> <p>After 12/9/1996: Non-severe: 40% of salary at time of retirement Severe: 90% of salary at time of retirement.</p>

	Employees' Plans	Police Officers Plans	Uniformed Plans
Service-Connected Disability – FORMULA (continued)			Reduced by any Virginia Workers' Compensation and 15% of Social Security disability benefits (other than those awarded based on a different disability.)
Service-Connected Disability – OFFSET for other income earnings	Must submit W-2's; benefit is reduced by any earnings in excess of the difference between the disability benefit and the current salary of the position from which retired.	Must submit W-2's; benefit is reduced by any earnings in excess of the difference between the disability benefit and the member's average salary.	No offset for any outside earnings.
Service-Connected Disability Example: Annual benefit with \$50,000 Final Average Salary / \$52,000 final salary	66 ² / ₃ % of FAS (\$50,000) \$33,335 (tax exempt) (before any offsets)	66 ² / ₃ % of final salary (\$52,000) \$34,668 (tax exempt) (before any offsets)	<u>Before 12/9/1996:</u> 66 ² / ₃ % of final salary (\$52,000): \$34,668 (tax exempt) (before any offsets) <u>After 12/9/1996:</u> Non-severe (40% of \$52,000): \$20,800 (tax exempt) Severe (90% of 52,000): \$46,800 (tax exempt)
Death Benefit – BEFORE retirement -- Applies to <i>CURRENT</i> spouse only	Employee Contribution Balance OR 50% of accrued benefit (if spouse is sole beneficiary and member had a minimum of 5 years of service). \$10,000 is payable to the member's designated beneficiary or estate if member's death is service-connected. Benefit does NOT cease if surviving spouse remarries at any time after death of member.	Automatic Surviving Spouse and Children monthly benefit of \$2,252.59 (spouse) and \$901.03 (child) maximum family \$4,505.17, indexed annually (<i>As of 7-1-14</i>). In the event of a line of duty death, spouse may choose either the above OR 66 ² / ₃ % of salary plus 3%. Benefit does NOT cease if surviving spouse remarries at any time after death of member.	Employee Contribution Balance OR 50% of accrued benefit (if spouse is sole beneficiary and member had a minimum of 5 years of service). \$10,000 is payable to the member's designated beneficiary or estate if member's death is service-connected. Benefit does NOT cease if surviving spouse remarries at any time after death of member.

Employees' Plans	Police Officers Plans	Uniformed Plans
<p>Death Benefit AFTER normal, early, or deferred vested retirement IF member chooses to provide a survivor benefit for a CURRENT spouse</p>	<p>Joint and Last Survivor Benefit (J&LS) benefit of 50%, 66²/₃%, 75% or 100% of base benefit if elected at retirement (if elected, annuity actuarially reduced). Member's J&LS election must be acknowledged by spouse on application.</p> <p>If no J&LS elected, remaining amount (if any) of employee contribution balance is payable to beneficiary.</p> <p>J&LS benefits do NOT cease if surviving spouse remarries at any time after death of member.</p>	<p>Joint and Last Survivor Benefit (J&LS) benefit of 50%, 66²/₃%, or 100% if elected at retirement (if elected, annuity actuarially reduced). Acknowledgement of spouse not required. PLUS Automatic. Surviving Spouse and Children monthly benefit of \$2,252.59. (spouse) and \$901.03 (child) - maximum family benefit of \$4,505.17, indexed annually. <i>(As of 7-1-14)</i></p> <p>J&LS benefits do NOT cease if surviving spouse remarries at any time after death of member</p>
<p>Death Benefit – after ordinary disability retirement</p>	<p>Excess (if any) of Employee Contribution Balance over benefits received.</p> <p>J&LS election is not offered to members retiring due to a disability.</p>	<p>No automatic surviving spouse and children's benefit is payable. Excess (if any) of Employee Contribution Balance over benefits received will be paid to beneficiary.</p> <p>J&LS election is not offered to members retiring due to a disability.</p>
<p>Death Benefit – after service-connected disability retirement</p>	<p>Excess (if any) of Employee Contribution Balance over benefits received.</p> <p>J&LS election is not offered to members retiring due to a disability.</p>	<p>Automatic Surviving Spouse and Children monthly benefit of \$2,018.58 (spouse) and \$807.43 (child) - maximum family benefit of \$4,037.16, indexed annually. <i>(As of 7-1-09).</i></p> <p>J&LS election is not offered to members retiring due to a disability.</p>

	Employees' Plans	Police Officers Plans	Uniformed Plans
Death Benefit for Surviving Children	Children may be designated as beneficiaries – otherwise no benefit is provided.	Automatic benefit payable to children up to a family maximum per month. See County Ordinance for specific guidelines for children's eligibility. Children may be designated as beneficiaries but returns of contribution will only be made if partial balance still exists after any automatic benefits cease.	Children may be designated as beneficiaries – otherwise no benefit is provided.
Beneficiary Designation	Your beneficiary may be anyone you choose. Your beneficiary may be more than one person.	Anyone you choose may be your designated beneficiary. However, if you have a current spouse and/or minor children, an automatic benefit is payable to that surviving spouse and surviving children up to a family maximum, instead of a payment of contributions. If you have no spouse or surviving children eligible for the automatic benefit, your beneficiary will receive a return of contributions.	Your beneficiary may be anyone you choose. Your beneficiary may be more than one person.
Beneficiary Payment BEFORE retirement	Beneficiaries are paid only if there is not a current spouse listed as the sole primary beneficiary on member's data card. If a current spouse IS listed as sole primary beneficiary, spouse has an option of 50% annuity or return of contributions and interest.	If there is not a spouse or dependent children eligible for the automatic benefit, contribution balance will be paid according to beneficiary information listed on data card.	Beneficiaries are paid only if there is not a current spouse listed as the sole primary beneficiary on member's data card. If a current spouse IS listed as sole primary beneficiary, spouse has an option of 50% annuity or return of contributions and interest.
Beneficiary Payment AFTER Retirement	Beneficiaries are paid only if there is no J&LS elected. In the case of a spouse passing away before all contributions and interest are exhausted, there may be money left for a beneficiary.	If there is not a spouse or dependent children eligible for the automatic benefit, contribution balance will be paid according to beneficiary information listed on data card.	Beneficiaries are paid only if there is no J&LS elected. In the case of a spouse passing away before all contributions and interest are exhausted, there may be money left for a beneficiary.
Deferred Vested Benefits	Commence at age 65 (or earlier with reduction when age plus service equals 75 or more.)	Commence at age 55.	Commence at age 55.

	Employees' Plans	Police Officers Plans	Uniformed Plans
Deferred Retirement Option Program	A Deferred Retirement Option Program (DROP) is available in all three Retirement Systems. An employee must be eligible for normal service retirement to participate. DROP participation is limited to three years. Sunset Provision expired in 2010. There is currently no end date for DROP.		
In Case of Remarriage AFTER Retirement	No benefits payable to a spouse for a marriage taking place after a member's retirement date unless new spouse is made beneficiary of member's contribution balance in the event there are dollars remaining in member's contribution balance.	Automatic benefits are payable to a CURRENT spouse of a Police member who passes away after retirement, regardless of when that marriage took place.	No benefits payable to a spouse for a marriage taking place after a member's retirement date unless new spouse is made beneficiary of member's contribution balance in the event there are dollars remaining in member's contribution balance.
J&LS Benefit for previous spouse if divorce occurs BEFORE retirement	None provided	None provided	None provided
Death Benefit for previous spouse if divorce occurs AFTER retirement	The following information is the same for all three systems: If retiring member elects a J&LS at retirement and then becomes divorced after retirement, spouse is still entitled to J&LS benefit unless he/she specifically acts to dissolve this agreement as part of divorce agreement.		
Impact of Qualified Domestic Relations Orders (QDROS)	The following information is the same for all three systems: If a member is married upon retirement and chooses a J&LS benefit, this election holds firm upon divorce unless the spouse of the member gives up that right by way of a formal, court-approved document.		
QDRO and Remarriage	The following information is the same for all three systems: If a member has a QDRO prior to retirement and member's annuity is specifically attached for purposes of this QDRO, this percentage or amount comes from member's total annuity amount prior to any subsequent J&S election for a current spouse. e.g. Member's monthly annuity is \$4,000 and previous spouse is entitled to 50%. Member's annuity is \$2,000 and previous spouse receives \$2,000. Member's \$2,000 is what will have the J&LS percentage applied to it for a subsequent J&S for a current spouse. Reduction % for J&S will be based on current spouse's age and will be applied to the entire amount – then that dollar amount will be subtracted from member's \$2,000 monthly annuity amount. If member dies, QDRO dissolves and current spouse starts to receive his or her % of the monthly annuity the member was receiving.		

Comparison of Retirement Plans 1

*Note: Covers major provisions only. Updated July 2014
 New Plans ERS C & D, PORS B and URS E as of 1/1/2013*