COUNTY OF ORANGE, VIRGINIA PERSONNEL POLICIES MANUAL

RETIREMENT

POLICY NO.: 4.13 EFFECTIVE DATE: 10/1/96

REVISED:

OVERVIEW: This policy describes the County's retirement benefits program.

SCOPE: This policy applies to all full time, regular employees.

PROVISIONS:

A. <u>Eligibility:</u>

All regular, full time employees automatically participate in the Virginia Retirement System (VRS).

B. Regular Retirement Program:

The County pays the employee's contribution which is a percentage of regular salary. The County also pays the employer contribution to the retirement fund for each employee. A portion of the employee's salary is withheld each pay period for social security contribution.

Eligibility for retirement and monthly retirement benefit are influenced by the employee's retirement age, length of service, and salary history, and is subject to change from time to time by the VRS or the General Assembly.

Retirement planning and counseling is offered by the Virginia Retirement system. Employees seeking detailed information regarding their contributions, projected retirement benefits, or other aspects of their personal retirement benefits should be referred to one of the VRS customer services representatives.

An employee who terminates employment prior to retirement may be able to withdraw his/her share of the vested retirement contributions.

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C. <u>Disability Retirement:</u>

If an employee becomes mentally or physically unable to perform his/her present duties and the disability is expected to be permanent, he/she may apply for disability benefits.

Regular disability retirement may be granted if warranted by medical conditions and all other established VRS qualifications are met.

For a work related disability which falls under the Virginia Worker's Compensation Act, compensation provided by VRS is coordinated with any benefits received under worker's compensation and social security disability benefits.