

## VSERS Group C & VMERS Group D Comparison Chart

<b>GROUP COMPARISON</b>	<b>VSERS (State) GROUP C</b>	<b>VMERS (Municipal) GROUP D*</b>
<b>Employee Contributions</b>	8.53% of gross salary	11.35% of gross salary
<b>Employer Contributions</b>	17.47% of gross salary – will vary based on annual actuarial valuation (includes pension & post-employment benefits)	9.85% of gross salary
<b>Average Final Compensation (AFC)</b>	Highest 2 consecutive years, including unused annual leave payoff	Highest 2 consecutive years
<b>Benefit Formula</b>	2.5% x creditable service	2.5 % x creditable service x AFC + previous service: 1.4% x Group A x AFC, 1.7% x Group B x AFC, 2.5% x Group C x AFC
<b>Maximum Benefit Payable</b>	50% of AFC	50% of AFC
<b>Normal Retirement (no reduction)</b>	Age 55 (mandatory)	Age 55 with 5 years of service
<b>Post-Retirement COLA</b>	Full CPI, from a minimum of 1% up to a maximum of 5%, after 12 months of retirement	50% of CPI, up to 3% per year
<b>Early Retirement Eligibility</b>	Age 50 with 20 years of service	Age 50 with 20 years of service
<b>Early Retirement Reduction</b>	No Reduction	No Reduction
<b>Post-Retirement Survivorship Options</b>	70% spousal survivorship with no reduction in retiree's benefit	70% spousal survivorship with no reduction in retiree's benefit
<b>Benefit Eligibility - Other (Vested Rights, Disability, Death-in-Service)</b>	5 years of service (vested and disability) 10 years of service (death-in-service)	5 years of service
<b>Disability Benefit</b>	Unreduced, accrued benefit with minimum of 25% of AFC, with children's benefit of 10% of AFC to maximum of 3 concurrently, if injured on the job 50% of AFC	Unreduced, accrued benefit, plus children's benefit representing 10% of AFC to maximum of 3 concurrently
<b>Death-in-Service Benefit</b>	70% of accrued benefit with no actuarial reduction applied, plus children's benefit	70% of accrued benefit with no actuarial reduction applied
<b>Medical Benefits</b>	80% of total premium	N/A

\* VMERS Group D includes law enforcement, firefighters, and emergency medical personnel, however some members may be in VMERS Groups A, B, or C