



City of Richmond, Virginia

RICHMOND RETIREMENT SYSTEM

Retirement Plan Eligibility Fact Sheet

Current City Employees

Current City employees, both sworn public safety officers and general employees, are eligible only for the plan they are currently enrolled in (Defined Benefit Plan with or without the Enhanced Option or the Defined Contribution Plan), and may not elect any other plan while continuously employed with the City of Richmond or Richmond Behavioral Health Authority (RBHA). Some exceptions apply to current employees entering into the senior executive group or becoming sworn public safety officers.

New General Employees

As of July 1, 2006 all new general employees hired in a full-time permanent position by the City of Richmond or RBHA are eligible only for membership in the Defined Contribution Plan.

Rehired General Employees

General employees rehired by the City of Richmond or RBHA after July 1, 2006 are eligible only for membership in the Defined Contribution Plan. If the employee was previously vested (5 years of creditable service) in the Defined Benefit Plan with the City or RBHA, that service credit is frozen and the employee continues as a member of the Defined Contribution Plan from the point of rehire forward.

New or Rehired Sworn Public Safety Officers

New or rehired sworn public safety officers (police officers and firefighters) are eligible to choose membership in either the Defined Benefit Plan or the Defined Contribution Plan.

Transfer from One City Department to Another

Members of the Defined Benefit Plan may remain eligible for the DB Plan when transferring between two City of Richmond departments if there is no break in service. However, if a member has a break in service when transferring between two City departments, the member's Defined Benefit Plan service credit is frozen and he/she is eligible only for membership in the Defined Contribution Plan.

Changing from One Participating Employer to Another

Defined Benefit Plan members moving from the City of Richmond to the RBHA, or vice versa, are new hires. Thus, their Defined Benefit Plan service credit is frozen and they are only eligible to enroll in the Defined Contribution Plan.

Members of the Senior Executive Group

Members of the Senior Executive Group, either general or sworn public safety employees, are eligible to choose membership in either the Defined Contribution Plan or Defined Benefit Plan when they enter service as a qualified senior executive.

Richmond Retirement System

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