



# VRSA

Virginia Risk Sharing Association



## Paid leave benefits: Time to take a fresh look

It may be hard to believe, but the Virginia Retirement System (VRS) disability mandate has been in place since 2014.

That year, members were pressed to make an informed decision to either:

1. Align with the state disability plan; or
2. Preserve freedom of choice with an approved “comparable plan.”

Since 2014 a lot may have changed. Your hybrid membership has increased, your needs have changed, and you may still be operating with two leave programs.

VRSA continues to offer a comparable disability program in partnership with the consulting team at **MarshMcLennan Agency** (MMA-Richmond) and the insurance professionals at **Lincoln Financial Group**.

The VRSA disability program helps:

- Manage and administer your self-insured short-term disability benefits;
- Fully insure and support your long-term disability plan, and make sure benefits properly integrate with any VRS retirement disability benefits; and
- Analyze your overall leave program to develop a streamlined system that will better serve your entire workforce.

The VRSA Hybrid Disability Program offers flexible plan design options. For more information, reach out to VRSA or the consulting team at MMA or visit the VRSA website.

### Need more information?

Please contact MMA directly if you have questions or need additional information regarding VRSA's offering.

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