VIRGINIA BOARD OF ACCOUNTANCY

Wednesday, March 16, 2022
Board Meeting Agenda
Board Room #1
2nd Floor Conference Center
9960 Mayland Drive
Henrico, VA 23233
To join meet.google.com/sie-nsgv-bdz or dial in (US) +1 316-536-0445 PIN: 139 428 345#

10 a.m. Call to Order – **Laurie A. Warwick, CPA, Chair**
Approve remote participation, if applicable
Security Briefing – **Nicole Reynolds, Licensing and Operations Support**
Determination of Quorum
Approval of March 16, 2022, Agenda
Approval of Jan. 11, 2022, Board meeting minutes

Public comment period (non-enforcement matters only)*

10:15 a.m. 1. VFOIA Presentation – **James Flaherty, Assistant Attorney General**
- VBOA will enter into **closed session** under authority of § 2.2-3711(A)(8), consultation with legal counsel regarding specific legal matters.

Reconvene in Open Session

10:45 a.m. 2. Enforcement Consent Agenda
- 2020-068-027U Consent Order (Brown)
- 2021-023-011D Consent Order (Bradshaw)
- 2019-251-024D Consent Order (Bradshaw, Lewis)

11 a.m. 3. NASBA and AICPA Committee Updates – **Laurie A. Warwick, CPA, Chair**

11:15 a.m. 4. Executive Director's Report – **Nancy Glynn, CPA, Executive Director**
- General updates
- CPA Pipeline – **Nancy Glynn, CPA, Executive Director**
- Financial and Board Report update – **Renai Reinholtz, Deputy Director**
  - FY2021 draft VBOA financial statements (Board vote to adopt)
  - Revenue forecasting using new pipeline numbers
- Enforcement update – **Matthew Ross, Enforcement Director**
- Communication plans for renewals – **Kelli L. Anderson, Communications Manager**
- General Assembly update – **Vasa Clarke, Information and Policy Advisor**
  - Periodic Review, 18VAC5-11 Public Participation Guidelines – no changes recommended

11:45 a.m. 5. Board Discussion Topics – **Laurie A. Warwick, CPA, Chair**
- Guidance Document – Unlicensed Use of CPA Title – **Nancy Glynn, CPA, Executive Director**

(Board vote to adopt)

- ACCA discussion – **Nadia Rogers, CPA**
- S.M.A.R.T. Goals update – **Nancy Glynn, CPA, Executive Director**
    - Qualifying CPE revisions: **complete**
    - Peer Review Enforcement: March 2022 - **Nadia Rogers, CPA**
    - Education Accreditation: May 2022
    - Education for Licensure: May 2022
    - Enforcement Process: Test drive changes with launch July 2022
    - Education for Exam: August 2022
    - Fee Structure: June 2023
- Chair and Vice Chair Elections, bylaws and processes – **Nancy Glynn, CPA, Executive Director**
  Nominees
    - Chair – Laurie Warwick
    - Vice Chair – Wendy Lewis and William Brown

12:30 p.m. Adjourn for lunch

1 p.m. 5. Board Discussion Topics, continued

2 p.m. 6. Additional Items for Discussion

- Sign Conflict of Interest forms
- Sign Travel Expense vouchers
- Future meeting dates
    - May 25, 2022 (planning meeting)
    - June 23, 2022

2:15 p.m. 7. Closed Session

- 2020-036-011U, Board Order (Bradshaw, Rogers)
- 2021-033-015U Board Order (Bradshaw, Rogers)
- 2019-223-019D Board Order (Lewis, Bradshaw)
- 2020-011-004U Board Order (Lewis)
- 2020-020-006U Board Order (Lewis)
- 2020-306-306C Board Order (Glynn)
- 2021-0016 Board Order (Glynn)

3 p.m. Adjournment

***Five-minute public comment, per person, on those items not included on the agenda.**

Persons desiring to attend the meeting and requiring special accommodations/interpretive services should contact the VBOA office at (804) 367-8505 at least five days prior to the meeting so that suitable arrangements can be made for an appropriate accommodation. The VBOA fully complies with the Americans with Disabilities Act.

Board Meeting
January 11, 2022
Draft/Unapproved minutes

The Virginia Board of Accountancy met on Thursday, January 11, 2022, in Board Room #2 of the Perimeter Center, 9960 Mayland Drive, Henrico, VA 23233.

MEMBERS PRESENT:	W. Barclay Bradshaw, CPA William R. Brown, CPA D. Brian Carson, CPA, CGMA Nadia A. Rogers, CPA Laurie A. Warwick, CPA, Chair
MEMBERS APPEARING VIRTUALLY:	Jay Bernas Wendy P. Lewis, CPA, Vice Chair
LEGAL COUNSEL:	James Flaherty, Assistant Attorney General, Office of the Attorney General
STAFF PRESENT:	Nancy Glynn, CPA, Executive Director Renai Reinholtz, Deputy Director Kelli Anderson, Communications Manager Nicole Reynolds, Licensing and Operations Support Elaina Johnson, IT Specialist Matthew Ross, Enforcement Director
STAFF APPEARING VIRTULLY	Vasa Clarke, Information and Policy Advisor Morgan Emanuel, Adjudication Specialist
MEMBERS OF THE PUBLIC PRESENT:	Emily Walker, CAE, Vice President, Advocacy, Virginia Society of Certified Public Accountants Gina Policano, Attorney, Midkiff, Muncie and Ross Reza Mahbod, CPA, CISA, CGFM, CICA, CGMA, CDFM, CFE

CALL TO ORDER

Ms. Warwick called the meeting to order at 10 a.m.

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REMOTE PARTICIPATION

Due to COVID-19 restrictions, both Ms. Lewis and Mr. Bernas were remote participants to the Board meeting. Per VBOA Policy #10 – Electronic Participation in Virginia Board of Accountancy Meetings, Ms. Warwick asked if there were any objections by the Board. No objections were raised and remote participation was approved.

SECURITY BRIEFING

Ms. Reynolds provided the emergency evacuation procedures.

DETERMINATION OF QUORUM

Ms. Warwick determined there was a quorum present.

APPROVAL OF AGENDA

Upon a motion by Mr. Brown and duly seconded, the members voted unanimously to approve the January 11, 2022, agenda, as presented. The members voting "AYE" were Ms. Warwick, Ms. Lewis, Mr. Bernas, Mr. Bradshaw, Mr. Brown and Ms. Rogers.

APPROVAL OF MINUTES

Upon a motion by Mr. Bradshaw and duly seconded, the members voted unanimously to approve the November 30, 2021, Board meeting minutes, as presented. The members voting "AYE" were Ms. Warwick, Ms. Lewis, Mr. Bernas, Mr. Bradshaw, Mr. Brown and Ms. Rogers.

APPROVAL OF CONSENT AGENDA

A recommendation to move all cases from the consent agenda to close session with the exception of case# 2020-045-016U. Upon a motion by Ms. Rogers and duly seconded, the members voted unanimously to approve the Consent Agenda, as amended. The members voting "AYE" were, Ms. Warwick, Ms. Lewis, Mr. Bernas, Mr. Bradshaw, Mr. Brown and Ms. Rogers.

PUBLIC COMMENT PERIOD

Ms. Walker addressed the Board concerning updates from the VSCPA to include the launch of a new learning management system on February 1, 2022, and two new upcoming ethics course offerings. She discussed the VSCPA stance of staying informed of certain legislative issues such as tax conformity and any new regulatory reform legislation.

Ms. Politano addressed the Board concerning an enforcement matter to be discussed at the meeting.

Peer Review Oversight Committee - PROC 2021 Report – Reza Mahbod, CPA, CISA, CGFM, CICA, CGMA, CDFM, CFE

Mr. Mahbod provided handouts and described the methods utilized to review and evaluate the procedures of the VSCPA and the NPRC of the AICPA as they relate to the administration of the AICPA Peer Review Program. He reported the PROC findings for the year ending December 31, 2021.

Mr. Mahbod fielded questions from the Board regarding the manner in which VBOA receives the results of Peer Reviews for both individual and firms throughout the year.

The Board discussed the matter of procuring and monitoring reports throughout the year and adding new members to the PROC.

COMMITTEE UPDATES

NASBA Communications Committee

Mr. Carson noted there were no updates for the NASBA Communications Committee.

NASBA CPE Committee

Mr. Brown noted that the first meeting of the NASBA CPE Committee will occur in late January 2022.

NASBA Administration and Finance Committee

Ms. Warwick noted that the NASBA Administration and Finance Committee would be meeting the week of January 17, 2022.

NASBA Education Committee

Ms. Rogers noted that the NASBA Education Committee held a session for all state boards of accountancy and their educators and /or other members as desired. She reported that there were 104 in attendance and that the meeting was very beneficial as an Educator's Forum.

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AICPA's Accounting and Review Services Committee

Mr. Bradshaw noted that the AICPA's Accounting and Review Services Committee has not met since the last Board meeting in November 2021. He advised that the comment period for the Exposure Draft is coming to an end and the committee will be meeting soon to discuss the results.

EXECUTIVE DIRECTOR'S REPORT

General updates

- Ms. Glynn introduced Matthew Ross as the new VBOA Enforcement Director and Vasa Clarke as the new VBOA Information and Policy Analyst.
- Ms. Glynn advised that there is one additional vacancy for an administrative position to be advertised and filled in the near future.
- Ms. Glynn provided handouts and discussed the status of Enforcement cases and projects.
- Mr. Ross introduced himself and shared his initial observations and goals for the Enforcement Division.

Financial and Board Report update

Ms. Reinholtz presented the Financial and Board Report as of December 31, 2021, and fielded questions from the Board.

Enforcement update

Mr. Ross provided handouts, led the discussion and fielded questions from the Board regarding the Enforcement Report. He noted plans for improvements to reporting, use of updated software and additional methods to increase case resolution.

Board Discussion Topics

Delegation of Authority Policy proposed revision – Nancy Glynn, CPA, Executive Director

Ms. Glynn introduced the proposed revisions to the Delegation of Authority Policy and discussion ensued. The policy will replace the Delegation of Authority Policy dated December 1, 2020.

Upon a motion by Mr. Carson, and duly seconded, members voted to accept the amended policy as presented.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Seven (7)
Nays: None

CPE Violation Guidelines – William R. Brown, CPA

Mr. Brown noted that proposed changes to the CPE Violation Guidelines are in process. Further consultations will occur with the Executive Director and the issue will be revisited by the Board in March.

Use of the CPA title – Nancy Glynn, CPA, Executive Director

Ms. Glynn facilitated the discussion regarding the issue of interpretation for the use of the CPA title based on Virginia Code Title 54.1. Thorough discussion ensued among the Board and VBOA staff. VSCPA provided comments.

Ms. Warwick suggested that after additional research and consultation with other boards of accountancy, Ms. Glynn present a draft of the update to the policy at the May Board meeting.

Presiding Officer/MOA – Nancy Glynn, CPA, Executive Director

Ms. Glynn led the discussion regarding the process of retaining additional Presiding Officers through a new MOA to assist with upcoming Internal Fact Finding Hearings held by the Board. The effort is meant to support the Enforcement Division and increase the number of resolved cases.

Each Board member shared their guidance and concerns surrounding the process. The Board agreed to move forward with seeking new members who will be appointed upon Board approval.

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S.M.A.R.T. Goals update – Nancy Glynn, CPA, Executive Director

- **Qualifying CPE revisions: Update and vote on changes January 2022 - Nadia Rogers, CPA**
    - Revised VBOA Policy #4 – CPE Guidelines for CPAs

Ms. Rogers apprised the Board of new language and changes added to VBOA Policy #4. Many updates had been discussed at the November Board meeting and this was a continuation of that process.

Ms. Glynn fielded questions surrounding the assessment and determination of who qualifies as a subject matter expert.

The Board agreed that the January 31 CY deadline for obtaining CPE should be added to the policy.

Upon a motion by Mr. Bradshaw, and duly seconded, the members voted unanimously to accept the policy as amended to state that CPE is based on a calendar year that includes a grace period until the January 31st date deadline.

The members voting "AYE" were Ms. Warwick, Ms. Lewis, Mr. Bernas, Mr. Bradshaw, Mr. Carson, Mr. Brown and Ms. Rogers.

- **Peer Review Enforcement: March 2022**
- **Education Accreditation: May 2022**
- **Education for Licensure: May 2022**
- **Enforcement Process: Test drive changes with launch July 2022**
- **Education for Exam: August 2022**
- **Fee Structure: June 2023**

Upcoming Elections, bylaws and processes – Nancy Glynn, CPA, Executive Director

Ms. Glynn advised that the Board would be voting in a new Chair and Vice Chair during the March 2022 Board meeting. Nominees are requested ahead of time in order to be included in the Board packet for March.

ADDITIONAL ITEMS FOR DISCUSSION

- Sign Conflict of Interest forms. Reminder that the Ethics Council Statement of Economic Interest Financial Disclosure should be submitted to Ms. Reinholtz by February 1st.
- Sign Travel Expense vouchers

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RECESS FOR LUNCH 12:15 p.m.

RECONVENE 12:45 p.m.

FUTURE MEETING DATES

- March 16, 2022
- May 25, 2022 – Planning Meeting
- June 23, 2022

Begin closed meeting

Upon a motion by Ms. Lewis, and duly seconded, the members approved by unanimous vote the meeting be recessed and the Virginia Board of Accountancy convene a closed meeting under the Virginia Freedom of Information Act to a matter lawfully exempted from open meeting requirements under the 'Legal advice regarding specific legal matters' and 'personnel matters' exemptions contained in Virginia Code §2.2-3711 (A)(8) and Code §2.2-3711 (A)(1).

The following non-member will be in attendance for the closed meeting to reasonably aid in the consideration of this topic: James Flaherty.

The following non-members will be in attendance for a portion of the closed meeting to reasonably aid in the consideration of this topic: Nancy Glynn and Matthew Ross.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Seven (7)
Nays: None

End closed meeting

Board Meeting
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Upon a motion by Ms. Lewis, and duly seconded, the Virginia Board of Accountancy convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the

Virginia Freedom of Information Act; and WHEREAS, § 2.2-3712 (D) of the Code of Virginia requires a certification by this Board that such closed meeting was conducted in conformity with Virginia law; NOW THEREFORE, BE IT RESOLVED, that the VBOA hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia laws were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the VBOA.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Seven (7)
Nays: None

The following actions were taken as a result of the closed session:

Case #2020-039-013U (Bradshaw)

Mr. Bradshaw was not present and did not participate in the closed session.

Upon a motion by Mr. Brown, and duly seconded, members voted to approve the Consent Order, as presented to include a fine of $3,000.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Abstain

D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Six (6)
Abstain: One (1)
Nays: None

Case #2020-046-017U (Brown)

Mr. Brown was not present and did not participate in the closed session.

Upon a motion by Mr. Carson, and duly seconded, members voted to approve the consent order as drafted.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Abstain
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Six (6)
Abstain: One (1)
Nays: None

Case #2020-011-004U (Brown)

Mr. Brown was not present and did not participate in the closed session.

Upon a motion by Mr. Bradshaw, and duly seconded, members voted to approve the Consent Order as drafted but to modify it to add a fee of $10,000 for performing services and failure to be enrolled in peer review.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Abstain
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Six (6)
Abstain: One (1)
Nays: None

Case #2020-021-010D (Warwick)

Ms. Warwick was not present and did not participate in the closed session.

Upon a motion by Ms. Lewis, and duly seconded, members voted to approve the Consent Order, as written.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Abstain
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Six (6)
Abstain: One (1)
Nays: None

Presiding Officer Recommendations

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Case #2020-026-008U (Brown and Warwick)

Mr. Brown and Ms. Warwick were not present and did not participate in the closed session.

Upon a motion by Ms. Rogers, and duly seconded, members voted to accept the presiding officer's recommendation with the addition of a $1,250 fine.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Abstain
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Abstain
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Five (5)
Abstain: Two (2)
Nays: None

Presiding Officer Recommendation

Case #2020-037-021D (Brown and Warwick)

Mr. Brown and Ms. Warwick were not present and did not participate in the closed session.

Upon a motion by Mr. Carson, and duly seconded, members voted to accept the presiding officer's recommendation, as written.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Abstain
Wendy P. Lewis, CPA – Aye
Jay Bernas – Aye
William R. Brown, CPA – Abstain
W. Barclay Bradshaw, CPA – Aye
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Five (5)
Abstain: Two (2)
Nays: None

Revised Consent Order

Case #2019-250-023D (Bradshaw and Lewis)

Mr. Bradshaw and Ms. Lewis were present and participated in the closed session.

Upon a motion by Mr. Brown and duly seconded, members voted unanimously to accept the original signed Consent Order.

CALL FOR VOTE:
Laurie A. Warwick, CPA – Aye
Wendy P. Lewis, CPA – Abstain
Jay Bernas – Aye
William R. Brown, CPA – Aye
W. Barclay Bradshaw, CPA – Abstain
D. Brian Carson, CPA, CGMA – Aye
Nadia A. Rogers, CPA – Aye

VOTE:
Ayes: Five (5)
Abstain: Two (2)
Nays: None

ADJOURNMENT

There being no further business before the VBOA, Ms. Warwick adjourned the meeting at 3 p.m.

APPROVED:

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Laurie A. Warwick, CPA, Chair

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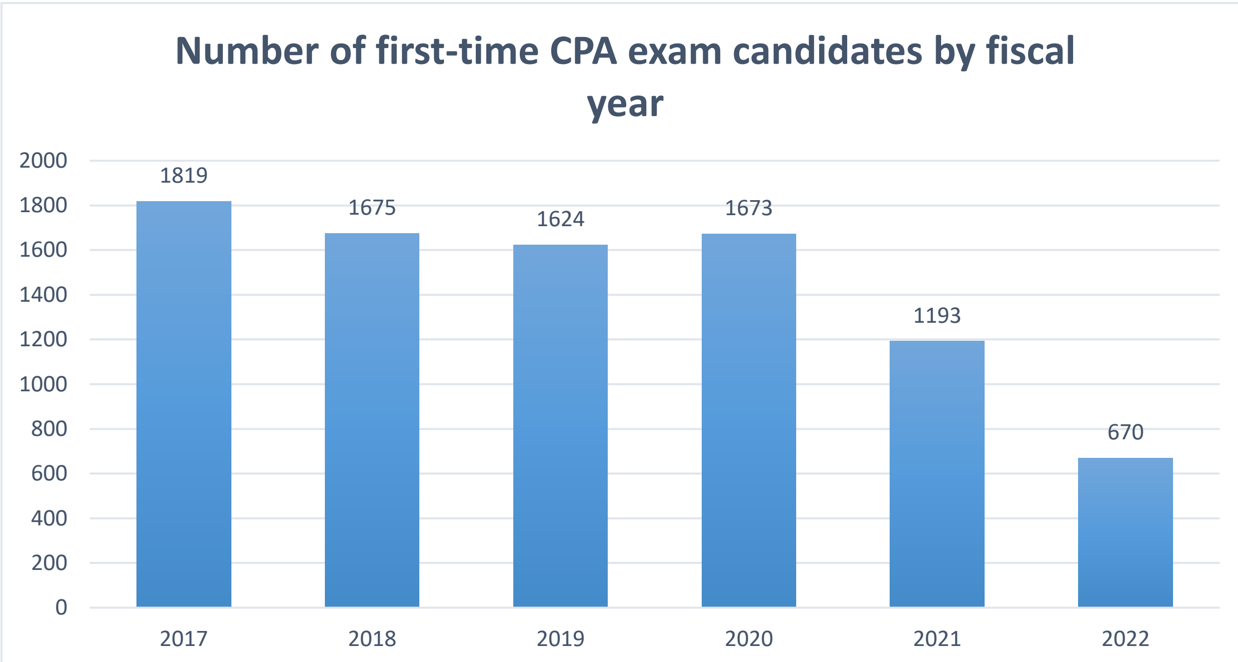
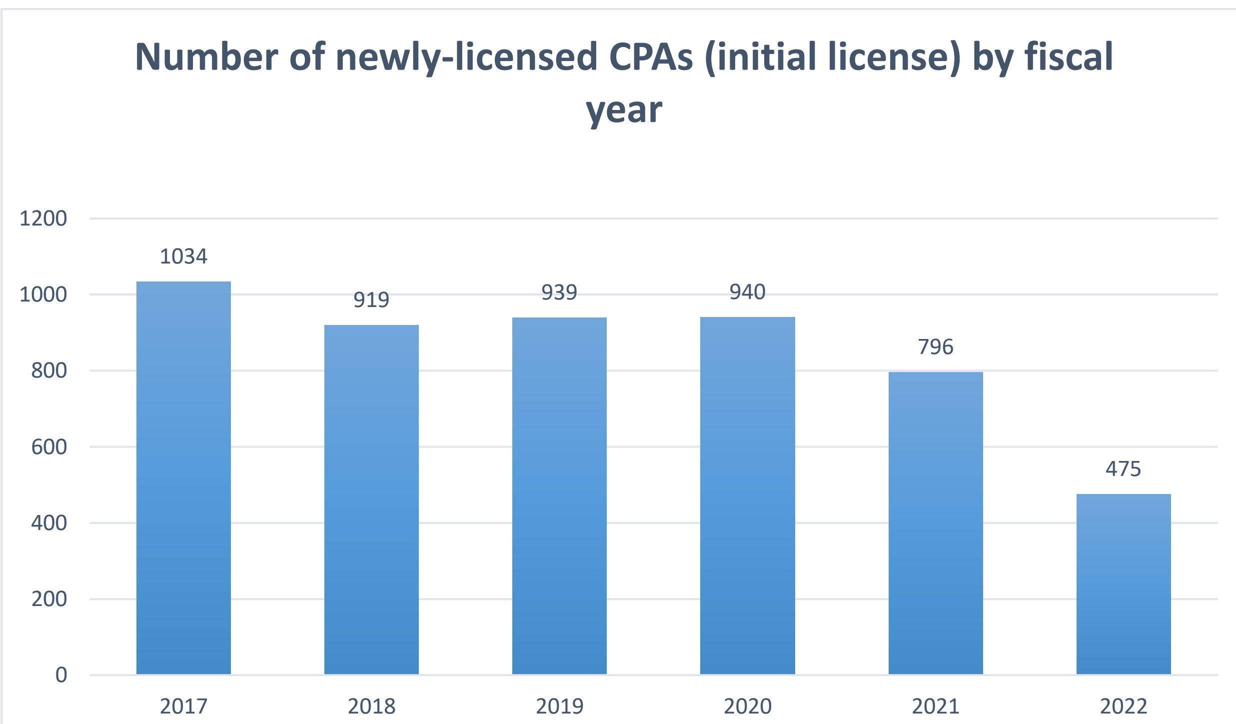
COPY TESTE:

____
Nancy Glynn, CPA, Executive Director

The CPA Pipeline in Virginia





Statistics for Fiscal Year 2022 are current as of March. The total is expected to rise in the coming months.

From FY2017 to FY2018, the number of first-time CPA candidates decreased by 7.9%.

From FY2018 to FY2019, the number of first-time CPA candidates decreased by 3.0%.

From FY2019 to FY2020, the number of first-time CPA candidates increased by 3.0%.

From FY2020 to FY2021, the number of first-time CPA candidates decreased by 9.5%.

From FY2017 to FY2018, the number of newly licensed CPAs decreased by 11.1%.

From FY2018 to FY2019, the number of newly licensed CPAs increased by 2.2%.

From FY2019 to FY2020, the number of newly licensed CPAs increased by 0.1%.

From FY2020 to FY2021, the number of newly licensed CPAs decreased by 15.3%.

Financial Report
FY22 Budget vs. Actual Expenses
As of February 28, 2022

		FY22 Operating Budget	FY22 YTD Expenditures	% Expended	FY21 Expenditures	FY20 Expenditures	FY19 Expenditures
Salaries & Benefits							
1123	Salaries	1,051,533	609,147	57.9%	844,009	879,646	832,200
11XX	Benefits	460,631	250,310	54.3%	352,058	429,238	343,725
	Total Salaries & Benefits	**$ 1,512,164**	**$ 859,456**	**56.8%**	**$ 1,196,067**	**$ 1,308,884**	**$ 1,175,925**
Contractual Services							
1211	Express Services	150	387	258.3%	33	84	134
1214	Postal Services	15,500	10,807	69.7%	14,576	12,011	9,984
1215	Printing Services	7,500	4,634	61.8%	3,208	6,459	4,537
1216	Telecommunications - VITA	11,040	7,680	69.6%	10,921	9,609	12,539
1217	Telecommunications - Nonstate (CallFire)	2,000	-	0.0%	1,530	2,495	100
1219	Inbound Freight	300	35	11.6%	22	260	56
1221	Organization Memberships (primarily NASBA)	8,851	8,529	96.4%	7,674	8,327	7,625
1222	Publication Subscriptions	3,658	4,085	111.7%	3,655	3,655	1,271
1224	Training - Courses, Workshops, Conferences	7,561	3,724	49.3%	763	7,563	4,822
1225	Employee Tuition Reimbursement	-	-	---	-	-	1,618
1227	Training-Transportation, Lodging, Meals, Incidentals	13,000	1,798	13.8%	-	9,511	4,567
1228	Employee IT Training Courses/Workshops and Conferences	-	-	---	-	-	91
1242	Fiscal Services (Credit Card Merchant Fees)	60,000	16,366	27.3%	47,123	68,818	34,498
1243	Attorney Services	28,000	12,867	46.0%	26,217	48,624	62,020
1244	Mgmt. Services - NASBA/special accommodations	34,000	7,270	21.4%	9,012	28,061	33,808
1245	Personnel Management Services	-	-	---	-	-	79
1246	Public Info/Public Relations (subscriptions)	385	2,384	619.2%	439	4,484	3,470
1247	Legal Services (court reporting services)	5,500	5,256	95.6%	11,460	2,688	10,834
1252	Electrical Repair/Maintenance	-	-	---	3,681	-	-
1253	Equipment Repair/Maintenance	-	-	---	-	440	823
1264	Food and Dietary Services	3,500	1,353	38.7%	1,127	2,377	3,585
1265	Laundry & Linen Services	-	-	---	-	-	13
1266	Manual Labor Services (Includes shredding services)	1,500	140	9.3%	1,410	1,757	320
1268	Skilled Services	1,200	975	81.3%	-	600	1,138
1272	VITA - System Hosting, Maintenance, and Admin	295,680	129,306	43.7%	320,442	135,675	133,466
1272	VITA - Shared ISO Audit Services	17,405	-	0.0%	-	-	-
1272	VITA - ECOS fees	4,800	2,751	57.3%	-	-	-
1272	VITA - System Reporting Tool (implementation and training)	6,800	-	0.0%	-	-	-
1273	Info Mgmt Design and Development Services (IT Support)	38,000	19,450	51.2%	230,725	108,689	108,923
1275	Computer Software Maintenance (website hosting)	6,830	5,370	78.6%	7,235	6,435	-
1278	VITA Information Technology Infrastructure Services	55,200	25,268	45.8%	57,838	148,216	146,380
1279	Computer Software Development Services	-	-	---	-	-	234,015
1282	Travel - Personal Vehicle	5,500	3,772	68.6%	962	6,318	6,603
1283	Travel - Public Carriers	-	411	---	-	-	77
1284	Travel - State Vehicles	1,000	-	0.0%	-	243	200
1285	Travel - Subsistence and Lodging	1,500	1,549	103.2%	-	1,221	1,612
1288	Travel, Meal Reimburse - Not IRS Rpt	1,000	904	90.4%	-	723	824
	Total Contractual Services	**$ 637,360**	**$ 277,070**	**43.5%**	**$ 760,054**	**$ 625,343**	**$ 830,032**
Supplies and Materials							
1312	Office Supplies	2,500	455	18.2%	904	1,191	3,783
1313	Stationery and Forms	1,800	404	22.4%	644	997	1,844
1323	Gasoline (Enterprise vehicles)	250	-	0.0%	-	87	103
1335	Packaging and Shipping Supplies	800	369	46.1%	720	351	1,237
1342	Medical & Dental Supplies	50	-	0.0%	30	-	5

		FY22 Operating Budget	FY22 YTD Expenditures	% Expended	FY21 Expenditures	FY20 Expenditures	FY19 Expenditures
Supplies and Materials, continued							
1352	Custodian Repair & Maintenance	-	-	---	14	728	-
1362	Food & Dietary Supplies	500	46	9.2%	107	442	365
1363	Food Service Supplies	50	236	471.6%	35	16	56
1373	Computer Operating Supplies	2,500	374	15.0%	1,236	823	3,989
	Total Supplies & Materials	**$ 8,450**	**$ 1,884**	**22.3%**	**$ 3,689**	**$ 4,634**	**$ 11,382**
Transfer Payments							
1413	Awards & Recognition	150	156	103.8%	343	-	1,033
1415	Unemployment Compensation	-	-	---	216	-	-
1418	Incentives	1,300	-	0.0%	-	725	325
	Total Transfer Payments	**$ 1,450**	**$ 156**	**10.7%**	**$ 559**	**$ 725**	**$ 1,358**
Continuous Charges							
1512	Automobile Liability Insurance	231	-	0.0%	231	231	231
1516	Property Insurance	1,224	-	0.0%	1,224	1,224	1,224
1534	Equipment Rentals	12,137	4,050	33.4%	8,099	8,133	8,507
1539	Building Rentals - Non-State Owned Facilities	97,997	64,897	66.2%	95,005	95,161	93,416
1541	Agency Service Charges (shared services)	53,383	20,507	38.4%	52,373	37,675	37,335
1551	General Liability Insurance	328	-	0.0%	328	328	188
1554	Surety Bonds	40	-	0.0%	40	40	40
1555	Worker's Compensation	1,094	-	0.0%	1,094	1,023	1,044
	Total Continuous Charges	**$ 166,434**	**$ 89,453**	**53.7%**	**$ 158,394**	**$ 143,815**	**$ 141,985**
Equipment							
2216	Network Components	1,600	(5)	-0.3%	877	1,357	452
2217	Other Computer Equipment	200	155	77.5%	130	97	1,590
2218	Computer Software Purchases	-	-	---	50	428	419
2224	Reference Equipment	-	-	---	-	-	32
2233	Voice and Data Transmission Equipment	-	-	---	969	23	511
2238	Electronic and Photo Equipment Improvements	-	-	---	-	-	3,791
2261	Office Appurtenances (Blinds, Carpet, etc.)	-	-	---	-	687	348
2262	Office Furniture	-	392	---	-	385	5,666
2263	Office Incidentals	500	-	0.0%	345	658	109
2264	Office Machines	-	-	---	-	-	412
2283	Mechanical Equipment	-	-	---	-	2,338	-
2328	Construction, Building Improvements	-	-	---	150	44,209	-
	Total Equipment	**$ 2,300**	**$ 542**	**23.6%**	**$ 2,521**	**$ 50,182**	**$ 13,330**
	Total Expenses	**$ 2,328,158**	**$ 1,228,561**	**52.8%**	**$ 2,121,284**	**$ 2,133,583**	**$ 2,174,012**
	Chapter 552 Appropriation	**$ 2,328,158**					

Virginia Board of Accountancy
Cash Balance Report

	Operating Fund				Trust Fund			
	FY2022 As of 2/28/22		FY2021 As of 2/28/21		FY2022 As of 2/28/22		FY2021 As of 2/28/21	
Beginning Cash Balance July 1	**$**	**2,473,711**	**$**	**1,915,719**	**$**	**3,157,427**	**$**	**3,617,992**
YTD Revenue Collected		279,854		274,716		-		-
Interest earnings*		3,387		8,292		5,569		14,664
Accounts Payable **		-		20,780		-		-
Cash Transfers In per Board Policy #1		-		481,940		177,280		-
Cash Transfers Out per Board Policy #1		(177,280)		-		-		(481,940)
YTD Expenditures		(1,228,561)		(1,428,324)		-		-
Cash Balance	**$**	**1,351,111**	**$**	**1,273,123**	**$**	**3,340,276**	**$**	**3,150,716**
<u>Required Cash Transfers</u>:								
Transfers to Central Service Agencies ***	$	(13,366)	$	(13,366)		-		-
Cash Balance after required transfers	**$**	**1,337,745**	**$**	**1,259,757**	**$**	**3,340,276**	**$**	**3,150,716**

* Interest Earnings - Per Virginia Acts of Assembly - Chapter 732 - §3-3.03 - Approved April 10, 2016, the State Comptroller shall allocate revenue for interest earnings effective FY2016. Interest Earnings had not been allocated since FY2010.

** Prior to October 1, 2014 and the implementation of the Commonwealth's new financial accounting and reporting system (Cardinal) all payments immediately reduced cash when processed (in CARS). The new Cardinal financial system operates on a modified accrual basis and cash balances are not affected until the voucher's due date. The Cardinal system generates an offsetting entry to a liability account (accounts payable) when the voucher is processed. Once the voucher due date arrives, the payment is made, the liability is relived and cash is now reduced.

*** Non-general fund Transfers required by Virginia Acts of Assembly Part 3-1.01F for expenses incurred by central service agencies due on or before June 30.

Virginia Board of Accountancy
MLO Revenue by Fee Type Report

	Fee Type	FY2022 - YTD as of 2/28/22	FY2021 - YTD as of 2/29/21	Fiscal Year Ending 6/30/21	Fiscal Year Ending 6/30/20	Fiscal Year Ending 6/30/19
	Exam Application Fee	$ 77,520	$ 89,550	$ 149,430	$ 171,105	$ 194,370
	Individual License Application Fee	50,850	60,525	83,100	93,300	99,825
	Firm License Application Fee	3,200	3,200	4,500	7,300	6,700
	Re-Exam Application	48,680	55,880	83,420	80,240	95,420
(a)	Renewal Fee	840	33,405	1,824,315	1,824,475	2,328,986
	Reinstatement Fee	82,450	48,350	63,150	63,500	63,600
	Duplicate Wall Certificate Fee	1,550	1,025	1,700	1,800	1,850
	License Verification Fee	14,150	10,875	16,625	16,175	18,950
	CPA Exam Score Transfers	750	1,050	1,325	1,750	1,950
	Administrative Fee	44	-	646	-	-
	Bad Check Fee	-	236	50	313	50
	Total Revenue	**$ 280,034**	**$ 304,096**	**$ 2,228,261**	**$ 2,259,958**	**$ 2,811,701**
(b)	**Net Revenue per Cardinal**	**$ 279,854**	**$ 274,716**	**$ 2,199,041**	**$ 2,220,553**	**$ 2,870,760**
(c)	**Difference**	**$ 180**	**$ 29,380**	**$ 29,220**	**$ 39,405**	**$ (59,059)**

NOTES:

(a) FY19 Renewal Fee includes pro-rated fees related to the transition to the June 30th single renewal date.

(b) Net Revenue per Cardinal reported above includes revenue received from regulatory fees.

(c) Total revenue from MLO will not always match the revenue collected and reported in Cardinal due to timing differences.

Virginia Board of Accountancy
Financial Report
Accounts Receivable Report

	FY2022 - YTD as of 2/28/22	FY2021 - YTD as of 2/29/21	Fiscal Year Ending 6/30/21	Fiscal Year Ending 6/30/20	Fiscal Year Ending 6/30/19
Fines levied	$ 83,250	$ 103,925	$ 128,042	$ 107,725	$ 221,273
Fines collected	$ 72,552	$ 100,780	$ 138,947	$ 112,760	$ 191,199
Outstanding Current fines receivable (< 365 Days)	$ 36,101	$ 36,846	$ 29,041	$ 49,975	$ 60,230
Outstanding Written-off receivables (=> 365 Days)	$ 672,981	$ 675,587	$ 669,342	$ 659,313	$ 654,093

NOTE:
All accounts uncollected after one year are deemed uncollectible, are written off of the VBOA's financial account records, and are no longer recognized receivables for financial reporting purposes; however, the legal obligation to pay the debt still remains.

Individual and firm license activity February 28, 2022					
Fiscal Period	**Period ending 2/28/2022**	**Period ending 2/28/2021**	**Year ending 6/30/2021**	**Year ending 6/30/2020**	**Year ending 6/30/2019**
REGULANTS **Individuals**					
Active, licensed CPAs	27,483	27,460	26,715	26,666	26,282
Inactive, licensed CPAs	2,125	2,076	2,003	1,915	1,784
Total Licensed CPAs	**29,608**	**29,536**	**28,748**	**28,581**	**28,066**
Out-of-state licensees	9,936	9,861	9,572	8,935	8,435
Reinstatements - Individuals	218	132	170	170	162
New CPA licenses issued	790	801	1,069	1,241	1,133
Expired/voluntarily surrendered licenses	53	53	119	861	871
Exam Candidates					
Number of first time exam candidates	**670**	**770**	**1,193**	**1,673**	**1,624**
Firms					
Total active, licensed CPA firms	**1,170**	**1,180**	**1,125**	**1,157**	**1,126**
Reinstatements - Firms	13	5	8	8	10
New CPA firm licenses issued	32	28	38	37	38
Expired/voluntarily surrendered licenses	3	7	12	81	79

VIRGINIA BOARD OF ACCOUNTANCY

February 2022 Enforcement Report

Open Cases for Non-CPE Cases as of March 11, 2022	
Intake	24
Investigation Open/Report Preparation	30
Pending Probable Cause Review	6
IFFs Pending/Scheduled/Completed	17
Pending Consent Orders	5
Pending Board Approval	9
	91

Types of Open Cases as of March 11, 2022	
Due Care/Standards & Conduct	52
Unlicensed Activity	38
Peer Review	1
Eligibility	0
	91

Types of Complaints Closed as of March 11, 2022	
Due Care/Standards	25
Unlicensed Activity	75
Peer Review	1
	101

CPE Audit Report as of February 28, 2022

	Period Ending 2/28/2022	Year Ending 6/30/2021	Year ending 6/30/2020	Year Ending 6/30/2019	Year Ending 6/30/2018
CPE Audits Selected	560	752	697	1366	1938
CPE Audits Passed	124	571	543	1139	1526
CPE Audits Deficient	17	141	144	227	412
CPE Audits Pending	439	40	10	0	0
CPE Deficiency Rate	12%	20%	21%	17%	21%

Additional Audit Work Performed 1/1/2021-2/28/2022

	Reinstatement Audits	Self-Report Audits	Inactive to Active Audits	Enforcement Audits	Total Audits
Audits Selected	268	308	45	34	655
CPE Audits Passed	221	14	44	14	293
CPE Audits Deficient	0	56	0	18	74
CPE Audits Pending	47	238	2	2	289

CPE Only Enforcement Cases (MLO Only) as of March 11, 2022

Entered	74
Pending Consent Orders	24
IFFs Pending/Scheduled/Complete	9
Pending Board Approval	2
	109

CPE Only Cases Closed January 1, 2022 - March 11, 2022	31

Chapter 11. Public Participation Guidelines

Part I
Purpose and Definitions

18VAC5-11-10. Purpose.

The purpose of this chapter is to promote public involvement in the development, amendment or repeal of the regulations of the Board of Accountancy. This chapter does not apply to regulations, guidelines, or other documents exempted or excluded from the provisions of the Administrative Process Act (§ 2.2-4000 et seq. of the Code of Virginia).

Statutory Authority
§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes
Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-20. Definitions.

The following words and terms when used in this chapter shall have the following meanings unless the context clearly indicates otherwise:

"Administrative Process Act" means Chapter 40 (§ 2.2-4000 et seq.) of Title 2.2 of the Code of Virginia.

"Agency" means the Board of Accountancy, which is the unit of state government empowered by the agency's basic law to make regulations or decide cases. Actions specified in this chapter may be fulfilled by state employees as delegated by the agency.

"Basic law" means provisions in the Code of Virginia that delineate the basic authority and responsibilities of an agency.

"Commonwealth Calendar" means the electronic calendar for official government meetings open to the public as required by § 2.2-3707 C of the Freedom of Information Act.

''Negotiated rulemaking panel'' or ''NRP'' means an ad hoc advisory panel of interested parties established by an agency to consider issues that are controversial with the assistance of a facilitator or mediator, for the purpose of reaching a consensus in the development of a proposed regulatory action.

"Notification list" means a list used to notify persons pursuant to this chapter. Such a list may include an electronic list maintained through the Virginia Regulatory Town Hall or other list maintained by the agency.

"Open meeting" means any scheduled gathering of a unit of state government empowered by an agency's basic law to make regulations or decide cases, which is related to promulgating, amending or repealing a regulation.

"Person" means any individual, corporation, partnership, association, cooperative, limited liability company, trust, joint venture, government, political subdivision, or any other legal or commercial entity and any successor, representative, agent, agency, or instrumentality thereof.

"Public hearing" means a scheduled time at which members or staff of the agency will meet for the purpose of receiving public comment on a regulatory action.

"Regulation" means any statement of general application having the force of law, affecting the rights or conduct of any person, adopted by the agency in accordance with the authority conferred on it by applicable laws.

"Regulatory action" means the promulgation, amendment, or repeal of a regulation by the agency.

"Regulatory advisory panel" or "RAP" means a standing or ad hoc advisory panel of interested parties established by the agency fc the purpose of assisting in regulatory actions.

"Town Hall" means the Virginia Regulatory Town Hall, the website operated by the Virginia Department of Planning and Budget a www.townhall.virginia.gov, which has online public comment forums and displays information about regulatory meetings and regulatory actions under consideration in Virginia and sends this information to registered public users.

"Virginia Register" means the Virginia Register of Regulations, the publication that provides official legal notice of new, amended and repealed regulations of state agencies, which is published under the provisions of Article 6 (§ 2.2-4031 et seq.) of the Administrative Process Act.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

Part II
Notification of Interested Persons

18VAC5-11-30. Notification list.

A. The agency shall maintain a list of persons who have requested to be notified of regulatory actions being pursued by the agenc

B. Any person may request to be placed on a notification list by registering as a public user on the Town Hall or by making a request to the agency. Any person who requests to be placed on a notification list shall elect to be notified either by electronic means or through a postal carrier.

C. The agency may maintain additional lists for persons who have requested to be informed of specific regulatory issues, proposals, or actions.

D. When electronic mail is returned as undeliverable on multiple occasions at least 24 hours apart, that person may be deleted from the list. A single undeliverable message is insufficient cause to delete the person from the list.

E. When mail delivered by a postal carrier is returned as undeliverable on multiple occasions, that person may be deleted from th list.

F. The agency may periodically request those persons on the notification list to indicate their desire to either continue to be notified electronically, receive documents through a postal carrier, or be deleted from the list.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-40. Information to be sent to persons on the notification list.

A. To persons electing to receive electronic notification or notification through a postal carrier as described in 18VAC5-11-30, the agency shall send the following information:

1. A notice of intended regulatory action (NOIRA).

2. A notice of the comment period on a proposed, a reproposed, or a fast-track regulation and hyperlinks to, or instructions on how to obtain, a copy of the regulation and any supporting documents.

3. A notice soliciting comment on a final regulation when the regulatory process has been extended pursuant to § 2.2-4007.06 c 2.2-4013 C of the Code of Virginia.

B. The failure of any person to receive any notice or copies of any documents shall not affect the validity of any regulation or regulatory action.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

Part III
Public Participation Procedures

18VAC5-11-50. Public comment.

A. In considering any nonemergency, nonexempt regulatory action, the agency shall afford interested persons an opportunity to submit data, views, and arguments, either orally or in writing, to the agency. Such opportunity to comment shall include an onlin public comment forum on the Town Hall.

1. To any requesting person, the agency shall provide copies of the statement of basis, purpose, substance, and issues; the economic impact analysis of the proposed or fast-track regulatory action; and the agency's response to public comments received.

2. The agency may begin crafting a regulatory action prior to or during any opportunities it provides to the public to submit comments.

B. The agency shall accept public comments in writing after the publication of a regulatory action in the Virginia Register as follows:

1. For a minimum of 30 calendar days following the publication of the notice of intended regulatory action (NOIRA).

2. For a minimum of 60 calendar days following the publication of a proposed regulation.

3. For a minimum of 30 calendar days following the publication of a reproposed regulation.

4. For a minimum of 30 calendar days following the publication of a final adopted regulation.

5. For a minimum of 30 calendar days following the publication of a fast-track regulation.

6. For a minimum of 21 calendar days following the publication of a notice of periodic review.

7. Not later than 21 calendar days following the publication of a petition for rulemaking.

C. The agency may determine if any of the comment periods listed in subsection B of this section shall be extended.

D. If the Governor finds that one or more changes with substantial impact have been made to a proposed regulation, he may require the agency to provide an additional 30 calendar days to solicit additional public comment on the changes in accordance with § 2.2-4013 C of the Code of Virginia.

E. The agency shall send a draft of the agency's summary description of public comment to all public commenters on the propose regulation at least five days before final adoption of the regulation pursuant to § 2.2-4012 E of the Code of Virginia.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-60. Petition for rulemaking.

A. As provided in § 2.2-4007 of the Code of Virginia, any person may petition the agency to consider a regulatory action.

B. A petition shall include but is not limited to the following information:

1. The petitioner's name and contact information;

2. The substance and purpose of the rulemaking that is requested, including reference to any applicable Virginia Administrativ Code sections; and

3. Reference to the legal authority of the agency to take the action requested.

C. The agency shall receive, consider and respond to a petition pursuant to § 2.2-4007 and shall have the sole authority to dispos of the petition.

D. The petition shall be posted on the Town Hall and published in the Virginia Register.

E. Nothing in this chapter shall prohibit the agency from receiving information or from proceeding on its own motion for rulemaking.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-70. Appointment of regulatory advisory panel.

A. The agency may appoint a regulatory advisory panel (RAP) to provide professional specialization or technical assistance when the agency determines that such expertise is necessary to address a specific regulatory issue or action or when individuals indicat an interest in working with the agency on a specific regulatory issue or action.

B. Any person may request the appointment of a RAP and request to participate in its activities. The agency shall determine wher a RAP shall be appointed and the composition of the RAP.

C. A RAP may be dissolved by the agency if:

1. The proposed text of the regulation is posted on the Town Hall, published in the Virginia Register, or such other time as the agency determines is appropriate; or

2. The agency determines that the regulatory action is either exempt or excluded from the requirements of the Administrative Process Act.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-80. Appointment of negotiated rulemaking panel.

A. The agency may appoint a negotiated rulemaking panel (NRP) if a regulatory action is expected to be controversial.

B. An NRP that has been appointed by the agency may be dissolved by the agency when:

1. There is no longer controversy associated with the development of the regulation;

2. The agency determines that the regulatory action is either exempt or excluded from the requirements of the Administrative Process Act; or

3. The agency determines that resolution of a controversy is unlikely.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-90. Meetings.

Notice of any open meeting, including meetings of a RAP or NRP, shall be posted on the Virginia Regulatory Town Hall and Commonwealth Calendar at least seven working days prior to the date of the meeting. The exception to this requirement is any meeting held in accordance with § 2.2-3707 D of the Code of Virginia allowing for contemporaneous notice to be provided to participants and the public.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-100. Public hearings on regulations.

A. The agency shall indicate in its notice of intended regulatory action whether it plans to hold a public hearing following the publication of the proposed stage of the regulatory action.

B. The agency may conduct one or more public hearings during the comment period following the publication of a proposed regulatory action.

C. An agency is required to hold a public hearing following the publication of the proposed regulatory action when:

1. The agency's basic law requires the agency to hold a public hearing;

2. The Governor directs the agency to hold a public hearing; or

3. The agency receives requests for a public hearing from at least 25 persons during the public comment period following the publication of the notice of intended regulatory action.

D. Notice of any public hearing shall be posted on the Town Hall and Commonwealth Calendar at least seven working days prior t the date of the hearing. The agency shall also notify those persons who requested a hearing under subdivision C 3 of this section.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

18VAC5-11-110. Periodic review of regulations.

A. The agency shall conduct a periodic review of its regulations consistent with:

1. An executive order issued by the Governor pursuant to § 2.2-4017 of the Administrative Process Act to receive comment on a existing regulations as to their effectiveness, efficiency, necessity, clarity, and cost of compliance; and

2. The requirements in § 2.2-4007.1 of the Administrative Process Act regarding regulatory flexibility for small businesses.

B. A periodic review may be conducted separately or in conjunction with other regulatory actions.

C. Notice of a periodic review shall be posted on the Town Hall and published in the Virginia Register.

Statutory Authority

§§ 2.2-4007.02 and 54.1-4403 of the Code of Virginia.

Historical Notes

Derived from Virginia Register Volume 25, Issue 4, eff. November 26, 2008.

VIRGINIA BOARD OF ACCOUNTANCY

Disposition of Cases Involving Unlicensed Use of the CPA Title by Previously Licensed Individuals[1]

The Virginia Board of Accountancy ("VBOA") delegates to the Executive Director for the Board the authority to resolve disciplinary cases in which a previously licensed certified public accountant ("CPA") engages in use of the CPA title when he/she no longer holds a current active Virginia CPA license due solely from an inadvertent failure to timely renew, and does not meet the requirements to use the CPA title in Virginia under the substantial equivalency provisions of § 54.1-4411 and has not been granted Inactive status.

In cases where the individual, based on the facts and circumstances, would have been eligible for Inactive status had he/she applied, the Board adopted the following guidelines for resolution of cases:

Length of Expiration	Possible Action
First offense 15 days or less	Advisory Letter
First offense (self-report) 16- 90 days or less	Advisory Letter
First offense (all others) 16- 90 days or less	Consent Order; Reprimand
First offense (self-report) 91 days to 180 days	Consent Order; Reprimand and Monetary Penalty of $250
First offense (all others) 91 days to 180 days	Consent Order; Reprimand and Monetary Penalty of $500
First offense (self-report) 181 days to one year	Consent Order; Reprimand and Monetary Penalty of $750
First offense (all others) 181 days to one year	Consent Order; Reprimand and Monetary Penalty of $1,000

Inadvertent use of the CPA title through failure to update an inactive LinkedIn profile without the intent to deceive, and similar de minimis violations, shall generally be handled with an Advisory Letter. Actions taken to resolve these violations, when not accompanied by a monetary penalty, shall not be considered "disciplinary action" for the purposes of VBOA Policy #5, "Publication of Disciplinary Action."

[1] In all cases, expired individuals must reinstate once the license goes into expired status. Reinstating a Virginia individual CPA license must include meeting the requirements of Code of Virginia § 54.1-4413.2, meeting the continuing professional education requirements in accordance with VBOA regulation 18VAC5-22-90, and submitting an individual CPA License Reinstatement Form to the VBOA with the required non-refundable fee of $350, CPE documentation and other requested information.

In cases where the individual has practiced public accounting, has used the CPA title in signing tax returns or power of attorney forms during the time period when their license was expired, or whose job duties require a substantial use of accounting, financial, or tax, the Board adopted the following guidelines for resolution of cases:

Length of Expiration	Possible Action
First offense 15 days or less	Advisory Letter
First offense (self-report) 16- 90 days or less	Advisory Letter
First offense (all others) 16-90 days or less	Consent Order; Reprimand

Notwithstanding the foregoing, in cases in which there is a suspicion of a willful act, the licensee will be scheduled for an IFF conference.

Applicable Laws

§ 54.1-4400. Definitions.

As used in this chapter, unless the context clearly indicates otherwise…"Using the CPA title in Virginia" means using "CPA," "Certified Public Accountant," or "public accountant" (i) in any form or manner of verbal communication to persons or entities located in Virginia or (ii) in any form or manner of written communication to persons or entities located in Virginia, including but not limited to the use in any abbreviations, acronym, phrase, or title that appears in business cards, the CPA wall certificate, Internet postings, letterhead, reports, signs, tax returns, or any other document or device. Holding a Virginia license or the license of another state constitutes using the CPA title.

* * *

"Practice of Public Accounting" means the giving of an assurance other than (i) by the person or persons about whom the financial information is presented or (ii) by one or more owners, officers, employees, or members of the governing body of the entity or entities about whom the financial information is presented.

* * *

§ 54.1-4409.1. Licensing requirements for persons.

A. A person must be licensed in order to use the CPA title in Virginia.

1. The person shall hold a Virginia license if he provides services to the public and the principal place of business in which he provides those services is in Virginia.

2. Other persons shall not be required to hold a Virginia license in order to use the CPA title in Virginia provided that they hold the license of another state and comply with the substantial equivalency provisions of § 54.1-4411.

§ 54.1-4414. Prohibited acts.

Neither (i) a person who does not hold a Virginia license or who does not meet the requirements to use the CPA title in Virginia under the substantial equivalency provisions of § 54.1-4411 nor (ii) an entity that does not meet the criteria prescribed by subdivision D 1 of § 54.1-4412.1 shall:

1. Practice public accounting;

2. Claim to hold a license to use the CPA title;

3. Make any other claim of licensure, registration, or approval related to the preparation of financial statements that is false or misleading;

4. Use the CPA title; or

5. Refer to any of the standard-setting authorities listed in the standards of conduct and practice in subdivisions 5 and 6 of § 54.1-4413.3, or refer to or use any of the terminology prescribed by those authorities for reporting on financial statements, in any form or manner of communication about services provided to persons or entities located in Virginia.

vboa VIRGINIA BOARD OF ACCOUNTANCY

Association of Chartered Certified Accountants (ACCA)

Nancy Glynn, CPA
Executive Director

Overview

- ACCA is a credentialing organization for Chartered Certified Accountants (UK, Commonwealth, other countries)
- CCA ≠ CPA
- ACCA does not require four-year degree, university courses
  - For US applicants, high school + 3 AP credits is sufficient to apply
- Some CPA applicants arrive with ACCA credentials / education, claim equivalency with four-year degrees

ACCA Credentials

- "Diploma in Accounting and Business" – offered by ACCA after 6-12 months of study
- "Advanced Diploma in Accounting and Business" – offered by ACCA after 12-18 months of study
- "Diploma in International Financial Accounting" – offered by ACCA Registered Learning Partners (RLPs)
  - RLPs may be accredited colleges or training companies
  - Diploma issued by ACCA, not the RLP

VIRGINIA BOARD OF ACCOUNTANCY

Enhanced ACCA Qualifications

Bachelor of Science (Honors)
BSc (Hons) in Applied Accounting

- Requires ACCA courses + research project
- Degree granted by Oxford Brookes University

Master of Science
MSc in Professional Accountancy

- May be completed remotely
- Degree granted by University of London

Mutual Recognition Agreements

Mutual Recognition Agreements (MRA) are agreements adopted between the AICPA/NASBA International Qualification Appraisal Board (IQAB) and various countries for the purpose of recognizing equivalency in exam, education and experience.

NASBA has MRAs with:

- Chartered Accountants Australia and New Zealand (CAANZ)
- Hong Kong Institute of Certified Public Accountants (HKICPA)
- 6 others

NASBA does not recognize the ACCA credential and there is no MRA in place

ACCA in the United States (cont.)

California – only known state that has ruled specifically on ACCA

"In California, at a minimum, education shall be from a degree-granting university, college, or other institution of learning (Business and Professions Code §5094(b)). Education earned through the Association of Chartered Certified Accountants (ACCA) does not meet California's education requirements, unless they are transferred into and awarded credit by a degree granting university. If this occurs, the education may be accepted towards meeting the CBA education requirements for exam and or licensure."

Summary / Recommendation

- Only organizations that have entered into an MRA with NASBA and the AICPA will be recognized.

- Completion of ACCA coursework/credential will not be recognized by VBOA as acceptable coursework or a substantially equivalent credential.

Recommendation for the Virginia Board of Accountancy

VBOA will only accept organizations that have entered into an MRA with NASBA and the AICPA. Therefore, completion of ACCA coursework/credential will not be recognized by VBOA as acceptable coursework or substantially equivalent credential.

Overview

The Association of Chartered Certified Accountants (ACCA) offers credentials for accountancy in the United Kingdom and many other countries, including the United States. ACCA's flagship program is the Chartered Certified Accountant (CCA) credential. This title is not considered equivalent to Certified Public Accountant (CPA).

Applicants to ACCA's programs are not necessarily graduates from colleges or universities. Persons certified by ACCA do not appear to have taken courses for the same length of time, or of the same intensity, as an American undergraduate degree. Persons certified by ACCA *may* have taken courses from accredited colleges or universities, but the balance of probability weighs heavily against this assumption. ACCA has partnered with a limited number of colleges and universities, some of whom appear to be accredited, to provide advanced degrees.

Eligibility for ACCA programs

Entry requirements for ACCA programs are lower than that of the AICPA. Persons eligible to enroll in ACCA programs generally must have completed secondary education.

Applicants from the United States and the British Virgin Islands are not required to have a bachelor's degree from an accredited institution. However, a high school diploma is insufficient for registration by itself. The following qualifications are considered sufficient for Americans:

- a high school diploma and at least three AP exam credits (with grades of 3 or above)
- matriculation to university (graduation is not required; some courses may grant exemptions to parts of the ACCA curriculum)
- Caribbean Advanced Proficiency Examination (CAPE) diploma
- Graduate certificate

For comparison, a variety of qualifications exist for British applicants (the United Kingdom and Gibraltar). The "standard" British qualification[1], listed first on the ACCA website and prioritized on most third-party study websites, is two A-levels and three GCSE passes.

[1] This is standard for England and Wales; education in the United Kingdom is devolved, with Scotland in particular operating a similar but separate system.

A-levels are school leaving certificates: they are awarded to students completing secondary or pre-university education. GCSEs are exams taken at the end of Year 11 in England and Wales (equivalent to 10^{th} Grade in the United States).

While the educational systems of the United States and the United Kingdom are not exactly identical, it should not be assumed that a person holding an ACCA credential has graduated from a college or university, particularly given the listed qualifications for American applicants.

Intensity and length of ACCA programs

ACCA offers two intermediate credentials for students on the path to taking their exam for the Chartered Certified Accountant:

- ACCA Diploma in Accounting and Business

  This credential is described on ACCA's website as "RQF Level 4." The Regulated Qualifications Framework (RQF) is used in England and Northern Ireland for certain professional and vocational qualifications. There is not an exact equivalent between RQF and any specific American credential. However, for comparison, an A-level in the United Kingdom is described as being of RQF Level 3, a bachelor's degree is considered equivalent to Level 6, a master's degree is considered equivalent to Level 7, and a doctorate is considered equivalent to Level 8.

  RQF Level 4 is described in some sources as being equivalent to a year's study at university. ACCA's website claims that the ACCA Diploma in Accounting and business can be completed in as little as 6-12 months.

- Advanced Diploma in Accounting and Business

  This credential is not given an RQF Level on ACCA's website or in their explanatory pamphlet. The Advanced Diploma is attained by completing additional coursework, including the "Ethics and Professional Skills module."

  If progression is similar to that described for ACCA's Diploma, the Advanced Diploma is likely equivalent to RQF Level 5 and might be considered equivalent to an American two-year vocational degree or certificate. ACCA's website claims that the Advanced Diploma may be obtained in as little as 12-18 months.

Some of the requirements for these programs might be waived if the applicant has previous college or university coursework, or if the applicant has previous experience with ACCA.

Registered Learning Partners

ACCA has partnered with a variety of institutions as Registered Learning Partners and maintains a searchable directory of those institutions. Registered Learning Partners offer courses towards a diploma[2] and several certificates in accounting-related subjects.

The overwhelming majority of Registered Learning Partners (RLPs) are private training companies, some of which appear to have been founded specifically to train accountants. For example, the only two British RLPs are the ExP Group (a private company offering training primarily in ACCA credentials) and First Intuition (described on Wikipedia as "a United Kingdom based provider of accountancy training").

Nor do other countries differ. Nigeria's listed RLPs are Hedge Professional Services Limited, Ivyleague Associates Limited, and Synergy Professionals. Egypt's listed RLPs are Nearshore Middle East S.A.E. and Highly Professional Advisors. Vietnam's listed RLPs are Smart Train and Vietsourcing Business Consultancy Company Limited.

Some RLPs have misleading names which may include the word "Academy," "Institute," or "College." For example, ACCA lists "Arthur Portland College" as an RLP from Botswana. ArthurPortland does not describe itself as a college on its own website. Interestingly, ArthurPortland describes itself as an ICAEW Partner in Learning. The Institute of Chartered Accountants in England and Wales is an accountancy organization comparable to ACCA.

There are a limited number of RLPs that can be confirmed as accredited post-secondary educational institutions:

- Griffith College Cork in Ireland offers the Diploma in International Financial Accounting in partnership with ACCA. It is an accredited institution, being affiliated with Ireland's national regulatory bodies (including QQI and HECA). It also offers degrees in law, journalism, and other fields besides accountancy.
- Majan College in Oman offers the Diploma in International Financial Reporting in partnership with ACCA. It is accredited and closely affiliated with the University of Bedfordshire in the UK, with whom it collaborates on classes. It is a private college which offers courses in business, computer science, and English.
- Oshwal College in Kenya is a "post-modern tertiary institution" which offers degrees in accountancy, business, and information technology. However, it only offers certificate programs in partnership with ACCA.
- Taylor's College in Malaysia is a for-profit college with a variety of degree programs and a number of notable Malaysian alumni. However, it only offers certificate programs in partnership with ACCA.
- Universidad ORT Uruguay is Uruguay's largest private university. A member of the international World ORT network, which promotes Jewish education, it is fully

[2] The Diploma in International Financial Accounting is awarded upon passage of a three-hour written exam.

accredited by Uruguay's national regulatory bodies and offers a wide variety of degrees in many subjects. However, it only offers certificate programs in partnership with ACCA.

The above list is not intended to be comprehensive, only representative.

Enhanced qualifications

In addition to its diploma programs, ACCA offers two advanced degrees in partnership with accredited universities: a BSc (Hons) in Applied Accounting from Oxford Brookes University and an MSc in Professional Accountancy from the University of London.[3]

The BSc (Hons) does not have a specifically enumerated length, but students may not take longer than ten years in completing it. The degree is earned by completing ACCA's courses and completing a research project.

The MSc may be completed remotely from a number of participating professional and educational institutions. The University of London website describes programme duration as between six months and five years.

Both programs appear to be of significant academic rigor and would likely compare favorably to similar degrees in the United States.

Summary

NASBA does not consider any of the ACCA courses to be acceptable towards exam education requirements. NASBA does have mutual recognition agreements with many other professional bodies, two of which ACCA also recognizes via mutual recognition agreement.

California is the only state that we could find that accepts some ACCA credits. California's Board of Accountancy made the following statement:

In California, at a minimum, education shall be from a degree-granting university, college, or other institution of learning (Business and Professions Code §5094(b)). Education earned through the Association of Chartered Certified Accountants (ACCA) does not meet California's education requirements, unless they are transferred into and awarded credit by a degree granting university. If this occurs, the education may be accepted towards meeting the CBA education requirements for exam and or licensure.

[3] The specific institution which offers the MSc is University College London.

VIRGINIA BOARD OF ACCOUNTANCY

Peer Review Procedures

Nancy Glynn, CPA
Executive Director

VIRGINIA BOARD OF ACCOUNTANCY

For Firms

First time Peer Reviewed CPA firms shall:

- within **30 DAYS** of completing audits, reviews, compilations, attest work for the first time, notify VBOA. The firm is now subject to peer review

- within **30 DAYS** of receiving peer review enrollment letter, provide a copy to VBOA

All Enrolled CPA Firms

- within **60 DAYS** of receiving final letter of acceptance, provide a copy to VBOA with a copy of the peer review report.

For VBOA

VBOA shall:

- record names of firms that self-report need for peer review

- for recently enrolled firms record due date of final report listed in enrollment letter

- record results of peer review when received and the due date of the next peer review

Possible actions for VBOA

Send letter if:

- firm self-reports need for peer review but has not enrolled by next licensing period
- 90 days have elapsed beyond due date in the enrollment letter and firm has not submitted peer review report
- 3.5 years have elapsed since last peer review and the firm is not shown to be exempt (VBOA will send a reminder letter)

Possible actions for VBOA

Refer to enforcement if:

- 2 consecutive failed peer reviews
- VBOA is notified a firm is terminated from peer review
- 120 days have elapsed beyond due date in the enrollment letter and the firm has not submitted peer review report
- More than 4 years have elapsed since last peer review and the firm is not shown to be exempt

GOAL: Enforcement Process

Board members: Bill Brown, Barclay Bradshaw and Wendy Lewis

S	Specific	Create timeline benchmarks for each milestone within the enforcement life cycle. Ensure the system upgrade includes ability to track the completion of milestones and compare to the established benchmarks.
M	Measurable	Fairly automated report is delivered to the Board for review.
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	1. Identify enforcement life cycle: August 2021/completed 2. Comparing the life cycle to the benchmarks: September 2021/completed 3. Revisions to benchmarks: November 2021/completed 4. Demo of tracking tool: January 2022 5. Functioning tracking tool to use: June 2022

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	Yes
Unresolved Significant Risks/Contingencies	None
Resources Needed	None
Board Decisions Needed	None
Significant Actions Completed	Revisions to the benchmarks completed and will test drive them until the official launch July 1, 2022.
Significant Actions Not Completed	

GOAL: Peer Review Enforcement

Board members: Nadia Rogers and Barclay Bradshaw

S	Specific	Create and automate a process that will identify firms who should be enrolled in peer review and an enforcement process for those who are not enrolled and/or are enrolled but receiving subpar results or untimely submissions. Develop a communications plan to inform firms. Added question on firm renewal certifications.
M	Measurable	Execute the automatic monitoring
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	March 2022

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	Yes
Unresolved Significant Risks/Contingencies	none
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	none
Significant Actions Not Completed	none

GOAL: Education Accreditation

Board members: Nadia Rogers and Wendy Lewis

S	Specific	Continue to assess the impact of the model rules in the statutes, VBOA regulations and VBOA polices as it relates to accreditation.
M	Measurable	Upon implementation and approved in statutes, VBOA regulations and VBOA Policy
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	Draft in May 2022

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	Yes
Unresolved Significant Risks/Contingencies	none
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	none
Significant Actions Not Completed	none

GOAL: Education for Licensure

Board members: Nadia Rogers and Wendy Lewis

S	Specific	Consider the impact of the Model Curriculum, Practice Analysis, and Blueprint on VBOA regulations, VBOA Policy, and the VBOA Education Handbook (i.e., additional 30 credit hours required for CPA licensure). Once decided, include outreach and communications of the VBOA decisions.
M	Measurable	Upon implementation and approved in VBOA regulations, VBOA Policy and VBOA Education Handbook
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	Education guidelines and Education Handbook: Draft in May 2022

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	yes
Unresolved Significant Risks/Contingencies	none
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	none
Significant Actions Not Completed	none

GOAL: Education for Exam

Board members: Nadia Rogers and Wendy Lewis

S	Specific	Consider the impact of the model curriculum, Practice Analysis, and Blueprint on VBOA regulations, VBOA Policy, and VBOA education guidelines (i.e., composition of the 24 credit hours of upper-level accounting and 24 credit hours of business courses). Once decided, include outreach and communications of the VBOA decisions, while considering the model curriculum and practice analysis.
M	Measurable	Upon implementation and approved in VBOA regulations, VBOA Policy and VBOA Education Handbook
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	Interim updates to VBOA Education guidelines and Education Handbook to reflect acknowledgement of CPA Evolution: Draft, review and approved in August 31, 2021, Board meeting. Draft communications plan available in October 2021. Draft updates to VBOA regulation, Policy, Education Handbook following release of Practice Analysis and Blueprint for public comment in mid-2022: August 2022. Final updates to VBOA regulation, Policy, Education Handbook following Practice Analysis and Blueprint: February 2023. Communications plan available: April 2023. *Continuous assessment throughout evolution is imperative

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	yes
Unresolved Significant Risks/Contingencies	Draft model curriculum and draft transition plan released, June 2021, by NASBA and AICPA.
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	Draft communications plan discussed at Sept. 30, 2021, Board meeting.
Significant Actions Not Completed	none

GOAL: CPE Credits

Board members: Nadia Rogers and Laurie Warwick

S	Specific	Updating existing VBOA Policy (and VBOA regulations, if necessary) by adding a standardized formula for awarding CPE for publications, presentations, professional designations/exams, and training programs.
M	Measurable	Through a developed standardized formula and approved by the Board.
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	Jan-22

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	Yes
Unresolved Significant Risks/Contingencies	none
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	Qualifying guidelines approved during Jan. 11, 2022, Board meeting.
Significant Actions Not Completed	none

GOAL: Fee Structure

Board members: Brian Carson

S	Specific	Have a reasonable fee structure that will fund all of our expenditures for a minimum of the next 10 years while maintaining a minimum contingency fund in line with our VBOA Policy.
M	Measurable	It's approved by the Governor's Office and the General Assembly, if needed.
A	Achievable	Yes
R	Relevant	Very relevant
T	Time-based	June 2023

Status Update	
Status Date	March 16, 2022
Forecasted to complete on time (Yes/No)? If No, please provide explanation.	yes
Unresolved Significant Risks/Contingencies	none
Resources Needed	none
Board Decisions Needed	none
Significant Actions Completed	Initial 10-year forecast has been completed. Preliminary discussions held with the Department of Planning and Budget, and Secretary of Finance.
Significant Actions Not Completed	none

VIRGINIA BOARD OF ACCOUNTANCY

VIRGINIA BOARD OF ACCOUNTANCY BYLAWS FEBRUARY 2020

Article I – Members

The appointment and limitations of service of the members shall be in accordance with Section 54.1-4402-54.1-4404 of the Code of Virginia.

Article II - Officers of the Board

Officers of the Board shall consist of Chair and Vice Chair. The terms of office of the Chair and Vice Chair shall be for 12 months or until succeeded. The term of each office shall begin July 1 of each year. No officer shall be eligible to serve more than two consecutive terms in the same office unless serving an unexpired term.

A. Chair: The Chair shall preserve order and preside at all meetings according to parliamentary rules, the Virginia Administrative Process Act, and the Virginia Freedom of Information Act. The Chair shall sign his or her name as Chair to the certificates authorized to be signed by the Chair.
B. Vice Chair: The Vice Chair shall act as Chair in the absence of the Chair.
C. Order of succession: In the event of a vacancy in the office of Chair, the Vice Chair shall assume the office of Chair for the remainder of the term. In the event of a vacancy in the office of Vice Chair, a special election will be held.

Article III - Election of Officers

The Board shall elect officers for a term of one year. The term of each office shall begin July 1 of each year.

Board members may nominate fellow Board members for Chair and Vice Chair at the first scheduled Board meeting following April 1 of each year. The election of officers shall occur at this meeting. The elected officers shall assume their duties July 1 of each year.

A. Officers shall be elected at a meeting of the Board with a quorum present.
B. Voting shall be by voice vote, roll call or show of hands. A simple majority shall prevail with the current Chair casting a vote only to break a tie.
C. The election shall occur in the following order: Chair, Vice-Chair.

Article IV – Committees

A. The Board may establish committees as deemed necessary to assist the Board in its work.

B. The Board shall approve the members of the committees. The Board may appoint members to a committee who are not members of the Board when it serves the purpose of the committee.
C. The work of committees shall be outlined in policy and be advisory to the board unless otherwise specified.

Amendments to Bylaws

Amendments to these bylaws may be proposed by presenting the amendments in writing to all Board members seven calendar days prior to any scheduled Board meeting.

vboa

VIRGINIA BOARD
OF ACCOUNTANCY

FINANCIAL STATEMENTS

For the Fiscal Year Ended
June 30, 2021

- T A B L E OF C O N T E N T S –

MANAGEMENT'S DISCUSSION AND ANALYSIS
(Unaudited)

As management of the Virginia Board of Accountancy (Board), the Board offers readers of these financial statements this narrative overview and analysis of the financial activities of the Board for the fiscal year ended June 30, 2021.

Financial Highlights

The assets and deferred outflows of resources of the Board exceeded its liabilities and deferred inflows of resources at the close of the most recent fiscal year by $4,359,257 (net position), an increase of $204,038 in comparison with the prior year. Of this amount, $4,008,817 represents unrestricted net position, which may be used to meet the Board's ongoing obligations.

At the close of fiscal year 2021, the Board's governmental funds reported combined ending fund balances of $5,492,010, an increase of $109,248 in comparison with the prior year. The committed portion of the fund balance is $5,487,154, which is available for spending at the Board's discretion.

At the close of fiscal year 2021, the total fund balance for the Board's Operating Fund was $2,334,583 or approximately 111 percent of total operating expenditures. The Board also has a Trust Account to be used for the study, research, investigation, and adjudication of matters involving possible violations of statutes or regulations relating to the profession of public accounting, or for any other purpose the Board determines is relevant to its statutory purposes. At the close of fiscal year 2021, the Trust Account reported an ending fund balance of $3,157,427.

Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the Board's basic financial statements, which are comprised of three components: (1) the entity-wide financial statements, (2) the fund financial statements, and (3) the Notes to Financial Statements.

Entity-Wide Financial Statements

The entity-wide financial statements are designed to provide readers with a broad overview of the Board's finances, in a manner similar to private-sector business.

The Statement of Net Position presents information on all of the Board's assets and deferred outflows of resources, and liabilities and deferred inflows of resources; net position represents the difference between all other elements in a statement of financial position and is displayed in three components – net investment in capital assets; restricted; and unrestricted. Over time, increases or decreases in net position may indicate whether the financial position of the Board is improving or deteriorating.

The Statement of Activities presents information showing how the Board's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of the related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., earned, but unused vacation leave).

The entity-wide financial statements can be found on pages 8 and 9 of this report.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Board, like other state and local government agencies, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. All of the Board's funds are governmental funds.

Governmental Funds

Governmental funds are used to account for essentially the same functions as governmental activities in the entity-wide financial statements. However, unlike the entity-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating a government agency's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the entity-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the entity-wide financial statements. By doing so, readers may better understand the long-term impact of the Board's near-term financing decisions. Both the Governmental Funds Balance Sheet and the Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balance provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

The Board has two governmental funds (Operating Fund and Trust Account), both of which are special revenue funds. Information is presented in separate columns in the Governmental Funds Balance Sheet and in the Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balance for each fund.

The Board adopts an annual operating budget for its Operating Fund. The Board's budget is prepared principally on a cash basis and represents appropriations as authorized by the General Assembly. A budgetary comparison statement has been provided for the Operating Fund to demonstrate compliance with this budget.

The basic governmental fund financial statements can be found on pages 10 through 15 of this report.

Entity-Wide Financial Analysis

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. In the case of the Board, assets and deferred outflows of resources exceeded its liabilities and deferred inflows of resources by $4,359,257 at the close of the most recent fiscal year.

By far the largest portion of the Board's net position (92 percent) is unrestricted, meaning they may be used to meet the Board's ongoing obligations. The remaining portion of the Board's net position reflects its net investment in capital assets (7 percent) and other postemployment asset (1 percent). The Board uses capital assets to provide services to exam and license applicants, regulants and the public; consequently, these assets are not available for future spending.

Condensed Summary Statement of Net Position

	for the year ended June 30,		Increase/(Decrease)	
	2021	2020	Amount	Percent
Current and other assets	$ 5,721,260	$ 5,627,001	$ 94,259	2%
Capital assets, net of depreciation	307,361	123,005	184,356	150%
Total assets	6,028,621	5,750,006	278,615	5%
Deferred outflows of resources	430,976	335,514	95,462	28%
Total assets and deferred outflows	6,459,597	6,085,520	374,077	6%
Current liabilities	228,751	250,905	(22,154)	(9%)
Long-term liabilities	1,729,385	1,491,297	238,088	16%
Total liabilities	1,958,136	1,742,202	215,934	12%
Deferred inflows of resources	142,204	188,099	(45,895)	(24%)
Total liabilities and deferred inflows	2,100,340	1,930,301	170,039	9%
Net position:				
Net investment in capital assets	307,361	123,005	184,356	150%
Restricted	43,079	35,708	7,371	21%
Unrestricted	4,008,817	3,996,506	12,311	0%
Total net position	$ 4,359,257	$ 4,155,219	$ 204,038	5%

The Board's net position increased by $204,038 during fiscal year 2021. This increase represents the degree to which licensing and examination fee revenue exceeded operating expenses.

Condensed Summary of Changes in Net Position

	for the year ended June 30,		Increase/(Decrease)	
	2021	2020	Amount	Percent
Program revenues:				
Charges for services	$ 2,199,039	$ 2,220,613	$ (21,574)	(1%)
General revenues:				
Monetary penalties	134,829	127,864	6,965	5%
Interest earnings	33,036	96,156	(63,120)	(66%)
Total revenues	2,366,904	2,444,633	(77,729)	(3%)
Licensing and enforcement expenses	2,014,671	2,138,446	(123,775)	-6%
Increase in net position before transfers	352,233	306,187	46,046	15%
Special Item	-	275,000	(275,000)	(100%)
Transfers/(net)	(148,195)	(139,166)	9,029	6%
Increase in net position:	204,038	442,021	(237,983)	(54%)
Net position - July 1	4,155,219	3,713,198	442,021	12%
Net position - June 30	$ 4,359,257	$ 4,155,219	$ 204,038	5%

Financial Analysis of the Board's Special Revenue Funds

The Board uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

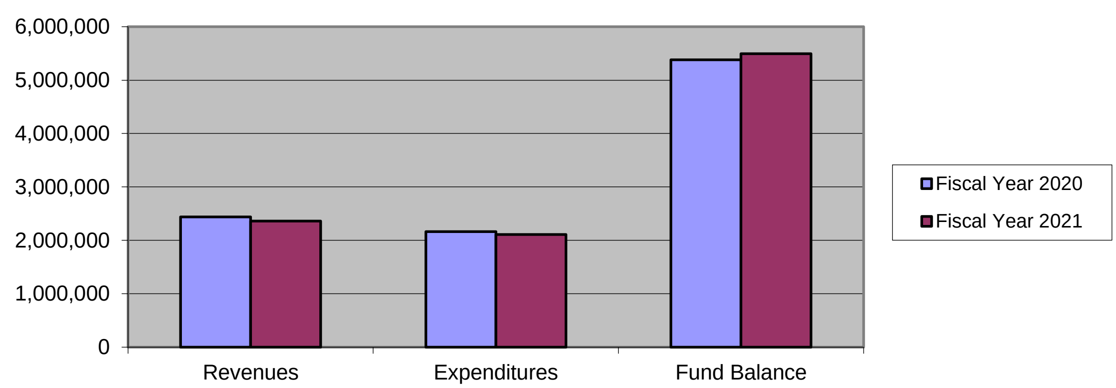
The focus of the Board's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the Board's financing requirements and fee structure. In particular, unrestricted fund balances may serve as a useful measure of the Board's net resources available for spending at the end of the fiscal year.

During fiscal year 2021, the total fund balance of the Board increased by $109,248. Key factors in the change in fund balance include:

- Revenues exceeded expenditures by $251,877 in fiscal year 2021. Total revenue decreased by $74,941 (3 percent) from fiscal year 2020. Interest income decreased by 66 percent or $63,119 from the prior year. Revenue from licensing and examination fees also decreased as the number of first time exam candidates continues to decline. Total expenditures decreased by $53,459 (2 percent) over the previous year. Personal services decreased by $151,551 (11 percent) primarily related to challenges in recruitment and hiring in a pandemic environment. Contractual services increased by 21 percent or $133,528 related to the Board's licensing database cloud migration in fiscal year 2021.

- Transfers to the Literary Fund increased by $9,750 (8 percent) from fiscal year 2020. There are several factors affecting this change including the number of monetary penalties issued by the Board, the amount of fines levied, and the collections received.

Revenues, Expenditures, and Fund Balances
Operating and Trust Account Funds Combined



Operating Fund Budgetary Highlights

The Board adopts an annual operating budget for its Operating Fund. The Board's budget is prepared principally on a cash basis and represents appropriations as authorized by the General Assembly plus any pending budget execution transactions and amendments. The Board budgeted total expenditures of $2,328,158 and total revenue of $2,405,315 including $212,000 in monetary penalties to be deposited into the Literary fund. During the year, revenues were slightly lower than budgetary estimates due to decreases in interest earnings and monetary penalties. Actual expenditures were less than budgetary estimates for the year due to a decrease in personal services.

Capital Assets

The Board's net investment in capital assets at June 30, 2021, totals $307,361 (net of accumulated depreciation). This is an increase of $184,356 from the prior year related to leasehold additions and software for the Board's licensing system. The remaining portion of the capital asset amount consists of other capitalized tenant improvements and modular office furniture. Additional information on the Board's capital assets can be found in Note 5.

Economic Factors and the Fiscal Year 2021 Budget

The Board experienced an increase in the number of licensed individuals and a decrease in the number of licensed firms in the fiscal year 2021.

CPA License Holders

	At June 30, 2021	At June 30, 2020
Individuals	28,748	28,581
Firms	1,125	1,157
Total	29,873	29,738

The Board's major source of revenue is licensing and examination fees. Even though the Board is currently experiencing an increase in individual licensees, national accounting enrollments continue to trend down. This trend has the potential to significantly decrease the number of exam candidates and licensees in Virginia. Expenditures continue to increase for the Board as information technology requirements are implemented and payroll and benefit related costs rise. The Board's authorized appropriation will remain at $2,328,158 in fiscal year 2022.

FINANCIAL STATEMENTS

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF NET POSITION
As of June 30, 2021
With Comparative Figures for 2020

	Governmental Activities	
	2021	2020
Assets:		
Cash held by the Treasurer of Virginia (Note 3)	$ 5,662,865	$ 5,559,579
Accounts receivable, net (Note 4)	10,460	23,179
Prepaid items (Note 1E)	4,856	8,535
Net other postemployment benefit (Note 10)	43,079	35,708
Capital assets, net of accumulated depreciation (Note 5)	307,361	123,005
Total Assets	6,028,621	5,750,006
Deferred Outflow of Resources:		
Deferred outflows related to pension (Note 9)	353,967	272,864
Deferred outflows related to other postemployment benefit (Note 10)	77,009	62,650
Total Deferred Outflows	430,976	335,514
Liabilities:		
Accounts payable	111,363	96,835
Accrued salaries payable	64,348	88,517
Due to the State Literary Fund (Note 4)	10,460	23,179
Long-term liabilities due within one year:		
Compensated absences payable (Note 6)	37,618	38,734
Other postemployment liability (Note 10)	4,962	3,640
Long-term liabilities due in more than one year:		
Compensated absences payable (Note 6)	31,372	30,999
Net pension liability (Note 9)	1,446,074	1,208,333
Other postemployment liability (Note 10)	251,939	251,965
Total Liabilities	1,958,136	1,742,202
Deferred Inflows of Resources:		
Deferred inflows related to pension (Note 9)	14,715	62,716
Deferred inflows related to other postemployment benefit (Note 10)	127,489	125,383
Total Deferred Inflows	142,204	188,099
Net Position:		
Net investment in capital assets (Note 5)	307,361	123,005
Restricted for net other postemployment benefit (Note 10)	43,079	35,708
Unrestricted	4,008,817	3,996,506
Total Net Position	$ 4,359,257	$ 4,155,219

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF ACTIVITIES
For the Year Ended June 30, 2021
With Comparative Figures for 2020

	Governmental Activities			
	2021			2020
	Expenses	Program Revenues Charges for Services	Net (Expense) Revenue and Changes in Net Position	Net (Expense) Revenue and Changes in Net Position
Functions/programs:				
Governmental activities				
Licensing, examination and enforcement functions	$ 2,014,671	$ 2,199,039	$ 184,368	$ 82,167
General revenues:				
Monetary penalties			134,829	127,864
Interest earnings			33,036	96,156
Special Item			-	275,000
Transfers:				
Transfers to the State General Fund			(13,366)	(11,302)
Transfers to the State Literary Fund			(134,829)	(127,864)
Total General Revenues, Special Item, and Transfers			19,670	359,854
Change in net position			204,038	442,021
Net position, July 1			4,155,219	3,713,198
Net position, June 30			$ 4,359,257	$ 4,155,219

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
BALANCE SHEET
GOVERNMENTAL FUNDS
As of June 30, 2021
With Comparative Figures for 2020

	Special Revenue Funds			
	Operating Fund	Trust Account	Total 2021	Total 2020
Assets:				
Cash held by the Treasurer of Virginia (Note 3)	$ 2,505,438	$ 3,157,427	$ 5,662,865	$ 5,559,579
Accounts receivable, net (Note 4)	10,460	-	10,460	23,179
Prepaid items (Note 1E)	4,856	-	4,856	8,535
Total assets	$ 2,520,754	$ 3,157,427	$ 5,678,181	$ 5,591,293
Liabilities, deferred inflows of resources and fund balance:				
Liabilities:				
Accounts payable	$ 111,363	$ -	$ 111,363	$ 96,835
Accrued payroll payable	64,348	-	64,348	88,517
Due to the State Literary Fund	4,894	-	4,894	14,828
Total liabilities	180,605	-	180,605	200,180
Deferred Inflows of Resources:				
Revenue not currently available	5,566	-	5,566	8,351
Total deferred inflows of resources	5,566	-	5,566	8,351
Fund balance:				
Nonspendable:				
Prepaid insurance/other	4,856	-	4,856	8,535
Committed for:				
Board operations	2,329,727	3,157,427	5,487,154	5,374,227
Total fund balance	2,334,583	3,157,427	5,492,010	5,382,762
Total liabilities, deferred inflows of resources and fund balance	$ 2,520,754	$ 3,157,427	$ 5,678,181	$ 5,591,293

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
BALANCE SHEET, continued
GOVERNMENTAL FUNDS
As of June 30, 2021
With Comparative Figures for 2020

	Special Revenue Funds	
	Total	
	2021	2020
Amounts reported for governmental activities in the Statement of Net Position are different because:		
Total fund balance (per page 10)	$ 5,492,010	$ 5,382,762
Capital assets reported for governmental activities are not financial resources and, therefore, are not reported in the funds. (Note 5)	307,361	123,005
Restricted other postemployment asset is not a financial resource and, therefore is not reported in the funds. (Note 10)	43,079	35,708
Long-term liability for the following are not due and payable in the current period and therefore are not reported in the funds:		
Compensated absences (Note 6)	(68,990)	(69,733)
Net pension liability (Note 9)	(1,446,074)	(1,208,333)
Other postemployment liability (Note 10)	(256,901)	(255,605)
Deferred inflows and outflows related to pension activity are not required to be reported in the funds but are required to be reported at the government-wide level. (Note 9)		
Deferred outflow - Employer contribution subsequent to measurement date	113,617	114,365
Deferred outflow - Changes in proportion and differences between employer contributions and proportionate share of contributions	51,379	38,076
Deferred outflow - Net difference between projected and actual earnings on pension plan investments	112,496	-
Deferred outflow - Difference between expected and actual experience	16,403	25,178
Deferred outflow - Change in assumptions	60,072	95,245
Deferred inflow - Difference between expected and actual experience	(14,715)	(32,505)
Deferred inflow - Net difference between projected and actual earnings on pension plan investments	-	(30,211)
Deferred inflows and outflows related to other postemployment activity are not required to be reported in the funds but are required to be reported at the government-wide level. (Note 10)		
Deferred outflow - Change in proportion	34,024	23,217
Deferred outflow - Amounts associated with transactions subsequent to the measurement date	22,543	23,610
Deferred outflow - Difference between expected and actual experience	8,774	8,925
Deferred outflow - Change in assumptions	6,016	6,898
Deferred outflow - Net difference between projected and actual earnings on plan investments	5,652	-
Deferred inflow - Differences between actual and expected experience	(50,007)	(46,939)
Deferred inflow - Change in assumptions	(66,196)	(63,937)
Deferred inflow - Change in proportion	(11,286)	(11,760)
Deferred inflow - Net difference between projected and actual earnings on plan investments	-	(2,747)
Net position of governmental activities (page 8)	$ 4,359,257	$ 4,155,219

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
GOVERNMENTAL FUNDS
For the Year Ended June 30, 2021
With Comparative Figures for 2020

	Special Revenue Funds			
	Operating Fund	Trust Account	Total 2021	Total 2020
Revenues:				
Licensing and examination fees	$ 2,199,041	$ -	$ 2,199,041	$ 2,220,613
Interest income	11,661	21,375	33,036	96,155
Monetary penalties	129,263	-	129,263	119,513
Total revenues	2,339,965	21,375	2,361,340	2,436,281
Expenditures:				
Licensing, examination and enforcement functions:				
Personal services	1,171,898	-	1,171,898	1,323,449
Contractual services	772,960	-	772,960	639,432
Supplies and materials	3,170	-	3,170	5,438
Transfer payments	559	-	559	725
Continuous charges	158,355	-	158,355	143,697
Equipment	2,371	-	2,371	5,972
Improvements	150	-	150	44,209
Total expenditures	2,109,463	-	2,109,463	2,162,922
Excess of revenues over expenditures	230,502	21,375	251,877	273,359
Other financing sources/(uses):				
Transfers to/from other funds (Note 7)	481,940	(481,940)	-	-
Transfers to the State General Fund	(13,366)	-	(13,366)	(11,302)
Transfers to the State Literary Fund	(129,263)	-	(129,263)	(119,513)
Total other financing sources and uses	339,311	(481,940)	(142,629)	(130,815)
Special Item	-	-	-	275,000
Net change in fund balance	569,813	(460,565)	109,248	417,544
Fund balance, July 1	1,764,770	3,617,992	5,382,762	4,965,218
Fund balance, June 30	$ 2,334,583	$ 3,157,427	$ 5,492,010	$ 5,382,762

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE, continued
GOVERNMENTAL FUNDS
For the Year Ended June 30, 2021
With Comparative Figures for 2020

	Special Revenue Funds Total 2021	Special Revenue Funds Total 2020
Amounts reported for governmental activities in the Statement of Activities are different because:		
Net change in fund balance (page 12)	$ 109,248	$ 417,544
Governmental funds report the resources expended for capital assets as expenditures. However, in the Statement of Activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense. This is the amount of capital assets less depreciation expense in the current period.	184,356	82,507
The expense associated with compensated absences reported in the Statement of Activities does not require the use of current financial resources and, therefore, is not reported as expenditures in the governmental funds.	743	(11,776)
Deferred inflows, outflows and other expenses related to pension activity are not required to be reported in the funds but are required to be reported at the government-wide level.		
Change in deferred outflow - Employer contributions made subsequent to measurement date	(748)	9,557
Change in deferred outflow - Changes in proportion and differences between employer contributions and proportionate share of contributions	13,303	(15,924)
Change in deferred outflow - Net difference between projected and actual earnings on pension plan investments	112,496	-
Change in deferred outflow - Change in assumptions	(35,173)	88,245
Change in deferred outflow - Differences between expected and actual experience	(8,775)	25,178
Change in deferred inflow - Net difference between projected and actual earnings on pension plan investments	30,211	(3,211)
Change in deferred inflow - Differences between expected and actual experience	17,790	28,495
Change in net pension liability	(237,741)	(193,333)
Deferred inflows, outflows and other expenses related to other postemployment activity are not required to be reported in the funds but are required to be reported at the government-wide level.		
Change in deferred outflow - Amounts associated with transactions subsequent to the measurement date	(1,067)	709
Change in deferred outflow - Changes in proportion	10,807	(6,768)
Change in deferred outflow - Differences between expected and actual experience	(151)	5,925
Change in deferred outflow - Change in assumptions	(882)	6,898
Change in deferred outflow - Net difference between projected and actual earnings on plan investments	5,652	-
Change in deferred inflow - Net difference between projected and actual earnings on plan investments	2,747	1,253
Change in deferred inflow - Differences between expected and actual experience	(3,068)	(18,369)
Change in deferred inflow - Change in assumptions	(2,259)	(7,216)
Change in deferred inflow - Changes in proportion	474	387
Change in other postemployment liability (asset)	6,075	31,920
Changes in net position of governmental activities (page 9)	$ 204,038	$ 442,021

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
PREPARED ON THE BUDGETARY (CASH BASIS) OF ACCOUNTING
SPECIAL REVENUE FUND
For the Year Ended June 30, 2021
With Comparative Figures for 2020

	Operating Fund				
	2021				2020
	Original Budget	Final Budget	Actual Amounts	Final Budget/ Actual Variance Positive/ (Negative)	Actual Amounts
Revenues:					
Licensing and examination fees	$ 2,179,315	$2,179,315	$ 2,199,041	$ 19,726	$2,220,553
Interest income	14,000	14,000	11,661	(2,339)	14,414
Monetary penalties	212,000	212,000	139,197	(72,803)	112,560
Other revenues	-	-	-	-	275,000
Total revenues	2,405,315	2,405,315	2,349,899	(55,416)	2,622,527
Expenditures:					
Licensing, examination and enforcement functions:					
Personal services	1,424,635	1,424,635	1,196,067	228,568	1,308,884
Contractual services	726,608	726,608	760,054	(33,446)	625,343
Supplies and materials	9,475	9,475	3,689	5,786	4,634
Transfer payments	1,350	1,350	559	791	725
Continuous charges	163,790	163,790	158,394	5,396	143,816
Equipment	2,300	2,300	2,371	(71)	5,972
Improvements	-	-	150	(150)	44,209
Total expenditures	2,328,158	2,328,158	2,121,284	206,874	2,133,583
Excess of revenues over expenditures	77,157	77,157	228,615	151,458	488,944
Other financing sources/(uses):					
Transfers from/(to) other funds (Note 7)	-	-	481,940	481,940	868,979
Transfers to the State General Fund	(13,366)	(13,366)	(13,366)	-	(11,302)
Transfers to the State Literary Fund	(212,000)	(212,000)	(139,197)	72,803	(112,560)
Total other financing sources and uses	(225,366)	(225,366)	329,377	554,743	745,117
Net change in fund balance	(148,209)	(148,209)	557,992	706,201	1,234,061
Fund balance, July 1	1,915,720	1,915,720	1,915,720	-	681,659
Fund balance, June 30	$ 1,767,511	$1,767,511	$ 2,473,712	$ 706,201	$1,915,720

The accompanying Notes to Financial Statements are an integral part of this statement.

VIRGINIA BOARD OF ACCOUNTANCY
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE, continued
PREPARED ON THE BUDGETARY (CASH BASIS) OF ACCOUNTING
SPECIAL REVENUE FUND
For the Year Ended June 30, 2021
With Comparative Figures for 2020

This statement presents comparisons of the legally adopted budget prepared on the cash basis of accounting with actual data prepared on the cash basis. Actual amounts reported on the modified accrual basis of accounting are different because:

	Operating Fund	
	2021 Actual Amounts	2020 Actual Amounts
Net change in fund balance (page 14)	$ 557,992	$ 1,234,061
Accrued revenues on modified accrual basis	(9,934)	(267,987)
Accrued expenditures on modified accrual basis	11,821	(29,339)
Accrued transfers and special item on modified accrual basis	9,934	268,047
Change in fund balance on modified accrual basis (page 12)	$ 569,813	$ 1,204,782

The accompanying Notes to Financial Statements are an integral part of this statement.

NOTES TO FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Reporting Entity

The Board regulates the practice of accounting in Virginia, protecting and serving the citizens of the Commonwealth by administering the laws and regulations for their financial health, safety, and welfare. The Board's major activities include reviewing and approving applications to ensure applicants are competent to enter the public accounting profession; determining continued qualifications for licensure; conducting audits of continuing professional education; and adjudicating enforcement cases and disciplining those who do not follow acceptable, ethical, or professional standards.

A separate report is prepared for the Commonwealth of Virginia, which includes all agencies, boards, commissions, and authorities over which the Commonwealth exercises or has the ability to exercise oversight authority. The Board is an agency of the Commonwealth and is included in the Commonwealth of Virginia's Annual Comprehensive Financial Report.

B. Fund Accounting

The activities of the Board are accounted for in its special revenue funds. Special revenue funds account for transactions related to resources received and used for committed or specific purposes.

The Board has two special revenue funds. The Operating Fund is the Board's primary operating fund. It accounts for all financial resources of the Board, except those resources held in the Trust Account. The Trust Account is to be used for the study, research, investigation, and adjudication of matters involving possible violations of statutes or regulations relating to the profession of public accounting, or for any other purpose the Board determines is relevant to its statutory purposes and cannot otherwise be funded through its Operating Fund. Both funds are considered major funds of the Board.

C. Measurement Focus, Basis of Accounting, and Financial Statement Presentation

Entity-Wide Financial Statements – The entity-wide financial statements (i.e., the Statement of Net Position and the Statement of Activities) report information on all of the Board's financial activities. For the most part, the effect of interfund activity has been removed from these statements. The Statement of Activities demonstrates the degree to which direct expenses are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific program. Program revenues consist of charges to exam applicants and regulants. Other revenues not included among program revenues are reported instead as general revenues.

The entity-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recognized when a liability is incurred, regardless of the timing of related cash flows.

Governmental Fund Financial Statements – The financial statements also include separate fund financial statements. The Operating Fund and Trust Account are reported in separate columns in the fund financial statements. The fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the Board considers revenues to be available if they are collected within sixty days of the end of the current fiscal year. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, expenditures related to compensated absences are recorded only when payment is due.

D. Fund Balance

With the implementation of GASB No. 54, the fund balance classifications are reported as Non-spendable, Restricted, Committed, Assigned, and Unassigned. The Non-spendable fund balance includes amounts that cannot be spent because they are either a) not in spendable form or b) legally required to be maintained intact such as the corpus of a permanent fund. The Committed fund balance includes amounts that can be used for specific purposes pursuant to constraints imposed by formal action of the government's highest level of decision-making authority through enabling legislation. The highest level of decision authority for the Commonwealth is the General Assembly and the Governor.

E. Prepaid Items

Prepaid assets for rent, insurance, and similar items are recognized when purchased and expensed when used.

F. Summarized Comparative Data

The basic financial statements include certain prior-year summarized comparative information in total but not at the level of detail required for a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Board's financial statements for the year ended June 30, 2020, from which the summarized information was derived.

G. Deferred Inflows and Outflows of Resources

Deferred outflows of resources are defined as the consumption of net assets applicable to a future reporting period. The deferred outflows of resources have a positive effect on net position similar to assets.

Deferred inflows of resources are defined as the acquisition of net assets applicable to a future reporting period. The deferred inflows of resources have a negative effect on net position similar to liabilities.

H. Pensions

The Virginia Retirement System (VRS) State Employee Retirement Plan is a single employer pension plan that is treated like a cost-sharing plan. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Retirement Plan; and the additions to/deductions from the VRS State Employee Retirement Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments held by VRS are reported at fair value.

I. State Employee Health Insurance Credit Program (OPEB)

The VRS State Employee Health Insurance Credit Program is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The State Employee Health Insurance Credit Program was established pursuant to §51.1-1400 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The State Employee Health Insurance Credit Program is a defined benefit plan that provides a credit toward the cost of health insurance coverage for retired state employees. For purposes of measuring the net State Employee Health Insurance Credit Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the State Employee Health Insurance Credit Program OPEB, and the State Employee Health Insurance Credit Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) State Employee Health Insurance Credit Program; and the additions to/deductions from the VRS State Employee Health Insurance Credit Program's net fiduciary position have been determined on the same basis as they were reported by VRS. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

J. Group Life Insurance Program (OPEB)

The VRS Group Life Insurance Program is a multiple employer, cost-sharing plan. It provides coverage to state employees, teachers, and employees of participating political subdivisions. The Group Life Insurance Program was established pursuant to §51.1-500 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Group Life Insurance Program is a defined benefit plan that provides a basic group life insurance benefit for employees of participating employers. For purposes of measuring the net Group Life Insurance Program OPEB liability, deferred outflows of resources and deferred inflows of resources related to the Group Life Insurance Program OPEB, and Group Life Insurance Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Group Life Insurance program OPEB and the additions to/deductions from the VRS Group Life Insurance Program OPEB's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

K. Disability Insurance Program (OPEB)

The VRS Disability Insurance Program (Virginia Sickness and Disability Program) is a single employer plan that is presented as a multiple-employer, cost-sharing plan. The Disability Insurance Program was established pursuant to §51.1-1100 et seq. of the *Code of Virginia*, as amended, and which provides the authority under which benefit terms are established or may be amended. The Disability Insurance Program is a managed care program that provides sick, family and personal leave and short-term and long-term disability benefits for state employees. For purposes of measuring the net Disability Insurance Program OPEB liability (asset), deferred outflows of resources and deferred inflows of resources related to the Disability Insurance Program OPEB, and Disability Insurance Program OPEB expense, information about the fiduciary net position of the Virginia Retirement System (VRS) Disability Insurance Program

OPEB Plan and the additions to/deductions from the VRS Disability Insurance Program OPEB Plan's net fiduciary position have been determined on the same basis as they were reported by VRS. In addition, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

L. Pre-Medicare Retiree Healthcare (OPEB)

Pre-Medicare Retiree Healthcare is a single-employer defined benefit OPEB plan that is treated like a cost-sharing plan for financial reporting purposes. This program was established by Title 2.2, Chapter 28 of the *Code of Virginia* for retirees who are not yet eligible to participate in Medicare. It is the same health insurance program offered to active employees and managed by the Virginia Department of Human Resource Management. After retirement, the Board no longer subsidizes the retiree's premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, retiree rates are effectively lower than what might otherwise be available outside of this benefit.

2. BUDGETARY INFORMATION

The Board adopts an annual operating budget for its Operating Fund. The Board's budget is prepared principally on a cash basis and represents appropriations as authorized by the General Assembly. Unexpended appropriations at the end of the fiscal year generally lapse. However, they may be reappropriated for expenditure in the following fiscal year. The Governor, as required by the Code of Virginia, submits a budget composed of all proposed expenditures for the state, and of estimated revenues and borrowing for a biennium, to the General Assembly.

The budget is prepared on a biennial basis; however, the budget contains separate appropriations for each year within the biennial budget, as approved by the General Assembly, and signed into law by the Governor. For management control purposes, the budget is controlled at the program level.

Appropriations of special revenue funds may allow expenditures in excess of the original appropriations to the extent that revenues of the funds exceed original budget estimates and such additional expenditures are approved by the Governor through supplemental appropriations.

3. CASH WITH THE TREASURER OF VIRGINIA

All state funds of the Board are held by the Treasurer of Virginia, pursuant to Section 2.2-1800, Code of Virginia, who is responsible for the collection, disbursement, custody, and investment of state funds. Each fund's equity in pooled state funds is reported as "Cash Held by the Treasurer of Virginia" and is not categorized as to credit risk. The deposits of the Board are secured in accordance with the provisions of the Virginia Security for Public Deposits Act, Section 2.2-4400 et seq. of the Code of Virginia.

4. RECEIVABLES AND DUE TO THE STATE LITERARY FUND

The Board levies and collects penalties from regulants and non-regulants found guilty of violating the Board's statutes or regulations. The proceeds from penalties are deposited into the state's Literary Fund in accordance with Section 19.2-353, Code of Virginia. Consequently, receivables are offset by a corresponding amount Due to the Literary Fund and are not available to meet the Board's current operating needs. At June 30, 2021, the amount Due to the Literary Fund for collections on monetary penalties was $10,460.

	June 30, 2021
Gross receivables	$ 29,040
Less: allowance for doubtful	(18,580)
Net Receivables	$ 10,460

5. CAPITAL ASSETS

The following presents capital activity for the year ended June 30, 2021:

	Balance at June 30, 2020	Increases	Decreases	Balance at June 30, 2021
Nondepreciable capital assets:				
Construction-in-Progress	$ 67,254	$ 215,106	$ (282,360)	$ -
Total nondepreciable assets	67,254	215,106	(282,360)	-
Depreciable capital assets:				
Software	208,978	238,150	(183,388)	263,740
Tenant improvements	101,534	44,210	-	145,744
Equipment	77,626	-	-	77,626
Total depreciable assets	388,138	282,360	(183,388)	487,110
Less accumulated depreciation for:				
Software	(184,455)	(18,435)	183,388	(19,502)
Tenant improvements	(101,029)	(4,557)	-	(105,586)
Equipment	(46,903)	(7,758)	-	(54,661)
Total accumulated depreciation	(332,387)	(30,750)	183,388	(179,749)
Depreciable capital assets, net	55,751	251,610	-	307,361
Total capital assets, net	$ 123,005	$ 466,716	$ (282,360)	$ 307,361

The Board capitalizes all software and equipment with an initial, individual cost of $5,000 or more and an estimated useful life in excess of one year. This includes capitalizing personal service costs and vendor payments associated with developing its licensing software for internal use.

Capital assets are reported at historical cost less accumulated depreciation. Depreciation of software and equipment costs is expensed on a straight-line basis over their estimated useful life of ten years. Depreciation of tenant improvement costs is expensed on a straight-line basis over the ten year life of the lease agreement.

6. COMPENSATED ABSENCES

Compensated absences reflected in the Statement of Net Position represent the amounts of vacation, sick, and compensatory leave earned by the Board's employees but not taken at June 30, 2021. The amount reflects all earned vacation, sick, and compensatory leave payable under the Commonwealth's leave payout policies. Information on the Commonwealth's leave payout policies is available at the statewide level in the Commonwealth's Annual Comprehensive Financial Report.

Balance at June 30, 2020	Increases	Decreases	Balance at June 30, 2021
$69,733	$44,503	($45,246)	$68,990
		Due within one year	(37,618)
		Due in more than one year	$31,372

7. TRANSFERS

In accordance with § 54.1-4405.1 of the Code of Virginia, a special nonreverting fund known as the Board of Accountancy Trust Account (the Trust Account) was created. The purpose of the Trust Account is to provide a supplemental source of funds to the Board on a timely basis for its use in the study, research, investigation or adjudication of matters involving possible violations of the statutes or regulations pertaining to the profession of public accounting or for any other purpose that the Board determines is germane to its statutory purposes. During fiscal year 2021, the Board transferred a total of $481,940 from the Trust Account.

8. COMMITMENTS

On August 29, 2007, the Board entered into a ten-year operating lease for office space in the Perimeter Center Building at 9960 Mayland Drive, Henrico, VA 23233. The Perimeter Center Building was sold to a new owner in May of 2014. Effective March 1, 2019, the term of the lease was extended to January 31, 2027, and included an adjustment to the Board's portion of the total square footage.

The Board has, as of June 30, 2021, the following future obligations due under the Perimeter Center Building lease agreement:

Year Ending June 30,	Amount	
2022	$ 97,997	
2023	100,625	
2024	103,324	
2025	106,098	
2026	108,948	
2027	64,825	(Lease expires on 1/31/2027)
	$ 581,817	

9. DEFINED BENEFIT PENSION PLAN

Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Retirement Plan upon employment. This plan is administered by the Virginia Retirement System (the System) along with plans for other employer groups in the Commonwealth of Virginia. Members earn one month of service credit for each month they are employed and for which they and their employer pay contributions to VRS. Members are eligible to purchase prior service, based on specific criteria as defined in the *Code of Virginia*, as amended. Eligible prior service that may be purchased includes prior public service, active military service, certain periods of leave, and previously refunded service.

The System administers three different benefit structures for covered employees in the VRS State Employee Retirement Plan - Plan 1, Plan 2, and Hybrid. Each of these benefit structures has a different eligibility criteria. The specific information for each plan and the eligibility for covered groups within each plan are set out in the table below:

VRS PLAN 1	**VRS PLAN 2**	**HYBRID RETIREMENT PLAN**
About Plan 1	**About Plan 2**	**About the Hybrid Retirement Plan**
Plan 1 is a defined benefit plan. The retirement benefit is based on a member’s age, service credit and average final compensation at retirement using a formula.	Plan 2 is a defined benefit plan. The retirement benefit is based on a member’s age, service credit and average final compensation at retirement using a formula.	The Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. • The defined benefit is based on a member’s age, service credit and average final compensation at retirement using a formula. • The benefit from the defined contribution component of the plan depends on the member and employer contributions made to the plan and the investment performance of those contributions. • In addition to the monthly benefit payment payable from the defined benefit plan at retirement, a member may start receiving distributions from the balance in the defined contribution account, reflecting the contributions, investment gains or losses, and any required fees.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Eligible Members	**Eligible Members**	**Eligible Members**
Employees are in Plan 1 if their membership date is before July 1, 2010, and they were vested as of January 1, 2013, and they have not taken a refund. **Hybrid Opt-In Election** VRS Plan 1 members were allowed to make an irrevocable decision to opt into the Hybrid Retirement Plan during a special election window held January 1 through April 30, 2014. The Hybrid Retirement Plan's effective date for eligible Plan 1 members who opted in was July 1, 2014. If eligible deferred members returned to work during the election window, they were also eligible to opt into the Hybrid Retirement Plan.	Employees are in Plan 2 if their membership date is on or after July 1, 2010, or their membership date is before July 1, 2010, and they were not vested as of January 1, 2013. **Hybrid Opt-In Election** Eligible Plan 2 members were allowed to make an irrevocable decision to opt into the Hybrid Retirement Plan during a special election window held January 1 through April 30, 2014. The Hybrid Retirement Plan's effective date for eligible Plan 2 members who opted in was July 1, 2014. If eligible deferred members returned to work during the election window, they were also eligible to opt into the Hybrid Retirement Plan.	Employees are in the Hybrid Retirement Plan if their membership date is on or after January 1, 2014. This includes: • State employees* • Members in Plan 1 or Plan 2 who elected to opt into the plan during the election window held January 1-April 30, 2014; the plan's effective date for opt-in members was July 1, 2014 ***Non-Eligible Members** Some employees are not eligible to participate in the Hybrid Retirement Plan. Those employees eligible for an optional retirement plan (ORP) must elect the ORP plan or the Hybrid Retirement Plan. If these members have prior service under Plan 1 or Plan 2, they are not eligible to elect the Hybrid Retirement Plan and must select Plan 1 or Plan 2 (as applicable) or ORP.
Retirement Contributions	**Retirement Contributions**	**Retirement Contributions**
State employees, excluding state elected officials, and optional retirement plan participants, contribute 5% of their compensation each month to their member contribution account through a pre-tax salary reduction. Member contributions are tax-deferred until they are withdrawn as part of a retirement benefit or as a refund. The employer makes a separate actuarially determined contribution to VRS for all covered employees. VRS invests both member and employer contributions to provide funding for the future benefit payment.	Same as Plan 1.	A member's retirement benefit is funded through mandatory and voluntary contributions made by the member and the employer to both the defined benefit and the defined contribution components of the plan. Mandatory contributions are based on a percentage of the employee's creditable compensation and are required from both the member and the employer. Additionally, members may choose to make voluntary contributions to the defined contribution component of the plan, and the employer is required to match those voluntary contributions according to specified percentages.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Service Credit	**Service Credit**	**Service Credit**
Service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit.	Same as Plan 1.	**Defined Benefit Component:** Under the defined benefit component of the plan, service credit includes active service. Members earn service credit for each month they are employed in a covered position. It also may include credit for prior service the member has purchased or additional service credit the member was granted. A member's total service credit is one of the factors used to determine their eligibility for retirement and to calculate their retirement benefit. It also may count toward eligibility for the health insurance credit in retirement, if the employer offers the health insurance credit. **Defined Contributions Component:** Under the defined contribution component, service credit is used to determine vesting for the employer contribution portion of the plan.
Vesting	**Vesting**	**Vesting**
Vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members become vested when they have at least five years (60 months) of service credit. Vesting means members are eligible to qualify for retirement if they meet the age and service requirements for their plan. Members also must be vested to receive a full refund of their member contribution account balance if they leave employment and request a refund. Members are always 100% vested in the contributions that they make.	Same as Plan 1.	**Defined Benefit Component:** Defined benefit vesting is the minimum length of service a member needs to qualify for a future retirement benefit. Members are vested under the defined benefit component of the Hybrid Retirement Plan when they reach five years (60 months) of service credit. Plan 1 or Plan 2 members with at least five years (60 months) of service credit who opted into the Hybrid Retirement Plan remain vested in the defined benefit component.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
		Defined Contribution Component: Defined contribution vesting refers to the minimum length of service a member needs to be eligible to withdraw the employer contributions from the defined contribution component of the plan. Members are always 100% vested in the contributions that they make. Upon retirement or leaving covered employment, a member is eligible to withdraw a percentage of employer contributions to the defined contribution component of the plan, based on service. * After two years, a member is 50% vested and may withdraw 50% of employer contributions. *After three years, a member is 75% vested and may withdraw 75% of employer contributions. *After four or more years, a member is 100% vested and may withdraw 100% of employer contributions. Distributions not required, except as governed by law.
Calculating the Benefit	**Calculating the Benefit**	**Calculating the Benefit**
The basic benefit is determined using the average final compensation, service credit and plan multiplier. An early retirement reduction is applied to this amount if the member is retiring with a reduced benefit. In cases where the member has elected an optional form of retirement payment, an option factor specific to the option chosen is then applied.	See definition under Plan 1.	**Defined Benefit Component:** See definition under Plan 1. **Defined Contribution Component:** The benefit is based on contributions made by the member and any matching contributions made by the employer, plus net investment earnings on those contributions.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Average Final Compensation	**Average Final Compensation**	**Average Final Compensation**
A member's average final compensation is the average of the 36 consecutive months of highest compensation as a covered employee.	A member's average final compensation is their average of their 60 consecutive months of highest compensation as a covered employee.	Same as Plan 2. It is used in the retirement formula for the defined benefit component of the plan.
Service Retirement Multiplier	**Service Retirement Multiplier**	**Service Retirement Multiplier**
The retirement multiplier is a factor used in the formula to determine a final retirement benefit. The retirement multiplier for non-hazardous duty members is 1.70%.	Same as Plan 1 for service earned, purchased or granted prior to January 1, 2013. For non- hazardous duty members the retirement multiplier is 1.65% for service credit earned, purchased or granted on or after January 1, 2013.	**Defined Benefit Component:** The retirement multiplier for the defined benefit component is 1.00%. For members who opted into the Hybrid Retirement Plan from Plan 1 or Plan 2, the applicable multipliers for those plans will be used to calculate the retirement benefit for service credited in those plans. **Defined Contribution Component:** Not applicable.
Normal Retirement Age	**Normal Retirement Age**	**Normal Retirement Age**
Age 65.	Normal Social Security retirement age.	**Defined Benefit Component:** Same as Plan 2. **Defined Contribution Component:** Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Earliest Unreduced Retirement Eligibility	**Earliest Unreduced Retirement Eligibility**	**Earliest Unreduced Retirement Eligibility**
Age 65 with at least five years (60 months) of service credit or age 50 with at least 30 years of service credit.	Normal Social Security retirement age with at least five years (60 months) of service credit or when their age and service equal 90.	**Defined Benefit Component:** Normal Social Security retirement age with at least five years (60 months) of service credit or when their age and service equal 90. **Defined Contribution Component:** Members are eligible to receive distributions upon leaving employment, subject to restrictions.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Earliest Reduced Retirement Eligibility	**Earliest Reduced Retirement Eligibility**	**Earliest Reduced Retirement Eligibility**
Age 55 with a least five years (60 months) of service credit or age 50 with at least 10 years of service credit.	Age 60 with at least five years (60 months) of service credit.	**Defined Benefit Component:** Age 60 with at least five years (60 months) of service credit. **Defined Contribution Component:** Members are eligible to receive distributions upon leaving employment, subject to restrictions.
Cost-of-Living Adjustment (COLA) in Retirement	**Cost-of-Living Adjustment (COLA) in Retirement**	**Cost-of-Living Adjustment (COLA) in Retirement**
The Cost-of-Living Adjustment (COLA) matches the first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%. **Eligibility:** For members who retire with an unreduced benefit or with a reduced benefit with at least 20 years of service credit, the COLA will go into effect on July 1 after one full calendar year from the retirement date. For members who retire with a reduced benefit and who have less than 20 years of service credit, the COLA will go into effect on July 1 after one calendar year following the unreduced retirement eligibility date.	The Cost-of-Living Adjustment (COLA) matches the first 2% increase in the CPI-U and half of any additional increase (up to 2%), for a maximum COLA of 3%. **Eligibility:** Same as Plan 1	**Defined Benefit Component:** Same as Plan 2. **Defined Contribution Component:** Not applicable. **Eligibility:** Same as Plan 1 and Plan 2.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Exceptions to COLA Effective Dates	**Exceptions to COLA Effective Dates**	**Exceptions to COLA Effective Dates**
The COLA is effective July 1 following one full calendar year (January 1 to December 31) under any of the following circumstances: * The member is within five years of qualifying for an unreduced retirement benefit as of January 1, 2013. *The member retires on disability. *The member retires directly from short-term or long-term disability. *The member is involuntarily separated from employment for causes other than job performance or misconduct and is eligible to retire under the Workforce Transition Act or the Transitional Benefits Program. *The member dies in service and the member's survivor or beneficiary is eligible for a monthly death-in-service benefit. The COLA will go into effect on July 1 following one full calendar year (January 1 to December 31) from the date the monthly benefit begins.	Same as Plan 1.	Same as Plan 1 and Plan 2.
Disability Coverage	**Disability Coverage**	**Disability Coverage**
Members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.7% on all service, regardless of when it was earned, purchased or granted.	Members who are eligible to be considered for disability retirement and retire on disability, the retirement multiplier is 1.65% on all service, regardless of when it was earned, purchased or granted.	State employees (including Plan 1 or Plan 2 opt- ins) participating in the Hybrid Retirement Plan are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement.

VRS PLAN 1	VRS PLAN 2	HYBRID RETIREMENT PLAN
Disability Coverage	**Disability Coverage**	**Disability Coverage**
Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.	Most state employees are covered under the Virginia Sickness and Disability Program (VSDP), and are not eligible for disability retirement. VSDP members are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.	Hybrid members (including Plan 1 and Plan 2 opt- ins) covered under VSDP are subject to a one-year waiting period before becoming eligible for non-work-related disability benefits.
Purchase of Prior Service	**Purchase of Prior Service**	**Purchase of Prior Service**
Members may be eligible to purchase service from previous public employment, active duty military service, an eligible period of leave or VRS refunded service as service credit in their plan. Prior service credit counts towards vesting, eligibility for retirement and the health insurance credit. Only active members are eligible to purchase prior service. Members also may be eligible to purchase periods of leave without pay.	Same as Plan 1.	**Defined Benefit Component:** Same as Plan 1, with the following exceptions: *Hybrid Retirement Plan members are ineligible for ported service. **Defined Contribution Component:** Not applicable.

Contributions

The contribution requirement for active employees is governed by §51.1-145 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Employees are required to contribute 5.00% of their compensation toward their retirement. Each state agency's contractually required employer contribution rate for the year ended June 30, 2021, was 14.46% of covered employee compensation for employees in the VRS State Employee Retirement Plan. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2019. The actuarially determined rate, when combined with employee contributions, was expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the Board to the VRS State Employee retirement plan were $113,617 and $114,365 for the years ended June 30, 2021 and 2020, respectively.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2021, the Board reported a liability of $1,446,074 for its proportionate share of the VRS State Employee Retirement Plan Net Pension Liability. The Net Pension Liability was measured as of June 30, 2020, and the total pension liability used to calculate the Net Pension Liability was determined by an actuarial valuation performed as of June 30, 2019, and rolled forward to the measurement date as of June 30, 2020. The Board's proportion of the Net Pension Liability was based on the Board's actuarially determined employer contributions to the pension plan for the year ended June 30, 2020, relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2020, the Board's proportion of the VRS State Employee Retirement Plan was 0.01996% as compared to 0.01912% at June 30, 2019.

For the year ended June 30, 2021, the Board recognized pension expense of $222,948 for the VRS State Employee Retirement Plan. Since there was a change in proportionate share between June 30, 2019, and June 30, 2020, a portion of the pension expense was related to deferred amounts from changes in proportion and from differences between employer contributions and the proportionate share of employer contributions.

At June 30, 2021, the Board reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 16,403	$ 14,715
Net difference between projected and actual earnings on pension plan investments	112,496	-
Change in assumptions	60,072	-
Changes in proportion and differences between employer contributions and proportionate share of contributions	51,379	-
Employer contribution subsequent to measurement date	113,617	-
Total	$ 353,967	$ 14,715

$113,617 reported as deferred outflows of resources related to pensions resulting from the Board's contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the year ended June 30, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ended June 30,		
2022	$	59,904
2023	$	83,224
2024	$	46,399
2025	$	36,108
2026	$	-

Actuarial Assumptions

The total pension liability for the VRS State Employee Retirement Plan was based on an actuarial valuation as of June 30, 2019, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2020.

Inflation	2.5%
Salary increases, including Inflation	3.5% - 5.35%
Investment rate of return	6.75%, net of pension plan investment expense, including inflation*

* Administrative expenses as a percent of the market value of assets for the last experience study were found to be approximately 0.06% of the market assets for all of the VRS plans. This would provide an assumed investment return rate for GASB purposes of slightly more than the assumed 6.75%. However, since the difference was minimal, and a more conservative 6.75% investment return assumption provided a projected plan net position that exceeded the projected benefit payments, the long- term expected rate of return on investments was assumed to be 6.75% to simplify preparation of pension liabilities.

Mortality Rates:

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% increase compounded from ages 70 to 85.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019 valuation, were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disabled): Update to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered rates at older ages and changed final retirement from 70 to 75
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of duty disability: Increase rate from 14% to 25%
- Discount Rate: Decrease rate from 7% to 6.75%

Net Pension Liability

The net pension liability (NPL) is calculated separately for each system and represents that particular system's total pension liability determined in accordance with GASB Statement No. 67, less that system's fiduciary net position. As of June 30, 2020, NPL amounts for the VRS State Employee Retirement Plan are as follows (amounts expressed in thousands):

Total pension liability	$ 26,014,925
Plan fiduciary net position	18,770,068
Employers' net pension liability	$ 7,244,857
Plan fiduciary net position as a percentage of the total pension liability	72.15%

The total pension liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net pension liability is disclosed in accordance with the requirements of GASB Statement No. 67 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on pension System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Assets Class Strategy	Target Allocation	Arithmetic Long-term Expected Rate of Return	Weighted Average Long-term Expected Rate of Return*
Public Equity	34.00%	4.65%	1.58%
Fixed Income	15.00%	0.46%	0.07%
Credit Strategies	14.00%	5.38%	0.75%
Real Estate	14.00%	5.01%	0.70%
Private Equity	14.00%	8.34%	1.17%
MAPS-Multi-Asset Public Strategies	6.00%	3.04%	0.18%
PIP-Private Investment Partnership	3.00%	6.49%	0.19%
Total	100.00%		4.64%
Inflation			2.50%
Expected arithmetic nominal return			7.14%

* The above allocation provides a one-year return of 7.14%. However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the system, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.11%, including expected inflation of 2.50%. On October 10, 2019, the VRS Board elected a long-term rate of 6.75% which is roughly at the 40th percentile of expected long-term results of the VRS fund asset allocation. More recent capital market assumptions compiled for the FY2020 actuarial valuations, provide a median return of 6.81%.

Discount Rate

The discount rate used to measure the total pension liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that System member contributions will be made per the VRS Statutes and the employer contributions will be made in accordance with the VRS funding policy at rates equal to the difference between actuarially determined contribution rates adopted by the VRS Board of Trustees and the member rate. Through the fiscal year ending June 30, 2020, the rate contributed by the Board for the VRS State Employee Retirement Plan will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly which was 100% of the actuarially determined contribution rate. From July 1, 2020, on, all agencies are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Board’s Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the Board’s proportionate share of the VRS State Employee Retirement Plan net pension liability using the discount rate of 6.75%, as well as what the Board’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
Board's proportionate share of the VRS State Employee Retirement Plan Net Pension Liability	$ 2,049,414	$ 1,446,074	$ 938,768

Pension Plan Fiduciary Net Position

Detailed information about the VRS State Employee Retirement Plan's Fiduciary Net Position is available in the separately issued VRS 2020 Annual Financial Report (Annual Report). A copy of the 2020 VRS Annual Report may be downloaded from the VRS website at varetire.org/pdf/publications/2020-annual-report.pdf, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

10. OTHER POST EMPLOYMENT BENEFIT PLANS

The Board participates in postemployment benefit programs that are sponsored by the Commonwealth and administered by the Virginia Retirement System and the Department of Human Resource Management. These programs include the State Employee Health Insurance Credit Program, Group Life Insurance Program, Virginia Sickness and Disability Program and Pre- Medicare Retiree Healthcare Program.

State Employee Health Insurance Credit Program

Plan Description

All full-time, salaried permanent employees of state agencies are automatically covered by the VRS State Employee Health Insurance Credit Program. This plan is administered by the Virginia Retirement System (the System), along with pension and other OPEB plans, for public employer groups in the Commonwealth of Virginia. Members earn one month of service credit toward the benefit for each month they are employed and for which their employer pays contributions to VRS. The health insurance credit is a tax-free reimbursement in an amount set by the General Assembly for each year of service credit against qualified health insurance premiums retirees pay for single coverage, excluding any portion covering the spouse or dependents. The credit cannot exceed the amount of the premiums and ends upon the retiree's death.

The specific information about the State Health Insurance Credit Program OPEB, including eligibility, coverage and benefits is set out below:

Plan Provisions

Eligible employees: The State Employee Retiree Health Insurance Credit Program was established January 1, 1990, for retired state employees covered under VRS, SPORS, VaLORS and JRS who retire with at least 15 years of service credit. Eligible employees are enrolled automatically upon employment. They include full-time and part-time permanent salaried state employees covered under VRS, SPORS, VaLORS and JRS.

Benefit amounts: The State Employee Retiree Health Insurance Credit Program provides the following benefits for eligible employees:

- At Retirement - For State employees who retire, the monthly benefit is $4.00 per year of service per month with no cap on the benefit amount.

- Disability Retirement **-** For State employees, other than state police officers, who retire on disability or go on long-term disability under the Virginia Sickness and Disability Program (VSDP), the monthly benefit is $120.00 or $4.00 per year of service, whichever is higher.

Health Insurance Credit Program notes:

- The monthly Health Insurance Credit benefit cannot exceed the individual's premium amount.
- Employees who retire after being on long-term disability under VSDP must have at least 15 years of service credit to qualify for the health insurance credit as a retiree.

Contributions

The contribution requirement for active employees is governed by §51.1-1400(D) of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each state agency's contractually required employer contribution rate for the year ended June 30, 2021, was 1.12% of covered employee compensation for employees in the VRS State Employee Health Insurance Credit Program. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2019. The actuarially determined rate was expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contributions from the Board to the VRS State Employee Health Insurance Credit Program were $8,770 and $9,881 for the years ended June 30, 2021 and June 30, 2020, respectively.

State Employee Health Insurance Credit Program OPEB Liabilities, Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources

At June 30, 2021, the Board reported a liability of $107,774 for its proportionate share of the VRS State Employee Health Insurance Credit Program Net OPEB Liability. The Net VRS State Employee Health Insurance Credit Program OPEB Liability was measured as of June 30, 2020, and the total VRS State Employee Health Insurance Credit Program OPEB liability used to calculate the Net VRS State Employee Health Insurance Credit Program OPEB Liability was determined by an actuarial valuation performed as of June 30, 2019, and rolled forward to the measurement date of June 30, 2020. The Board's proportion of the Net VRS State Employee Health Insurance Credit Program OPEB Liability was based on the Board's actuarially determined employer contributions to the VRS State Employee Health Insurance Credit Program OPEB plan for the year ended June 30, 2020, relative to the total of the actuarially determined employer contributions for all participating state employers. At June 30, 2020, the Board's proportion of the VRS State Employee Health Insurance Credit Program was 0.01174% as compared to 0.01143% at June 30, 2019.

For the year ended June 30, 2021, the Board recognized VRS State Employee Health Insurance Credit Program OPEB expense of $9,761. Since there was a change in proportionate share between measurement dates, a portion of the VRS State Employee Health Insurance Credit Program Net OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2021, the Board reported deferred outflows of resources and deferred inflows of resources related to the VRS State Employee Health Insurance Credit Program OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 45	$ 1,617
Net difference between projected and actual earnings on State HIC OPEB plan investments	530	-
Change in assumptions	1,795	511
Changes in proportionate share	2,378	124
Employer contributions subsequent to the measurement date	8,770	-
Total	$ 13,518	$ 2,252

$8,770 reported as deferred outflows of resources related to the State Employee HIC OPEB resulting from the Board's contributions subsequent to the measurement date will be recognized as a reduction of the Net State Employee HIC OPEB Liability in the fiscal year ending June 30, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the State Employee HIC OPEB will be recognized in the State Employee HIC OPEB expense in future reporting periods as follows:

Year Ended June 30,	
2022	$ 389
2023	$ 454
2024	$ 631
2025	$ 650
2026	$ 372
Thereafter	$ -

Actuarial Assumptions

The total State Employee HIC OPEB liability for the VRS State Employee Health Insurance Credit Program was based on an actuarial valuation as of June 30, 2019, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2020.

Inflation	2.5%
Salary increases, including Inflation	
General state employees	3.5% – 5.35%
SPORS employees	3.5% – 4.75%
VaLORS employees	3.5% – 4.75%
JRS employees	4.5%
Investment rate of return	6.75%, net of OPEB plan investment expenses, including inflation*

* Administrative expenses as a percent of the market value of assets for the last experience study were found to be approximately 0.06% of the assets for all of the VRS plans. This would provide an assumed investment return rate for GASB purposes of slightly more than the assumed 6.75%. However, since the difference was minimal, and a more conservative 6.75% investment return assumption provided a projected plan net position that exceeded the projected benefit payments, the long-term expected rate of return on investments was assumed to be 6.75% to simplify preparation of the OPEB liabilities.

Mortality Rates – General State Employees

Pre-Retirement:
RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:
RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% increase compounded from ages 70 to 85.

Post-Disablement:
RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered rates at older ages and changed final retirement from 70 to 75
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of duty disability: Increase rate from 14% to 25%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – SPORS Employees

Pre-Retirement:
RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:
RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:
RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of duty disability: Increase rate from 60% to 85%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – VaLORS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of duty disability: Increase rate from 50% to 35%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – JRS Employees

Pre-Retirement:
RP-2014 Employee Rates to age 80, Healthy Annuitant Rates at ages 81 and older projected with scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:
RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% compounding increase from ages 70 to 85.

Post-Disablement:
RP-2014 Disability Mortality Rates projected with Scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the four-year period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Decreased rates at first retirement eligibility
- Withdrawal rates: No change
- Disability rates: Removed disability rates
- Salary scale: No change
- Discount Rate: Decrease rate from 7.00% to 6.75%

Net State Employee HIC OPEB liability

The net OPEB liability (NOL) for the State Employee Health Insurance Credit Program represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of June 30, 2020, NOL amounts for the VRS State Employee Health Insurance Credit Program is as follows (amounts expressed in thousands):

Total state employee HIC OPEB liability	$ 1,043,382
Plan fiduciary net position	125,378
State employee net HIC OPEB liability	$ 918,004
Plan fiduciary net position as a percentage of the total state employee HIC OPEB liability	12.02%

The total State Employee HIC OPEB liability is calculated by the System's actuary, and the plan's fiduciary net position is reported in the System's financial statements. The net State Employee HIC OPEB liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on VRS System investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of VRS System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Assets Class Strategy	Target Allocation	Arithmetic Long-term Expected Rate of Return	Weighted Average Long-term Expected Rate of Return*
Public Equity	34.00%	4.65%	1.58%
Fixed Income	15.00%	0.46%	0.07%
Credit Strategies	14.00%	5.38%	0.75%
Real Estate	14.00%	5.01%	0.70%
Private Equity	14.00%	8.34%	1.17%
MAPS-Multi-Asset Public Strategies	6.00%	3.04%	0.18%
PIP-Private Investment Partnership	3.00%	6.49%	0.19%
	100.00%		4.64%
Inflation			2.50%
*Expected arithmetic nominal return			7.14%

* The above allocation provides a one-year return of 7.14%. However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the system, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.11%, including expected inflation of 2.50%. On October 10, 2019, the VRS Board elected a long-term rate of 6.75% which is roughly at the 40th percentile of expected long-term results of the VRS fund asset allocation. More recent capital market assumptions compiled for the FY 2020 actuarial valuations, provide a median return of 6.81%.

Discount Rate

The discount rate used to measure the total State Employee HIC OPEB was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made in accordance with the VRS funding policy at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2020, the rate contributed by the Board for the VRS State Employee Health Insurance Credit Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly, which was 100% of the actuarially determined contribution rate. From July 1, 2020, on, all agencies are assumed to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the State Employee HIC OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total State Employee HIC OPEB liability.

Sensitivity of the Board's Proportionate Share of the State Employee HIC Net OPEB Liability to Changes in the Discount Rate

The following presents the Board's proportionate share of the VRS State Employee Health Insurance Credit Program net HIC OPEB liability using the discount rate of 6.75%, as well as what the Board's proportionate share of the net HIC OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
Board's proportionate share of the VRS State Employee HIC OPEB Plan Net HIC OPEB Liability	$ 119,425	$ 107,774	$ 97,749

State Employee HIC OPEB Fiduciary Net Position

Detailed information about the VRS State Employee Health Insurance Credit Program's Fiduciary Net Position is available in the separately issued VRS 2020 Annual Comprehensive Financial Report (Annual Report). A copy of the 2020 VRS report may be downloaded from the VRS website at varetire.org/pdf/publications/2020-annual-report.pdf, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Group Life Insurance Program

Plan Description

All full-time, salaried permanent employees of the state agencies, teachers and employees of participating political subdivisions are automatically covered by the VRS Group Life Insurance Program upon employment. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OBEB plans, for public employer groups in the Commonwealth of Virginia.

In addition to the Basic Group Life Insurance benefit, members are also eligible to elect additional coverage for themselves as well as a spouse or dependent children through the Optional Group Life Insurance Program. For members who elect the optional group life insurance coverage, the insurer bills employers directly for the premiums. Employers deduct these premiums from members' paychecks and pay the premiums to the insurer. Since this is a separate and fully insured program, it is not included as part of the Group Life Insurance Program OPEB.

The specific information for Group Life Insurance Program OPEB, including eligibility, coverage and benefits is set out below:

Eligible employees: The Group Life Insurance Program was established July 1, 1960, for state employees, teachers and employees of political subdivisions that elect the program, including the following employers that do not participate in VRS for retirement: City of Richmond, City of Portsmouth, City of Roanoke, City of Norfolk and Roanoke City School Board. Basic group life insurance coverage is automatic upon employment. Coverage ends for employees who leave their position before retirement eligibility or who take a refund of their accumulated retirement member contributions and accrued interest.

*Benefit amounts***:** The benefits payable under the Group Life Insurance Program have several components.

- Natural Death Benefit - The natural death benefit is equal to the employee's covered compensation rounded to the next highest thousand and then doubled.
- Accidental Death Benefit - The accidental death benefit is double the natural death benefit.
- Other Benefit Provisions - In addition to the basic natural and accidental death benefits, the program provides additional benefits provided under specific circumstances. These include:
    - Accidental dismemberment benefit
    - Safety belt benefit
    - Repatriation benefit
    - Felonious assault benefit
    - Accelerated death benefit option

*Reduction in benefit amounts***:** The benefit amounts provided to members covered under the Group Life Insurance Program are subject to a reduction factor. The benefit amount reduces by 25% on January 1 following one calendar year of separation. The benefit amount reduces by an additional 25% on each subsequent January 1 until it reaches 25% of its original value.

Minimum benefit amount and Cost-of-Living Adjustment (COLA): For covered members with at least 30 years of service credit, there is a minimum benefit payable under the Group Life Insurance Program. The minimum benefit was set at $8,000 by statute in 2015. This will be increased annually based on the VRS Plan 2 cost-of-living adjustment calculation. The minimum benefit adjusted for the COLA was $8,616 as of June 30, 2021.

Contributions

The contribution requirements for the Group Life Insurance Program are governed by §51.1-506 and §51.1-508 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies and school divisions by the Virginia General Assembly. The total rate for the Group Life Insurance Program was 1.34% of covered employee compensation. This was allocated into an employee and an employer component using a 60/40 split. The employee component was 0.80% (1.34% X 60%) and the employer component was 0.54% (1.34% X 40%). Employers may elect to pay all or part of the employee contribution, however the employer must pay all of the employer contribution. Each employer's contractually required employer contribution rate for the year ended June 30, 2021, was 0.54% of covered employee compensation. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2019. The actuarially determined rate, when combined with employee contributions, was expected to finance the costs of benefits payable during the year, with an additional amount to finance any unfunded accrued liability. Contributions to the Group Life Insurance Program from the entity were $4,034 and $4,851 for the years ended June 30, 2021 and 2020, respectively.

GLI OPEB Liabilities, GLI OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to the Group Life Insurance Program OPEB

At June 30, 2021, the Board reported a liability of $72,928 for its proportionate share of the Net GLI OPEB Liability. The Net GLI OPEB Liability was measured as of June 30, 2020, and the total GLI OPEB liability used to calculate the Net GLI OPEB Liability was determined by an actuarial valuation performed as of June 30, 2019, and rolled forward to the measurement date of June 30, 2020. The covered employer's proportion of the Net GLI OPEB Liability was based on the covered employer's actuarially determined employer contributions to the Group Life Insurance Program for the year ended June 30, 2020, relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2020, the Board's proportion was 0.00437% as compared to 0.00397% at June 30, 2019.

For the year ended June 30, 2021, the Board recognized GLI OPEB expense of $3,608. Since there was a change in proportionate share between measurement dates, a portion of the GLI OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2021, the Board reported deferred outflows of resources and deferred inflows of resources related to the GLI OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 4,678	$ 655
Net difference between projected and actual earnings on GLI OPEB program investments	2,191	-
Change in assumptions	3,647	1,523
Changes in proportion	5,104	976
Employer contributions subsequent to the measurement date	4,034	-
Total	$ 19,654	$ 3,154

$4,034 reported as deferred outflows of resources related to the GLI OPEB resulting from the Board's contributions subsequent to the measurement date will be recognized as a reduction of the Net GLI OPEB Liability in the fiscal year ending June 30, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the GLI OPEB will be recognized in the GLI OPEB expense in future reporting periods as follows:

Year Ended June 30,		
2022	$	1,926
2023	$	2,544
2024	$	3,109
2025	$	3,134
2026	$	1,488
Thereafter	$	265

Actuarial Assumptions

The total GLI OPEB liability was based on an actuarial valuation as of June 30, 2019, using the Entry Age Normal actuarial cost method and the following assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2020.

Inflation	2.5%
Salary increases, including inflation	
General state employees	3.5% – 5.35%
Teachers	3.5% – 5.95%
SPORS employees	3.5% – 4.75%
VaLORS employees	3.5% – 4.75%
JRS employees	4.5%

Locality – General employees	3.5% – 5.35%
Locality – Hazardous Duty employees	3.5% – 4.75%
Investment rate of return	6.75%, net of investment expenses, including inflation*

* Administrative expenses as a percent of the market value of assets for the last experience study were found to be approximately 0.06% of the market assets for all of the VRS plans. This would provide an assumed investment return rate for GASB purposes of slightly more than the assumed 6.75%. However, since the difference was minimal, and a more conservative 6.75% investment return assumption provided a projected plan net position that exceeded the projected benefit payments, the long-term expected rate of return on investments was assumed to be 6.75% to simplify preparation of the OPEB liabilities.

Mortality rates – General State Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% increase compounded from ages 70 to 85.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012 through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered rates at older ages and changed final retirement from 70 to 75
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of duty disability: Increase rate from 14% to 25%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – Teachers

Pre-Retirement:

RP-2014 White Collar Employee Rates to age 80, White Collar Healthy Annuitant Rates at ages 81 and older projected with scale BB to 2020.

Post-Retirement:

RP-2014 White Collar Employee Rates to age 49, White Collar Health Annuitant Rates at ages 50 and older projected with scale BB to 2020; males 1% increase compounded from ages 70 to 90; females set back 3 years with 1.5% increase compounded from ages 65 to 70 and 2.0% increase compounded from ages 75 to 90.

Post-Disablement:

RP-2014 Disability Mortality Rates projected with Scale BB to 2020; 115% of rates for males and females.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the four-year period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered rates at older ages and changed final retirement from 70 to 75
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – SPORS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability: Increased rate from 60% to 85%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – VaLORS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability – Increased rate from 50% to 35%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – JRS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates at ages 81 and older projected with scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% compounding increase from ages 70 to 85.

Post-Disablement:

RP-2014 Disability Mortality Rates projected with Scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the four-year period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Decreased rates at first retirement eligibility

- Withdrawal rates: No change
- Disability rates: Removed disability rates
- Salary scale: No change
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – Largest Ten Locality Employers - General Employees

Pre-Retirement:
RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 95% of rates; females 105% of rates.

Post-Retirement:
RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 3 years; females 1.0% increase compounded from ages 70 to 90.

Post-Disablement:
RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years, 110% of rates; females 125% of rates

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered retirement rates at older ages and extended final retirement age from 70 to 75
- Withdrawal rates: Adjusted termination rates to better fit experience at each age and service year
- Disability rates: Lowered disability rates
- Salary scale: No change
- Line of Duty Disability: Increased rate from 14% to 20%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – Non-Largest Ten Locality Employers - General Employees

Pre-Retirement:
RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 95% of rates; females 105% of rates.

Post-Retirement:
RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 3 years; females 1.0% increase compounded from ages 70 to 90.

Post-Disablement:
RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years, 110% of rates; females 125% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered retirement rates at older ages and extended final retirement age from 70 to 75
- Withdrawal rates: Adjusted termination rates to better fit experience at each age and service year
- Disability rates: Lowered disability rates
- Salary scale: No change
- Line of Duty Disability: Increased rate from 14% to 15%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – Largest Ten Locality Employers – Hazardous Duty Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered retirement rates at older ages
- Withdrawal rates: Adjusted termination rates to better fit experience at each age and service year
- Disability rates: Increased disability rates
- Salary scale: No change
- Line of Duty Disability: Increased rate from 60% to 70%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – Non-Largest Ten Locality Employers – Hazardous Duty Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted termination rates to better fit experience at each age and service year
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability: Decreased rate from 60% to 45%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Net GLI OPEB Liability

The net OPEB liability (NOL) for the Group Life Insurance Program represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of June 30, 2020, NOL amounts for the Group Life Insurance Program is as follows (amounts expressed in thousands):

Total GLIP OPEB liability	$ 3,523,937
Plan fiduciary net position	1,855,102
Employers' net GLI OPEB liability	$ 1,668,835
Plan fiduciary net position as a percentage of the total GLI OPEB liability	52.64%

The total GLI OPEB liability is calculated by the System's actuary, and the plan's fiduciary net position is reported in the System's financial statements. The net GLI OPEB liability is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-Term Expected Rate of Return

The long-term expected rate of return on the System's investments was determined using a log- normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of System's investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Assets Class Strategy	Target Allocation	Arithmetic Long-term Expected Rate of Return	Weighted Average Long-term Expected Rate of Return*
Public Equity	34.00%	4.65%	1.58%
Fixed Income	15.00%	0.46%	0.07%
Credit Strategies	14.00%	5.38%	0.75%
Real Estate	14.00%	5.01%	0.70%
Private Equity	14.00%	8.34%	1.17%
MAPS-Multi-Asset Public Strategies	6.00%	3.04%	0.18%
PIP-Private Investment Partnership	3.00%	6.49%	0.19%
Total	100.00%		4.64%
Inflation			2.50%
*Expected arithmetic nominal return			7.14%

* The above allocation provides a one-year return of 7.14%. However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the system, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.11%, including expected inflation of 2.50%. On October 10, 2019, the VRS Board elected a long-term rate of 6.75% which is roughly at the 40th percentile of expected long-term results of the VRS fund asset allocation. More recent capital market assumptions compiled for the FY2020 actuarial valuations, provide a median return of 6.81%.

Discount Rate

The discount rate used to measure the total GLI OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that member contributions will be made per the VRS guidance and the employer contributions will be made in accordance with the VRS funding policy at rates equal to the difference between actuarially determined contribution rates adopted by the VRS Board of Trustees and the member rate. Through the fiscal year ending June 30, 2020, the rate contributed by the entity for the GLI OPEB will be subject to the portion of the VRS Board- certified rates that are funded by the Virginia General Assembly which was 100% of the actuarially determined contribution rate. From July 1, 2020 on, employers are assumed to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the GLI OPEB's fiduciary net position was projected to be available to make all projected future benefit payments of eligible employees. Therefore the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total GLI OPEB liability.

Sensitivity of the Board’s Proportionate Share of the Net GLI OPEB Liability to Changes in the Discount Rate

The following presents the Board’s proportionate share of the net GLI OPEB liability using the discount rate of 6.75%, as well as what the Board’s proportionate share of the net GLI OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
Board's proportionate share of the Group Life Insurance Program Net OPEB Liability	$ 95,870	$ 72,928	$ 54,297

Group Life Insurance Program Fiduciary Net Position

Detailed information about the Group Life Insurance Program's Fiduciary Net Position is available in the separately issued VRS 2020 Annual Comprehensive Financial Report (Annual Report). A copy of the 2020 VRS report may be downloaded from the VRS website at varetire.org/pdf/publications/2020-annual-report.pdf, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

VRS Disability Insurance Program

Plan Description

All full-time and part-time permanent salaried state employees who are covered under the Virginia Retirement System (VRS), the State Police Officers' Retirement System (SPORS), or the Virginia Law Officers' Retirement System (VaLORS) hired on or after January 1, 1999, are automatically covered by the Disability Insurance Program (VSDP) upon employment. The Disability Insurance Program also covers state employees hired before January 1, 1999, who elected to transfer to VSDP rather than retain their eligibility to be considered for disability retirement. This plan is administered by the Virginia Retirement System (the System), along with pensions and other OBEB plans, for public employer groups in the Commonwealth of Virginia.

Plan Provisions

The specific information for Disability Insurance Program OPEB, including eligibility, coverage and benefits is set out in the table below:

Eligible employees: The Virginia Sickness and Disability Program (VSDP), also known as the Disability Insurance Trust Fund was established January 1, 1999 to provide short-term and long-term disability benefits for non-work-related and work-related disabilities. Eligible employees are enrolled automatically upon employment. They include:

- Full-time and part-time permanent salaried state employees covered under VRS, SPORS and VaLORS (members new to VaLORS following its creation on October 1, 1999, have been enrolled since the inception of VSDP).
- State employees hired before January 1, 1999, who elected to transfer to VSDP rather than retain their eligibility to be considered for VRS disability retirement.
- Public college and university faculty members who elect the VRS defined benefit plan. They may participate in VSDP or their institution's disability program, if offered. If the institution does not offer the program or the faculty member does not make an election, he or she is enrolled in VSDP.

Benefit amounts: The Virginia Sickness and Disability Program (VSDP) provides the following benefits for eligible employees:

- Leave - Sick, family and personal leave. Eligible leave benefits are paid by the employer.

- Short-Term Disability - The program provides a short-term disability benefit beginning after a seven-calendar-day waiting period from the first day of disability. The benefit provides income replacement beginning at 100% of the employee's pre-disability income, reducing to 80% and then 60% based on the period of the disability and the length of service of the employee. Short-term disability benefits are paid by the employer.
- Long Term Disability - The program provides a long-term disability benefit beginning after 125 workdays of short-term disability and continuing until the employee reaches his or her normal retirement age. The benefit provides income replacement of 60% of the employee's pre-disability income. If an employee becomes disabled within five years of his or her normal retirement age, the employee will receive up to five years of VSDP benefits, provided he or she remains medically eligible. Long-term disability benefits are paid for by the Virginia Disability Insurance Program (VSDP) OPEB Plan.
- Income Replacement Adjustment - The program provides for an income replacement adjustment to 80% of catastrophic conditions.
- VSDP Long-Term Care Plan - The program also includes a self-funded long-term care plan that assists with the cost of covered long-term care services.

Disability Insurance Program (VSDP) Plan Notes:

- Employees hired or rehired on or after July 1, 2009, must satisfy eligibility periods before becoming eligible for non-work-related short-term disability benefits and certain income-replacement levels.
- A state employee who is approved for VSDP benefits on or after the date this is five years prior to his or her normal retirement date is eligible for up five years of VSDP benefits.
- Employees on work-related short-term disability receiving only a workers' compensation payment may be eligible to purchase service credit for this period if retirement contributions are not being withheld from the workers' compensation payment. The rate will be based on 5.00% of the employee's compensation.

Cost-of-Living Adjustments (COLA):

- During periods an employee receives long-term disability benefits, the LTD benefit may be increased annually by an amount recommended by the actuary and approved by the Board.
  - Plan 1 employees vested as of 1/1/2013 - 100% of the VRS Plan 1 COLA (The first 3% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 4%) up to a maximum COLA of 5%).
  - Plan 1 employee non-vested as of 1/1/2013, Plan 2 and Hybrid Plan employees - 100% of the VRS Plan 2 and Hybrid COLA (The first 2% increase in the Consumer Price Index for all Urban Consumers (CPI-U) and half of any additional increase (up to 2%) up to a maximum COLA of 3%).
- For participating full-time employees taking service retirement, the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement. 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.00%.
- For participating full-time employees receiving supplemental (work-related) disability benefits, the creditable compensation may be increased annually by an amount recommended by the actuary and approved by the Board, from the date of the commencement of the disability to the date of retirement. 100% of the increase in the pay over the previous plan year for continuing VSDP members in the State, SPORS and VaLORS Plans, with a maximum COLA of 4.00%.

Contributions

The contribution requirements for the Disability Insurance Program (VSDP) are governed by §51.1-1140 of the *Code of Virginia*, as amended, but may be impacted as a result of funding provided to state agencies by the Virginia General Assembly. Each employer's contractually required employer contribution rate for the Disability Insurance Program (VSDP) for the year ended June 30, 2021, was 0.61% of covered employee compensation. This rate was based on an actuarially determined rate from an actuarial valuation as of June 30, 2019. The actuarially determined rate was expected to finance the costs of benefits payable during the year, with an adjustment to amortize the accrued OPEB assets. Contributions to the Disability Insurance Program (VSDP) from the Board were $4,777 and $5,238 for the years ended June 30, 2021, and June 30, 2020, respectively.

Disability Insurance Program (VSDP) OPEB Labilities (Assets), VSDP OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to VSDP OPEB

At June 30, 2021, the Board reported a liability (asset) of $(43,079) for its proportionate share of the Net VSDP OPEB Liability (Asset). The Net VSDP OPEB Liability (Asset) was measured as of June 30, 2020, and the total VSDP OPEB liability used to calculate the Net VSDP OPEB Liability (Asset) was determined by an actuarial valuation as of June 30, 2019, and rolled forward to the measurement date of June 30, 2020. The Board's proportion of the Net VSDP OPEB Liability (Asset) was based on the Board's actuarially determined employer contributions to the VSDP OPEB plan for the year ended June 30, 2020, relative to the total of the actuarially determined employer contributions for all participating employers. At June 30, 2020, the Board's proportion was 0.01952% as compared to 0.01820% at June 30, 2019.

For the year ended June 30, 2021, the Board recognized VSDP OPEB expense of $3,585. Since there was a change in proportionate share between measurement dates, a portion of the VSDP OPEB expense was related to deferred amounts from changes in proportion.

At June 30, 2021, the Board reported deferred outflows of resources and deferred inflows of resources related to the VSDP OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 4,051	$ 8,939
Net difference between projected and actual earnings on VSDP OPEB plan investments	2,931	-
Change in assumptions	574	1,769
Changes in proportion	-	2,535
Employer contributions subsequent to the measurement date	4,777	-
Total	$ 12,333	$ 13,243

$4,777 reported as deferred outflows of resources related to the VSDP OPEB resulting from the Board's contributions subsequent to the measurement date will be recognized as an adjustment of the Net VSDP OPEB Liability (Asset) in the fiscal year ending June 30, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the VSDP OPEB will be recognized in VSDP OPEB expense in future reporting periods as follows:

Year Ended June 30,		
2022	$	(1,435)
2023	$	(649)
2024	$	(590)
2025	$	(569)
2026	$	(1,177)
Thereafter	$	(1,267)

Actuarial Assumptions

The total VSDP OPEB liability was based on an actuarial valuation as of June 30, 2019, using the Entry Age Normal actuarial cost method and assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of June 30, 2020.

Inflation	2.5%
Salary increases, including inflation:	
General state employees	3.5% – 5.35%
SPORS employees	3.5% – 4.75%
VaLORS employees	3.5% – 4.75%
Investment rate of return	6.75%, net of pension plan investment expense, including inflation*

*Administrative expenses as a percent of the market value of assets for the last experience study were found to be approximately 0.06% of the market assets for all of the VRS plans. This would provide an assumed investment return rate for GASB purposes of slightly more than the assumed 6.75%. However, since the difference was minimal, and a more conservative 6.75% investment return assumption provided a projected plan net position that exceeded the projected benefit payments, the long-term expected rate of return on investments was assumed to be 6.75% to simplify preparation of OPEB liabilities.

Mortality Rates – General State Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males set back 1 year, 85% of rates; females set back 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year; females set back 1 year with 1.5% increase compounded from ages 70 to 85.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males 115% of rates; females 130% of rates.

The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012 through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020
- Retirement rates: Lowered rates at older ages and changed final retirement age from 70 to 75
- Withdrawal rates: Adjusted rates to better fit experience at each age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability: Increase rate from 14% to 25%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – SPORS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019 valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability: Increased rate from 60% to 85%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Mortality rates – VaLORS Employees

Pre-Retirement:

RP-2014 Employee Rates to age 80, Healthy Annuitant Rates to 81 and older projected with Scale BB to 2020; males 90% of rates; females set forward 1 year.

Post-Retirement:

RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year with 1.0% increase compounded from ages 70 to 90; females set forward 3 years.

Post-Disablement:

RP-2014 Disability Life Mortality Table projected with scale BB to 2020; males set forward 2 years; unisex using 100% male.

The actuarial assumptions used in the June 30, 2019 valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

- Mortality rates (Pre-retirement, post-retirement healthy, and disability): Updated to a more current mortality table - RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
- Retirement rates: Increased age 50 rates and lowered rates at older ages
- Withdrawal rates: Adjusted rates to better fit experience at each year age and service through 9 years of service
- Disability rates: Adjusted rates to better match experience
- Salary scale: No change
- Line of Duty Disability: Decreased rate from 50% to 35%
- Discount Rate: Decrease rate from 7.00% to 6.75%

Net VSDP OPEB Liability (Asset)

The net OPEB asset (NOA) for the Disability Insurance Program (VSDP) represents the program's total OPEB liability determined in accordance with GASB Statement No. 74, less the associated fiduciary net position. As of the Measurement Date of June 30, 2020, NOA amounts for the Disability Insurance Program (VSDP) is as follows (amounts expressed in thousands):

Total VSDP OPEB liability	$ 269,531
Plan fiduciary net position	490,220
Employers' net OPEB liability (asset)	$ (220,689)
Plan fiduciary net position as a percentage of the total VSDP OPEB liability	181.88%

The total VSDP OPEB liability is calculated by the System's actuary, and each plan's fiduciary net position is reported in the System's financial statements. The net OPEB asset is disclosed in accordance with the requirements of GASB Statement No. 74 in the System's notes to the financial statements and required supplementary information.

Long-term expected rate of return

The long-term expected rate of return on System investments was determined using a log- normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of VRS System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Assets Class Strategy	Long-term Target Allocation	Arithmetic Long-term Expected Rate of Return	Weighted Average Long-term Expected Rate of Return*
Public Equity	34.00%	4.65%	1.58%
Fixed Income	15.00%	0.46%	0.07%
Credit Strategies	14.00%	5.38%	0.75%
Real Estate	14.00%	5.01%	0.70%
Private Equity	14.00%	8.34%	1.17%
MAPS-Multi-Asset Public Strategies	6.00%	3.04%	0.18%
PIP-Private Investment Partnership	3.00%	6.49%	0.19%
Total	100.00%		4.64%
Inflation			2.50%
Expected arithmetic nominal return*			7.14%

*The above allocation provides a one-year return of 7.14%. However, one-year returns do not take into account the volatility present in each of the asset classes. In setting the long-term expected return for the system, stochastic projections are employed to model future returns under various economic conditions. The results provide a range of returns over various time periods that ultimately provide a median return of 7.11%, including expected inflation of 2.50%. On October 10, 2019, the VRS Board elected a long-term rate of 6.75% which is roughly at the 40th percentile of expected long-term results of the VRS fund asset allocation. More recent capital market assumptions compiled for the FY 2020 actuarial valuations, provide a median return of 6.81%.

Discount Rate

The discount rate used to measure the total VSDP OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made per the VRS Statutes and that they will be made in accordance with the VRS funding policy and at rates equal to the actuarially determined contribution rates adopted by the VRS Board of Trustees. Through the fiscal year ending June 30, 2020, the rate contributed by participating employers to the VSDP OPEB Program will be subject to the portion of the VRS Board-certified rates that are funded by the Virginia General Assembly which was 100% of the actuarially determined contribution rate. From July 1, 2020 on, participating employers are assumed to continue to contribute 100% of the actuarially determined contribution rates. Based on those assumptions, the VSDP OPEB Program's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore the long-term expected rate of return was applied to all periods of projected benefit payments to determine the total VSDP OPEB liability.

Sensitivity of the Board's Proportionate Share of the Net VSDP OPEB Liability (Asset) to Changes in the Discount Rate

The following presents the Board's proportionate share of the net VSDP OPEB liability (asset) using the discount rate of 6.75%, as well as what the Board's proportionate share of the net VSDP OPEB liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (5.75%) or one percentage point higher (7.75%) than the current rate:

	1.00% Decrease (5.75%)	Current Discount Rate (6.75%)	1.00% Increase (7.75%)
Board's proportionate share of the total VSDP Net OPEB liability (asset)	$ (39,304)	$ (43,079)	$ (46,466)

VSDP OPEB Fiduciary Net Position

Detailed information about the Disability Insurance Program (VSDP) Fiduciary Net Position is available in the separately issued VRS 2020 Annual Comprehensive Financial Report (Annual Report). A copy of the 2020 VRS report may be downloaded from the VRS website at varetire.org/pdf/publications/2020-annual-report.pdf, or by writing to the System's Chief Financial Officer at P.O. Box 2500, Richmond, VA, 23218-2500.

Pre-Medicare Retiree Healthcare Program

The Commonwealth provides a healthcare plan established by Title 2.2, Chapter 28 of the *Code of Virginia* for retirees who are not yet eligible to participate in Medicare. Following are eligibility requirements for Virginia Retirement System retirees:

- You are a retiring state employee who is eligible for a monthly retirement benefit from the Virginia Retirement System (VRS), and
- You start receiving (do not defer) your retirement benefit immediately upon retirement*, and
- Your last employer before retirement was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled) coverage as an active employee in the State Health Benefits Program until your retirement date (not including Extended Coverage/COBRA), and
- You enroll no later than 31 days from his or her retirement date.

*For VRS retirees, this means that the employing agency reported a retirement contribution or leave without pay status for retirement in the month immediately prior to your retirement date. Some faculty members may also be eligible if they are paid on an alternate pay cycle but maintain eligibly for active coverage until their retirement date.

Effective January 1, 2017**, following are eligibility requirements for Optional Retirement Plan retirees:

- You are a terminating state employee who participates in one of the qualified Optional Retirement Plans, and
- Your last employer before termination was the Commonwealth of Virginia, and
- You were eligible for (even if you were not enrolled) coverage in the State Employee Health Benefits Program for active employees at the time of your termination, and
- You meet the age and service requirements for an immediate retirement benefit under the non-ORP Virginia Retirement System plan that you would have been eligible for on your date of hire had you not elected ORP, and
- You enroll in the State Retiree Health Benefits Program no later than 31 days from the date you lose coverage (or lose eligibility for coverage) in the State Health Benefits Program for active employees due to termination of employment.

**This change applies to ORP terminations effective January 1, 2017, or later. Eligibility for those who terminated employment prior to January 1 should be determined based on the policy in place at the time of their termination.

The employer does not pay a portion of the retirees' healthcare premium; however, since both active employees and retirees are included in the same pool for purposes of determining health insurance rates, this generally results in a higher rate for active employees. Therefore, the employer effectively subsidizes the costs of the participating retirees' healthcare through payment of the employer's portion of the premiums for active employees.

This fund is reported as part of the Commonwealth's Healthcare Internal Service Fund. Benefit payments are recognized when due and payable in accordance with the benefit terms. Pre-Medicare Retiree Healthcare is a single-employer defined benefit OPEB plan that is treated like a cost sharing plan for financial reporting purposes, and is administered by the Department of Human Resource Management. There were approximately 4,400 retirees and 90,000 active employees in the program as of June 30, 2020. There are no inactive employees entitled to future benefits who are not currently receiving benefits. There are no assets accumulated in a trust to pay benefits.

Actuarial Assumptions and Methods

The total Pre-Medicare Retiree Healthcare OPEB liability was based on an actuarial valuation with a valuation date of June 30, 2020. The Department of Human Resource Management selected the economic, demographic and healthcare claim cost assumptions. The actuary provided guidance with respect to these assumptions. Initial healthcare costs trend rates used were 6.75 percent for medical and pharmacy and 4.0 percent for dental. The ultimate trend rates used were 4.50 percent for medical and pharmacy and 4.0 percent for dental.

Valuation Date	Actuarially determined contribution rates are calculated as of June 30, one year prior to the end of the fiscal year in which contributions are reported.
Measurement Date	June 30, 2020 (one year prior to the end of the fiscal year)
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level dollar, Closed

Effective Amortization Period	6.34 years
Discount Rate	2.21%
Projected Salary Increases	4.0%
Medical Trend Under 65	Medical & Rx: 6.75% to 4.50% Dental: 4.00%
Year of Ultimate Trend	2029
Mortality:	Mortality rates vary by participant status
Pre-Retirement	RP-2014 Employee Rates to age 80, Healthy Annuitant Rates at ages 81 and older projected with Scale BB to 2020; males setback 1 year, 85% of rates; females setback 1 year
Post-Retirement	RP-2014 Employee Rates to age 49, Healthy Annuitant Rates at ages 50 and older projected with Scale BB to 2020; males set forward 1 year; females setback 1 year with 1.5% increase compounded from ages 70 to 85
Post-Disablement	RP-2014 Disabled Mortality Rates projected with Scale BB to 2020; males 115% of rates; females 130% of rates

The discount rate was based on the Bond Buyers GO 20 Municipal Bond Index as of the measurement date which is June 30, 2020.

Changes of Assumptions: The following assumptions were updated since the June 30, 2019, valuation based recent experience:

- Spousal coverage - reduced rate from 25% to 20%
- Retiree participation - reduced the rate from 50% to 45%

Spousal coverage and retiree participation were both reduced based on a blend of recent experience and the prior year assumptions. The mortality assumption was modified slightly to reflect mortality improvement projection scale BB, including age over 65 in pre-retirement mortality base rates. No excise tax has been reflected due to the SECURE Act. Among the provisions was a repeal of three taxes and fees that were originally intended to help fund the Affordable Care Act (ACA): i) the excise tax on high-cost health plans (Cadillac tax); ii) the annual fee on health insurance providers; and iii) the medical device excise tax. Trend rates were updated based on economic conditions as of June 30, 2020. Additionally, the discount rate was decreased from 3.51% to 2.21% based on the Bond Buyers GO 20 Municipal Bond Index.

Pre-Medicare Retiree Healthcare OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources

At June 30, 2021, the Board reported a liability of $76,199 for its proportionate share of the collective total Pre-Medicare Retiree Healthcare OPEB liability of $568.8 million. The Pre-Medicare Retiree Healthcare OPEB liability was measured as of June 30, 2020, and was determined by an actuarial valuation as of June 30, 2020. The Board's proportion of the Pre-Medicare Retiree Healthcare OPEB liability was based on the Board's calculated healthcare premium contributions, to include the October premium holiday amounts, as a percentage of the total employer's healthcare premium contributions for all participating employers. At June 30, 2020, the Board's proportion was 0.01340% as compared to 0.01259% at June 30, 2019. For the year ended June 30, 2021, the Board recognized Pre-Medicare Retiree Healthcare OPEB expense of $(12,561).

At June 30, 2021, the Board reported deferred outflows or resources and deferred inflows of resources related to Pre-Medicare Retiree Healthcare from the following sources:

	Deferred Outflows	Deferred Inflows
Difference between actual and expected experience	$ -	$ 38,796
Changes in assumptions	-	62,393
Changes in proportion	26,542	7,651
Subtotal	26,542	108,840
Amounts associated with transactions subsequent to the measurement date	4,962	-
Total	$ 31,504	$ 108,840

$4,962 reported as deferred outflows of resources related to the Pre-Medicare Retiree Healthcare OPEB resulting from amounts associated with transactions subsequent to the measurement date will be recognized as a reduction of the total OPEB Liability in the fiscal year ending June 30, 2022. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to the Pre-Medicare Retiree Healthcare OPEB will be recognized in the Pre-Medicare Retiree Healthcare OPEB expense as follows:

Year Ended June 30,	
2022	$(22,336)
2023	$(22,336)
2024	$(21,584)
2025	$(12,063)
2026	$ (3,515)
Thereafter	$ (464)

Sensitivity of the Board's Proportionate Share of the Pre-Medicare Retiree Healthcare OPEB Liability to Changes in the Discount Rate

The following presents the Board's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability using the discount rate of 2.21%, as well as what the Board's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (1.21%) or one percentage point higher (3.21%) than the current rate:

	1.00% Decrease (1.21%)	Current Rate (2.21%)	1.00% Increase (3.21%)
OPEB Liability	$80,183	$76,199	$72,161

Sensitivity of the Board's Proportionate Share of the Pre-Medicare Retiree Healthcare OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following presents the Board's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability using the healthcare cost trend rate of 6.75% decreasing to 4.50%, as well as what the Board's proportionate share of the Pre-Medicare Retiree Healthcare OPEB liability would be if it were calculated using a healthcare cost trend rate that is one percentage point lower (5.75% decreasing to 3.50%) or one percentage point higher (7.75% decreasing to 5.50%) than the current rate:

	1% Decrease (5.75% decreasing to 3.50%)	Trend Rate (6.75% decreasing to 4.50%)	1% Increase (7.75% decreasing to 5.50%)
OPEB Liability	$68,306	$76,199	$85,456

Combining Schedule of OPEB Liabilities, OPEB Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB Plans

	Health Insurance Credit Program (HIC)	Group Life Insurance Program (GLI)	Disability Insurance Program (VSDP)	Pre-Medicare Retiree Healthcare	Total
Deferred outflows	$ 13,518	$ 19,654	$ 12,333	$ 31,504	$ 77,009
Net OPEB liability	107,774	72,928	-	76,199	256,901
Net OPEB asset	-	-	43,079	-	43,079
Deferred inflows	2,252	3,154	13,243	108,840	127,489
OPEB expense	9,761	3,608	3,585	(12,561)	4,393

11. RISK MANAGEMENT

The Board is exposed to various risks of loss related to torts; theft or damage to, and destruction of assets; errors and omissions; non-performance of duty; injuries to employees; and natural disasters. The Board participates in insurance plans maintained by the Commonwealth. The state employee health care and worker's compensation plans are administered by the Department of Human Resource Management and the risk management insurance plans are administered by the Department of Treasury, Division of Risk Management. Risk management insurance includes property, general liability, faithful performance of duty bond, and automobile plans. The Board pays premiums to each of these Departments for its insurance coverage. Information relating to the Commonwealth's insurance plans is available at the statewide level in the Commonwealth's Annual Comprehensive Financial Report.

REQUIRED SUPPLEMENTARY INFORMATION

Virginia Board of Accountancy
Schedule of Employer's Share of Net Pension Liability
VRS State Employee Retirement Plan

Year Ended June 30,*	Employer's proportion of the net pension liability	Employer's proportionate share of the net pension liability	Employer's covered payroll	Employer's proportionate share of the net pension liability as a percentage of its covered payroll	Plan fiduciary net position as a percentage of the total pension liability
2021	0.01996%	$1,446,074	$845,814	170.97%	72.15%
2020	0.01912%	$1,208,333	$784,323	154.06%	75.13%
2019	0.01876%	$1,015,000	$778,755	130.34%	77.39%
2018	0.01833%	$1,068,000	$739,906	144.34%	75.33%
2017	0.01759%	$1,159,000	$695,362	166.68%	71.29%
2016	0.01669%	$1,022,000	$644,621	158.54%	72.81%
2015	0.01498%	$839,000	$578,909	144.93%	74.28%

*The amounts presented have a measurement date as of the previous fiscal year end.

Schedule is intended to show information for 10 years. Since 2021 is the seventh year for this presentation, only seven years of data is available. However, additional years will be included as they become available.

Virginia Board of Accountancy
Schedule of Employer Contributions
VRS State Employee Retirement Plan

Year Ended June 30	Contractually required contribution	Contribution in relation to the contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2021	$113,617	$113,617	$ -	$784,199	14.49%
2020	$114,365	$114,365	$ -	$845,814	13.52%
2019	$104,808	$104,808	$ -	$784,323	13.36%
2018	$104,090	$104,090	$ -	$778,755	13.37%
2017	$99,965	$99,965	$ -	$739,906	13.51%
2016	$97,505	$97,505	$ -	$695,362	14.02%
2015	$79,482	$79,461	$ 21	$644,621	12.33%

Schedule is intended to show information for 10 years. Since 2021 is the seventh year for this presentation, only seven years of data is available. However, additional years will be included as they become available.

VRS State Employee Retirement Plan
Notes to Required Supplementary Information for the Year Ended June 30, 2021

Changes of benefit terms - There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled	Update to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered rates at older ages and changed final retirement from 70 to 75
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increase rate from 14% to 25%
Discount Rate	Decrease rate from 7.00% to 6.75%

Virginia Board of Accountancy
Schedule of Employer's Share of Net OPEB Liability
Health Insurance Credit Program (HIC)

Year Ended June 30,*	Employer's proportion of the net HIC OPEB liability	Employer's proportionate share of the net HIC OPEB liability	Employer's covered payroll	Employer's proportionate share of the net HIC OPEB liability as a percentage of its covered payroll	Plan fiduciary net position as a percentage of the total HIC OPEB liability
2021	0.01174%	$107,774	$845,814	12.74%	12.02%
2020	0.01143%	$105,507	$784,323	13.45%	10.56%
2019	0.01145%	$104,000	$778,755	13.35%	9.51%
2018	0.01139%	$104,000	$739,907	14.06%	8.03%

*The amounts presented have a measurement date as of the previous fiscal year end.

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Virginia Board of Accountancy
Schedule of Employer Contributions
Health Insurance Credit Program (HIC)

Year Ended June 30	Contractually required contribution	Contribution in relation to the contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2021	$8,770	$8,770	$ -	$784,199	1.12%
2020	$9,881	$9,881	$ -	$845,814	1.17%
2019	$9,070	$9,070	$ -	$784,323	1.16%
2018	$9,103	$9,103	$ -	$778,755	1.17%

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Health Insurance Credit Program (HIC)
Notes to Required Supplementary Information for the Year Ended June 30, 2021

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

General State Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP- 2014 projected to 2020
Retirement Rates	Lowered rates at older ages and changed final retirement from 70 to 75
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 14% to 25%
Discount Rate	Decrease rate from 7.00% to 6.75%

SPORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 60% to 85%
Discount Rate	Decrease rate from 7.00% to 6.75%

VaLORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Decreased rate from 50% to 35%
Discount Rate	Decrease rate from 7.00% to 6.75%

JRS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Decreased rates at first retirement eligibility
Withdrawal Rates	No change
Disability Rates	Removed disability rates
Salary Scale	No change
Discount Rate	Decrease rate from 7.00% to 6.75%

Virginia Board of Accountancy
Schedule of Employer's Share of Net OPEB Liability
Group Life Insurance Program (GLI)

Year Ended June 30,*	Employer's proportion of the net GLI OPEB liability	Employer's proportionate share of the net GLI OPEB liability	Employer's covered payroll	Employer's proportionate share of the net GLI OPEB liability as a percentage of its covered payroll	Plan fiduciary net position as a percentage of the total GLI OPEB liability
2021	0.00437%	$72,928	$845,814	8.62%	52.64%
2020	0.00397%	$64,602	$784,323	8.24%	52.00%
2019	0.00406%	$61,000	$778,755	7.83%	51.22%
2018	0.00399%	$60,000	$739,907	8.11%	48.86%

*The amounts presented have a measurement date as of the previous fiscal year end.

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Virginia Board of Accountancy
Schedule of Employer Contributions
Group Life Insurance Program (GLI)

Year Ended June 30	Contractually required contribution	Contribution in relation to the contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2021	$4,034	$4,034	$ -	$784,199	0.51%
2020	$4,851	$4,851	$ -	$845,814	0.57%
2019	$4,062	$4,062	$ -	$784,323	0.52%
2018	$4,043	$4,043	$ -	$778,755	0.52%

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Group Life Insurance Program (GLI)
Notes to Required Supplementary Information for the Year Ended June 30, 2021

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

General State Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered rates at older ages and changed final retirement from 70 to 75
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 14% to 25%
Discount Rate	Decrease rate from 7.00% to 6.75%

Teachers:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered rates at older ages and changed final retirement from 70 to 75
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Discount Rate	Decrease rate from 7.00% to 6.75%

SPORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience

Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 60% to 85%
Discount Rate	Decrease rate from 7.00% to 6.75%

VaLORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Decreased rate from 50% to 35%
Discount Rate	Decrease rate from 7.00% to 6.75%

JRS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Decreased rates at first retirement eligibility
Withdrawal Rates	No change
Disability Rates	Removed disability rates
Salary Scale	No change
Discount Rate	Decrease rate from 7.00% to 6.75%

Largest Ten Locality Employers - General Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered retirement rates at older ages and extended final retirement age from 70 to 75
Withdrawal Rates	Adjusted termination rates to better fit experience at each age and service year
Disability Rates	Lowered disability rates
Salary Scale	No change
Line of Duty Disability	Increased rate from 14% to 20%
Discount Rate	Decrease rate from 7.00% to 6.75%

Non-Largest Ten Locality Employers - General Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered retirement rates at older ages and extended final retirement age from 70 to 75.
Withdrawal Rates	Adjusted termination rates to better fit experience at each age and service year
Disability Rates	Lowered disability rates
Salary Scale	No change
Line of Duty Disability	Increased rate from 14 to 15%
Discount Rate	Decrease rate from 7.00% to 6.75%

Largest Ten Locality Employers – Hazardous Duty Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered retirement rates at older ages
Withdrawal Rates	Adjusted termination rates to better fit experience at each age and service year
Disability Rates	Increased disability rates
Salary Scale	No change
Line of Duty Disability	Increased rate from 60% to 70%
Discount Rate	Decrease rate from 7.00% to 6.75%

Non-Largest Ten Locality Employers – Hazardous Duty Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Updated to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted termination rates to better fit experience at each age and service year
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Decreased rate from 60% to 45%
Discount Rate	Decrease rate from 7.00% to 6.75%

Virginia Board of Accountancy
Schedule of Employer's Share of Net OPEB Liability (Asset)
Disibility Insurance Program (VSDP)

Year Ended June 30,*	Employer's proportion of the net VSDP OPEB liability (asset)	Employer's proportionate share of the net VSDP OPEB liability (asset)	Employer's covered payroll	Employer's proportionate share of the net VSDP OPEB liability (asset) as a percentage of its covered payroll	Plan fiduciary net position as a percentage of the total VSDP OPEB liability (asset)
2021	0.01952%	($43,079)	$845,814	5.09%	181.88%
2020	0.01820%	($35,708)	$747,661	4.78%	167.18%
2019	0.01797%	($40,000)	$715,906	5.59%	194.74%
2018	0.01829%	($38,000)	$689,058	5.51%	186.63%

*The amounts presented have a measurement date as of the previous fiscal year end.

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Virginia Board of Accountancy
Schedule of Employer Contributions
Disibility Insurance Program (VSDP)

Year Ended June 30	Contractually required contribution	Contribution in relation to the contractually required contribution	Contribution deficiency (excess)	Employer's covered payroll	Contributions as a percentage of covered payroll
2021	$4,777	$4,777	$ -	$784,199	0.61%
2020	$5,238	$5,238	$ -	$845,814	0.62%
2019	$4,555	$4,555	$ -	$747,661	0.61%
2018	$4,672	$4,672	$ -	$715,906	0.65%

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Disability Insurance Program (VSDP)
Notes to Required Supplementary Information for the Year Ended June 30, 2021

Changes of benefit terms – There have been no actuarially material changes to the System benefit provisions since the prior actuarial valuation.

Changes of assumptions – The actuarial assumptions used in the June 30, 2019, valuation were based on the results of an actuarial experience study for the period from July 1, 2012, through June 30, 2016, except the change in the discount rate, which was based on VRS Board action effective as of July 1, 2019. Changes to the actuarial assumptions as a result of the experience study and VRS Board action are as follows:

General State Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to a more current mortality table – RP-2014 projected to 2020
Retirement Rates	Lowered rates at older ages and changed final retirement from 70 to 75
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 14% to 25%
Discount Rate	Decrease rate from 7.00% to 6.75%

SPORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Increased rate from 60% to 85%
Discount Rate	Decrease rate from 7.00% to 6.75%

VaLORS Employees:

Mortality Rates (Pre-retirement, post-retirement healthy, and disabled)	Update to a more current mortality table – RP-2014 projected to 2020 and reduced margin for future improvement in accordance with experience
Retirement Rates	Increased age 50 rates and lowered rates at older ages
Withdrawal Rates	Adjusted rates to better fit experience at each year age and service through 9 years of service
Disability Rates	Adjusted rates to better match experience
Salary Scale	No change
Line of Duty Disability	Decreased rate from 50% to 35%
Discount Rate	Decrease rate from 7.00% to 6.75%

Virginia Board of Accountancy
Schedule of Employer's Share of Net OPEB Liability
Pre-Medicare Retiree Healthcare Program

Year Ended June 30,*	Employer's proportion of the collective total OPEB liability	Employer's proportionate share of the collective total OPEB liability	Employer's covered-employee payroll	Employer's proportionate share of the collective total OPEB liability as a percentage of its covered-employee payroll
2021	0.01340%	$76,199	$830,164	9.18%
2020	0.01259%	$85,496	$791,224	10.81%
2019	0.01261%	$126,817	$793,590	15.98%
2018	0.01350%	$175,370	$745,758	23.52%

*The amounts presented have a measurement date as of the previous fiscal year end.

Schedule is intended to show information for 10 years. Since 2021 is the fourth year for this presentation, only four years of data is available. However, additional years will be included as they become available.

Pre-Medicare Retiree Healthcare Program
Notes to Required Supplementary Information for the Year Ended June 30, 2021

There are no assets accumulated in a trust to pay related benefits.

Changes of benefit terms – There have been no changes to the benefit provisions since the prior actuarial valuation.

Changes of assumptions – The following assumptions were updated since the June 30, 2019 valuation based on recent experience:

- Spousal Coverage – reduced the rate from 25% to 20%
- Retirement participation – reduced rate from 50% to 45%

Spousal coverage and retiree participation were both reduced based on a blend of recent experience and the prior year assumptions. The mortality assumption was modified slightly to reflect mortality improvement projection scale BB, including age over 65 in pre-retirement mortality base rates. No excise tax has been reflected due to the SECURE Act. Among the provisions was a repeal of three taxes and fees that were originally intended to help fund the Affordable Care Act (ACA); i) the excise tax on high-cost health plans (Cadillac tax); ii) the annual fee on health insurance providers; and iii) the medical device excise tax. Trend rates were updated based on economic conditions as of June 30, 2020. Additionally, the discount rate was decreased from 3.51% to 2.21% based on the Bond Buyers GO 20 Municipal Bond Index.

VIRGINIA BOARD OF ACCOUNTANCY

BOARD MEMBERSHIP
As of June 30, 2021

The Board is comprised of five Certified Public Accountants who hold Virginia licenses, one educator in the field of accountancy who holds a Virginia license, and one public member. The Governor appoints each member to a term of four years and no member may serve more than two consecutive terms.

D. Brian Carson, CPA, CGMA
Chair

Laurie A. Warwick, CPA
Vice Chair

Nadia A. Rogers, CPA

Jay Bernas

Wendy P. Lewis, CPA

William R. Brown, CPA

W. Barclay Bradshaw, CPA