

**City of Seattle Sick Leave Balance Conversions Upon Retirement  
Eligibility for VEBA (Voluntary Employee Benefits Association) or Deferred Compensation Plan**

Updated On: 12/9/2016

Bargaining Unit Code	Bargaining Unit (BU) Description	Eligible to Vote for VEBA	Voted to Accept VEBA	Duration VEBA is Effective or Not	Mandatory 35% into VEBA	Eligible for 25% Cash Out	Eligible for 25% into Deferred Comp	Eligible for 35% into Deferred Comp
<b>Coalition of Unions</b>								
002	HERE, Local 8 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
004	PTE, Local 17, Technical Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
006	WSCCCE-AFSCME, Local 21, Dispatchers Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
007	Teamsters, Local 117 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
008	Local 32, Plumbers/Pipe Fitters Unit	Yes	Yes	1/1/17 - 12/31/19	Yes	No	No	No
010	Painters, District Council #5 (JCC)	Yes	No	1/1/16 - 12/31/18	No	Yes	No	Yes
013	IBEW, Local 46 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
014	Boilermakers, Local 104 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
015	IATSE, Local 15 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
016	Inlandboatmen's Union of the Pacific (JCC)	Yes	Union Rep didn't receive any VEBA votes back after sending out ballots; members didn't vote to accept or reject.					
017	PNW Regional Council of Carpenters	Yes	No	1/1/16 - 12/31/18	No	Yes	No	Yes
018	Teamsters, Local 117, Admissions	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
019	PSIE, Local 1239 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
021	Seattle Parking Enforcement Officers Guild (SPEOG)	Yes	Yes	2015	Yes	No	No	No
022	Teamsters, Local 763 (JCC)	Yes	No	1/1/16 - 12/31/18	No	Yes	No	Yes
023	Operating Engineers, Local 286 (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
024	Sheet Metal Workers, Local 66 (JCC)	Yes	No	1/1/16 - 12/31/18	No	Yes	No	Yes
027	Local 1239, Recreation Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
031	PTE, Local 17, Senior Business Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
032	PTE, Local 17, Senior Professional Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
034	PTE, Local 17, Professional Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
035	PTE, Local 17, Administrative Support Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
036	WSCCCE-AFSCME, Local 21, Janitorial Unit	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
037	PSIE, Local 1239, Security Officers (JCC)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
038	Seattle Police Dispatchers Guild	Yes	Yes	1/1/16 - 12/31/18	refer to tiered rates	No	No	No
040	Teamsters, Local 763 (Muni Court Non-Supvr)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
045	PTE, Local 17, Probation Counselors	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
047	Local 32, Plumbers Crew Chief Unit	Yes	Yes	1/1/17 - 12/31/19	Yes	No	No	No
049	Teamsters, Local 763 (Muni Court Supvr)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
051	Teamsters, Local 117 Evidence Warehouse	Yes	Yes	2015	Yes	No	No	No
053	Seattle Muni Court Marshal's Guild	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
081	WSCCCE-AFSCME, Local 21Z, Crew Chiefs	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
091	WSCCCE-AFSCME, Local 21C CL Managers	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
092	WSCCCE-AFSCME, Local 21C CL Strategic Advisors	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
093	WSCCCE-AFSCME, Local 21C CL Supervisors	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
<b>Other Represented Bargaining Units</b>								
003	Seattle Police Officers' Guild	No				Yes	Yes	No
009	Machinists, Local 289	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No

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012	Machinists, Local 79	No				Yes	Yes	No
025	Local 2083 C General - Library	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
028	Local 2083 C2, Security Officer - Library	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
033	Seattle Police Management Association	No				Yes	Yes	No
077	IBEW, Local 77 (City Light)	No				Yes	Yes	No
078	IBEW, Local 77 (Transportation)	No				Yes	Yes	No
079	IBEW Local 77 (Material Controllers Unit)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
080	IBEW, Local 77 (CMEO)	No				Yes	No	Yes
151	IBEW, Local 77 (Power Marketers)							
158	IBEW, Local 77 (IT Prof)	Yes	Yes	1/1/16 - 12/31/18	Yes	No	No	No
171,172	WSCCCE-AFSCME, Local 21-PA (Prosecuting Atty's)	Yes	No	1/1/16 - 12/31/18	No	Yes	No	Yes
<b><u>Fire Sworn Represented (LEOFF 2)</u></b>								
005	IAFF Local 27 Fire Fighters	Yes	Yes	1/1/16 - 12/31/17	refer to tiered rates	No	No	No
043	IAFF, Local 2898 Fire Chiefs	Yes	Yes	2015	refer to tiered rates	No	No	No
<b><u>Non-Represented</u></b>								
030	Non-represented Step Progression	No				Yes	No	Yes
041	Seattle Public Library-Non-Rep	No				Yes	No	Yes
042	Council Members	No				No	No	No
060	Minimum Wage	No						
140	Executives, Managers and Strategic Advisors	No				Yes	No	Yes
142	Library Executive	No				Yes	No	Yes
145	Legislative Broadband	No				Yes	No	Yes
147	Mayoral Staff Assistant Program	No				Yes	No	Yes
150	Power Marketer Compensation Program	No				Yes	No	Yes
155	Info Tech Professionals-Non-Rep	No				Yes	No	Yes
160	City Light Superintendent Comp Program	No				Yes	No	Yes
163	SPU General Mgr&CEO Comp Prgm	No						
165	Electric Utility Executive Comp Program	No				Yes	No	Yes
170	Assistant City Attorney Comp Program	No				Yes	No	Yes
173	Asst Prosecuting Atty (NonRep)	No						
175	Apprentice Comp Prgm	No						
180	Investments/Debt Dir comp Prgm	No				Yes	No	Yes
185	Magistrate Comp Prgm	No						
190	Seattle Police Chief Comp Prgm	No						
230	Board and Commission Members	No				No	No	No
240	Municipal Court Judges and Commissioners	No				No	No	No

**Tiered Rates for Sick Leave Balance into a VEBA Trust Fund (exclusively for L27 Fire Fighters, and L2898 Fire Chiefs)**

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Tier 1 (25%) - Sick leave balance between 0 hours to 400 hours  
Tier 2 (50%) - Sick leave balance remaining between 401 hrs to 800 hrs  
Tier 3 (75%) - Sick leave balance remaining above 800 hrs

**Tiered Rates for Sick Leave Balance into a VEBA Trust Fund (exclusively for Seattle Police Dispatchers Guild)**

Tier 1 (35%) - Sick leave balance between 0 hours to 400 hours  
Tier 2 (50%) - Sick leave balance remaining between 401 hrs to 800 hrs  
Tier 3 (75%) - Sick leave balance remaining above 800 hrs

Notes:

1. Council members, Muni Court Judges, Board members and Commissioners do not accrue sick leave.
2. VEBA doesn't apply to the non-represented group.
3. The other represented groups with shaded areas have no VEBA language in their contracts.