City of Seattle - VEBA ELIGIBILITY OPTIONS BY BU CODE FOR 2026

Eligibility for VEBA (Voluntary Employee Benefit Acccount) or Deferred Compensation Plan

Updated Oct 15, 2026

Current Bargaining Unit	Monthly Active VEBA	MANDATIRY VEBA Sick	OPTIONAL Cash out 25% Sick	OPTIONAL Deferred Comp Sick	MANDATORY VEBA Vacation	OPTIONAL Deferred Comp / Cash Vacation	Additional Leave Types Offered
Assistant Fire Chiefs	--	--	Tier 3 DC/Cash	Tier 3 DC/Cash	--	100%	Merit
Boilermakers Local 104	--	35%	--	--	--	100%	Comp
HERE Local 8	--	35%	--	--	--	100%	Comp
IAFF, Local 27	--	Tier 3 HRA	--	--	--	100%	Merit
IAFF, Local 2898	--	Tier 3 HRA	--	--	--	100%	Merit
IAMAW, District Lodge 160 - Local 289	--	35%	--	--	--	100%	Comp
IAMAW, District Lodge 160 - Local 79	--	--	25%	35%	--	100%	Comp
IATSE Local 15	--	35%	--	--	--	100%	Comp
IBEW Local 46	--	35%	--	--	--	100%	Comp
IBEW Local 77 - City Light	--	35%	--	--	--	100%	Comp
IBEW Local 77 - CMEO	--	--	25%	35%	--	100%	Comp
IBEW Local 77 - Material Controllers	--	35%	--	--	50%	50%	Comp
IBEW Local 77 - Power Marketers Unit	--	--	25%	35%	--	100%	Comp
IBEW Local 77 - Professional Telecom	--	35%	--	--	--	100%	Comp
IBEW Local 77 - Transportation	$50	35%	--	--	50%	50%	Comp
IBEW Local 77 - IT Professionals	--	35%	--	--	--	100%	Comp
IBU - Inland Boatmen's Union of the Pacific	--	--	25%	35%	--	100%	Comp
IUOE Local 302	--	35%	--	--	50%	50%	Comp
IUPATDC #5	--	--	25%	35%	--	100%	Comp
LiUNA Local 242 - Laborers	--	35%	--	--	--	100%	Comp
LiUNA Local 242 - Recreation	--	35%	--	--	--	100%	Comp
LiUNA Local 242 - Security Officers	--	35%	--	--	--	100%	Comp
NCS Regional Council of Carpenters	--	--	25%	35%	--	100%	Comp
Prof&Tech Empl L17 - SPD CivMngr	--	--	25%	35%	--	100%	Holiday Credit, Comp
PROTEC17	--	35%	--	--	50%	50%	Comp
PROTEC17 - Municipal Court Probation Counselors	--	--	25%	35%	--	100%	Comp
PROTEC17 - Strategic Advisors - Legislative	--	--	25%	35%	--	100%	Comp
PROTEC17 - Strategic Advisors & Managers	--	--	25%	35%	--	100%	Comp
Seattle Dispatchers Guild	--	Tier 1 35%	Tier 2-3	Tier 2-3	--	100%	Comp
Seattle Municipal Court Marshals Guild	--	--	25%	35%	--	100%	Comp
Seattle Parking Enforcement Officers Guild	--	35%	--	--	--	100%	Holiday Credit, Comp
Seattle Police Civilian - Non-rep (inc Civilian Managers)	--	--	25%	35%	--	100%	Holiday Credit, Comp
Seattle Police Civilian - Union (LiUNA 242, Teamsters 117)	--	35%	--	--	--	100%	Holiday Credit, Comp
Seattle Police Civilian - Union (PROTEC17)	--	35%	--	--	50%	50%	Holiday Credit, Comp
Seattle Police Mgmt Assoc	--	Tier 3 VEBA	--	--	--	100%	Holiday Credit, Furlough, Comp
Seattle Police Officers Guild	--	--	25%	25%	--	100%	Holiday Credit, Furlough, Comp
Seattle Public Library - Not Represented	--	--	25%	35%	--	100%	Holiday Credit, Comp
Sheet Metal Workers Union Local 66	--	35%	--	--	--	100%	Comp
Teamsters Local 117	--	35%	--	--	--	100%	Comp
Teamsters Local 117 - Admissions	--	35%	--	--	--	100%	Comp
Teamsters Local 117 - Evidence Warehousers/CSO	$25	35%	--	--	--	100%	Comp
Teamsters Local 763 - Inspectors	--	--	25%	35%	--	100%	Comp
Teamsters Local 763 - MC Supervisor Unit	--	35%	--	--	--	100%	Comp
Teamsters Local 763 - Municipal Court	--	35%	--	--	--	100%	Comp
United Association Plumbers/Pipe Fitters Local 32	$50	35%	--	--	50%	50%	Comp
WSCCCE - Local 2083C2 - Library Security Officer	--	35%	--	--	--	100%	Holiday Credit, Comp
WSCCCE - Local 21	--	35%	--	--	--	100%	Comp
WSCCCE - Local 21 SPU Mgrs/SA	$25	35%	--	--	50%	50%	Comp
WSCCCE - Local 21C City Light Mgrs/SA/Supv	--	35%	--	--	50%	50%	Comp
WSCCCE - Local 21 - PA Prosecuting Attorneys	$25	35%	--	--	50%	50%	Comp
WSCCCE - Local 21Z Crew Chiefs/Supervisors	--	35%	--	--	--	100%	Comp
WSCCCE - Local 2083C - General - Library	--	35%	--	--	--	100%	Holiday Credit, Comp
Not Represented	--	--	25%	35%	--	100%	Comp
Not Benefits Eligible	--	--	--	--	--	--	No leave accruals

Tiered Rates for Sick Leave Balance into a VEBA Trust Fund (exclusively for L27 Fire Fighters, L2898 Fire Chiefs, SPMA and Seattle Police Dispatchers Guild)

	L27, L2898	SPMA	Dispatchers
Tier 1 (25%) - Sick balance between 0 hours to 400 hours	MERP / VEBA	VEBA	VEBA-35%
Tier 2 (50%) - Sick leave balance remaining between 401 hrs to 800 hrs	MERP / VEBA	VEBA	CASH
Tier 3 (75%) - Sick leave balance remaining above 800 hrs	MERP / VEBA	VEBA	CASH