

**City of Seattle - VEBA ELIGIBILITY OPTIONS BY BU CODE FOR 2022**  
**Eligibility for VEBA (Voluntary Employee Benefit Account) or Deferred Compensation Plan**

Updated August 23, 2022

| Bargaining Unit Code                      | Bargaining Unit (BU) Description                    | Eligible to Vote for VEBA | Year VEBA is Effective | Status & Effective Date (for changes) | Voted to Accept VEBA | Mandatory 35% SA into Post Retirement VEBA | Mandatory 50% VAC into Post Retirement VEBA | Eligible for 25% SA Cash Out Post Retirement | Eligible for 25% SA into Deferred Comp Post Retirement | Eligible for 35% SA into Deferred Comp Post Retirement | Mandatory Active EE \$25 or \$50 |
|---|---|---------------------------|------------------------|---------------------------------------|----------------------|--|---|--|--|--|----------------------------------|
| <b>Coalition of Unions</b>                |   |                           |                        |                                       |                      |  |   |  |  |  |                                  |
| 002                                       | HERE, Local 8 (JCC)                                 | Yes                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 004                                       | IFPTE, Local 17, Technical Unit                     | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 006                                       | WSCCCE-AFSCME, Local 21 - Truck Drivers             | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 007                                       | Teamsters, Local 117 (JCC)                          | YES                       | 2020                   | 4/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$25                             |
| 008                                       | Local 32, Plumbers/Pipe Fitters Unit                | YES                       | 2020                   | 2/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$50                             |
| 010                                       | Painters, District Council #5 (JCC)                 | YES                       | 2020                   | 4/1/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 013                                       | IBEW, Local 46 (JCC)                                | YES                       | 2020                   | 2020-No change                        | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 014                                       | Boilermakers, Local 104 (JCC)                       | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 015                                       | IATSE, Local 15 (JCC)                               | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 016                                       | Inlandboatmen's Union of the Pacific (JCC)**        | YES                       | 2016                   | NO VOTE-COVID                         | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 017                                       | PNW Regional Council of Carpenters**                | YES                       | 2020                   | 4/1/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 018                                       | Teamsters, Local 117, Admissions                    | YES                       | 2020                   | 4/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$25                             |
| 019                                       | PSIE, Local 1239 (JCC)                              | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 021                                       | Seattle Parking Enforcement Officers Guild (SPEOG)* | YES                       | 2020                   | 2020-No change                        | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 022                                       | Teamsters, Local 763 (JCC)                          | YES                       | 2016                   | NO VOTE-COVID                         | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 023                                       | Operating Engineers, Local 286 (JCC)                | YES                       | 2020                   | 4/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 024                                       | Sheet Metal Workers, Local 66 (JCC)                 | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 027                                       | Local 1239, Recreation Unit                         | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 031                                       | IFPTE, Local 17, Senior Business Unit               | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 032                                       | IFPTE, Local 17, Senior Professional Unit           | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 034                                       | IFPTE, Local 17, Professional Unit                  | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 035                                       | IFPTE, Local 17, Administrative Support Unit        | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 036                                       | WSCCCE-AFSCME, Local 21, Janitorial Unit            | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 037                                       | PSIE, Local 1239, Security Officers (JCC)           | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 038                                       | Seattle Police Dispatchers Guild                    | YES                       | 2020                   | No change                             | YES                  | Refer to Tiered Rates                      | NO  | NO   | NO   | NO   | --                               |
| 040                                       | Teamsters, Local 763 (Muni Court Non-Supvr)         | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 045                                       | IFPTE, Local 17, Probation Counselors               | YES                       | 2020                   | 3/1/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 047                                       | Local 32, Plumbers Crew Chief Unit                  | YES                       | 2020                   | 2/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$50                             |
| 049                                       | Teamsters, Local 763 (Muni Court Supvr)             | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 051                                       | Teamsters, Local 117 Evidence Warehouse             | YES                       | 2020                   | 2/1/2020                              | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 053                                       | Seattle Muni Court Marshal's Guild                  | YES                       | 2020                   | 1/8/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 081                                       | WSCCCE-AFSCME, Local 21Z, Crew Chiefs               | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 091                                       | WSCCCE-AFSCME, Local 21C CL Managers                | YES                       | 2020                   | 9/15/2020                             | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 092                                       | WSCCCE-AFSCME, Local 21C CL Strategic Advisors      | YES                       | 2020                   | 9/15/2020                             | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 093                                       | WSCCCE-AFSCME, Local 21C CL Supervisors             | YES                       | 2020                   | 9/15/2020                             | YES                  | YES  | YES   | NO   | NO   | NO   | --                               |
| 094                                       | WSCCCE-AFSCME, Local 21C SPU Stat Advisors/Mgrs     |                           |                        | In negotiation                        |                      |  |   |  |  |  | --                               |
| <b>Other Represented Bargaining Units</b> |   |                           |                        |                                       |                      |  |   |  |  |  |                                  |
| 003                                       | Seattle Police Officers' Guild                      | NO                        |                        |                                       |                      |  |   | YES  | YES  | NO   | --                               |
| 009                                       | Machinists, Local 289**                             | YES                       | 2016                   | NO VOTE-COVID                         | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 012                                       | Machinists, Local 79                                | YES                       | 2020                   | 3/1/2020                              | NO                   | NO   | NO  | NO   | NO   | NO   | --                               |
| 025                                       | Local 2083 C General - Library                      | YES                       | 2020                   |                                       | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 028                                       | Local 2083 C2, Security Officer - Library           | YES                       | 2020                   |                                       | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 033                                       | Seattle Police Management Association               | YES                       | 2022                   | 7/1/2022                              | Yes                  | Refer to Tiered Rates                      | NO  | YES  | YES  | NO   | --                               |
| 075                                       | IFPTE, Local 17, Strat Advisor (OEM)                | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 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                       | 2020                   | 3/1/2020                              | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 080                                       | IBEW Local 77 (CMEQ)                                | YES                       | 2020                   | 3/1/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 085                                       | IFPTE, Local 17, SPD Civilian Managers              | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 086                                       | IFPTE, Local 17, Legislative Analysts               | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 151                                       | IBEW Local 77 (Power Marketers)                     | YES                       | 2020                   | 3/1/2020                              | NO                   | NO   | NO  | YES  | NO   | YES  | --                               |
| 158                                       | IBEW Local 77 (IT Prof)                             | YES                       | 2020                   | 3/1/2020                              | YES                  | YES  | NO  | NO   | NO   | NO   | --                               |
| 171                                       | WSCCC Local 21-PA (Prosecuting Atty's)              | YES                       | 2020                   | 2/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$25                             |
| 172                                       | WSCCC Local 21-PA (Prosecuting Atty's)              | YES                       | 2020                   | 2/1/2020                              | Yes: Retire + Active | YES  | YES   | NO   | NO   | NO   | \$25                             |

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|--|---|---------------------------|------------------------|---------------------------------------|----------------------|--|---|--|--|--|----------------------------------|
| <b><u>Fire Sworn Represented (LEOFF 2)</u></b> |   |                           |                        |                                       |                      |  |   |  |  |  |                                  |
| 005  | IAFF Local 27 Fire Fighters                 | YES                       | 2020                   | No change                             | Yes                  | Refer to Tiered Rates                      | N/A   | NO   | NO   | NO   | --                               |
| 043  | IAFF Local 2898 Fire Chiefs                 | YES                       | 2015                   | Still bargaining                      | Yes                  | Refer to Tiered Rates                      | N/A   | 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                        |                        |                                       |                      |  |   | YES  | NO   | NO   | --                               |
| 060  | Minimum Wage                                | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 065  | Library OLS Minimum Wage                    | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 070  | City OLS Minimum Wage                       | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 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 Program (non-union)          | 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 Manager & CEO Comp Program      | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 165  | Electric Utility Executive Comp Program     | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 170  | Assistant City Attorney Comp Program        | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 173  | Assistant Prosecuting Attorney Comp Program | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 175  | Apprentice Comp Program                     | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 180  | Investments/Debt Dir comp Prgm              | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 185  | Magistrate Comp Program                     | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 190  | Seattle Police Chief Comp Program           | NO                        |                        |                                       |                      |  |   | YES  | NO   | YES  | --                               |
| 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, 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        |
| Tier 2 (50%) - Sick leave balance remaining between 401 hrs to 800 hrs | MERP       | VEBA | CASH        |
| Tier 3 (75%) - Sick leave balance remaining above 800 hrs              | MERP       | VEBA | CASH        |

- 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.