

Revision Date: December 18, 2018  
Issued By: Julia Johnson, Mayor  
Effective: January 1, 2019

## Policy \_\_\_ HRA VEBA FOR NON-REPRESENTED EMPLOYEES

### A. GENERAL

The City of Sedro-Woolley ("Employer") has adopted the HRA VEBA Medical Reimbursement Plan for Public Employees in the Northwest ("Plan"). Employer shall contribute to the Plan on behalf of all non-represented employees ("Group") defined as eligible to participate in the Plan. Each eligible employee must submit a completed and signed Membership Enrollment Form to become a Plan participant and be eligible for benefits under the Plan.

This policy is effective for regular full-time employees of the City who are not represented by or part of any bargaining unit and are not eligible for Tricare.

### **Contributions on behalf of each eligible employee shall be based on the following selected funding sources/formulas:**

1. **Sick leave cash-out upon retirement.** Eligibility is limited to employees who retire with sick leave cash-out rights during the term hereof. Employer contributions shall include the entire cash-out value of all unused sick leave accrued and available for cash-out upon retirement per Employer policy.
2. **Mandatory employee contributions** (no individual elections permitted). Eligible employees shall receive additional benefits in the form of VEBA Plan contributions equal to twenty five Dollars (\$25.00) per pay period and the employee's salary shall be reduced in an equal amount. Such contributions shall be made on behalf of all Group employees defined as eligible and shall be considered and referred to as Employer contributions.
3. **Dual Insurance Incentives.** Eligible employees who participate in the Dual Insurance Incentive program shall have 100% of their incentive money paid into their HRA-VEBA accounts.
4. **Contributions for employees who enroll in the high deductible health plan.** Eligible employees who participate in the high deductible health plan shall have 100% of the employer's contribution paid into their HRA-VEBA accounts as outlined in the Insurance Coverage for Non-Represented Employees policy.