

City of Seattle - VEBA ELIGIBILITY OPTIONS BY BU CODE FOR 2025
Eligibility for VEBA (Voluntary Employee Benefit Account) or Deferred Compensation Plan

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	2024 Notes
Coalition of Unions												
014	Boilermakers, Local 104 (JCC)	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
002	HERE, Local 8 (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	--	
013	IBEW, Local 46 (JCC)	YES	2020	2020-No change	YES	YES	NO	NO	NO	NO	--	
035	IFPTE, Local 17, Administrative Support Unit	YES	2020	3/1/2020	YES	YES	YES	NO	NO	NO	--	
045	IFPTE, Local 17, Probation Counselors	YES	2020	3/1/2020	NO	NO	NO	YES	NO	YES	--	
034	IFPTE, Local 17, Professional Unit	YES	2020	3/1/2020	YES	YES	YES	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	--	
004	IFPTE, Local 17, Technical Unit	YES	2020	3/1/2020	YES	YES	YES	NO	NO	NO	--	
016	Inlandboatmen's Union of the Pacific (JCC)**	YES	2016	NO VOTE-COVID	NO	NO	NO	YES	NO	YES	--	
027	Local 1239, Recreation Unit	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
047	Local 32, Plumbers Crew Chief Unit	YES	2020	7/28/2023	Yes: Retire + Active	YES	YES	NO	NO	NO	\$50	
008	Local 32, Plumbers/Pipe Fitters Unit	YES	2020	7/28/2023	Yes: Retire + Active	YES	YES	NO	NO	NO	\$50	
023	Operating Engineers, Local 286 (JCC)	YES	2020	4/1/2020	YES	YES	YES	NO	NO	NO	--	
010	Painters, District Council #5 (JCC)	YES	2020	4/1/2020	NO	NO	NO	YES	NO	YES	--	
019	PSIE, Local 1239 (JCC)	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	--	
053	Seattle Muni Court Marshal's Guild	YES	2020	1/8/2020	NO	NO	NO	YES	NO	YES	--	
021	Seattle Parking Enforcement Officers Guild (SPEOG)*	YES	2020	2020-No change	YES	YES	NO	NO	NO	NO	--	
038	Seattle Police Dispatchers Guild	YES	2020	No change	YES	Refer to Tiered Rates	NO	NO	NO	NO	--	
024	Sheet Metal Workers, Local 66 (JCC)	YES	2020	3/1/2020	YES	YES	NO	NO	NO	NO	--	
017	SW MS Regional Council of Carpenters**	YES	2020	4/1/2020	NO	NO	NO	YES	NO	YES	--	
007	Teamsters, Local 117 (JCC)	YES	2024	6/12/2024	YES	YES	NO	NO	NO	NO	--	Remove 50% vacation, remove active VEBA
051	Teamsters, Local 117 Evidence Warehouse	YES	2024	6/12/2024	YES	YES	NO	NO	NO	NO	\$25	Start active VEBA \$25
018	Teamsters, Local 117, Admissions	YES	2024	6/12/2024	YES	YES	NO	NO	NO	NO	--	Remove 50% vacation, remove active VEBA
022	Teamsters, Local 763 (JCC)	YES	2016	NO VOTE-COVID	NO	NO	NO	YES	NO	YES	--	
040	Teamsters, Local 763 (Muni Court Non-Supvr)	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
049	Teamsters, Local 763 (Muni Court Supvr)	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
006	WSCCCE-AFSCME, Local 21 - Truck Drivers	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
036	WSCCCE-AFSCME, Local 21, Janitorial Unit	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 21SP SPU Stat Advisors/Mgrs	YES	2024	7/1/2024	YES	YES	YES	NO	NO	NO	\$25	Start VEBA 35% sick + 50% vacation + Active
081	WSCCCE-AFSCME, Local 21Z, Crew Chiefs	YES	2016	NO VOTE-COVID	YES	YES	NO	NO	NO	NO	--	
Other Represented Bargaining Units												
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	YES	NO	YES	--	
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	NO	NO	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 (CME0)	YES	2020	8/29/2024	NO	NO	NO	YES	NO	YES	--	No change
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	--	
156	IBEW Local 77 (IT Prof A)	YES	2024	7/17/2024	YES	YES	NO	NO	NO	NO	--	New vote 2024
158	IBEW Local 77 (IT Prof)	YES	2024	7/17/2024	YES	YES	NO	NO	NO	NO	--	No change
159	IBEW Local 77 (Prof Telecom)	YES	2024	7/17/2024	YES	YES	NO	NO	NO	NO	--	New vote 2024
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	
Fire Sworn Represented (LEOFF 2)												
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	--	

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Non-Represented												
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-35%
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.