

**WALLA WALLA COMMUNITY COLLEGE  
ADMINISTRATIVE BULLETIN  
VEBA CTC MEDICAL BENEFITS PLAN**

The VEBA CTC Medical Benefits Plan is a pre-retirement and post-retirement health reimbursement account, also referred to as an “HRA”. The VEBA CTC Plan allows tax-free contributions to be made into a VEBA Trust account on an employee’s behalf using cash-out of compensable unused sick leave at retirement, salary contributions or vacation leave cash out. For more information on VEBA participation, please refer to the Board Policy and the Administrative Procedure.

**Group Participation Results for the Calendar Year 2020**

A. Classified Employees

VEBA CTC Plan for classified employees will be administered in accordance with the provisions of the Collective Bargaining Agreement by and between the State of Washington and Washington Public Employees Association Higher Education (WPEA HE) Article 44, which provides for the Retirement Sick Leave Cash Out funding option.

B. Faculty

VEBA CTC Plan for faculty will be administered in accordance with the provisions of the contract by and between the Association Higher Education (AHE) and the College Article 17.4, which provides for the Retirement Sick Leave Cash Out funding option.

C. Administrative/Exempt Employees

Administrative/Exempt employees have voted to have three funding options:

- 1) Monthly Contributions of 1% of gross salary
- 2) Retirement Sick Leave Cash Out; and,
- 3) Retirement Vacation Leave Cash Out.

Authorizing Signature:



Date: October 29, 2019