



HRA VEBA Contributions

Effective 10/01/2024

The City's standard benefits package for benefit-eligible employees includes a City-funded Health Reimbursement Arrangement - Voluntary Employees' Beneficiary Association (HRA VEBA). Employee contributions to their individual HRA VEBA account are funded as follows:

Teamster, GPOA and IAFF Collective Bargaining Groups: Employees in any of the City's three labor bargaining groups are enrolled in the HRA VEBA benefit upon benefit eligibility in accordance with Gresham Employment Manual Chapter 10 and their Collective Bargaining Agreement. Employees receive monthly City-paid contributions to their individual HRA VEBA accounts as set in the Insurance Article in the applicable collective bargaining agreement.

Management, Supervisory and Confidential (MSC) Employees: Employees in the MSC employee group will be enrolled in the HRA VEBA benefit upon benefit eligibility in accordance with Gresham Employment Manual Chapter 10. MSC employees receive monthly City-paid contributions to their individual HRA VEBA accounts. In accordance with Council Resolution 2492 the City Manager may modify the contribution schedule. Effective 10-1-2024 the current contribution schedule for MSC employees is as follows:

- The City agrees to contribute an equivalent to 2.75% of the top step of base monthly salary associated with salary grade N18 to the HRA VEBA account for each MSC benefit eligible employee for use as either pre- or post- retirement eligible medical expenses.
- Any PTO accrual exceeding the maximum limit of each employee at the end of the calendar year will be compensated at an equivalent cash value (based on rate of base pay as of December 31st of each calendar year) and directly deposited into the employee's HRA VEBA account no later than January 31st of the following year, provided the employee has used at least 80 hours of PTO during the calendar year.

Temporary, Seasonal, Part-Time Employees at <.50 FTE Status, contracted or leased employees: Employees in these employment statuses are not eligible for the HRA VEBA benefit.