

**RETIREMENT MEDICAL EXPENSE PLAN (VEBA) FOR
QUALIFIED BBCC EMPLOYEES**

GENERAL INFORMATION

HB 2090 and WAC 131-16-068 authorizes community colleges to establish medical expense plans for groups of eligible employees after retirement effective July 29, 1997. These plans are commonly referred to as “VEBA” or Voluntary Employee Benefits Associations.

In lieu of remuneration for unused sick leave at retirement, Big Bend Community College will provide, with equivalent funds, a medical expense plan for eligible employees. Payments to and from such plans are tax-free when the plan conforms to internal revenue code requirements.

Employee eligibility and administration of the VEBA plan is outlined in AP3025.