

## 2025 VEBA Groups: Non-Represented Employees

**Note:** HRA VEBA retirement cash outs: Sick leave is 35% of total accrued hours and Vacation leave is 50% of accrued hours (up to the annual limit). All HRA VEBA eligible non-represented employees vote as a single group.

**Vote results effective:** Jan. 1, 2025 – Dec. 31, 2031.

Contract Code	Code	KC Group	Non-Represented	Result
996	Z2	Council Guidelines	Non-Represented	Sick Leave and Vacation Leave
KC-PG	Z3	KC Personnel Guidelines	Non-Represented	Sick Leave and Vacation Leave
995	Z4	District Ct Guidelines	Non-Represented	Sick Leave and Vacation Leave
999	Z5	Superior Court Guidelines	Non-Represented	Sick Leave and Vacation Leave
SC	Z5A	Chief Admin Officer - SC	Non-Represented	Sick Leave and Vacation Leave
998	Z5B	Superior Court Bailiff Guidelines	Non-Represented	Sick Leave and Vacation Leave
SC	Z5D	Directors - SC	Non-Represented	Sick Leave and Vacation Leave
990	Z7	PAO Guidelines	Non-Represented	Sick Leave and Vacation Leave
PAO NR	Z7A	PAO Non-Rep VL	Non-Represented	Sick Leave and Vacation Leave
994	Z4J	District Ct Guidelines - Judges	Non-Represented	Sick Leave (cannot cash out vacation)
Elected	Z8	Elected Officials	Non-Represented	NO VEBA
SC	Z5C	Superior Court Commissioners	Non-Represented	NO VEBA
SC Judges	Z5J	Superior Court Judges	Non-Represented	NO VEBA
WEX	WEX	WEX Participants	Non-Represented	NO VEBA

# 2025 VEBA Groups: Represented Employees

**Note:** HRA VEBA retirement cash outs: Sick leave is 35% of total accrued hours and Vacation leave is 50% of accrued hours (up to the annual limit).

Contract Code	Union Code	KC Labor Group	Union	Result
10	A1	DNRP - Parks and Recreation	Service Employees International Union, Local 925	NO VEBA
11	A2	Wastewater Treatment Division - DNRP	Service Employees International Union, Local 925	NO VEBA
12	A6	Custodians - DES (FMD)	Service Employees International Union, Local 925	Sick Leave and Vacation Leave
20	H6	Superior Court Clerks - Judicial Administration	Public Safety Employees Union	NO VEBA
21	A7	Legal Administrative Specialists - Department of Judicial Administration	Public Safety Employees Union	NO VEBA
30	A4	Involuntary Commitment Specialists - Mental Health, DCHS	Service Employees International Union, Local 925	Sick Leave
35	B1	DOA - Clerical	Office & Professional Employees International Union, Local 8	NO VEBA
37	B2	Dental - DPH	Office & Professional Employees International Union, Local 8	NO VEBA
38	B3	DPH (Prevention Div); DCHS (Mental Health, Chemical Abuse & Dependency)	Office & Professional Employees International Union, Local 8	NO VEBA
40	C1	DDES, DNRP, DPER, DOT	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
42	C3	Transit Chiefs - DOT, Metro Transit Division	Professional and Technical Employees, Local 17	NO VEBA
43	C4	Transit P&T (17D)	Professional and Technical Employees, Local 17	Sick Leave
44	C5	Transit Supervisors - DOT, Metro Transit Division	Professional and Technical Employees, Local 17	NO VEBA
46	C7, C7B	Roads P&T	Professional and Technical Employees, Local 17	NO VEBA
46	C7A	Roads P&T Professionals	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
47	C2	Transit Administrative Support	Professional and Technical Employees, Local 17	NO VEBA
48	C19	Information Technology	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
50	C8	Court Reporters - Superior Court	Professional and Technical Employees, Local 17	NO VEBA
55	C18	Emergency Mgmt; DES; PPM III	Professional and Technical Employees, Local 17	NO VEBA
60	C9	DPH, DCHS - Administrative Unit	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
60	C9A	DPH, DCHS Health - Professional/Technical Unit	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
60	C9B	DPH - Administrative Support Supervisors	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave

**2025 VEBA Groups: Represented Employees (continued)**

<b>Contract Code</b>	<b>Union Code</b>	<b>KC Labor Group</b>	<b>Union</b>	<b>Result</b>
60	C9C	Environmental Health Professional/Technical Unit	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
60	C9D	DPH, DCHS - EMS Unit	Professional and Technical Employees, Local 17	NO VEBA
60	C9E	DCHS - Involuntary Commitment Supervisor Unit	Professional and Technical Employees, Local 17	NO VEBA
60	C9F	DPH, DCHS - Environmental Health Sr Professionals Unit	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
65	C10	Supervisors - DNRP, DOT	Professional and Technical Employees, Local 17	Sick Leave
66	C11	Section Mgrs, DOT, DDES, DNRP	Professional and Technical Employees, Local 17	Sick Leave and Vacation Leave
70	D1, D1A	DPH - Epidemiologists	Washington State Council of County and City Employees,	Sick Leave and Vacation Leave
80	D2	DAJD pre-trial screeners, admin	Washington State Council of County and City Employees,	NO VEBA
90	D3	District Court - Wages	Washington State Council of County and City Employees,	Sick Leave
100	E1, E1A	DES (ITS, Airport), DOT (Road Services)	International Brotherhood of Electrical Workers, Local 77	Sick Leave
101	E2	DOT, Power	International Brotherhood of Electrical Workers, Local 77	Sick Leave and Vacation Leave
153	F7	MTD - Transit Design and Construction Supervisors	Teamsters Local 117	Sick Leave
154	F1A	Admin	Teamsters Local 117, Addendum A	Sick Leave
154	F3A	P&T	Teamsters Local 117, Addendum B	Sick Leave and Vacation Leave
155	F4	PAO	Teamsters Local 117	Sick Leave and Vacation Leave
156	F6, F6A, F6C, F6D, F6E	Wastewater Treatment Division, Professional & Technical and Administrative Support - DNRP	Teamsters Local 117	Sick Leave and Vacation Leave
157	F5, F5A	Wastewater Treatment Division, Supervisors - DNRP	Teamsters Local 117, Addendum A and B	Sick Leave and Vacation Leave
157	F5B	Wastewater Treatment Division, Supervisors - DNRP	Teamsters Local 117, Addendum C	Sick Leave and Vacation Leave
159	F9	Wastewater Treatment Division, Managers - DNRP Managers - DNRP	Teamsters Local 117	Sick Leave and Vacation Leave
160	G1	DNRP, DOT, Parks	Teamsters Local 174	NO VEBA
160	G1A	DNRP, DOT, SWD	Teamsters Local 174	NO VEBA
170	P1	Animal Control - DES (REALS)	Animal Control Officers Guild, ACOG	NO VEBA
181	AA1	KCSO Captains and Lieutenants	Puget Sound Police Managers Association, PMA01	Sick Leave Vacation Leave

**2025 VEBA Groups: Represented Employees (continued)**

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466	AA2	KCSO Majors	Puget Sound Police Managers Association, PMA01	Sick Leave Vacation Leave
191	H7	Non-Commissioned - DAJD	Public Safety Employees Union	NO VEBA
192	H8	Non-Commissioned - DCHS	Public Safety Employees Union	NO VEBA
193	H9	KCSO Non-Commissioned Professional Employees	Public Safety Employees Union	NO VEBA
212	H5	KCSO Communication Specialists Supervisors	Public Safety Employees Union	NO VEBA
214	H10	KCSO Fire Investigation Unit	Public Safety Employees Union	NO VEBA
220	K1	DOA - Professional Staff	Public, Professional & Office-Clerical Employees and Drivers,	Sick Leave and Vacation Leave
226	K2	KCSOMG-Marshals' Guild (KCSO)	King County Sheriff's Office Marshals' Guild	NO VEBA
461	L1	JUA	Teamsters Local 117, Appendix F	Sick Leave
260	M1	Medical Examiner - DPH	Washington State Council of County and City Employees,	Sick Leave and Vacation Leave
263	M4	WorkSource - DCHS	Washington State Council of County and City Employees,	Sick Leave and Vacation Leave
272	N2	DES (FMD - maintenance)	Washington State Council of County and City Employees,	NO VEBA
273	N5	Superior Court - Staff (Wages Only)	Washington State Council of County and City Employees,	Sick Leave
273	N5A	Superior Court - Staff (Wages Only)	Washington State Council of County and City Employees,	NO VEBA
274	N4	Superior Court Supervisors (Wages Only)	Washington State Council of County and City Employees,	Sick Leave
275	M3	Industrial and Hazardous Waste	Washington State Council of County and City Employees,	Sick Leave and Vacation Leave
276	N3	Department of Adult & Juvenile Detention (Juvenile Detention Division	Washington State Council of County and City Employees,	Sick Leave
280	O1	King County Paramedics Association	International Association of Fire Fighters, Local 2595	Sick Leave and Vacation Leave
290	Q1	KCPOG	King County Police Officers Guild	Sick and Vacation Leave
295	Q2	KCCG	King County Corrections Guild	Sick Leave
296	Q3	DAJD - Juvenile Detention	King County Juvenile Detention Guild	Sick Leave
297	Q5	KCJDG-Juvenile Detent Officers	King County Juvenile Detention Guild	Sick Leave
310	R2	Staff Nurses - DPH	Washington State Nurses Association, WSNAB WSNAI	Sick Leave

**2025 VEBA Groups: Represented Employees (continued)**

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310	R2A	Staff Nurses - DPH	Washington State Nurses Association, WSNAB WSNAI	NO VEBA
320	R3	Supervisors and Managers - DPH	Washington State Nurses Association, WSNAC WSNAI	Sick Leave
330	S1	DAJD Management	Public Safety Employees Union	NO VEBA
350	T4L	JCC - Carpenters	JCC, Local 30	NO VEBA
461	T3A	JUA	Teamsters Local 117, Appendix G	Sick Leave and Vacation Leave
350	T2B, T3B	JCC	L32, Plumbing Inspector, DCH	NO VEBA
350	T2C	JCC	L46	NO VEBA
350	T2D	JCC	L104	Sick Leave and Vacation Leave
350	T2P	JCC	Appendix I, L286	NO VEBA
350	T2Q, T3Q	JCC	L289, Mechanic-Auto Machinist, DNRP, DOT	NO VEBA
350	T3M	JCC	L300	NO VEBA
350	T2M	JCC	L1094	NO VEBA
350	T2S	JCC	L1239	NO VEBA
351	Y1	Equipment Operators - DES (FMD - Airport), DNRP, DOT	International Union of Operating Engineers, Local 302	NO VEBA
352	F18	KCSO Security Screeners	Teamsters Local 117	NO VEBA
370	U1	KCPAA - PAO	King County Prosecuting Attorney's Association	NO VEBA
380	V1	Corrections Jail Captains - DAJD	Uniformed Command Association	NO VEBA
410	J2, J2A, J2B, J2C	Transit - DOT, DES	Amalgamated Transit Union, Local 587	NO VEBA
412	F10	Administrator I - Transit, MTD	Teamsters Local 117	Sick Leave
427	W2	DOT Design and Construction Staff - TEA	Technical Employees Association	NO VEBA
430	X1	King County Civic Television (CTV)	Public Safety Employees Union	NO VEBA
446	AB1	IBU	Inlandboatmen's Union Of The Pacific	NO VEBA

**2025 VEBA Groups: Represented Employees (continued)**

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446	AB2	MEBA	Marine Engineers' Beneficial Association	NO VEBA
446	AB3	MMP	Masters Mates and Pilots	NO VEBA
447	C22	Staff Finance(DCHS)	PROTEC17	Sick Leave and Vacation Leave
448	C23	Non-Sups Staff (DCHS)	PROTEC17	Sick Leave and Vacation Leave
450	K3	KCSO Communication Specialists	Public, Professional & Office-Clerical Employees and Drivers,	Sick Leave
454	F15	KCC Legislative Analysts	Teamsters Local 117	Sick Leave and Vacation Leave
456	F16	IT Mgrs & Supervisors	Teamsters Local 117	Sick Leave and Vacation Leave
467	F19	Office of Ombuds	Teamsters Local 117	SL only
458	N6	WSCCCE Council 2, L2084 Superior Court	L2084	Sick Leave
459	W3	WWT, DNRP - Supervisors	Technical Employees Association	NO VEBA
459	W4	WWT, DNRP - Staff	Technical Employees Association	Sick Leave
460	T2I	KCSG Security Officers and Dispatchers	KCSG Security Guild	NO VEBA
461	T2E	JUA	Teamsters Local 117, Appendix A	Sick Leave and Vacation Leave
461	T2F	JUA	Teamsters Local 117, Appendix B	Sick Leave
461	T2J	JUA	Teamsters Local 117, Appendix C	Sick Leave
461	T2V	JUA	Teamsters Local 117, Appendix D	NO VEBA
461	T4F	JUA	Teamsters Local 117, Appendix E	NO VEBA
462	A8	SEIU L925, DPD-Staff	SEIU	NO VEBA
462	A8A	SEIU L925, DPD-Attorneys	SEIU	NO VEBA
463	AC1	KCSO Non-commissioned Professional Employees AFIS Section	AFIS Guild	NO VEBA
464	H11	KCSO Non-commissioned Professional Employees - Supervisory	Public Safety Employees Union	NO VEBA

**2025 VEBA Groups: Represented Employees (continued)**

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465	AD1, AD2	Department of Public Defense - Supervisors	Teamsters Local 117	Sick Leave and Vacation Leave