

1



2

## Eligibility Retirement Separation from service • if 55+ and •15 years of service in Plan 2 \*10 years of service in Plan 3 Eligible cash out determined by CBA · may be only sick leave or •other cash out options veba

Funding Source
Sick Leave Cash-Out Upon
Retirement/Separation

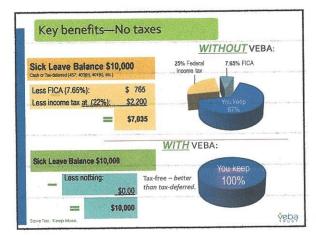
## Per State Law

- 1 day for every 4 days available
   180 day limit for K-12 employees
- paid at per diem rate as if working full time the year of the cash out

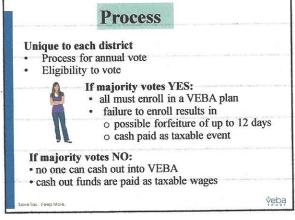
Sove Toy Keen Mo

veba

4



5



\*\*Retirement

\*\*Seneration rom service

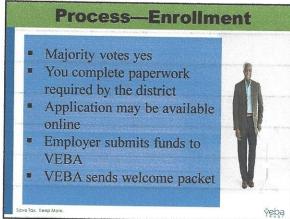
\* If ss.+ and

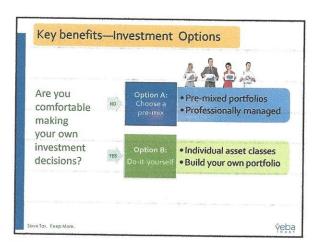
\* 25 years of service in Plan 3

\*\*Eligible craft out determined
by CPA

\* may be only sick leave of

\* may be only sick leave of







## Retiree medical premiums Before and after age 65 Including Medicare supplements and Medicare Part B and Part D NOTE: Premiums deducted pre- tax by an employer through a Section 22 cafeteria plan are not eligible for reimbursement. Deductibles Copays Prescription drugs Long-term care premiums Tax-qualified; subject to IRS limits

The hand are standed to the highest

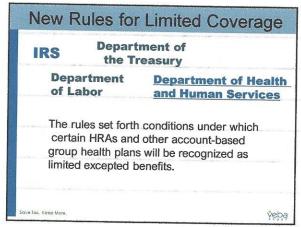
10

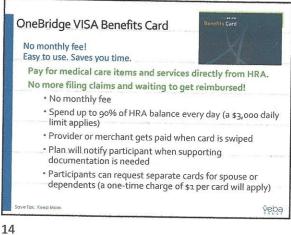
## **VEBA** limited There are three situations when a VEBA account should be marked as "limited purpose". ☐ IF 65+ AND □ VEBA with HSA still working AND contributions VEBA account \$5000+ ☐ Taking a Premium Remove "limited purpose" status after you quit working. tax credit Consequence if designation is not made: Medicare will pay nothing until VEBA account is depleted. iave Tax Keep More

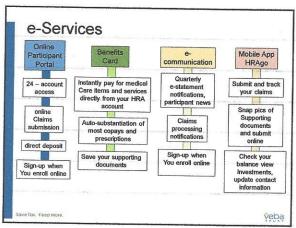
11

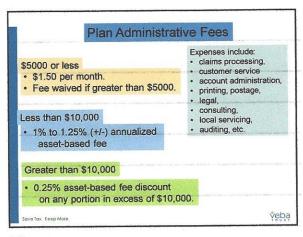
What is limited HRA coverage?
While HRA coverage is limited, you can still use your HRA to reimburse any of the following
Medicare premiums     Orthodontia expenses     Medicare Supplement premiums     Long-term care expenses     Dental premiums and expenses     Vision premiums and expenses     Certain other expenses not covered by Medicare
All other medical expenses incurred while HRA coverage is limited cannot be reimbursed.
Sove Tox. Keep Mole.

Viz. Cityle			4368113	
			200	
in the parties				
	9 RC		Patherin, y by II Patherin, y by II	Albert Albert
		1579		





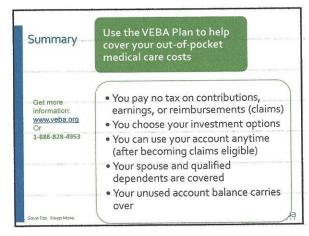




Naw Ruics for Limited Coverage

IRS Charter as a
Cozas meet Cepartment of Health
charter as the cultifier measure of the concourse as the cultifier measure of the concourse health plans will be teaponized as a measure of the contract of the contract

16



Discharge Silv on her Silv on

17

