

WELCOME TO THE LOCAL 765 PENSION INFORMATION CENTER

The **IAFF Local 765 Pension Center** is designed to educate and provide important pension information to active and retired firefighters who are members of IAFF local 765. The pension center consists of a series of simple to understand explanations about your benefits, with links for additional information. Updated versions of the summaries are noted **updated. 2/2025**

VEBA RETIREE HEALTH BENEFIT

What is the VEBA retiree health benefit?

How is the VEBA benefit funded?

What are my benefits at retirement?



WHAT IS A VEBA?

VEBA stands for **Voluntary Employee Benefit Association**

Purpose: Establish a plan of tax-exempt benefits for union members to help pay for eligible medical expenses after retirement as a Fort Lauderdale firefighter

Our **VEBA** is known as the “Fort Lauderdale Fire Fighters Insurance Trust Fund VEBA Retiree Health Benefit Plan” and is administered by an elected board of trustees

WHAT IS THE FIREFIGHTERS' VEBA RETIREE HEALTH BENEFIT PLAN?

- **VEBA** is a tax-exempt trust used by Local 765 union members and eligible dependents to pay for qualified medical expenses
- The firefighters' **VEBA** Plan was established November 5, 2010. A copy of the plan document is on the local's website
- **VEBA** is established as the Fort Lauderdale Firefighters Insurance Trust Fund, in partnership with IAFF Local 765



WHO MANAGES THE VEBA?

- The **VEBA** is managed by five trustees: Local 765 president; two members of the executive board selected by the executive board; one active member, and one additional active member or retired member VEBA participant, both elected by the active union membership
- The Trustees of the Fund are responsible for the management of the affairs of the plan, receiving and dispersing the funds, and investing the assets of the fund. They have a fiduciary responsibility to the fund and the members of the plan
- The trustees meet quarterly. The meetings are open to plan participants and the minutes from the meetings are posted on the Local 765 website

WHO ARE THE VEBA TRUSTEES?

VEBA Retiree Health Benefit Plan Trustees

- Ronald Tetreault, Chairman
- Keith Costa, Trustee
- John Hall, Trustee
- Dave Carter, Trustee
- Chris Nelson, Trustee
- Actuary: Foster & Foster
- Legal Counsel: Sugarman, Susskind, Brasswell, and Herrera



WHAT ARE THE HEALTH BENEFITS?

VEBA provides reimbursement benefits to eligible retired union members and their designated beneficiaries for health insurance, long term care insurance, and life insurance premiums, hospital, medical, surgical, dental and vision expense benefits

VEBA benefits commence at retirement for members in continuously good standing of the union



HOW IS VEBA FUNDED?

VEBA is funded by firefighters contributing biweekly through a dues payroll deduction from their paycheck. These **contributions are not taxed**

- The amount currently is \$35.87 biweekly – representing 1% of the topped-out firefighter salary
- Firefighters in the DROP plan do not contribute to VEBA
- Upon separation, 50% of unused sick and vacation leave is transferred into your VEBA account and the **amount is not taxed**

All firefighter contributions are invested by the trustees. These funds grow tax-free annually, and are not taxed when distributed after retirement

WHAT IS THE TAX ADVANTAGE?

The chart shows the advantage of receiving your VEBA payment as non-taxed income during retirement. Don't forget, you also didn't pay taxes on the amount contributed while an active firefighter. The chart is based on the current VEBA payment amount of \$100 per month, but subject to change by the trustees in the future

BENEFIT PAYMENTS	NOT TAXED	TAXED
Over 5 years	\$ 6,000.00	\$ 4,500.00
Over 10 years	\$ 12,000.00	\$ 9,000.00
over 15 years	\$ 18,000.00	\$ 13,500.00
Over 20 years	\$ 24,000.00	\$ 18,000.00
Over 25 years	\$ 30,000.00	\$ 22,500.00

Assumes a 25% tax bracket

HOW ARE BENEFITS PAID?

VEBA credits a fixed amount into each retired firefighter's spending account, after retirement and on the first day of each month

The monthly benefit amount is established by the plan's trustees, on the advice of the plan's actuary. The current benefit is \$100 per month. Unused monthly benefits are carried forward



HOW DOES VEBA HELP?

Eligible retired firefighters receive a fixed monthly benefit payment when they retire and permanently separate from employment – benefit payments are **not taxed***

Monthly benefit is established by the board of trustees and is based on investment returns of the invested trust funds

Benefits can be used for Health Insurance, Long Term Care Insurance, and Life Insurance premiums, and Hospital, Medical, Surgical, Dental and Vision expenses

* Your contributions go in tax free and monthly benefits are paid back tax free



WHAT ABOUT MY VEBA ACCOUNT?

VEBA operates like a pension plan – a firefighter* becomes eligible for a **tax-free monthly benefit for life**, after 20 years of contributions to the VEBA

There are no beneficiary benefits after death

Should there be a balance in a firefighter's VEBA account at the time of death, the balance shall be available to the designated beneficiary, or if none, surviving spouse, or domestic partner, or if none, children

* Must be in good standing of the Union continuously from January 1, 2009 or date of hire, whichever is later

WHO DO I CONTACT ABOUT VEBA BEFORE RETIREMENT?

If you have questions about your contributions, payroll deduction or other salary related issues, please contact the VEBA Trustees

- VEBA Retiree Health Benefit Plan
- 309 1/2 S.W. 26th Street
- Fort Lauderdale, Florida 33315
- 954-764-6665 Office
- 954-522-3499 Fax

WHO DO I CONTACT ABOUT VEBA AFTER RETIREMENT?

If you have questions about your VEBA benefits or benefit payments, please contact the plan administrator

- **Benefits USA, Inc.**
- Livia Nixon
- 3810 Inveraray Blvd., Suite 303
- Lauderhill, FL 33319
- Direct: 954-730-2068 x205
- Fax: 954-730-0738
- Livia@benefits-usa.org



BENEFITS-USA

A Third Party Administrator of Public Pension Plans

IAFF LOCAL 765

This information is provided by:

- Fort Lauderdale Professional Firefighters

IAFF Local 765

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Fort Lauderdale, FL 33315

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954-522-3499 – fax

iafflocal765@bellsouth.net

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DISCLAIMER: This presentation is for informational purposes only. No one should make a retirement decision based solely on the educational information presented.