MEMORANDUM

To: Whom It May Concern
From: Lewis County Supervisors Group
Date: August 20, 2026
Subject: HRA VEBA Contribution Agreement

The members of the Lewis County Supervisors Group have voted and agreed that their HRA VEBA will function as follows:

1. **Annual Contribution Vote**
   Members of the Lewis County Supervisors Group will meet annually to vote on the HRA VEBA contribution amounts and provisions for the upcoming year. All members will have the opportunity to vote.

2. **2026 Sick Leave Cash-Out Contributions**
   For calendar year 2026, any employee who is eligible for retirement through the Department of Retirement Systems (DRS) and is eligible to receive a sick leave cash-out will contribute their eligible sick leave cash-out payment to their HRA VEBA.

3. **Monthly Employee Contributions**
   All members will make a monthly contribution to their HRA VEBA through payroll deduction. For calendar year 2026, the monthly contribution will be **$50.00 per month** effective upon date of signature.

4. **Vacation Cash-Out Contributions**
   Any employee who receives a vacation cash-out pursuant to the MOU regarding **Appendix 103 – Supervisors, Article 5, Employee Benefits** will contribute the vacation cash-out payment to their HRA VEBA.

These provisions reflect the agreement and vote of the members of the Lewis County Supervisors Group and are intended to govern HRA VEBA contributions for calendar year 2026.

Lewis County Supervisors Group

Gary Hurley, Shop Steward
Date: 8/24/26

Marc Hamilton, Shop Steward
Date: 8/20/26