



MONTANA VEBA

HEALTH REIMBURSEMENT ACCOUNT

Are you thinking about retirement? Do you have a lot of sick and annual leave built up?

VEBA (Voluntary Employees' Beneficiary Association) is an option to roll your accrued sick and annual leave tax-free into a health reimbursement account to pay for your qualifying medical expenses after you retire or leave employment.

WHAT IS THE MONTANA VEBA HRA?

- Tax-free employer contribution of 25% sick leave or 25% sick leave and 100% vacation leave at retirement or separation - determined by group
- Tax-free reimbursement of health insurance premiums, Medicare premiums, and other medical expenses
- Available to all public sector employees
- Must be a member of a VEBA group

BENEFITS

- Contributions are tax-free
- Earn tax-free interest
- Make tax-free withdrawals for qualified medical expenses

HOW TO JOIN A GROUP

- Groups are formed within a common department/work unit
- Must have a minimum of 5 people
- Groups vote annually

MORE INFORMATION

MontanaVEBA.mt.gov

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