

S. C. RETIREMENT SYSTEM

www.retirement.sc.gov

Membership in the South Carolina Retirement System is mandatory for county employees.

Employees under regular retirement contribute 8.66% of their salary on a pre-tax basis and York County contributes 11.56%. Employees under the police retirement contribute 9.24% and the county contributes 14.24%.

Employees are vested after 5 years (8 Years if hired after 7-1-2012) service and eligible for Full Disability Retirement.

Death Benefit of one year's annual salary after one year of membership in State Retirement provided by York County.

Employees may list several beneficiaries and/or contingent beneficiaries.

S.C. STATE RETIREMENT OPTIONS

S.C. Regular Retirement Program: (Employees hired prior to 7-1-2012) Regular Retirement: Age 65; or 28 years of service credit; five years must be earned service. Early Retirement: age 60 with at least five years of earned service. Annuity is permanently reduced 5% for each year of age less than 65. Age 55 or older with 25 years of service credit, five years must be earned service. Annuity is permanently reduced for each year of service credit less than 28.

S.C. Police Retirement Program: (Employees hired prior to 7-1-2012) Regular Retirement: 25 years of service credit; five years must be earned service; age 55 or older with at least 5 years of earned service

S.C. Regular Retirement Program (Employees hired after 7-1-2012) Reg. Retirement: age and service years equal 90; or age 60 with at least 8 years service for reduced retirement benefit.

S.C. Police Retirement Program: (Employees hired after 7-1-2012) Regular Retirement: 27 years of service; age 55 or older with at least 8 years service.

Employees that leave employment prior to being eligible to retire have the option to rollover their pre taxed funds into a private IRA to avoid a tax penalty. Employees that request a refund of those funds suffer a tax penalty for early withdrawal.

EMPLOYEE HOLIDAY SCHEDULE

There are 9 official holidays (New Years Day, Memorial Day, Martin Luther King Day, Independence Day, Labor Day, Thanksgiving Day and the day after, and, Christmas Eve and Christmas Day) and two optional/personal holidays a calendar year.

YORK COUNTY GOVERNMENT

EMPLOYEE BENEFITS

- ❖ Employees may contribute to S.C. Deferred Compensation Plan (401K) administered by EMPOWER.
- ❖ Employees may participate in ArrowPointe Credit Union and Family Trust Credit Union thru payroll deduction
- ❖ Employee Assistance Program through REACH EAP. (Free confidential counseling for employees & immediate family members for substance/drug abuse, family or professional problems, and other issues.)
- ❖ Longevity pay of \$20.00 per month is given to employees who have completed 10 years of service. This increases by \$5.00 per month for every 5 years of service up to 40 years of service.

York County is an Equal Opportunity Employer. Positions are filled with the most qualified candidate. Vacancies are posted at Human Resources, various other departments and the website which is located at www.yorkcountygov.com

Updated 11/14/16

YORK COUNTY GOVERNMENT: 2017 EMPLOYEE BENEFITS

Featuring information on retirement, holidays, benefits, and insurance available to York County Government Employees

Based on Ordinance #611 adopted by the York County Council on May 2, 2011 the York County Cultural & Heritage Commission employees are subject to the same policies and procedures contained in Section 33 of the York County Code regarding personnel. The employer references in all policies now may refer to York County Government or the York County Culture & Heritage Commission for the appropriate employees hired by each.

For current job openings call job line at 803-684-8564 / 324-3242 or visit website at www.yorkcountygov.com Applications may be made via the website.



THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE COUNTY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE COUNTY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

York County Government, Human Resources
Post Office Box 85, 6 S. Congress Street
York, SC 29745
803-684-8512

CLASSIFICATION/ COMPENSATION PLAN

Based on position questionnaires, consultant recommends grade level and salary ranges for each position based on education/skill requirements and responsibilities. Merit increases are based on fiscal year performance evaluations (July-June) and are normally given in October based on budget appropriations by County Council.

PAY SCHEDULE

Employees are paid bi-weekly on Friday. Direct Deposit of paycheck is required of employees. Employees may enroll in or make direct deposit changes by contacting the Finance Department.

PROBATIONARY PERIOD

New employees serve a 6-month probationary period. Annual & sick leave are accumulated during the probationary period, but annual leave cannot be used until regular status has been given. Employees that resign prior to successful completion of the 6-month probation period do not receive payment for the accumulated annual leave. Transferred, promoted or demoted employees also serve 6 month probation.

ANNUAL / SICK LEAVE ACCRUAL

Annual Leave – 8 hours accumulated per month, with additional accumulations after 10 years. Maximum accumulation is 360 hours.

Sick Leave – 8 hours accumulated per month. Maximum accumulation is 1440 hours. Leave is to be used for employee illness, immediate family member illness, or medical appointments.

After 1 year of employment employees are covered by a Federal Law called the Family & Medical Leave Act which provides for up to 12 weeks of leave for serious illness, birth of a child, or caring for immediate family members. Leave is unpaid unless employee has

accumulated leave to cover the absence, but benefits remain in place (i.e. insurance).

2017 INSURANCE BENEFITS

www.cip.sc.gov

Employer Contributions are:

- ❖ Dental Insurance- Basic single coverage: \$13.48/month
- ❖ Long Term Disability (Pays after 90 days of absence if approved): \$3.22/month
- ❖ \$3,000 Life Insurance: \$0.28/month
- ❖ Majority of medical health insurance cost paid by York County: \$362.98 towards single coverage, \$557.10 towards Employee/Child coverage, \$900.18 toward Employee/Family coverage, and \$718.98 toward Employee/Spouse coverage.

*Employees pay a portion for their coverage, but more if coverage is for family although York County subsidizes the cost. Insurance premiums are taken pre-tax.

Employee is responsible for the monthly portion listed below by health plan chosen:

- ❖ Blue Cross/Blue Shield Savings Plan (\$3,600/\$7,200 deductible and 80/20): Employee: \$9.70 Employee/Spouse: \$77.40, Employee/Child: \$20.48, full family: \$113.00.
- ❖ Blue Cross/Blue Shield Standard Plan (\$445/\$890 deductible and 80/20): Employee: \$97.68, Employee/Spouse: \$253.36, Employee/Child: \$143.86, Full Family: \$306.56.
- ❖ Optional Insurance Benefits (Premiums are pre-tax):
- ❖ Supplemental Disability
- ❖ Dependent Life Insurance
- ❖ Vision
- ❖ Dental Plus

Insurance year runs January – December.

Annual enrollment is in October and additions/deletions to medical, vision, life insurance can be made then unless there is a family change.

Additions/deletions to dental coverage may be made every 2 years during Open Enrollment unless a family change occurs. If there is a change, it must be made within 30 days. Family changes are marriage, divorce, spouse losing employment and insurance, etc.

Terminated employees may continue medical/dental coverage at 102% of cost through COBRA.

An employer paid insurance benefit may be available to retirees that were hired prior to September 1, 2011 that meet certain criteria. Contact HR for more details.

Effective January 1, 2010, subscribers who use tobacco, or cover family members who do, will be charged an additional \$40 a month in health insurance premiums for employee only or \$60 a month for employees with dependent coverage. Every subscriber must certify whether he or a covered family member uses tobacco.

Dependent documentation is required prior to activation of insurance coverage for any new enrollees or new additions. Examples of documentation for spouses are copies of first page of current year tax return with financial information blacked out or if newlyweds copy of a marriage license. Examples of documentation for dependent children are the long-form birth certificate with parent names, guardianship paperwork, or adoption records. Other forms may apply. Contact HR for complete list.