

Human Resources Department or from the South Carolina Retirement System (1-888-260-9430) or their website at <HTTPS://PEBA.sc.gov/>.

When a County position is vacant due to retirement, the position shall not be filled until the County Administrator has determined whether the position will be eliminated, modified as to essential job functions and/or pay, or will continue to exist without modification. An employee who retires from County employment is no longer an employee of the County. A retired employee may apply and compete with all other applicants for any vacant County position. Employees who retire with a break in service and who wish to return to employment with the County must formally reapply for employment. Importantly, employees who retire with a break in service are not guaranteed reemployment. Moreover, if an employee retires and returns to service, the employee shall begin employment as would any new hire, including an introductory period.

Credit for Military Service in the South Carolina Retirement System

Rules and regulations for eligible employees shall be set in accordance with the requirements of the South Carolina Retirement System. Additional information may be obtained from the South Carolina Retirement System.

Law Enforcement Retirement Benefits

All eligible Law Enforcement Officers are members of the South Carolina Police Officers Retirement System (including Correction Officers). Employees contemplating retirement or leaving County service should promptly report such action to the Human Resources Department. Rules and regulations for eligible employees shall be set in accordance with the requirements of the South Carolina Retirement System. Any questions concerning Law Enforcement Retirement benefits or eligibility for membership should be directed to the Human Resources Department or from the South Carolina Retirement System (1-888-260-9430) or their website at <HTTPS://PEBA.sc.gov/>.

Insurance

Regular and introductory employees who normally work a minimum of thirty (30) hours per workweek are covered by the County's group Health and Life & Accidental Death &

Dismemberment insurance programs. If requested, additional coverage for employee dependent(s) must be paid by the employee through authorized payroll deductions. Additional information may be obtained through the Human Resources Department.

The health insurance benefits received by a retiree are the same as those under the County's group plan minus any payments attributable to Medicare. As a retiree, the retiree's Medicare becomes primary insurance and the South Carolina PEBA Insurance becomes secondary which means the retiree's coverage is the same or can be changed to Medicare Supplement Plan if the retiree is 65 years of age. If a retiree desires to cover dependents, the retiree must pay the entire cost of the dependent's insurance premium. When an employee terminates employment with the County and returns to the County, employment years of service will be counted as consecutive years for retiree insurance.

Premiums. Health insurance premiums for retired employees (herein "retirees") and retired County elected officials shall be handled as follows; however, this benefit is subject to change, including the elimination of the benefit, upon Council's formal action:

- The County will contribute 50 percent of the monthly premium for a retiree with 15 years or more of service with the County provided the retiree is eligible for regular or disability retirement under the State Retirement System or the Police Officer's Retirement System at the time the retiree leaves active County service.
- The County will contribute the full monthly premium for a retiree with 28 or more years of service with the County provided the retiree is eligible for regular or disability retirement under the State Retirement System at the time the retiree leaves active County service. The County will contribute the full monthly premium for a retired County elected official with 15 or more years of service in County elected office provided the retired County elected official is eligible for regular or disability retirement under the State Retirement System at the time the County elected official leaves active County service.
- The County will contribute the full monthly premium for a retiree with 25 or more years of service with the County provided the retiree is eligible for regular or disability retirement under the Police Officer's Retirement System at the time the retiree leaves active County service.

- Notwithstanding the premium payments listed above, if an employee is terminated, the employee will not be eligible for retiree insurance benefits. Consequently, the County will not pay any retiree insurance premiums if the employee is terminated by the County for disciplinary actions.