

County of Florence

Summary of Employee Benefits

2005

Leave and Holidays

Vacation Leave – New employees earn 10 days of vacation leave per calendar year. After ten years of consecutive service, employees earn 15 days of vacation leave per calendar year and after 20 years of service, 20 days of vacation leave are earned per calendar year. A maximum of 25 days of unused vacation leave may be carried forward each calendar year.

Sick Leave – Employees earn 12 days of sick leave per calendar year. Sick leave is granted for periods of absence due to personal illness or injury of the employee or an immediate family member. In case of the death of a member of the immediate family, employees may use up to 3 days of available sick leave for bereavement. Employees may carry forward a maximum of 90 days of unused sick leave each calendar year.

Family and Medical Leave Act - The Family and Medical Leave Act (FMLA) entitles eligible employees to take up to 12 weeks of unpaid leave for the birth or adoption of a child or for the serious health condition of the employee or an immediate family member. Paid leave may be granted pursuant to Florence County Policies and Procedures.

Military Leave - Up to 15 days of paid leave are granted for annual training for the National Guard or Armed Forces Reserve. In emergency situations, an additional 30 days of paid leave may be granted.

Civil Leave – Employees summoned for jury duty are entitled to leave with pay for the period of absence required. All employees ordered to attend court to appear as a witness or to testify in an official capacity for Florence County are entitled to leave with pay for the period of absence required.

Holidays - Employees are granted the following holidays each calendar year: New Year's Day, Dr. Martin Luther King's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve, and Christmas Day. Additional holidays may be granted at the discretion of Florence County Council.

Medical Coverage

Health Insurance – Employees may choose the Standard level of the State Health Plan (SHP), the SHP Savings Plan, Companion or Cigna HMO. Employees contribute 10% of the total cost for health insurance for employee only coverage. Dependents may be covered for an additional fee. The State Health Plan is a self-insured medical plan. You may use the State Health Plan anywhere in the world, but using participating providers will result in less out-of-pocket cost. After satisfying an annual deductible of \$350 for the Standard Plan, services and supplies ordered by a participating provider to treat an illness or injury are covered at 80% for Standard. This plan also provides a prescription drug card benefit. After satisfying a single deductible of \$2,000 or a family deductible of \$4,000 for the SHP Savings Plan, services and supplies ordered by participating providers are covered at 80%.

Cigna and Companion HMO are health maintenance organizations. The primary care physician chosen when the employee enrolls must provide all medical care. Services provided by the primary care physician normally require a co-payment. The HMO plans also provide prescription drug card benefits.

Dental Insurance – Basic coverage is provided to employees at no cost. Dependents may be covered for an additional fee.

Dental Plus Insurance – This plan provides a higher level of dental coverage at affordable rates for the same services covered under the State Dental Plan.

MoneyPlus - This flexible benefits plan allows employees to keep more spendable income by allowing them to pay certain benefit costs on a pre-tax basis. Features include Pretax Group Insurance Premiums, Dependent Care Spending Account, Health Savings Account and Medical Spending Account.

State Long Term Care Plan – After a 90-day waiting period, this plan provides a direct cash benefit to members who become disabled and require assistance with the normal activities of daily living.

Disability Coverage

Basic Long-Term Disability - Members of the State Health Plan are covered for this benefit at no cost. Additional coverage may be purchased through the Supplemental long-term disability plan.

Disability Retirement – Members of the South Carolina Retirement System or Police Officers Retirement System who have at least five years of retirement service credit may apply for disability retirement.

Survivor Coverage

State Group Life Plan – Members of the State Health Plan are covered for this \$3000 life insurance benefit at no cost.

Dependent Life – Employees may cover their spouse and eligible children for dependent life insurance.

State Optional Life – Employees may elect life insurance coverage of up to three times their annual base salary or \$500,000, whichever is less.

Retirement Group Life – Members of the South Carolina Retirement System or Police Officers Retirement System who have at least one year of earned service are covered for a life benefit equal to the member's annual base salary.

Retirement Benefits

South Carolina Retirement Systems – The South Carolina Retirement Systems (SCRS) and Police Officers Retirement Systems (PORS) are known as “defined benefit plans.” Benefits at retirement are based upon the member's average final compensation and years of credited service.

Deferred Compensation - You may set aside additional funds toward retirement on a pretax basis through the State Deferred Compensation Program. The program offers a 457 and 401(k) through which you may participate. Investment options include guaranteed, mutual, or variable funds.

Miscellaneous Benefits

Direct Deposit
Employee Relations Activities
Fitness Forum Discount
Free Notary Services
Employee Store

Health Facilities Credit Union
Immunizations
Workers' Compensation
YMCA Discount
McLeod Employee Assistance Program