

TOWN OF SEABROOK ISLAND

ORDINANCE NO. 2017-06

ADOPTED - DECEMBER 19, 2017

AN ORDINANCE AMENDING THE TOWN OF SEABROOK ISLAND EMPLOYEE INFORMATION PACKET SO AS TO REVISE THE POLICIES AND PROCEDURES RELATED TO THE PROVISION OF INSURANCE BENEFITS FOR ACTIVE AND RETIRED EMPLOYEES OF THE TOWN OF SEABROOK ISLAND

WHEREAS, the Town of Seabrook Island Employee Information Packet (hereafter the “Employee Packet”) was adopted by Town Council on October 26, 1999 (Ordinance No. 1999-08); and

WHEREAS, the Employee Packet was amended by Town Council on December 18, 2001 (Ordinance No. 2001-12) for the purpose of revising policies and procedures related to the accrual and use of Sick/Personal Leave; and

WHEREAS, the Employee Packet was further amended by Town Council on April 27, 2004 (Ordinance No. 2004-02) for the purpose of revising policies and procedures related to the accrual and use of Annual Leave; and

WHEREAS, the Town Council has deemed it to be in the best interest of the Town and its employees to enact additional amendments to the Employee Packet for the purpose of revising policies and procedures related to the provision of insurance benefits for active and retired employees of the Town;

NOW, THEREFORE, pursuant to the authority granted by the Constitution and the General Assembly of the State of South Carolina, BE IT ORDAINED BY THE TOWN COUNCIL FOR THE TOWN OF SEABROOK ISLAND:

SECTION 1. Adoption of Amendments to the Employee Packet

The “Insurance” section of the Employee Packet is hereby amended to read as follows:

“The Town of Seabrook Island offers its active full-time employees (thirty hours of employment per week or more) an opportunity to participate in health, prescription, dental, vision, disability and life insurance benefits offered by the South Carolina Public Employee Benefit Authority (PEBA) for both the employee and his/her eligible dependents.

As a full-time employee of the Town of Seabrook Island, the Town will pay the monthly Employer Contribution toward the employee’s health and basic dental insurance, as determined from time to time by the PEBA. The employee will be responsible for the monthly payment of the Employee Contribution, as determined from time to time by the PEBA, and depending upon the type of coverage for which the employee has enrolled. As determined from time to time by Town Council, the Town may elect to subsidize a portion of the monthly Employee Contribution, but is under no obligation to do so. Active employees shall be responsible for the full cost of any

supplemental insurance programs, including, but not limited to, Dental Plus, vision, life, dependent life and long-term disability, as well as any tobacco or other surcharges (if applicable).

The Town of Seabrook Island also offers participation in retiree group insurance. An employee's eligibility for retiree group insurance will depend on whether or not the employee has met the minimum statutory requirements for retirement eligibility established for the plan in which he or she was a member at the time of employment.

The Town is not, and will not, be responsible for payment of any portion of the cost of an employee's participation in retiree group insurance, and will not subsidize any portion of the employees' cost of participation in such program. Any employee who elects to participate in retiree group insurance must pay all monthly premiums directly to the Town Clerk/Treasurer no later than the 5th of each month. Failure to pay the required premiums on a timely basis will result in cancellation of all of coverage types, including coverage for which the retiree may not pay a premium. Monthly premium amounts will be subject to annual adjustment, as determined from time to time by the PEBA, and the Town will notify the retiree in a timely manner of any such adjustments. Retiree coverage will end on the first to occur of (1) nonpayment of the required premium when due; (2) the date coverage ends for all employees and retirees; or (3) the date of the retiree's death.

This policy is not intended to create a contractual obligation of any kind, and may be amended or revoked at any time by action of town council without prior notice to the employee."

SECTION 2. Severability.

If any section, subsection, paragraph, clause, or provision of this ordinance shall be deemed to be unconstitutional, unenforceable, or otherwise invalid by the final decision of a court of competent jurisdiction, it shall be construed to have been the legislative intent of Town Council to pass said ordinance without such unconstitutional provision, and the validity of all remaining sections, subsections, paragraphs, clauses, or provisions of said ordinance shall not be affected thereby. If said ordinance, or any provision thereof, is held by the final decision of a court of competent jurisdiction to be inapplicable to any person, group of persons, property, kind of property, circumstances or set of circumstances, such holding shall not affect the applicability thereof to any other persons, property or circumstances.

SECTION 3. Conflicting Ordinances Repealed.

All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

SECTION 4. Effective Date.

This ordinance shall be effective from and after the date of adoption.

SIGNED AND SEALED this 20th day of December, 2017, having been duly adopted by the Town Council for the Town of Seabrook Island on the 19th day of December 2017.

TOWN OF SEABROOK ISLAND

:

Ronald J. Ciancio, Mayor

ATTEST

Faye Allbritton, Town Clerk

First Reading: November 28, 2017
Public Hearing: December 19, 2017
Second Reading: December 19, 2017

Current Language (Insurance)

The Town, through the State of South Carolina Department of Insurance, provides group insurance plans for all regular employees. The plans may include medical, dental and life insurance benefits. The group insurance plans contain provisions that allow you to purchase coverage on your eligible dependents. Employee contribution requirements are established each year and may be obtained from the benefits administrator. Certain group insurance coverage may be continued after retirement subject to service guidelines.

Proposed Language (Insurance)

The Town of Seabrook Island offers its active full-time employees (thirty hours of employment per week or more) an opportunity to participate in health, prescription, dental, vision, disability and life insurance benefits offered by the South Carolina Public Employee Benefit Authority (PEBA) for both the employee and his/her eligible dependents.

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