



Dorchester County Council

- Willie R. Davis [D]
District 1
- Christopher R. Murphy [R]
District 2
- Kenneth Waggoner [D]
District 3
- Larry Hargett [R]
District 4
- Richard Rosebrock [R]
District 5
- William Hearn [R]
District 6
- Jamie Feltner [R]
District 7

Mission Statement

Dorchester County government delivers essential services that contribute to the well being and quality of life of its citizens. In doing so, we seek to meet the collective needs of our citizens in a cost-effective manner.



Dorchester County offers the following benefits to all full-time employees. Part-time employees are eligible for some of the benefits. Any questions regarding County Benefits need to be directed to the Human Resources Office.

Jan. 1, 2010

Benefits:

County Cost Per Month

State Health Insurance	\$262.21 Employee Only
	\$517.28 Employee/Spouse
	\$370.99 Employee/Child
	\$605.58 Full Family

Four types of coverage
Four plan choices

State Dental Coverage:	\$11.71
\$3000 life	\$.35
Disability Life	\$ 3.23
State Retirement	9.39 gross income
Police Retirement	11.05 gross income

Option of Annuity Plan (in lieu of dental and/or health coverage)



ACCRUAL LEAVE SCHEDULE:

<u>Years of Service</u>	<u>Rate of Annual Accrual per pay period</u>	<u>Employees that work 24/48 hour work schedule</u>
1-4 years	3.70	8.00
5-9 years	4.62	13.85
10-14 years	5.54	16.62
15-19 years	6.47	19.39
20+ years	7.39	22.17

Leave credits are accrued bi-weekly; however, no more than 360 hours, (45 days), may be carried over from one calendar year to the next.

<u>Years of Service</u>	<u>Rate of Sick Leave Accrual per pay period</u>	<u>Employees that work 24/48 hour work schedule</u>
1-4 years	3.70	4.00
5-9 years	3.70	4.00
10-14 years	3.70	4.00
15-19 years	3.70	4.00
20+ years	3.70	4.00

Leave credits are accrued bi-weekly; however, no more than 720 hours, (90 days), may be carried over from one calendar year to the next.



Dorchester County Observes the Following Holidays

**All full-time employees, with the exception of EMS observe
the following paid holidays:
2009**

New Year's Day	January 1st
Martin Luther King Jr. Day	3 rd Monday in January
President's Day	Third Monday in February
Confederate Memorial Day	May 10th
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving	November 28 th
Christmas Eve	December 24th
Christmas Day	December 25th
Day After Christmas	December 26 th



Eligible Employees may receive the following benefits:

- South Carolina State Health Insurance Plans
- Dental Plans
- Vision Plans
- Life Insurance Plans
- Disability Plans
- Long Term Care
- Money Plus
- Medical Spending
- Annuity – in lieu of Insurance Policy
- South Carolina State/Police Retirement
- Employee Assistance Program (EAP)
- Wellness Program

Healthy Work Environment

The County provides a Smoke-Free and Drug-Free workplace.

Direct Deposit

Your paycheck can be directly deposited to the bank or credit union of your choice. Simply complete an authorization form, available from the Payroll Department of the Finance Office.



Health Insurance Benefits:

As a full-time, permanent employee in 2010, you can choose from four health care plans:

2010 bi-weekly rates	SHP Saving Plan	Standard	Blue Choice	Cigna	Dental	Dental Plus
EMPLOYEE	4.66	46.96	93.24	126.60	.00	11.02
EMPLOYEE/SPOUSE	36.47	119.34	255.67	305.74	3.82	20.86
EMPLOYEE/CHILDREN	10.20	71.60	192.30	260.34	6.86	22.77
FULL FAMILY	54.56	148.04	372.46	467.76	10.67	32.61

2010 New Vision Care-Employee costs (bi-weekly):

EMPLOYEE	3.88
EMPLOYEE/SPOUSE	7.76
EMPLOYEE/CHILDREN	8.24
FULL FAMILY	12.12

The County will pay the following portion for health benefits monthly:

EMPLOYEE	262.21
EMPLOYEE/SPOUSE	517.28
EMPLOYEE/CHILDREN	370.99
FULL FAMILY	605.58

ANNUITY

As an employee of Dorchester County if you choose to refuse health care coverage you are eligible for one of the following:

Full Annuity-monthly	277.50
Annuity with Dental-monthly	265.79