



**The North Charleston Sewer District offers a competitive benefits package for employees. Insurance premiums/uniform costs are subject to change.**

**Health and Pharmacy Benefits (Grandfathered Plan)**

BlueChoice Health Plan

- Single Coverage – \$20.00 Bi-weekly/\$40 Monthly (07/01/22 – 06/30/23)
  - Dependent Coverage – \$60.00 Bi-weekly/\$120.00 Monthly (07/01/22 – 06/30/23)
- Specific Deductibles apply for coverage*

**Dental Benefits**

Guardian

- Single Coverage – No Premium Cost (07/01/22 – 06/30/23)
  - Dependent Coverage – \$28.83 Bi-weekly/\$57.66 Monthly (07/01/22 – 06/30/23)
- Specific Deductibles apply for coverage*

**Vision Benefits**

Guardian

- Single Coverage – No Premium Cost (07/01/22 – 06/30/23)
- Dependent Coverage – \$4.27 Bi-weekly/\$8.54 Monthly (07/01/22 – 06/30/23)
- *Specific Deductibles apply for coverage*

**Paid Time Off**

- After successful Completion of probationary period – 40 hours of PTO added to leave bucket and employee starts accruing PTO each pay period.

**Uniform Charge**

The employee and the District both pay a portion of the uniform cost. Uniform premiums subject to change.

- Uniform cost, depends on the type of uniform issued

**North Charleston Sewer District Benefits Continued:**

- **9 Paid holidays**
  - New Year's Day
  - Martin Luther King's Birthday
  - Memorial Day
  - Independence Day
  - Labor Day
  - Two days at Thanksgiving, as designated by Executive Director
  - Two Days at Christmas, as designated by the Executive Director
  
- **Life Insurance** –Two Policies (NCSD pays the premium):
  - \$7,000 policy
  - Policy in amount of current salary rounded down to nearest thousandth
  - \$5,000 dependent life policy for eligible dependents (NCSD pays the premium)
  
- **Pension Plan** – South Carolina Retirement System
  - SCRS Plan – Employee contributes – 9.0%\* (Subject to increase)
  
- **Tax Deferred Plans** – 401K and 457 Plans (Voluntary)
  
- **District Paid Short Term Disability Coverage** (NCSD pays the premium)
  - Pays employee 60 % of weekly earning
  - Employee eligible after 6 months of employment
  
- **Tuition Reimbursement Program**
  - Program Only Available Based on Budgetary Funds
  - Employee eligible after successful completion of probation
  
- **Voluntary Supplemental Benefits**
  - Colonial Life Insurance**
    - Cancer
    - Accident
    - Short Term Disability
    - Term Life Insurance

The information contained herein is accurate as of the date hereof (July 1, 2020) but is subject to change or amendment without notice. All information contained herein may be verified by contacting the Human Resources Department at 843-764-2645. **Employees at the North Charleston Sewer District are employed at Will. That means that either the employee or the District may end employment at any time and for any reason. Under no circumstances shall this document constitute a contract, an offer of employment or the solicitation of an offer of employment.**