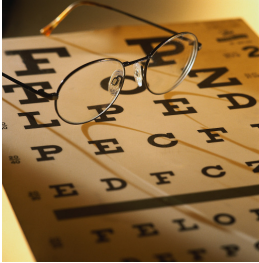
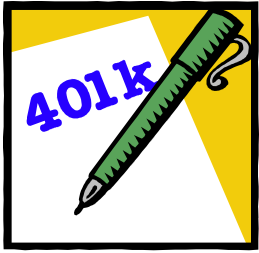




# BENEFITS

## CITY OF CHARLESTON



**T**he City of Charleston offers a comprehensive benefits package designed to provide a variety of choices to best fit your needs and the needs of your family. We offer outstanding:

- **Medical Insurance**– Three diverse plans with very affordable premiums– All plans include a \$1500 calendar year preventative care benefit covered at 100% per enrollee! We also cover generic medications for FREE!
- **Dental Insurance**- \$1500 per calendar year benefit.
- **Flexible Spending Accounts**– Medical and Dependent Care Accounts that are both a pre-tax benefit.
- **State SCRS and PORS Retirement**– We offer an excellent “Defined Benefit” retirement plan option through the South Carolina Retirement System. Upon retirement, depending on the options chosen, retirees and /or dependents could receive a pension for life.
- **Long-Term Disability**– 100% paid for by the City!
- **Basic Life Insurance**– 100% paid for by the City!
- **Voluntary Supplemental Life Insurance**– Up to 3 times your annual salary.
- **Short-Term Disability**– Optional
- **Annual and Sick Leave**– Minimum of 24 days combined per year which can be rolled over to the next year!
- **Holidays** – Each year the City grants a minimum of 10 paid Holidays and 1 Personal Holiday per year!
- **Deferred Compensation**– We offer 401(k), Roth 401(K) and 457 program options.
- **Tuition Reimbursement**– The City offers one of the most generous tuition programs around!
- **Wellness Programs**– The City of Charleston is dedicated to the good health and wellbeing of it’s employees. We have one of the most unique and generous wellness programs aimed at enriching the lives of our employees and their families. Some of our most unique programs we provide are:
  - Weight Watchers at Work -100% paid by the City
  - Gym Membership Reimbursements for employees and dependents!
  - Totally free Diabetes, Blood Pressure and Smoking Cessation Programs- With medication reimbursements and incentives!
  - Full-time on staff Nurse– Our Wellness Coordinator is a 14 year experienced Registered Nurse that does free on-site blood pressure and cholesterol screenings!

Note– All benefits offered are subject to eligibility restrictions and requirements. Please feel free to contact our knowledgeable Benefits Staff in Human Resources at (843) 724-7388 for detailed plan information.