

**City Council Special Minutes
December 13, 2021**

Orangeburg City Council held a special meeting on Facebook Live via Zoom on Monday, December 13, 2021, at 4:30 PM, with Mayor Michael C. Butler presiding.

PRESENT:

Michael C. Butler, Mayor
Dr. Kalu Kalu
Bernard Haire
Jerry Hannah
L. Zimmerman Keitt
Sandra P. Knotts
Richard F. Stroman

City Administrator Sidney Evering addressed Council, he stated, "As you are aware, we have been working with the Development Finance Initiative (DFI) consulting group out of North Carolina regarding the Railroad Corner project for over a year. They have done an excellent job in helping us move the project forward. This afternoon DFI is presenting an update of the public engagement subsequent to our last meeting and an update on the different development scenarios. We have Sonyia Turner and Rory Dowling with DFI with us to provide the overview."

Councilmember Haire made a motion, seconded by Councilmember Kalu to the amend the agenda to add New Business Item #5 Hillcrest Discussion. The motion was unanimously approved.

Sonyia Turner with DFI addressed Council, she stated, "We have had the opportunity to work with the City for about a year and we completed a second round of public engagement. We will also share information on the public engagement input that we have received to date. Then we will move to the final program recommendation.

There are twelve parcels representing one and half acres. The existing buildings are largely vacant and distressed. An important note is that the City is exploring additional acquisition for the Railroad Corner Redevelopment; however, this presentation and the development scenarios that were presented to the public were of properties that the City currently has site control over.

As a reminder, we like to highlight the guiding public interests that Council endorsed back in May for this project. These are the goals that the City has said they would like to see the Railroad Corner Redevelopment fulfill.

The Railroad Corner Redevelopment should...

- Provide a catalytic mixed-use development that connects downtown to the universities and serve as a gateway to downtown.
- Respect the historical significance and context of the site and integrate this history into the development.
- Consider options for preserving the State Theater building.
- Incorporate engaging street level uses attractive for students and the community.
- Enhance walkability to increase pedestrian activity from the universities to the Railroad Corner and along Russell St.
- Optimize public investment and maximize private investment.

These guiding public interests were used to help inform development scenarios that you will see in a couple of slides. They will be included in the solicitation packet that we will make available to private developers and will be the criteria by which the development proposals will be evaluated.

We want to remind you of this project's financial feasibility:

- Site constraints limit density and may require the project to develop structured/podium parking.
- Low market rents do not provide adequate return on investment.
- Student housing offers path to financial feasibility
- Project likely needs to pursue tax credits (federal and state) and grants and may require public participation in addition to university partnership, to be feasible.

Key Similarities between scenarios

- Mixed-use development with ground floor commercial, upper story apartments, and a dedicated cultural space for a potential museum
- Boulevard Street as a one-way street with on-street parking
- Additional parking along Treadwell Street
- A pedestrian overpass located at the City-owned lot to the north of the site along Boulevard Street

Key differences between scenarios

- Building reuse, density, and parking

Scenario A: Preserve & Infill incorporates the most preservation, preserving all the existing buildings on site.

Scenario B: Reuse & Revive preserves and reuse some elements and create perforated block.

Scenario C: Regenerate & Overlay explores if preservation is not an option what the development potential might look like.

Scenarios A & B completely align with the guiding public interests. Scenario C aligns except it does not preserve the State Theatre building but it would incorporate elements of the building and history into the development.

Public Engagement

The City of Orangeburg solicited community input on the development scenarios for the Railroad Corner starting November 1, 2021.

- Engaged 200+ students at a Claflin University event
- Hosted two public input meetings (Nov 15 and Nov 16) and an online survey
- SCSU engagement events planned for January 2022

We found Scenario B emerged as the favorite. It has the best overall alignment with the public interests.

Based on DFI's analysis and public and City feedback, DFI and city staff recommend the following program to Council for the Railroad Corner Redevelopment:

- Maximizes the development potential of the site while preserving elements of the State Theater
- Provides opportunities to increase the density of the development with additional site acquisition
- Enables a catalytic partnership for housing with university(s)
- Project is feasible with university partnership for housing, developer utilizing available tax credit programs (federal and state) and grant funding, and currently estimated public participation.

As a reminder, Scenario B has a total project cost of \$18.2 million and anticipated public investment of \$4.5-5 million. We met with staff to talk about public investment and the ways the City can participate. We are preparing a memo that we will share with you shortly, but this is our program recommendation."

Councilmember Haire asked, "How many individuals attended the sessions you held?"

Ms. Turner replied, "We had light attendance in person for the public engagement sessions held at the gym. We did get exposure to many Claflin students on campus. We also have a couple of engagement opportunities set up at South Carolina State University as well."

Councilmember Haire asked, "How many approximately attended the in-person sessions?"

Ms. Turner replied, "We had less than 30 individuals. Now additionally, we have made the online survey available, and we have had 30-50 responses there. It is still open, and we do anticipate continuing to receive additional input."

Councilmember Hannah asked, "When we talk about this project, many times we capitalize on the wordage of the universities. I am asking whether that could be universities and surrounding communities. There are persons as close as the schools that will be affected by this so is there a

way that we can change that wordage? I do not want them to think that it is being built just for the college students.”

Ms. Turner replied, “As part of the guiding public interests we do have that language included for students as well as the community. In this next phase, moving to solicitation to the private sector we will make sure that the language is very clear. Sidney and John will have an opportunity to look at this language before it goes out to the private sector to make sure it is clear this development is attractive for both students and the community.”

Councilmember Haire asked, “Did you use sign-in sheets for the meeting?”

Ms. Turner replied, “I did not use sign-in sheets for the meeting. We kept it anonymous. I could share with Sidney a list of individuals based on my own personal notes of who attended.”

Ms. Turner stated, “I want to highlight that the pedestrian overpass is a part of these conversations. The City of Orangeburg received a \$350,000 grant for the purpose of planning and designing a multimodal network to connect students from the universities to Railroad Corner and Russell Street. We are working with Sidney and John on how best to integrate the process for the pedestrian overpass and the planning that will be required for that with the Railroad Corner. To summarize, the project feasibility is limited by site constraints, market rents and potential adaptive reuse costs; however, there is a feasible path with university partnership for housing, developer utilizing available tax credit programs (federal and state) and grant funding, and currently estimated public participation. Public engagement reveals Scenario B as most favored currently. Our development program recommendation is Scenario B.

Looking at next steps, we are not asking for program approval tonight. The purpose of this was to provide you with an update, give you the opportunity to ask questions, and get your input. We hope to get development plan approval in January 2022. We would like you to take time to reflect on what we have shared and then in January provide an actual endorsement of a development plan. From there our targeted goal is to release the solicitation to the private development sector in February 2022. We typically like to have around 90 days for that solicitation to be open. We anticipate the solicitation closing the end of April 2022 and then we will focus on development partner selection into the late spring/early summer of 2022.”

Councilmember Hannah asked to see the image of the overpass again. He asked if the access to the overpass is near the entrance to South Carolina State University. Ms. Turner replied that it is being proposed in the triangle that Claflin owns near their welcome center.

Assistant City Administrator John Singh addressed Council concerning First Reading of an Ordinance Amending Zoning District Map to change from A-2 Multi-Unit Residential to O-I Office-Institutional-Residential property belonging to Claflin University located at 631 and 671 Goff Avenue. TMS# 0173-10-07-007.000. He stated, “Claflin has filed an application that was presented to the Planning Commission last Thursday, December 9, 2021. This is to rezone some of the land they have which is on the corner of Magnolia and Goff Avenue. They are going to build a student center at that location. We did not find any issues from a zoning standpoint. Everything around the area is already O-I Office-Institutional.”

A motion was made by Councilmember Keitt, seconded by Mayor Pro Tem Kalu to approve the first reading of an Ordinance amending Zoning District Map to change from A-2 Multi-Unit Residential to O-I Office-Institutional-Residential property belonging to Claflin University located at 631 and 671 Goff Avenue. TMS# 0173-10-07-007.000. The motion was unanimously approved.”

Assistant City Administrator Singh addressed Council concerning the First Reading of an Ordinance to annex property belonging to Orangeburg County Fair Association containing approximately 25 acres lying on the East side of Magnolia Street and the Northwestern side of Sprinkle Avenue. TMS# 0172-07-01-002.000. He stated, “I will combine this item and the other part of this, but Council will vote on each separately. When we have properties coming in for annexation they normally come in as A-1 unless requested otherwise. So, the second part of this would be the request to zone the property B-1 from A-1. This was brought before the Planning Commission last Thursday also. The Commission approved it. We do an analysis on every piece of property being annexed in terms of value to the person who is annexing as well as the value to

the City and the taxpayers and how that annexation might affect the City. For example, there are a lot of residential areas that we would love to annex at some point that one issue that will come up deal with having septic systems. Normally, when we annex, we provide all the services to those areas. So that is a case where you have a value issue that you must look at. In this case, the property that is already part of the City has all the services, water, sewer, are being charged at City rates. This is the parking area of the fairgrounds. One item that is brought up when looking at values is the law enforcement impact for the City. There are values both ways. Having an entire area encompassed, especially in a public setting, means less confusion in terms of jurisdiction. Also, when we look at annexing it, there would be additional cost to the City that needs to be pointed out for your consideration. I will be glad to expand on that or answer any other questions regarding annexation or zoning."

Councilmember Haire asked, "Are you saying the taxes would be less if it is rezoned?"

Assistant City Administrator Singh replied, "As it sits today, it is a nil issue as the Fair Association is tax exempt. As we look at benefit, there is no real loss or gain. In many areas, having a public area like this under one jurisdiction makes more sense, but the responsibility that we have is to make sure we give you all the information. The fact is there would be more area to cover which would require more officers which ties into more overtime and more cost. That is why I point it out. Now if the Grand American Coon Hunt expanded its vendors into the parking lot, there would be a small amount of additional revenue that would come in from those licenses."

A motion was made by Councilmember Stroman, seconded by Councilmember Kalu to approve First Reading of an Ordinance to annex property belonging to Orangeburg County Fair Association containing approximately 25 acres lying on the East side of Magnolia Street and the Northwestern side of Sprinkle Avenue. TMS# 0172-07-01-002.000. The motion was unanimously approved.

A motion was made by Councilmember Stroman, seconded by Councilmember Keitt to approve First Reading of an Ordinance amending Zoning District Map to change from A-1 Single-Unit Residential to B-1 General Business property belonging to Orangeburg County Fair Association containing 25 acres, more or less, lying on the East side of Magnolia Street and Northwestern side of Sprinkle Avenue TMS# 0172-07-01-002.000. The motion was unanimously approved.

Councilmember Haire stated, "I am bringing this matter before Council because I am somewhat disturbed that I received information concerning the South Carolina State University (SCSU) and the City of Orangeburg Hillcrest lease. The legal firm representing SCSU submitted notice that they would not be honoring the current lease. There is a desire to have renegotiations on the lease. But what disturbs me most is this letter was sent to Interim City Administrator John Singh and Mayor Butler December 28, 2020. To my knowledge, it has never been discussed with Council. Copies of this letter have not been distributed to Council. I have a number of times stated that we have a Council Form of Government and not a Strong Mayor Form of Government. For this to have gone on this long with it not being brought to Council and Council not be aware of it, I am disturbed. At least, I was not made aware of that letter. I have been pushing for getting the lease renegotiated and the City received the letter eleven and half months ago. I am disturbed about it. Things that affect this City Council need to be brought to all Councilmembers and we should be apprised of what is going on."

Mayor Butler stated, "I never hide anything from this Council. If it is brought to my attention, I tell you. I never make decisions about this Council without the input of this Council whether it is financial, public, or private. If the letter was brought to me, it is an oversight. I do not remember; we need to look back in the notes to see when it was brought to me. As far as hiding things, I have never in the eight years I have sat in this chair hid anything from Council. I want to make this clear that I have never said to the public or indicated to the public in any way or any shape or form that this was a Strong Mayor Form of Government because I understood what form of Council this was when I was elected."

City Administrator Evering stated, "I think we can try to add some context to this. I want to give you an overview of the Hillcrest lease with SCSU. The lease is scheduled to terminate at the end of this calendar year. It was a 50-year lease. There is a provision in the lease that states if either party does not opt out within one year of the termination of the lease, then the lease would roll over and extend for an additional 25 years under the same conditions. As Councilmember Haire alluded to, there was a letter sent by SCSU's legal counsel on December 28, 2020, opting out. So,

they met the requirement to opt out a year prior to the end of the lease. When I came on board, I was under the impression the lease would end at the end of this year. We met with SCSU in May 2021 to begin lease negotiations. We did not get to far. But it was always our understanding we would circle back with SCSU and come up with either a new lease or modify the terms of the current lease which will end at the end of this year.”

Mayor Butler stated, “I know we have been trying to schedule a meeting with SCSU and we have not been able to schedule a meeting with them. Also, SCSU changed Presidents.”

City Administrator Evering stated, “President Conyers has reached out by email recently. We have a meeting scheduled with him at Hillcrest next week to tour the facilities to begin the negotiations of a new lease.”

Mayor Pro Tem Kalu stated, “It is not just the letter from SCSU, it is the timeline. Also, Council was not informed when that information was received. This is where Mr. Haire is coming from in terms of lack of communication. For a year, no information was relayed to Council that something of this nature is going to take place. We need to work on the area of communication.”

City Administrator Evering stated, “As far as I can recall, I did not know about the letter until I spoke with our attorney at the last Council meeting, and he subsequently sent me the letter.”

Assistant City Administrator Singh stated, “Council, I found out this morning about this, so I will go through notes. We do have a copy of the letter and I know it has been talked about, but I will not say until I have gone through notes that it came to you directly. Every time we had budget meetings, we would say over and over to Council that we need to meet with SCSU, and the reasoning was that SCSU exercised the right not to exercise the 25 years. If I slipped, which I can as I am human, I will own it. We were working on the line that we had to get something done because SCSU exercised that option. Certainly, I recognize the type of government too.”

Mayor Butler stated, “It was not intentional. I want Council to be clear on that because they are insinuating it may have been. But it was not intentional. That has been a very difficult situation. I remember us discussing it in budget. I remember SCSU changed Presidents and they did not give us a date to meet with them.”

Assistant City Administrator Singh stated, “We kept trying to set a date with them because they exercised that option which meant we were year to year or not even that technically. I do want to get to the bottom of it, Councilmember Haire, as there was no intent of that in any nature. The end result is the same in that they opted not to renew it and we are in that same position now. When I was interim, we were not able to schedule a meeting with SCSU. When Sidney came on board, he had the same trouble, until recently.”

Councilmember Hannah asked, “Whose name was on the letter?”

Assistant City Administrator Singh stated, “One was sent to Mayor, and I received a copy.”

Councilmember Hannah asked, “So two letters were received. Did the one-year span end in 2020?”

City Administrator Evering stated, “Either party had to opt out at least one year prior to end of lease which the end of the lease is December 31, 2021. So SCSU opted out in December 2020. President Conyers sent me an email and he is suggesting we do a one-year lease. But first he wanted to tour the Hillcrest facility which is scheduled for next week. Then we will take time to see if we can negotiate a longer lease that Council will decide upon.”

A motion was made by Councilmember Hannah, seconded by Mayor Pro Tem Kalu to go into Executive Session concerning negotiations of proposed contractual arrangements-Health Insurance – S.C. Code Sec. 30-4-70 (a)(2). The motion was unanimously approved.

A motion was made by Mayor Pro Tem Kalu, seconded by Councilmember Keitt to return to open session. The motion was unanimously approved.

A motion was made by Mayor Pro Tem Kalu, seconded by Councilmember Keitt to approve a Resolution to adopt Health Insurance Benefits for the Employees of the City of Orangeburg

effective January 1, 2022, and repealing any conflicting Resolution or Ordinance. The motion was unanimously approved.

A motion was made by Councilmember Stroman, seconded by Councilmember Keitt to adjourn. The motion was unanimously approved.

Respectfully submitted,



Linda McDaniel
City Clerk



RESOLUTION

A RESOLUTION TO ADOPT HEALTH INSURANCE BENEFITS FOR THE EMPLOYEES OF THE CITY OF ORANGEBURG EFFECTIVE JANUARY 1, 2022 AND REPEALING ANY CONFLICTING RESOLUTION OR ORDINANCE

WHEREAS, by Resolution of the Orangeburg City Council dated December 15, 2020 certain retirement and health insurance benefits of City employees were adopted; and

WHEREAS, the City by said Resolution retained and reserved the right to review, amend or change said benefits, with or without cause; and

WHEREAS, City Council has reviewed its present benefits and finds it is not presently necessary to amend or change the present health insurance benefits provided its employees and retirees, but reserves its rights to review, amend, discontinue, abolish or change said benefits in the future, with or without cause.

NOW THEREFORE BE IT RESOLVED, by City Council duly assembled this 13th day of December, 2021, that subject to the City's right in its discretion to amend, change, discontinue or abolish in whole or in part, the conditions, qualifications and requirements of all past, present and future employees of the City of Orangeburg, including retired and disabled employees of said City, (hereinafter referred to as "employees") as of January 1, 2022 to obtain health insurance benefits from the City are set forth and shown on Exhibit A attached hereto and made a part hereof by reference. The rates, benefits and conditions of eligibility as referenced therein shall be prospective and not retroactive. Said health insurance benefits shall be continuously reviewed and may be amended, changed, discontinued or abolished after each review.

BE IT FURTHER RESOLVED, that regardless of any prior review the health insurance benefits of employees shall be defined, revised, reviewed, established and adopted annually by resolution of the City of Orangeburg and its Department of Public Utilities.

BE IT FURTHER RESOLVED, that any amendment, change, discontinuation or abolishment shall be effective upon adoption by City Council and notice of same after adoption shall be provided to employees within forty-five (45) days after adoption.

The City of Orangeburg is committed to reviewing its personnel policies and procedures and its health insurance benefits as needed. Accordingly, the policies and benefits of employees are subject to review, amendment, change or abolishment at any time, at the discretion of City Council; thus benefits may be increased, decreased or abolished at any time, with or without cause.

Any term, condition or limitation contained in any existing ordinance or resolution in conflict with this Resolution is repealed in its entirety.

RESOLVED BY City Council duly assembled this 13th day of December, 2021.



Murphy C. Britch
MAYOR
Shunda Haire
Dandya P. Ryles
[Signature]
[Signature]
[Signature]
[Signature]
MEMBERS OF COUNCIL

ATTEST:
Rinda McDaniel
CITY CLERK

THIS IS NOT A CONTRACT

**HEALTH INSURANCE BENEFITS
CALENDAR YEAR 2022
Exhibit A**

The within benefits may be increased, decreased or abolished at any time, with or without cause.

Definitions:

“Dental and Term Life”, collectively and individually, is defined as the insurance benefits provided by the City of Orangeburg and administered by BlueCross BlueShield (BCBS) of South Carolina and Companion Life. “Vision” coverage will be administered through Physicians Eye Care (PEP).

“Employees” are defined as all City of Orangeburg employees, including employees of the Department of Public Utilities.

“Dependent” is defined as an individual who is an employee’s spouse: Is a lawful spouse or; a former spouse who is required to be covered by a divorce decree. Dependent is also defined as an employee’s child: Is a child under the age of 26 which includes a natural child, adopted child, foster child, stepchild, or child for whom an employee has custody or legal guardianship unless child has other federal or state insurance coverage. The term “child” also includes an incapacitated dependent, a child who is on a medically necessary leave of absence, a child of a divorced or divorcing employee who, under a qualified medical child support order, has a right to enroll under the employer’s group health plan. The term “child” does not include the spouse of an eligible child. Under the Patient Protection and Affordable Care Act and the Health Coverage and the Education Reconciliation Act, a child does not include an individual who is eligible for other employer sponsored coverage if the group health plan is grandfathered plan beginning for plan years before January 1, 2015.

“Health Insurance Benefits” are defined as medical, hospitalization and prescription drug benefits available to active full-time employees of the City and provided by the City of Orangeburg and administered by insurance providers under contract with the City.

“1500 HSA” plan is the 2022 Preferred Blue Plan-HDHP administered by BlueCross BlueShield of South Carolina.

“500 PPO” plan is the 2022 Preferred Blue Plan administered by BlueCross BlueShield of South Carolina.

“TERP” is defined as the Teacher and Employee Incentive Program administered by the South Carolina Retirement System.

Active Employees

Active Full Time Employees

The City of Orangeburg (hereinafter referred to as “City”) will provide medical, hospitalization, prescription drug, dental and vision insurance and (\$15,000) term life insurance to active full-time employees (as defined within the Personnel Handbook) with 100% of the premiums paid by the City. The insurance is offered through providers chosen by the City. New full time employees are eligible to be covered at the beginning of the month following 30 days of continuous employment. Terminated employees are only covered until their last day of employment. Councilmembers, City Administrator, Manager of the Department of Public Utilities, and the City Attorney are considered active full-time employees for purposes of qualifying for health insurance benefits.

Dependents of Active Full Time Employees

Dependents, as defined by the insurance providers, are eligible for dependent Health Insurance Benefits, with the City contributing up to the following dollar amounts towards the premium costs and the employee paying all additional costs and premiums, including any future increases:

- \$ 276.93 per month for spouse coverage for the BCBS 500 PPO plan
- \$ 241.00 per month for spouse coverage for the BCBS 1500 HSA plan
- \$ 191.81 per month for children coverage for the BCBS 500 PPO plan
- \$ 166.90 per month for children coverage for the BCBS 1500 HSA plan
- \$ 383.02 per month for family coverage for the BCBS 500 PPO plan
- \$ 333.26 per month for family coverage for the BCBS 1500 HSA plan

The above City contributions to the dependent portion of the premium are capped as of January 1, 2013.

Dependent Dental, Vision and Companion Term Life (\$5,000) insurance may be obtained with the employee paying 100% of the premium cost. Dependents of new employees are eligible to be covered at the beginning of the month following 30 days of continuous employment of the employee. Dental and Vision for dependents of terminated employees are only covered until their last day of employment of the employee. Dependent premiums for Dental, Vision and Companion Term Life Insurance (\$5,000) are as follows:

Dental:

\$ 35.00 per month for spouse coverage for the Dental plan
\$ 45.00 per month for children coverage for the Dental plan
\$ 81.00 per month for family coverage for the Dental plan

Vision:

\$ 10.00 per month for spouse coverage for the Vision plan
\$ 12.00 per month for children coverage for the Vision plan
\$ 20.00 per month for family coverage for the Vision plan

Companion Term Life Insurance (\$5,000):

\$ 1.00 per month for any number of dependents covered under the Companion Term Life Insurance

Dependents of current active full-time employees are eligible to be added or dropped during the City's annual enrollment period or as defined by law. All dependent coverage will be subject to the then terms and conditions of the City's benefit package being offered to dependents and the terms and conditions of the insurance policy or policies of the then insurance provider.

Employees who select medical coverage under the BlueCross BlueShield 1500 HSA plan will forfeit all other benefits referred to herein, but will receive the following amounts deposited quarterly into their Health Saving Account (hereinafter referred to as "HSA" account).

\$150 per month for active full-time employee coverage only
\$180 per month for active full-time employee and spouse coverage
\$175 per month for active full-time employee and children coverage
\$185 per month for active full-time employee and family coverage

Spouses of active full-time employees who are eligible for Health Insurance Benefits and/or Dental, Vision and Term Life with their employer(s), regardless of coverage limits or conditions, must select and obtain coverage under their employer's plan or plans before they can become eligible for coverage under any City plan which, if selected, will be secondary insurance.

Effective January 1, 2016, all employees and dependents over the age of 2 years which are covered by one the City's Health Insurance Benefits Plans will be entitled to use the employee clinic (if operational). All covered members who elect to use the clinic must conduct an initial health risk assessment. There is no charge for members covered by the BCBS 500 PPO Plan. There is a required co-pay for members covered by the BCBS 1500 HSA Plan for non-preventative services as required by law.

Effective January 1, 2016 and thereafter; employees or any dependent of an employee covered by the City's Health Insurance Benefits who uses tobacco products shall be subject to a surcharge of \$50 per employee per month. An employee will be subject to this surcharge for the full calendar year if they or their dependent is a tobacco user during any part of the year. The employee is subject to repay the employer for this surcharge if they willfully disregard this rule or fail to properly notify employer.

Effective January 1, 2017 and thereafter; plan participants over the age of 18 and covered by the City's Health Insurance Benefits shall be required to participate in the City's wellness plan which requires the participant to undergo an annual Health Risk Assessment administered by a provider with whom the City contracts or the equivalent of same by participant's primary care provider, within the plan year. Plan participants over the age of 18 who fail to undergo a Health Risk Assessment shall be charged a \$20 per month surcharge in addition to the plan premium.

Effective January 1, 2017 and thereafter; active full-time employees covered by the City's Health Insurance Benefits shall be eligible for a City paid subsidy of \$5 per month for individual monthly dues and \$10 per month for family dues participation at the Orangeburg YMCA. Employees must agree to pay the YMCA dues through payroll deduction at the time of open enrollment and must maintain membership for the full calendar year.

Eligibility for Post-Employment Benefits

Present Active Full Time Employees last hired prior to June 1, 1993

These employees may be eligible for the continuation of Health Insurance Benefits and Dental and Vision insurance coverage if they meet one of the following:

- a. The employee has 15 years employment with the City and is over age 65.
- b. The employee has 20 years employment with the City and is over age 60.
- c. The employee has 25 years employment with the City.
- d. The employee has 25 years employment with the City Department of Public Safety.
- e. The employee has 28 years of service under the SC Retirement System; with at least 15 years of continuous employment with the City.
- f. The employee has 25 years of service under the SC Police Retirement System; with at least 15 years of continuous employment with the City.

Present Active Full Time Employees last hired on or after June 1, 1993 and before January 1, 2010

These employees may retire with the City and be eligible for continuation of Health Insurance Benefits and Dental and Vision if an employee meets the following condition.

- a. The employee works 25 years for the City.

State of South Carolina TERI Retirement Program

Years of employment with the City while participating in the TERI program are included in employee tenure calculation for Post-Employment Benefits eligibility.

Active Full Time Employees Retired under the SC Retirement System or SC Police Retirement System

Total years of City employment of an active full-time employee who has retired under either the SC Retirement System or the SC Police Retirement System are included in employee tenure calculation for Post-Employment Benefits eligibility.

Retirees with Post-Employment Benefits

Retiree Insurance

The following benefits are not available to retirees who during employment with the City, ever made an election to the 1500 HSA Plan. The City will pay the entire cost of a retired employee's Health Insurance Benefits being provided active full-time employees of the City once the retired employee reaches the age of 60 and until the employee reaches the age of 65. Prior to reaching the age of 60, the employee must pay the full premium and cost of his or her Health Insurance Benefits being provided as an active full-time employee of the City. Retirees of the City will be allowed to participate in Dental and Vision insurance of the City if permitted by the insurance provider and provided the retired employee pays the full premium and cost of coverage.

Retirees over the age of 65 and/or their spouses over the age of 65 are eligible to receive any enhanced Medicare or Medicare supplemental plan being provided by the City. The City will pay up to \$100 per month towards an HRA for the retiree to be used for insurance coverage and/or for HRA approved medical expenses for the Retiree and /or spouse. The above City contributions are capped as of January 1, 2013. The City contribution of \$100 per month ends upon the death of the retired employee, however, the spouse may elect to remain on the enhanced Medicare or Medicare supplemental plan being provided by the City with the spouse responsible for paying the entire cost thereof.

The Retirees under the age of 65 are also eligible for the continuation of Health Insurance Benefits and Dental and Vision for dependents. The retiree will be responsible for the entire cost of the Health Insurance Benefits dependent coverage and the entire cost of the Dental and Vision retiree and dependent coverage. Once the retiree attains the age of 65 years, the retiree may continue Dental and Vision coverage for both the retiree and dependents, but must pay the entire cost of any such coverage.

A Retiree must elect coverage at the time of retirement. Failure to make an election for available retiree, spouse or dependent coverage upon retirement shall constitute a waiver and forfeiture of all retiree Health Insurance Benefits, including Dental and Vision insurance provided by the City.

Retirees (excluding TERI employees) returning to full time employment with the City will be required to pay fifty (50) percent of premiums for employee coverage of Health Insurance Benefits, dental and vision insurance regardless of age of employee or other terms previously expressed in this paragraph.

Spouses of Deceased Retirees

Spouses of deceased retirees, who are receiving Group PPO Health Insurance Benefits from the City at the death of a retiree, may continue the insurance coverage then in existence, and shall continue up to the age of 65 and shall pay the required premium while covered.

Retirees with No Post-Employments Benefits

Employees hired on or after January 1, 2010

These employees upon retirement or termination will not be provided and may not continue any benefits referred to herein, including without limitation, Health Insurance Benefits, and Dental, Vision and Term Life.

Election to HSA Plans

Current active full-time employees who elect to be covered under a City's HSA medical insurance coverage waive any future rights to be eligible for any benefits referred to herein, including without limitation, Health Insurance Benefits and Dental, Vision and Term Life upon termination of or retirement from employment. However, an employee may return to coverage under the standard 500 PPO plan, however all post-employment benefits remain forfeited and shall not be reinstated.

Spouse & Dependents, over 65, of Active Full Time Employees, Who Would Qualify as a Dependent

Spouse and Dependents, over the age of 65, of active full-time employees are eligible for the standard dependent 500 PPO insurance plan or the Medicare Advantage Plus plan. Spouses and dependents shall be subject to the same restriction for spouse eligibility referred to above if coverage is available at their place of work.

Active Full Time Employees on FMLA Leave or Long Term Disability

The City will continue to pay the monthly health and dental insurance cost of an employee who is placed on long-term disability or Family Medical Leave for a period of three (3) months following the last month worked. Upon expiration of three (3) month the employee has the option of continuing health and/or dental coverage (COBRA) at his own expense for a period of 18 months or up to 29 months (if totally disabled as defined by the Social Security Administration). COBRA coverage ceases once the employee becomes eligible for Medicare or Medicaid.

Dependent medical, dental, vision and life insurance shall remain in force on dependents for a period of up to three (3) months starting with the month following the last month worked by the employee. The City will continue to pay the same portion of the dependent coverage in effect while the employee was an active full-time employee of the City. The employee will continue to pay his portion of the premium for dependent coverage. Dependents will have the same option as an employee of continuing coverage under COBRA after this three-month period.

The employee or dependent must make arrangements for the payment of the employee's portion of the health insurance benefits premiums for the three-month period to be paid weekly, semi-monthly, or monthly.

- If COBRA is elected after this three-month period, employee will make full premium payments the first of each month, payable to the City.