

**City Council Minutes**  
**March 21, 2023**

Orangeburg City Council held its regularly scheduled meeting on Tuesday, March 21, 2023, at 6:00 PM with Mayor Michael C. Butler presiding.

**PRESENT:**

**Michael C. Butler, Mayor**  
**Dr. Kalu Kalu, Mayor Pro Tem**  
**Jerry Hannah**  
**L. Zimmerman Keitt**  
**Sandra P. Knotts**  
**Richard F. Stroman**

**PRESENT VIRTUALLY:**

**Bernard Haire**

Mayor Butler opened the Public Hearing for consideration to approve annexation of property located at 3397 Broughton Street, TMS #0151-15-11-001.000. There was no one to speak at the Public Hearing.

A motion was made by Councilmember Stroman, seconded by Councilmember Keitt to approve the March 7, 2023, City Council minutes. The motion was unanimously approved.

Chief Chris Watts of the Rock Hill Police Department who serves as chairperson of Commission on Accreditation for Law Enforcement Agencies (CALEA) and Department of Public Safety Chief Charles Austin presented Council the Department of Public Safety's CALEA National Accreditation and State Accreditation.

Mr. Van Gaffney, 1831 Old Riley Street, appeared before Council concerning the Public Safety Citizens Advisory Panel (CAP). He stated, "Chief Austin presented his recommendations for the CAP. I agree we need to follow some of his recommendations like the background check and the ride along with officers for a couple of hours. I have concerns about his program as it does not represent the City of Orangeburg as he is recommending a 10-week training period. Remember this is a panel of volunteers, we are not trying to be law enforcement. Too much information is as bad as not enough information. I am requesting a modification to the program to be four-to-five weeks training. There will be a member of public safety and the fire department on this CAP that can answer procedures. The CAP members are to advise, recommend and review. They do not have authority or power to put things in force. Also, college students are not listed to be on the CAP. I recommend appointments by each Council district instead of applications for the CAP."

Mayor Pro Tem Kalu asked, "You are recommending a change from 10 weeks training to four-to-five weeks. How many hours per day do you recommend? Also how long has the County had a CAP? How do you know college students will not be on the CAP?"

Mr. Gaffney stated, "I recommend two hours per day. I cannot tell you the exact time, but the County has had a CAP for more than a year. I have a copy of the CAP ordinance and college students are not listed."

Mayor Pro Tem Kalu stated, "I can appoint someone that is in college for my district."

Councilmember Hannah stated, "I understand you want to make this volunteer committee good for everyone and the only thing you find missing is the amount of training required."

Councilmember Keitt stated, "Anyone that volunteers will know beforehand how many hours are required for training. Chief has made recommendations and we need to give it time to see what works. Then we can adjust if needed."

Mayor Butler stated, "We trust Chief Austin's professionalism and experience. He has studied the program and we need to give him time to vet the process."

A motion was made by Councilmember Keitt, seconded by Councilmember Knotts to approve third reading of an ordinance amending Article VIII of the City Code to provide for a Public Safety Citizens Advisory Panel (CAP). The motion was approved 6-1. Councilmember Hannah opposed.

A motion was made by Mayor Pro Tem Kalu, seconded by Councilmember Keitt to approve third reading of an ordinance to approve annexation of properties located at 180 Magnolia Street, TMS#0172-11-01-002.000 and TMS#0172-11-01-017.000. The motion was unanimously approved.

A motion was made by Councilmember Stroman to table the second reading of an ordinance to approve annexation of property located at 3397 Broughton Street, TMS# 0151-15-11-001.000. The motion died as no second was made.

A motion was made by Councilmember Haire, seconded by Councilmember Keitt to approve second reading of an ordinance to approve annexation of property located at 3397 Broughton Street, TMS# 0151-15-11-001.000. The motion was approved 6-1. Councilmember Stroman opposed.

A motion was made by Councilmember Keitt, seconded by Mayor Pro Tem Kalu to approve second reading of an ordinance to transfer property to Chestnut Ridge HOA, Inc. located at Pinebrook Street TMS# 0151-16-06-013.000. The motion was unanimously approved.

City Administrator Evering addressed Council. He stated, "We received a request to acknowledge a giant in the aviation community, Mr. Carroll Joye. Not only is he a hero having served his country in the United States Air Force for 22 years, but he has served the community of Orangeburg and surrounding area and the state of South Carolina for many more years. He previously served as our Airport Manager. The Airport Commission unanimously requested to name our Airport Terminal in honor of Mr. Joye."

A motion was made by Councilmember Stroman, seconded by Councilmember Keitt to approve the resolution naming the Orangeburg Municipal Airport Terminal as the Carroll Joye Airport Terminal. The motion was unanimously approved.

Public Works Director Felkel addressed Council concerning an update on the Orangeburg Municipal Airport projects. He stated, "We want to update you on current and future airport projects with our consultant engineering firm, WK Dickson and the Federal Aviation Administration (FAA). First a few accomplishments we have made recently are a shop building on site for Husqvarna which provides a place to work on mowers and office space for the staff supervisor. This has been a good partnership and it saves us a lot of money. Last year the beacon towers were painted, and the terminal received a face lift including new carpet, interior and exterior painting, ceiling tiles, and new furniture. Last year, we completed our \$1.3 million apron expansion project. In the past two years, we have acquired numerous grants from both the state and FAA that total close to \$1.2 million dollars. The apron expansion and beacon towers projects are just a few of the projects that we have received some type of state and federal grants. Airport Manager Betty Baker has done an excellent job and is currently working on hangar inspections and new lease agreements. The inspections are an opportunity to sit down with each tenant and identify issues. Representatives from our consulting firm, WK Dickson, are here tonight. They have been excellent partners working on our five-year capital improvement plan which we use to work with FAA."

W K Dickson Engineering Project Manager Chris Birkmeyer stated, "Some of the projects we are currently looking at are potential new hangars and how we would service that area. The next couple of projects coming up with FAA funding is rehabilitation of Runway 1735. It needs a basic overlay, and this is a chance to ensure it is up to FAA standards. The state treated the runway surface a couple of years ago which preserved it a couple more years. In January, we submitted a grant application to the FAA for improvement of the lighting system of LED fixtures, which helps with the monthly electrical bill and is more reliable, helping with overall maintenance. We are looking at lighting in the taxiway and all the way to the terminal."

WK Dickson Planner Joe Barkevich stated, "Your airport is an asset for your community. We develop a Capital Improvement Plan (CIP) for the airport in the FAA format. The FAA provides good funding for eligible projects typically around 90% and the State Aeronautics Commission

provides 5%. Therefore, it is usually a 5% match from the City for these projects. There are different combinations and different pots of money including \$150,000 in entitlements that you get every year. There are also discretionary and state apportionment that you compete against other airports, and they prioritize projects. You have been very successful in receiving those and we are setting up a program that should continue that success. Starting with federal fiscal year, the current year of which you are applying for runway rehabilitation which is the primary runway of the two. The pavement is in need of being repaired and improved so that is a highlighted project. Then, the lighting rehabilitation that you applied for a special pot of money with the FAA. The airport layout plan is the master plan for 20-year period of projects. The apron expansion was geometrically positioned to enable the development of more hangars which equals more revenue. Another project we highlighted is a cross-field access road to connect the airport to the adjacent industrial park, which is very important. We have had a couple of projects that are named Department of Commerce projects through your economic development alliance that we have been nimble about putting information out to put your best foot forward to be successful in those projects. On the bottom, circled in orange is the five-year plan totaling over \$18 million dollars. The City match would be about \$1.7 million."

Councilmember Hannah stated, "Citizens of Orangeburg may not be aware how valuable the airport is to Orangeburg and the surrounding area. Would you expound on how valuable this is for Orangeburg?"

Mr. Barkevich responded, "If you were to build your airport today from scratch, it would cost you \$50-\$60 million. You have this completely paid for and are generating revenue. There are direct and indirect multiplier effects. The employment tied to the airport and the ripple effect to your multipliers amounts to tens of millions of dollars of impact to your community and that has been documented."

Councilmember Stroman asked, "We are supposed to have \$800,000-\$900,000 for hangars, correct? Several years ago, I asked for \$1 million dollars for hangars, and we have spent about \$100,000. Is there \$900,000 left that we could spend?"

City Administrator Evering responded, "Capital Project Sales Tax (CPST) revenue or budgeted?"

Director Felkel responded, "Initially it was a million dollars for capital improvements at the airport. We currently have roughly \$700,000 still in the funds. We invested some in projects like the apron expansion and others for our share on these projects. We are looking at building community hangars listed on the five-year plan."

Councilmember Stroman stated, "To grow you need more hangars and I was thinking it was about \$850,000 that should be there."

City Administrator Evering stated, "There was a million dollars set aside in the fourth Capital Project Sales Tax for airport improvements and upgrades. We have \$758,009 remaining."

Councilmember Haire asked, "Was a copy provided to Council of the five-year capital improvement plan?"

Director Felkel responded, "I will make sure Council receives a copy."

Mr. Marc Wood, Sheheen, Hancock & Godwin, LLP, CPAs addressed Council concerning a Financial Update. He stated, "Total revenues for general fund were \$8,051,609. The ideal budget percentage to be received as of February 28<sup>th</sup> should be 42% so revenue is a little behind. Revenue will start trending upwards as Business Licenses are due soon, which is a big revenue generator. Total expenditures for general fund were \$9,704,070 or 45% of budget which is a little over the ideal of 42%."

DPU Human Resources Director Cheryl Lynch and City of Orangeburg Human Resources Director Theresa Williams addressed Council concerning a resolution to adopt health insurance benefits for the employees of the City of Orangeburg effective January 1, 2023. She stated, "This is an amendment to our January 2023 Employee Health Insurance Benefit. The amendment is a simple change to attachment A. There is no dollar change. Employees that are on our high

deductible health care plan receive health savings account funds. Currently we are paying those to the employees each quarter. We are proposing to pay those to employees each pay period.”

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, 2023, and repealing any conflicting Resolution. The motion was unanimously approved.

City Administrator Evering addressed Council concerning a resolution accepting a bid for roof replacement of Stevenson Auditorium. He stated, “As you may recall, we have had some problems with Stevenson Auditorium roof. It is past its useful life. A month or two ago, you authorized Administration to bid the roof replacement. In your packet we included the three lowest qualified bids and we recommend the lowest qualified bidder, Dave Coe Roofing and Sheet Metal. The cost of the replacement would be \$694,919. The funds for this project would come from the Capital Sales Tax funds that were passed a few years ago and the total we have in that account is \$1.1 million dollars.”

Councilmember Hannah asked, “Is there a warranty on the roof replacement?”

City Administrator Evering stated, “Yes, 30-year warranty.”

Councilmember Haire asked, “I understand engineers estimate the cost of projects and then bids are put out based on the specifications. Is there a way to get bids without releasing the amount you are willing to pay?”

Public Works Director Dean Felkel stated, “When we did the specifications on the roof, there were no proposed numbers put out there for contractors.”

A motion was made by Councilmember Keitt, seconded by Mayor Pro Tem Kalu to approve a resolution accepting bid for roof replacement of Stevenson Auditorium. The motion was unanimously approved.

City Administrator Evering presented Council the proposed City of Orangeburg Budget Calendar for Fiscal Year 2023-2024. He stated, “You have before you the budget calendar. I want to point out some pertinent dates we are proposing. June 13, 2023 is the goal setting retreat with Council and July 10, 2023 is the Council budget workshop, first reading of the budget on August 1<sup>st</sup>, second reading on August 15<sup>th</sup> and third reading on September 5<sup>th</sup>.”

DPU Manager Harley presented Council the proposed DPU Budget Calendar for Fiscal Year 2023-2024. He stated, “You have before you the DPU budget calendar. The significant date we want you to consider is June 29, 2023, for the Council budget workshop. You have an updated budget calendar at your desk with this date highlighted. Please let Ms. Franklin know if you have any issues with that date so we can get a better date.”

A motion was made by Councilmember Keitt, seconded by Councilmember Stroman to go into Executive Session concerning performance evaluation of Municipal Judge SC Code Sec. 30-4-70(a)(1). The motion was unanimously approved.

Council did not return to open session. There being no further business, the meeting was adjourned.

Respectfully submitted,

*Linda McDaniel*

Linda McDaniel  
City Clerk





**A RESOLUTION (I) NAMING THE ORANGEBURG MUNICIPAL AIRPORT TERMINAL AS "THE CARROLL JOYE AIRPORT TERMINAL"; AND (II) PROVIDING FOR RELATED MATTERS.**

WHEREAS, the City Council ("Council") of the City of Orangeburg ("City") finds:

- (a) Carroll Joye entered the United States Air Force in 1957 and retired as a Senior Master Sergeant after 22 years of honorable service;
- (b) Mr. Joye's foreign tours of duty included Germany, North Africa, Italy, Greenland, Southeast Asia-Vietnam, Thailand, and Spain;
- (c) Mr. Joye's United States tours of duty included South Carolina, Georgia, New York, Arizona, Ohio, Illinois, Florida, and New Mexico;
- (d) Mr. Joye began his civilian aviation career in 1971, taught over 750 students to fly, issued over 1,500 licenses/ratings, and logged over 30,000 hours of flying time;
- (e) Mr. Joye previously served as the Orangeburg Municipal Airport's Manager;
- (f) In 2021, Mr. Joye was awarded the Wright Brothers Master Pilot Award, which honors 50 years of safe practices in aviation;
- (g) During the award ceremony, the South Carolina FAA District Office Manager noted Mr. Joye's "professionalism as an airman has contributed to the safety of our national airspace system and has enabled safe air travel by many Americans for more than half a century;" and
- (h) The Orangeburg Airport Commission has unanimously requested the Council name the Orangeburg Municipal Airport Terminal after Mr. Joye:

NOW, THEREFORE, the Council resolves that the Orangeburg Municipal Airport Terminal be and hereby is named "The Carroll Joye Airport Terminal," and further resolves the City shall take such further action as appropriate to reflect the name change and effect this Resolution's intent.

**General Repealer.** All orders, resolutions, and parts thereof in conflict with this Resolution, are to the extent of that conflict, repealed. This Resolution takes effect upon adoption by the Council.

ADOPTED BY the City Council on March 21, 2023.

Mayor

Michael C. Butler

Members of Council

Jeanette

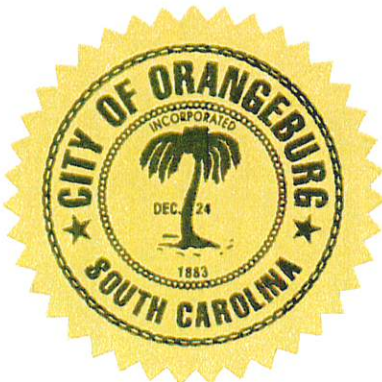
Richard E. Stone

L. Zimmerman Keitt

Christine

Jaudia Brooks

Benjamin Haise



Attest: Rinda McDaniel  
City Clerk



**RESOLUTION**

**ACCEPTING A BID FOR ROOF REPLACEMENT OF STEVENSON AUDITORIUM, AUTHORIZING A CONTRACT RELATED TO THE SAME; AND OTHER RELATED MATTERS.**

**BE IT RESOLVED** by the City Council, as the governing body of the City of Orangeburg, South Carolina ("Council"), that the Mayor of the Council ("Mayor") and the City Administrator ("Adminsitrator"), each acting individually on behalf of and for the benefit of the City, by and through its City Administrator, is authorized to accept a bid for the roof repair/replacement of Stevenson Auditorium, enter a contract, and take other actions, as provided below.

**Section 1. Findings**

(a) The City (i) intends to repair/replace the roof on Stevenson Auditorium, in an amount not to exceed the City's 2022 budgeted amount, attached as Exhibit A, and (ii) authorized the Administrator to request bids on the City's behalf to consummate the work to be performed.

(b) It is in the best interest of the City to move forward with the repair/replacement as provided in this Resolution.

**Section 2. Acceptance of Bid; Delegation of Authority.** The City received three bids for the proposed repair/replacement, a summary of each is attached as Exhibit B. After reviewing the bids, the City accepts the bid as outlined on Exhibit C, which is the lowest, responsive bid.

The City authorizes (a) the repair/replacement of Stevenson Auditorium and (b) either the Mayor or the Administrator, acting individually, to determine all items related to the same, for example. Each document related to the work to be performed, shall be executed in the name of the City with the manual or facsimile signature of either the Mayor or Administrator and may be attested, as and if necessary, by the manual or facsimile signature of the City Clerk.

**Section 3. Authorization to Execute.** The Council authorizes the Mayor or the Administrator, each individually, and City Clerk to execute whatever documents, including a contract, as may be necessary to effect this Resolution's intent.

**Section 4. General Repealer.** All orders, resolutions, and parts thereof in conflict herewith are to the extent of that conflict hereby repealed. This Resolution shall take effect and be in full force upon adoption by the Council.

[THREE EXHIBITS FOLLOW]

ADOPTED BY the City Council on March 21, 2023.

*Michael C. Butch*  
MAYOR

*Pamela P. Kroets*

*Richard F. Brown*

*Erinment Keith*

*Genevieve Haire*  
MEMBERS OF COUNCIL



ATTEST:

*Luida M. Daniel*  
City Clerk

EXHIBIT A  
CITY BUDGET

City of Orangeburg  
Stevenson Auditorium  
979 Middleton St.  
Re-Roof Project

**2022 Budget**

**BASE SOW Option 2 (Two Ply Mineral Modified)**

1. Contractor is to remove roof system down to wood/steel deck.
  - a. Contractor to remove coping stones and install new wood blocking.
  - b. Contractor to remove upper roof central air unit and replace decking per structural engineering.
2. Contractor to inspect and replace damaged or missing decking as needed with 22ga steel panels.
3. Contractor to fasten new polyisocyanurate or polyurethane faced roof boards: Federal spec. HH-I-1972/1&2 Class 1-3, minimum thickness 1 inch (25 mm) nominal insulation using approved mechanical fastening patten per engineering.
  - a. Insulation shall be tapered at a minimum of 1/4" in the field and all crickets shall be tapered 1/2" to the drains.
  - b. Insulation shall have a minimum of R-25 Value.
4. Contractor is to mechanically fasten Densdeck Roof Board or SECUROCK Gypsum Fiber Roof Board, 0.5" thick, attached to the steel deck per engineering.
5. Contractor to Install base sheet nailed to the substrate with the appropriate fastener and fastening pattern determined from wind uplift calculations.
6. Apply Garland Stressbase 80 base sheet set in Garland Green-lock adhesive per engineering.
7. Apply Garland Stressply E FR Mineral cap sheet set in Garland Green-lock membrane adhesive per engineering.
8. Contractor to apply Garland Stressbase 80 and Stressply E FR Mineral cap sheet on all vertical flashings at a minimum height of 8" set in Garland Greenlock flashing mastic. a. Contractor to extend flashing plies over parapet walls, mechanically fastening into new wood blocking 8" O.C.
9. Contractor to install surface mounted counter-flashing and sealant in areas without parapet.
10. Contractor to three-course all flashing seams 8" wide with Silver Flash and Garmesh.
11. Contractor to install new metal coping cap per engineering utilizing Garland R-MER SS .40 aluminum flat stock.
12. Contractor to replace drain clamps, leads, and strainers.
13. Contractor to apply two coats of Garland Seal-A-Pore damp-proofer to all masonry walls.
  - a. Contractor to repair any damaged masonry/tuck-pointing prior to applying damp-proofer.
14. Contractor to install two matching down spouts on back of building.
15. Contractor shall provide a 5yr Warranty.
16. Garland to provide 30 year NDL warranty.

*Excludes: Drains, Plumbing, Downspouts, Conductor Heads*

**Qualified Budget 2022**

**Re-Roof: \$618,655**

**New Decking Option: \$120,000**

**Total: \$738,655**

**EXHIBIT B**  
**PROPOSALS**

City of Orangeburg  
Stevenson Auditorium  
979 Middleton St.  
Re-Roof Project

**February, 2023 Bid Results**

<b>Bid #1 Davco Roofing &amp; Sheet Metal</b>	
Re-Roof, 30 Year No Dollar Limit Warranty (Tear Off, Vent Unit Removal, Radio Tower Removal)	\$429,119.98
New Decking	\$69,846.30
Drains, Downspouts, Conductor Heads, & Plumbing	\$77,779.21
Masonry Work labor/minor tuckpoint	\$6,500
Administration (Freight, insurance, bonds, permits, taxes, etc)	\$111,673.51
<b>TOTAL BID AMOUNT</b>	<b>\$694,919.00</b>

<b>Bid #2 Team Craft Roofing</b>	
Re-Roof, 30 Year No Dollar Limit Warranty (Tear Off, Vent Unit Removal, Radio Tower Removal)	\$444,953.40
New Decking	\$69,835.73
Drains, Downspouts, Conductor Heads, & Plumbing	\$79,282.01
Masonry Work labor/minor tuckpoint	\$4,880
Administration (Freight, insurance, bonds, permits, taxes, etc)	\$114,842.86
<b>TOTAL BID AMOUNT</b>	<b>\$713,794.00</b>

<b>Bid #3 Tecta America</b>	
Re-Roof, 30 Year No Dollar Limit Warranty (Tear Off, Vent Unit Removal, Radio Tower Removal)	\$531,818.05
New Decking	\$63,980.48
Drains, Downspouts, Conductor Heads, & Plumbing	\$59,792.60
Masonry Work labor/minor tuckpoint	\$7,500
Administration (Freight, insurance, bonds, permits, taxes, etc)	\$127,783.87
<b>TOTAL BID AMOUNT</b>	<b>\$790,875.00</b>



EXHIBIT C  
SELECTED PROPOSAL

<b>Bid #1 Davco Roofing &amp; Sheet Metal</b>	
Re-Roof, 30 Year No Dollar Limit Warranty (Tear Off, Vent Unit Removal, Radio Tower Removal)	\$429,119.98
New Decking	\$69,846.30
Drains, Downspouts, Conductor Heads, & Plumbing	\$77,779.21
Masonry Work labor/minor tuckpoint	\$6,500
Administration (Freight, insurance, bonds, permits, taxes, etc)	\$111,673.51
<b>TOTAL BID AMOUNT</b>	<b>\$694,919.00</b>

**RESOLUTION**

**A RESOLUTION TO ADOPT HEALTH INSURANCE BENEFITS FOR THE EMPLOYEES OF THE CITY OF ORANGEBURG EFFECTIVE JANUARY 1, 2023, AND REPEALING ANY CONFLICTING RESOLUTION.**

**WHEREAS**, by Resolution of the Orangeburg City Council dated December 6, 2022, 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 21<sup>th</sup> day of March, 2023, 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, 2023 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 resolution in conflict with this Resolution is repealed in its entirety.

**RESOLVED BY** City Council duly assembled this 21<sup>th</sup> day of March 2023.



Michael C. Butler  
MAYOR  
Sandra P. Probst  
[Signature]  
[Signature]  
[Signature]  
[Signature]  
[Signature]  
MEMBERS OF COUNCIL

ATTEST:

Saida M. Daniel  
CITY CLERK

**THIS IS NOT A CONTRACT**

**HEALTH INSURANCE BENEFITS  
CALENDAR YEAR 2023  
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 2023 Preferred Blue Plan-HDHP administered by BlueCross BlueShield of South Carolina.

“500 PPO” plan is the 2023 Preferred Blue Plan administered by BlueCross BlueShield of South Carolina.

“TERI” 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 biweekly into their Health Saving Account (hereinafter referred to as "HSA" account) starting April 2023 and departing from the prior quarterly schedule.

\$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 of 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, 2023 and thereafter, plan participants over the age of 18 and who are 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 \$50 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.

Effective January 1, 2023 and thereafter, dental plan participants over the age of 18 and who are 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 dental 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 \$50 per month surcharge in addition to the plan premium.

### **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-Employment 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.