

# Working for the City of North Myrtle Beach

## Full-Time Employment

Human Resources  
1018 2nd Ave South  
North Myrtle Beach, SC 29582



## Health & Wellness

### Employee Health Center (EHC)

The City of North Myrtle Beach (CNMB) provides an EHC for full-time employees and eligible dependents on the city's health insurance plan. The EHC provides sick visits, primary care, and annual physicals with **no copays**.

### Health Insurance (In-network)

- \$1,000 individual deductible
- \$3,000 family deductible
- Annual maximum out of pocket \$3,000 per individual/ \$7,500 per family including deductibles, copays and coinsurance
- Primary care \$35 copay/ Specialty \$45 copay

### Aquatic & Fitness Center

The CNMB offers full-time employees a **discounted membership** at the Aquatic & Fitness Center. Membership can be paid through payroll deduction.

## Wellness Benefit

The CNMB maintains a Wellness Incentive Plan (WIP) for full-time employees and spouses on the city's health insurance plan. The WIP is designed to help reduce health risk among employees and promote a healthy workplace.

Participating in the WIP provides the benefits of:

- Saving money on insurance premiums
- Earning up to \$505 in HRA funds
- Being proactive about your health
- Helping to keep City health insurance premiums low

Insurance Premiums	Wellness Participant	Wellness Non- Participant
	Per Pay Period	Per Pay Period
<i>Employee</i>	\$ 0.00	\$ 42.00
<i>Employee/Child</i>	\$ 68.00	\$ 102.00
<i>Employee/Spouse</i>	\$ 123.00	\$ 204.00
<i>Full Family</i>	\$ 169.00	\$ 277.00

## Other Benefits

- Tuition Reimbursement
- Flexible Spending Account
- Supplemental Insurance
- Long Term Disability
- Short Term Disability
- Employee Assistance Program



## Employee Tenure

- Longevity awards at every five years of service (5 percent bonus)

## Retirement

Retirement health insurance is available if eligibility requirements are met.

### General Retirement

General Employees\* are enrolled in a 401(a) account upon hire. The account is funded by contributions made by the employee and the City.

- City contributes 8% of employee's salary & employee contributes a mandatory 2%
- Vesting: 5 years of service



### PEBA Retirement

Eligible Public Safety Employees with the City of NMB become vested members of SC PEBA and follow contribution and retirement rules as determined by PEBA and the City of NMB.

---

## Life Insurance

Basic Term Life/AD&D

- Policy of \$10,000 paid for by the City

Voluntary Term Life

- Coverage up to \$200,000 not to exceed 5 times annual base salary
- Can also be purchased for spouse and/or children

General Employee\*—Additional Term Life

- Mandatory coverage
- Employee benefit—1x annual salary
- Coverage can be purchased for spouse or children \$10,000/\$5,000

PEBA

- Additional Life Insurance coverage provided for eligible Public Safety Employees

---

## Supplemental Retirement

### 457 Plan

Designed for full-time employees to save and invest money with tax benefits. Contributions are made to an account based on the amount the employee chooses to allocate. Key features of the plan include:

- Flexible withdrawal upon separation from employment
- Withdrawals after age 59 1/2 or due to a qualified unforeseeable emergency
- For general employees\*, the City will match contributions up to 6% of salary after 2 years of full-time employment.

### Roth IRA

- Available for employees to complement other retirement plans by allowing for tax-free earnings and, if needed, flexible withdrawals.

\*General Employees are all City of NMB employees that are not eligible for PEBA.

## Dental Insurance

- Preventative services covered at 100% in-network
- Major services covered at 50% in-network
- Annual maximum of \$1,750

## Prescription Benefits

- \$10 Generic/\$35 Formulary/\$45 Non-Formulary
- Mail order and specialty pharmacy available

## Vision Care

- \$225 material allowance (in-network) every benefit period towards prescription or non-prescription eyewear with a one-time \$25 copay
- In-network vision exams covered 100% with a \$10 copay

---

## Holidays and Leave

### Paid Holidays

- New Year's Day
- Dr. Martin Luther King Jr. Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Four floating holidays (one personal)

### Vacation Leave

Years of Service	Regular FT	Firefighters
0 to 5	80 Hours	112 Hours
5 to 10	120 Hours	168 Hours
10 or More	160 Hours	224 Hours

### Sick Time

- 80 hours annually (112 Firefighters) on January 1st
- Unused sick time is paid out at 50% in February of the following year

### Holiday Bonus

- Full-time employees, employed before August 15th of each year, are eligible for a Holiday Bonus

*Disclaimer: The City reserves the right to modify or eliminate, determine eligibility changes and/or revise employee benefits plans, premiums, and/or benefits at any time with or without notice. Nothing described herein creates a contract. Programs are subject to annual appropriations, policies and benefits, and plan descriptions.*