

## SCAC Survey: Benefits for County Employees on Active Duty Military Leave

<b>County</b>	<b><i>For employees on active duty, how long is the employee's salary continued?</i></b>	<b><i>Use of annual leave permitted while on active duty?</i></b>	<b><i>Use of accrued sick leave while on active duty?</i></b>	<b><i>If the employee goes on leave without pay, how are benefits affected?</i></b>	<b><i>How much of the insurance premium does the employee pay while on active duty?</i></b>	<b><i>Health Plan(s) Offered</i></b>
<b>Allendale</b>	Until annual leave runs out.	yes	no	Health insurance is allowed to continue	The county picks up the entire amount of health insurance.	SCLGAG
<b>Anderson</b>	Full salary is continued for 12 months	yes	yes	After 12 months, when the employee has exhausted all accrued leave (vacation and sick) he/she is responsible for both the employee and employer portion of the premium. If they do not stay on the active Plan they are offered COBRA.	We pay full premium for employee for 12 months.	State Health Plan and the HMO plans offered by the Employee Insurance Program
<b>Florence</b>	The employee's salary is continued for a total 45 days (if the 15 days for annual training have not been utilized). This time is considered military leave. (Florence County uses the military fiscal year, October 1st - September 30th. )	When military leave is exhausted, the employee is eligible to use accrued vacation leave.	The employee is not eligible to use sick leave while on active duty.	The employee may drop health, dental, life, long-term care and long-term disability insurance while on active duty. This is generally the case. These plans do not cover acts of war and the employee generally qualifies for military insurance benefits. The employee may continue coverage on dependents or drop that coverage. The employee and family typically qualify for military insurance benefits. When the employee returns to active employment, he/she may re-enroll in all eligible plans.	We have not had this situation occur in our County. However, the employee would be expected to pay the employee and employer portion of premiums.	State Health Plan and the HMO plans offered by the Employee Insurance Program.
<b>Georgetown</b>	30 Days	No	No	Discontinued	N/A	State Health Plan
<b>Horry</b>	The salary is not continued unless the employee requests to use annual leave. They do however receive an additional thirty days pay in accordance with SC Code of Laws 8-7-90.	Yes	No	If the employee goes on leave with out pay, their benefits are discontinued on the first of the month after they commence military duty, unless the employee chooses to continue coverage for his/her dependents.	The employee pays the same amount that he/she would pay if he were an active employee.	State Health Plan
<b>Japser</b>	No.	No. The employee's annual leave is banked for use upon their return to work. If the employee opts to resign the employee would be paid for any unused annual leave.	No. Sick leave would be banked pending the employee return to work. Unlike annual leave, if the employee failed to returned to work we would not compensate him/her for unused sick leave.	Our employee do not earn benefits during military leave however, upon return to work, benefits are resumed.	Since the military covers the employee's health benefits, we do not continue health coverage for employees on military leave.	State Health Plan
<b>Lancaster</b>	They are ask if they want their salary continued after military pay/time ends by using annual and sick leave. Once that is exhausted, they no longer receive pay until the new military year when they get 15 more military days.	Yes	yes	Any benefits that the employee wishes to continue can be paid by a spouse or parent in the employees absence. In most cases, all benefits are dropped while on leave. Employees can continue to pay retirement in order to not have a break in service by check while away.	The employee only pays the active portion.	State Health Plan
<b>Marlboro</b>	30 days additional days are allowed	yes	No	They are put in suspense until employee returns	not continued	State Health Plan
<b>Oconee</b>	Yes. We are on a bi-weekly payroll, and their salaries are continued for (2) full payrolls.	Yes. The employee would be allowed to use annual leave if they wanted to, however, that has not been a request thus far.	No.	Sick and Vacation accrual is stopped. However, when they return, the accrual amount will be based on their years of service as if they had not been away. The employee has a choice of keeping their current health plan for family members already enrolled, or they can choose to put them Tri-care through the military. If they choose Tri-care, their County health plan is re-instated with no break in coverage once they have returned.	They pay the same premium amount that they paid prior to going active. If all the employees receive a premium reduction/increase, then this is also passed on to them.	Self-funded.
<b>Pickens</b>	It is continued for 45 days.	Yes	No	The employee can elect to continue benefits under COBRA.	The employee is responsible for 100% of the cost.	Blue Cross/Blue Shield.

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<b>Union</b>	No, the employee would only receive the 15 days that is allowed by law for military training throughout the year	Yes	No	discontinued	Employee would pay 100% of premium	State Health Plan
<b>Williamsburg</b>	Yes, for up to 45 days.	Yes	No	Discontinued after a specific time	Same amount as paid while on active status	Blue Choice Health Plan

**Response Rate:** 11 counties out of 46 counties - 23.9%

**January 2007**