
St. Andrews Parish Parks & Playground Commission

Policy Manual

Section: 4 **Topic:** Retirement Programs
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SAPPPC offers four retirement programs to its staff members.

All SAPPPC staff members are required by South Carolina law to join the South Carolina Retirement System, with the exception of temporary staff members. Temporary staff members may, but are not required to, join the system. The South Carolina Retirement System program is a contributory retirement plan consisting of a predetermined, pre-tax contribution made by the staff member and by SAPPPC. The South Carolina Retirement System determines the contribution amount which can change from year to year. It offers regular retirement, reduced retirement, disability retirement, and deferred retirement allowances depending on each staff member's circumstance, as well as life insurance at no cost to the staff member.

Should a staff member leave employment with SAPPPC prior to retirement, he may elect to receive a refund of his contributions, to roll over his contributions to another retirement account which allows tax-deferred contributions, or to leave his money in the System.

SAPPPC also offers a 401(k) and 457 plan and a Roth 401(k) through the South Carolina Deferred Compensation Program. All staff members who participate in the South Carolina Retirement System and receive a paycheck each pay period are eligible for these two plans. Under these plans, a staff member may defer between two percent and twenty-five percent of his income, not including any contributions made to the South Carolina Retirement System and in some cases all tax-deferred benefits premiums, provided the amount does not exceed a maximum dollar amount. This amount may vary over time.

SAPPPC follows all rules and regulations set forth by the South Carolina Budget and Control Board in regard to its retirement plans.

Staff members should see the Human Resources Director for further details.

Approved July 3, 2012