
 **PEBA Academy**

Membership and enrollment: eligibility

Retirement Benefits Training
Fiscal year 2026

**PEBA**
SC Retirement System and State Health Plan

Serving those who serve South Carolina

1

Who is eligible?

- SCRS is available to employees of:
 - State agencies;
 - Public school districts;
 - Public higher education institutions;
 - Participating charter schools; and
 - Participating optional employers, such as local subdivisions of government.
- State ORP is available to employees of:
 - State agencies;
 - Public school districts;
 - Public higher education institutions; and
 - Participating charter schools.

South Carolina Public Employee Benefit Authority

2

2

SCRS, State ORP mandatory membership exceptions

- For eligible positions, membership is a required condition of employment unless employee is:
 - A school bus driver;
 - Earning less than \$100 per month;
 - In a non-permanent position or works as a day laborer;
 - One of certain hospital workers (see S.C. Code 9-1-580);
 - A part-time elected official earning less than \$9,000 per year; or
 - Elected to the S.C. General Assembly during or after November 2012.
- Membership exceptions apply only if the employee is not already an existing member.
- Employee must make a timely election to decline membership or will default into SCRS membership.

South Carolina Public Employee Benefit Authority

3

3

PORS eligibility

- Police officers, defined as those who:
 - Preserve public order;
 - Protect life and property; and
 - Detect crimes in the state.
- Firefighters, defined as those who prevent and control property destruction by fire.
 - Employer must have optional firefighter coverage.
- Peace officers, defined as those responsible for custody or control of inmates at:
 - S.C. Department of Corrections;
 - S.C. Department of Juvenile Justice; or
 - S.C. Department of Mental Health.

- Magistrates.
- Coroners, deputy coroners in a full-time, permanent position.
- Probate judges may choose SCRS or PORS.

Employee must:

- Earn at least \$2,000 annually; and
- Devote at least 1,600 hours per year to position.

Probate judges, magistrates are exempt from these requirements.

South Carolina Public Employee Benefit Authority

4

4

Types of workers ineligible to join SCRS, State ORP, PORS

- Non-employees.
 - Independent contractors.
- Students employed by the school they are attending.
- People compensated solely by per diem reimbursements.
- Retired members of SCRS or PORS may not participate as active members in SCRS, PORS or State ORP.

South Carolina Public Employee Benefit Authority

5

5

SCRS, PORS membership classes

<u>Class Two</u>	<u>Class Three</u>
Earned service began prior to July 1, 2012	Earned service began on or after July 1, 2012

Membership class affects:

- Service retirement eligibility;
- Average final compensation calculation; and
- Credit for unused leave at retirement.

South Carolina Public Employee Benefit Authority

6

6

Correlated systems

- SCRS and PORS are correlated systems.
 - Complementary relationship as defined by statute.
- If member has service credit in both systems, service credit is combined for purpose of determining eligibility for benefits, but not for calculating the amount of benefits.
 - See the Covered Employer Procedures Manual for more information.

South Carolina Public Employee Benefit Authority

7

Disclaimer

This presentation does not constitute a comprehensive or binding representation of the employee benefit programs PEBA administers. The terms and conditions of the employee benefit programs PEBA administers are set out in the applicable statutes and plan documents and are subject to change. Benefits administrators and others chosen by your employer to assist you with your participation in these employee benefit programs are not agents or employees of PEBA and are not authorized to bind PEBA or make representations on behalf of PEBA. Please contact PEBA for the most current information. The language used in this presentation does not create any contractual rights or entitlements for any person.

South Carolina Public Employee Benefit Authority

8
