



# **2025 Annual Accountability Report**

**Public Employee Benefit Authority  
Agency Code: F500**

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| <b>AGENCY CODE:</b> | <b>F500</b>   | <b>SECTION:</b> | <b>108</b> |

## **AGENCY'S DISCUSSION AND ANALYSIS**

The South Carolina Public Employee Benefit Authority is the state agency responsible for the administration and management of the state's employee insurance programs and retirement systems for South Carolina's public workforce. PEBA administers insurance benefits to more than 544,000 members, and nearly 700,000 public employees are covered by the five defined benefit retirement plans. An additional 68,000 members participate in the State Optional Retirement Program, and nearly 100,000 participate in the supplemental Deferred Compensation Program. PEBA disburses more than \$4 billion in retirement benefits and more than \$3.9 billion in insurance claims expenditures each year.

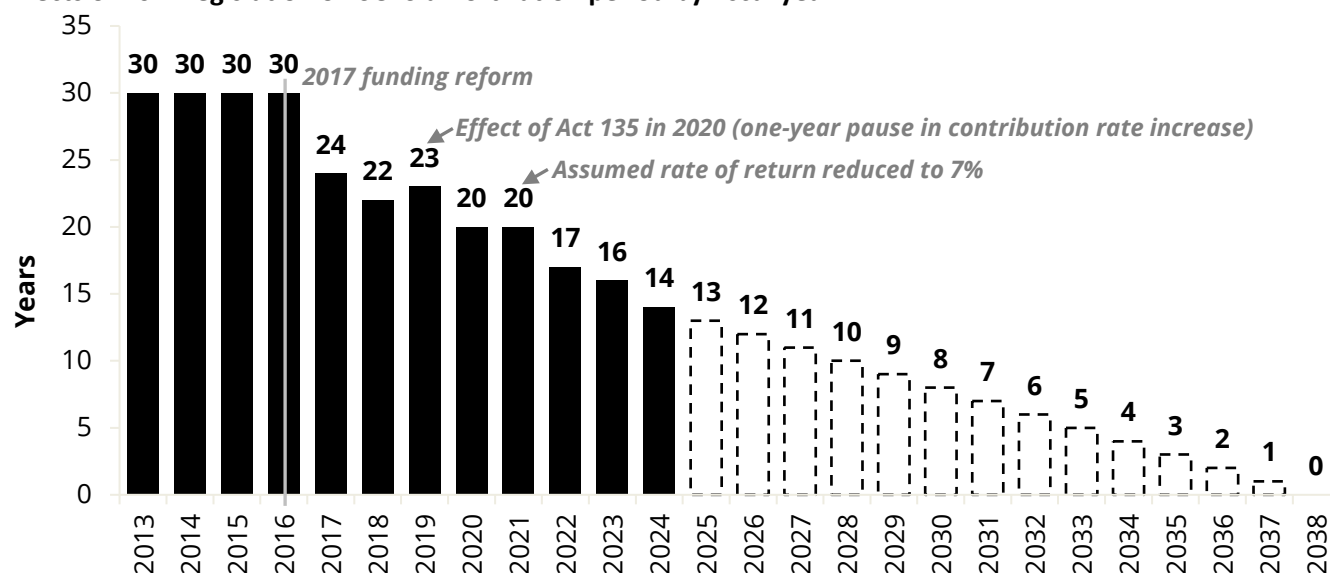
The agency's core strategic goals and strategies continue to drive business on a day-to-day basis, but the PEBA:Connect project required a shift in strategic focus in fiscal year 2022. All goals, strategies and action items continue to be viewed as they relate to the system enhancements.

### **Promote financially sound PEBA programs**

Funding reform that occurred through the Retirement System Funding and Administration Act of 2017 has continued to prove to be successful. The act decreased the assumed rate of return from 7.5% to 7.25%, effective July 1, 2017. This rate remained in effect through July 1, 2021. Effective July 1, 2021, the assumed rate of return decreased from 7.25% to 7%. The Act also changed employee and employer contribution rates, effective July 1, 2017. While employee rates were increased and capped, employer rates for SCRS and PORS increased by 2%. A schedule of rates includes additional 1% increases annually through July 1, 2022; however, the General Assembly included a provision in its continuing resolution suspending the statutory employer contribution rate increase for fiscal year 2021. Rate increases resumed in fiscal year 2022, and the final scheduled rate increase went into effect July 1, 2023.

While, as expected, the dollar amount of the UAAL has increased in the near term, the additional contributions required by the 2017 legislation have reduced the funding period to pay off that liability. If actuarial assumptions are met, the funding period is expected to continue to shorten over time. The actual reduction in the amortization period will depend upon emerging experience, including investment experience.

### **Effects of 2017 legislation on SCRS amortization period by fiscal year**



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In calendar 2025 year-to-date, the State Health Plan expense per member per month increased 6.6% from the same period in 2024. Actual inflation (the change in unit cost for the same service) is a small factor influencing trend. More substantial considerations are utilization, acuity (more intensive mix of services, such as inpatient and outpatient hospital services) and demographics (aging of the population, increases in prevalence of conditions).

After a one-year respite in 2024 that might have largely come from PEBA's action to limit supply to 30 days per fill, specialty pharmacy reestablished its place as the Plan's leading trend driver. Through June 2025, this spend bucket is up 17.2% over the same period in 2024, and it accounts for more than half the Plan's increased payout year-to-date. Additional specialty pharmacy volume has overwhelmed improvement in unit cost that has come from the somewhat successful replacement of Humira with biosimilar alternatives. All major specialty pharmacy indications demonstrated material growth, with inflammatory conditions, dermatology and cancer leading the way. The remainder of trend in 2025 is from medical expenses. The two medical buckets growing at high rates year-to-date are outpatient hospital at 7.3% and physician-administered specialty at 19.9%. These categories account for most of the expenditure increase on the medical side.

A good news story comes from PEBA addressing GLP-1 spend. For its Commercial (non-Medicare) Plan members, PEBA implemented a new prior authorization process for the medication class in November 2024, and limited supply to 30-day fills. These actions, along with improved pricing obtained by our pharmacy benefits manager, led to a 16% reduction in post-rebate spend for GLP-1s through June year-over-year. The effect of the management changes is demonstrated with the difference in Commercial Plan and Medicare-primary experience. Commercial Plan post-rebate spend fell by 29.5%, while Medicare-primary spend (with no prior authorizations or fill limits) increased by 29.9%.

As always, PEBA continuously reviews major cost drivers of the State Health Plan and evaluates changes to provide further cost containment strategies and Plan initiatives to improve member health outcomes.

### State Health Plan vs. national trends

The target is to maintain expenditure growth per member at least two points below the benchmark.

|                                   | <b>Benchmark</b> | <b>State Health Plan</b> |
|-----------------------------------|------------------|--------------------------|
| <b>2020</b>                       | 5.7%             | 3.7%                     |
| <b>2021</b>                       | 8.6%             | 7.3%                     |
| <b>2022</b>                       | 6.9%             | 1.1%                     |
| <b>2023</b>                       | 8.2%             | 7.8%                     |
| <b>2024</b>                       | 8.3%             | 5.1% <sup>1</sup>        |
| <b>5-year average (2020-2024)</b> | 7.6%             | 5.0%                     |

<sup>1</sup>Incurred in 12 months; paid in 13 months.

The benchmark is a blended number derived from annual health care cost trend surveys produced by national consulting firms, including Aon, Buck, PriceWaterhouseCoopers, Segal and Willis Towers Watson, when available.

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#### 2024 average annual deductible<sup>1</sup>

|  | Amount  |
|--|---------|
| <b>State Health Plan</b>                                     | \$515   |
| <b>Large public and private sector employers<sup>2</sup></b> | \$1,048 |
| <b>All employers</b>   | \$1,252 |

<sup>1</sup>Average annual deductible in PPO (Preferred Provider Organization) plans.

<sup>2</sup>Large public and private sector employers: ≥ 200 employees in public and private sectors.

*Data from the Kaiser Family Foundation Employer Health Benefits 2023 Annual Survey*

#### 2025 Composite monthly premiums<sup>1</sup>

|                          | Employer   | Employee | Total      |
|--------------------------|------------|----------|------------|
| <b>State Health Plan</b> | \$792.37   | \$159.31 | \$951.68   |
| <b>South<sup>2</sup></b> | \$926.91   | \$209.95 | \$1,136.86 |
| <b>United States</b>     | \$1,145.80 | \$199.25 | \$1,345.05 |

Survey uses most prevalent plan among state employee options for analysis.

<sup>1</sup>Composite monthly premiums: weighted average of all PEBA health subscribers enrolled in each coverage level.

<sup>2</sup>South includes Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

*Data from the 2025 PEBA 50-State Survey of State Employee Health Plans*

Effective with the 2025 plan year, PEBA repealed the patient-centered medical home cost share initiative. PEBA's analysis indicated, generally, PCMH practices were no more cost effective than practices not participating in the program; therefore, there was no reason to incentivize members to obtain care at a PCMH.

PEBA leadership, throughout the legislative session and before, spent considerable time with senior state policy makers explaining the specific elements and root causes of State Health Plan expenditure growth and efforts to achieve cost containment. Ultimately, the General Assembly again fully funded the Plan's budget requirements for 2026. The coming plan year will mark the 14<sup>th</sup> consecutive year without an employee contribution rate increase.

A major initiative during the fiscal year was rewriting the pharmacy benefits manager contract specifications. The current contract expires December 31, 2025, and PEBA staff began the drafting of the new RFP in early summer 2024. Key features of the new agreement include moving away from rebate and discount guarantees to a quoted per member per month total expenditure number and acquisition-based cost at contractor-owned pharmacies. CVS Caremark was awarded the contract, necessitating a transition from the incumbent, Express Scripts, effective January 1, 2026.

Additionally, during fiscal year 2025, PEBA continued to leverage its direct hospital and physician contracts to promote the Plan's efforts at cost containment. Changes in payment methodology were made to reduce the Plan's exposure to extreme high-dollar cases through expanding the case rate window and cutting outlier per diem payments. On the professional side, the Plan continued to maintain comparability with Medicare evaluation and management allowed amounts. These changes became effective for plan year 2025. These

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actions were part of the overall provider pricing update that resulted in continuation of near-universal network participation in the State Health Plan hospital and professional networks on the part of in-state providers.

PEBA continued to ensure prescription drug pricing guarantees were met and all rebates and Retiree Drug Subsidies and EGWP subsidies were realized based on the current pharmacy benefits manager contract. Guarantees and subsidies received by PEBA help offset potential premium increases to the State Health Plan. Based on the current PBM contract, PEBA has estimated \$46.8 million in prescription drug pricing guarantee reconciliations and has validated \$2.2 billion in pharmacy rebates and \$840.0 million in EGWP (Medicare) subsidies through the life of the current contract (2021-2025).

PEBA successfully resolicited and awarded several contracts during the fiscal year: the Basic and Supplemental Long Term Disability Insurance contract, the Deferred Compensation Program contract, the Flexible Benefits Plan contract and the Pharmacy Benefits Manager contract.

PEBA's external actuary also conducted annual actuarial valuations for the five defined benefit retirement systems.

### **Enhance the customer experience for members and employers**

PEBA's vision is to serve those who serve South Carolina, and the agency does this by focusing efforts in areas that will provide the best service to the customer. PEBA continues to look for ways to improve the customer experience for both employers and members by enhancing online functionality.

PEBA continued to provide in-depth retirement and insurance benefits consultations to its members through in-person visits, as well as scheduled phone consultations and video consultations. To meet customer needs, our processes and staffing levels for in-person and scheduled services are continually monitored and adjusted, as needed, to ensure the best allocation of resources. The Customer Service Scheduled Services team provided more than 19,000 consultations, with 73% of the consultations being in-person and 27% being scheduled appointments. Through surveys, we saw a 99.4% satisfaction rate for consultations over the fiscal year. Additionally, the agency's Customer Contact Center received approximately 221,582 calls and more than 44,000 emails with a 98.88% satisfaction rate. The Customer Contact Center also transitioned to a new call center vendor to improve reliability of service, increase functionality of the phone tree and decrease wait times. The successful transition occurred in August 2024.

Covered employers are also PEBA's key customers. PEBA continues to conduct employer education and outreach. During the fiscal year, staff conducted 30 employer training events with more than 1,700 employer representatives attending. Seventeen new employer groups, consisting of almost 5,000 covered lives, joined the insurance programs during the fiscal year. Nine new employers joined the retirement systems.

The agency continued to focus on combining insurance and retirement functions within PEBA. A new hire training process produces Customer Service representatives who are fully cross trained in both retirement and insurance. To date, 100% of Customer Service representatives are fully cross trained within 18 months of hire.

In May 2025, PEBA sent its annual Employer Group Report, along with other information about resources available to members, to the executive-level contact and primary benefits administrator at each participating employer. The report was intended for the executive team and benefits administrator to use to identify areas of opportunity to improve member health outcomes for their population. The customized report provided a better understanding of the health of each employer's active employees and their dependents at the group level. The

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data was benchmarked against the group’s peers, with results showing either a positive or negative statistically significant outcome.

The agency continued to improve member and employer education for a variety of topics through its *Navigating Your Benefits* series. Through our PEBA Perks initiative, the agency continued to promote value-based benefits available at no cost to State Health Plan primary members throughout the year, including preventive screenings, flu vaccines, well child benefits, colorectal cancer screenings, cervical cancer screenings, the No-Pay Copay program, mammograms, diabetes education, tobacco cessation and breast pumps. PEBA, in collaboration with its insurance vendors, also developed numerous marketing toolkits to promote benefits.

Operationally, for the retirement systems, PEBA received 7,268 service retirement applications, 246 disability applications, 11,905 refund requests and 6,665 death claims for the year ending June 30, 2025. For insurance benefits, PEBA also processed 47,268 electronic enrollments, 45,171 paper enrollments and 27,539 eligibility determinations for retirees, COBRA subscribers and survivors, and received 4,654 requests for review. The total enrollment transactions for insurance were 124,632 for the year ending June 30, 2025.

### **Responsibly manage risk to the organization**

It is incumbent upon our individual employees and organization to continually assess and mitigate the threats and risks to which we are exposed. Through enterprise risk management, we plan, organize, lead and control the activities of our organization to minimize the effects of risk.

During fiscal year 2025, the Information Technology team and the director of Enterprise Risk Management and Compliance worked closely on the PEBA:Connect project to ensure the IT infrastructure is managed and secured properly. PEBA also participated in a SCDIS-200 security framework audit and assessment to evaluate the performance and effectiveness of implemented security controls.

Additionally, PEBA updated and tested its Business Continuity Plan, updated its Enterprise Risk Assessment and updated its Physical Safety and Security Plan. Through effective planning, training and clear communication, PEBA executed a safe and successful fire drill in 2024, administered by the Department of Administration. The department also continued to assess, monitor and manage vendor risk, which is an increasing threat to the agency.

### **Maintain a workforce and work environment conducive to achievement of agency goals and objectives**

Like many organizations, PEBA is faced with staffing challenges brought on by loss of staff due to retirement and new skills requirements due to advances in technology. Succession planning continues to be a priority for executive leadership. We continue to actively monitor succession plans based on a workforce plan that was developed for the agency. PEBA’s hybrid telecommuting program continues to be an effective tool for recruitment and retention. The current telecommuting policy, approved by the Department of Administration, allows most PEBA staff to work remotely up to 50% of the time.

The agency continued to enhance employee engagement by identifying opportunities for cross training and staff development. Most Customer Service representatives who were hired prior to September 2021 are fully cross trained in both insurance and retirement. To date, 100% of Customer Service representatives are fully cross trained within 18 months of hire.



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During the fiscal year, PEBA hired 32 staff members and conducted extensive new employee onboarding training for each one. Additional training was provided to all staff, including mandatory annual privacy, safety and security training. Our Customer Service and Retirement Claims departments also participated in fraud awareness training during fiscal year 2025.

### **Improve internal efficiencies through system enhancements**

One of the most significant operational challenges the agency faces is the aging of its legacy information systems. PEBA's core operational system was built in the early 1990s on then-current Adabas/Natural technology foundation. The typical system life expectancy is 15-20 years. The agency went through an extensive process to assess operational systems and business processes with assistance from benefits administration experts to create a roadmap for securing internal efficiencies through system enhancements.

The PEBA:Connect project is one of the largest initiatives the agency has ever tackled and requires intensive capital and human resources. While PEBA continues to conduct and maintain initiatives to generate system and operational changes that enhance internal efficiencies, production support within the aging IT systems is being successfully maintained through retention of critically skilled employees and collaboration of our Operational Research and Development staff with business areas.

### **Risk assessment and mitigation strategies**

PEBA's custom written information technology systems cover critical operational functions, such as paying monthly retirement benefits and collecting monetary contributions to fund retirement benefits and health care payments. PEBA's current IT systems are written in a language that's no longer cutting-edge. PEBA is actively modifying our custom information technology systems. The process to modify our systems is a multi-year effort. Additionally, 44% of our workforce is currently eligible or will be eligible to retire within the next five years or are return-to-work retirees. Staff eligible to retire includes critical IT software developers and critical business subject matter experts.

PEBA covers approximately 10% of the state's population through its retirement and insurance programs. More than 183,000 members receive a monthly retirement benefit from PEBA, and more than 544,000 members are covered by PEBA's insurance programs. A disruption in services for either one of these populations would affect the members themselves, as well as the local economies.

Another major risk to PEBA programs is the increasing cost of health care and retirement. Health care costs are continually increasing. PEBA manages its cost with the goal of being below the national trend in health care expenses. However, even with prudent program management, health care costs continue to increase. Retirement costs have the potential to increase, too. PEBA will continue to work closely with the General Assembly on retirement and health care funding issues.

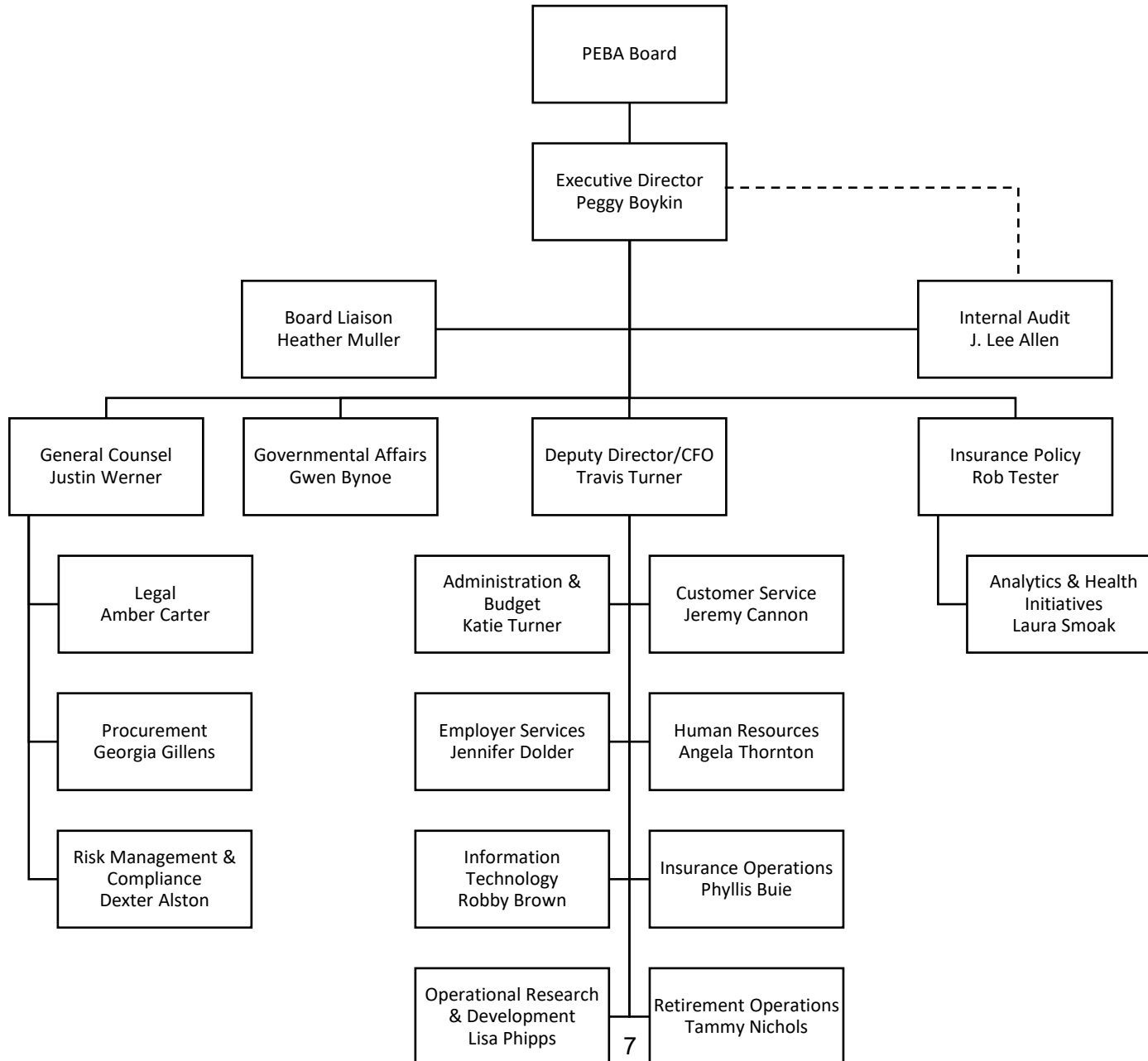


AGENCY NAME: South Carolina Public Employee Benefit Authority

AGENCY CODE: F500

SECTION: 108

## AGENCY ORGANIZATIONAL CHART



# 2025

## Reorganization and Compliance

as submitted for the Accountability Report by:

### Primary Contact

### F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| First Name | Last Name   | Role/Title         | Email Address       | Phone        |
|------------|-------------|--------------------|---------------------|--------------|
| Peggy      | Boykin, CPA | Executive Director | pboykin@peba.sc.gov | 803-734-8117 |

### Secondary Contact

| First Name | Last Name | Role/Title             | Email Address      | Phone        |
|------------|-----------|------------------------|--------------------|--------------|
| Heather    | Young     | Communications Manager | hyoung@peba.sc.gov | 803-734-8055 |

### Agency Mission

Adopted  
in:

2016

PEBA's mission is to provide competitive retirement and insurance benefit programs for South Carolina public employers, employees and retirees.

### Agency Vision

Adopted  
in:

2016

Serving those who serve South Carolina

### Recommendations for reorganization requiring legislative change:

None

### Agency intentions for other major reorganization to divisions, departments, or programs to allow the agency to operate more effectively and efficiently in the succeeding fiscal year:

None

### Significant events related to the agency that occurred in FY2025

| Description of Event             | Start | End | Agency Measures Impacted | Other Impacts |
|----------------------------------|-------|-----|--------------------------|---------------|
| No significant events to report. |       |     |                          |               |

Is the agency in compliance with S.C. Code Ann. § 2-1-220, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? (See also S.C. Code Ann. § 60-2-20).

Yes

|   |  |            |
|---|--|------------|
| <b>Reason agency is out of compliance: (if applicable)</b>  |  |            |
| <b>Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).</b> |  | <b>Yes</b> |
| <b>Does the law allow the agency to promulgate regulations?</b>   |  | <b>No</b>  |
| <b>Law number(s) which gives the agency the authority to promulgate regulations:</b>  |  |            |
| <b>Has the agency promulgated any regulations?</b>  |  | <b>No</b>  |
| <b>Is the agency in compliance with S.C. Code Ann. § 1-23-120 (J), which requires an agency to conduct a formal review of its regulations every five years?</b>   |  | <b>Yes</b> |
| <b>(End of Reorganization and Compliance Section)</b>   |  |            |

# FY2025

## Strategic Plan Results

- Goal 1 Promote financially sound PEBA programs
- Goal 2 Enhance the customer service experience for members and employers

as submitted for the Accountability Report by:

F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| Perf. Measure Number  | Description   | Base   | Target | Actual | Value Type | Desired Outcome          | Time Applicable   | Calculation Method  | Data Source   | Data Location   | Stakeholder Need Satisfied | Primary Stakeholder                                | State Funded Program Number Responsible | Notes |
|---|---|--------|--------|--------|------------|--------------------------|-------------------|---|---|---|----------------------------|--|---|-------|
| <b>1.1 Research best practices, and recommend and implement health plan design changes, and promote the use of high-value health services to improve health outcomes.</b> |   |        |        |        |            |                          |                   |   |   | <b>State Objective: Maintaining Safety, Integrity and Security</b>                                  |                            |  |   |       |
| 1.1.1   | State Health Plan net expenditures to revenue loss ratio less than or equal to 1.0  | 1      | 1      | 1      | Ratio      | Equal to or less than    | Calendar Year     | Plan expenses as compared to Plan revenue   | SHP revenue and claims data                         | Data stored on internal systems and claims administrators' systems; Health and Analytics Department | Fiscally sustainable plan  | Insurance plan members and participating employers | 2000.050500.000                         |       |
| 1.1.2   | Cumulative cash balance of self-funded health plan reserves is at least 140 percent of current estimated outstanding liability.                                   | 172%   | 140%   | 163%   | Percent    | Equal to or greater than | Calendar Year     | The amount of cash reserves available for claims payment and for any unexpected claims fluctuation                      | SHP revenue and claims data                         | Data stored on internal systems; Health and Analytics Department                                    | Fiscally sustainable plan  | Insurance plan members and participating employers | 2000.050500.000                         |       |
| <b>2.1 Implement cost effective integrated systems and processes that are intuitive and practical, and provide value for members and employers</b>                        |   |        |        |        |            |                          |                   |   |   | <b>State Objective: Government and Citizens</b>   |                            |  |   |       |
| 2.1.1   | Contact Center Customer Satisfaction Survey results   | 98.55% | 95%    | 99%    | Percent    | Equal to or greater than | State Fiscal Year | Percentage of respondents to the Contact Center Post-Call Satisfaction Survey who gave a response of "satisfied"        | Survey Box (Voicemail System), monthly              | Data stored on internal systems; Customer Service Department  | Customer satisfaction      | Members and participating employers                | "2000.050500.000<br>2000.100000.000"    |       |
| 2.1.2   | Visitor Customer Satisfaction Survey results  | 99%    | 95%    | 99%    | Percent    | Equal to or greater than | State Fiscal Year | Percentage of respondents to the Visitors Center Post-Counseling Satisfaction Survey who gave a response of "satisfied" | ZIP SURVEY, daily                                   | Data stored on internal systems; Customer Service Department  | Customer satisfaction      | Members and participating employers                | "2000.050500.000<br>2000.100000.000"    |       |
| 2.1.3   | State Health Plan medical third-party administrator after-call survey average with at least 80% of members saying their call was resolved.                        | 85%    | 80%    | 86%    | Percent    | Equal to or greater than | Calendar Year     | Percentage of respondents to the survey who gave a response of call resolved.   | BlueCross of SC State Health Plan after-call survey | Data stored on BlueCross system; Health and Analytics Department                                    | Customer satisfaction      | Members and participating employers                | 2000.050500.000                         |       |
| 2.1.4   | State Health Plan medical third-party administrator customer satisfaction after-call survey average with at least 80% of members saying they were very satisfied. | 86%    | 80%    | 87%    | Percent    | Equal to or greater than | Calendar Year     | Percentage of respondents to the survey who gave a response of very satisfied.  | BlueCross of SC State Health Plan after-call survey | Data stored on BlueCross system; Health and Analytics Department                                    | Customer satisfaction      | Members and participating employers                | 2000.050500.000                         |       |

| Perf.<br>Measure<br>Number | Description  | Base | Target | Actual | Value<br>Type | Desired<br>Outcome       | Time<br>Applicable | Calculation Method  | Data Source                             | Data Location   | Stakeholder Need<br>Satisfied | Primary Stakeholder                 | State Funded Program<br>Number Responsible | Notes |
|----------------------------|--|------|--------|--------|---------------|--------------------------|--------------------|---|---|---|-------------------------------|-------------------------------------|--|-------|
| 2.1.5                      | Deferred Compensation third-party administrator customer satisfaction, average score of at least 4.5 where 1 means very dissatisfied and 5 means very satisfied. | 4.58 | 4.5    | 4.6    | Rank          | Equal to or greater than | Calendar Year      | Sum of responses divided by the number of questions, on a scale of 1-5 where 1 means very dissatisfied and 5 means very satisfied | Deferred Compensation after-call survey | Data stored on Empower Retirement system; Defined Contribution Department | Customer satisfaction         | Members and participating employers | 2000.100000.000                            |       |

# FY2026

## Strategic Plan Development

- Goal 1** Promote financially sound PEBA programs
- Goal 2** Enhance the customer service experience for members and employers

as submitted for the Accountability Report by:  
**F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY**

| Perf. Measure Number  | Description   | Base   | Target | Value Type | Desired Outcome          | Time Applicable   | Calculation Method  | Data Source   | Data Location   | Stakeholder Need Satisfied | Primary Stakeholder                                | State Funded Program Number Responsible | Notes |
|---|---|--------|--------|------------|--------------------------|-------------------|---|---|---|----------------------------|--|---|-------|
| <b>1.1 Research best practices, and recommend and implement health plan design changes, and promote the use of high-value health services to improve health outcomes.</b> |   |        |        |            |                          |                   |   |   |   |                            |  |   |       |
| <b>State Objective: Maintaining Safety, Integrity and Security</b>  |   |        |        |            |                          |                   |   |   |   |                            |  |   |       |
| 1.1.1   | State Health Plan net expenditures to revenue loss ratio less than or equal to 1.0  | 0.98   | 1      | Ratio      | Equal to or less than    | Calendar Year     | Plan expenses as compared to Plan revenue   | SHP revenue and claims data                         | Data stored on internal systems and claims administrators' systems; Health and Analytics Department | Fiscally sustainable plan  | Insurance plan members and participating employers | 2000.050500.000                         |       |
| 1.1.2   | Cumulative cash balance of self-funded health plan reserves is at least 140 percent of current estimated outstanding liability.                                   | 163%   | 140%   | Percent    | Equal to or greater than | Calendar Year     | The amount of cash reserves available for claims payment and for any unexpected claims fluctuation                      | SHP revenue and claims data                         | Data stored on internal systems; Health and Analytics Department                                    | Fiscally sustainable plan  | Insurance plan members and participating employers | 2000.050500.000                         |       |
| <b>2.1 Implement cost effective integrated systems and processes that are intuitive and practical, and provide value for members and employers.</b>                       |   |        |        |            |                          |                   |   |   |   |                            |  |   |       |
| <b>State Objective: Government and Citizens</b>   |   |        |        |            |                          |                   |   |   |   |                            |  |   |       |
| 2.1.1   | Contact Center Customer Satisfaction Survey results   | 98.88% | 95%    | Percent    | Equal to or greater than | State Fiscal Year | Percentage of respondents to the Contact Center Post-Call Satisfaction Survey who gave a response of "satisfied"        | Survey Box (Voicemail System), monthly              | Data stored on internal systems; Customer Service Department  | Customer satisfaction      | Members and participating employers                | "2000.050500.000<br>2000.100000.000"    |       |
| 2.1.2   | Visitor Customer Satisfaction Survey results  | 99.40% | 95%    | Percent    | Equal to or greater than | State Fiscal Year | Percentage of respondents to the Visitors Center Post-Counseling Satisfaction Survey who gave a response of "satisfied" | ZIP SURVEY, daily                                   | Data stored on internal systems; Customer Service Department  | Customer satisfaction      | Members and participating employers                | "2000.050500.000<br>2000.100000.000"    |       |
| 2.1.3   | State Health Plan medical third-party administrator after-call survey average with at least 80% of members saying their call was resolved.                        | 86%    | 80%    | Percent    | Equal to or greater than | Calendar Year     | Percentage of respondents to the survey who gave a response of call resolved.   | BlueCross of SC State Health Plan after-call survey | Data stored on BlueCross system; Health and Analytics Department                                    | Customer satisfaction      | Members and participating employers                | 2000.050500.000                         |       |
| 2.1.4   | State Health Plan medical third-party administrator customer satisfaction after-call survey average with at least 80% of members saying they were very satisfied. | 87%    | 80%    | Percent    | Equal to or greater than | Calendar Year     | Percentage of respondents to the survey who gave a response of very satisfied.  | BlueCross of SC State Health Plan after-call survey | Data stored on BlueCross system; Health and Analytics Department                                    | Customer satisfaction      | Members and participating employers                | 2000.050500.000                         |       |

| Perf.<br>Measure<br>Number | Description  | Base | Target | Value<br>Type | Desired<br>Outcome       | Time<br>Applicable | Calculation Method  | Data Source                             | Data Location   | Stakeholder Need<br>Satisfied | Primary Stakeholder                 | State Funded Program<br>Number Responsible | Notes |
|----------------------------|--|------|--------|---------------|--------------------------|--------------------|---|---|---|-------------------------------|-------------------------------------|--|-------|
| 2.1.5                      | Deferred Compensation third-party administrator customer satisfaction, average score of at least 4.5 where 1 means very dissatisfied and 5 means very satisfied. | 4.6  | 5      | Rank          | Equal to or greater than | Calendar Year      | Sum of responses divided by the number of questions, on a scale of 1-5 where 1 means very dissatisfied and 5 means very satisfied | Deferred Compensation after-call survey | Data stored on Empower Retirement system; Defined Contribution Department | Customer satisfaction         | Members and participating employers | 2000.100000.000                            |       |



# 2025

## Budget Data

as submitted for the Accountability Report by:  
F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| State Funded Program No. | State Funded Program Title            | Description of State Funded Program   | (Actual) General | (Actual) Other   | (Actual) Federal | (Actual) Total   | (Projected) General | (Projected) Other | (Projected) Federal | (Projected) Total |
|--------------------------|---------------------------------------|---|------------------|------------------|------------------|------------------|---------------------|-------------------|---------------------|-------------------|
| 0100.000000.000          | Administration                        | Funds to administer PEBA at the agency level  | \$ -             | \$ 374,540.88    | \$ -             | \$ 374,540.88    | \$ -                | \$ 372,434.52     | \$ -                | \$ 372,434.52     |
| 2000.050500.000          | Employee Insurance Program            | Funds to administer insurance programs  | \$ -             | \$ 10,237,746.95 | \$ -             | \$ 10,237,746.95 | \$ -                | \$ 10,435,827.24  | \$ -                | \$ 10,435,827.24  |
| 2000.051000X000          | Adoption Assistance Program           | Pass through funds that are statutorily mandated for financial assistance to members adopting children  | \$ -             | \$ 252,971.03    | \$ -             | \$ 252,971.03    | \$ -                | \$ 300,000.00     | \$ -                | \$ 300,000.00     |
| 2000.100000.000          | SC Retirement Systems                 | Funds to administer retirement programs   | \$ -             | \$ 12,582,495.17 | \$ -             | \$ 12,582,495.17 | \$ -                | \$ 13,344,553.24  | \$ -                | \$ 13,344,553.24  |
| 3000.250000.000          | Ret - Police Insurance & Annuity Fund | Pass through funds that are statutorily mandated to be paid to certain retired PORS members   | \$ -             | \$ -             | \$ -             | \$ -             | \$ 960.00           | \$ -              | \$ -                | \$ 960.00         |
| 3000.300000.000          | Ret Supp - Police Officers            | Pass through funds that are statutorily mandated to be paid to certain retired PORS members   | \$ 5,157.28      | \$ -             | \$ -             | \$ 5,157.28      | \$ 17,506.00        | \$ -              | \$ -                | \$ 17,506.00      |
| 3000.400000.000          | OPEB Trust Fund                       | Legislative appropriation to the Other Post Employment Benefit Fund   | \$ 2,375,300.00  | \$ -             | \$ -             | \$ 2,375,300.00  | \$ 2,375,300.00     | \$ -              | \$ -                | \$ 2,375,300.00   |
| 3000.500000.000          | SCRS Trust Fund Supplement            | Legislative appropriation to be passed through to certain SCRS employers to offset a percentage of retirement employer contribution increases | \$ 88,230,143.00 | \$ -             | \$ -             | \$ 88,230,143.00 | \$ 88,230,143.00    | \$ -              | \$ -                | \$ 88,230,143.00  |
| 3000.550000.000          | PORS Trust Fund                       | Legislative appropriation to be passed through to certain PORS employers to offset a percentage of retirement employer contribution increases | \$ 13,121,990.00 | \$ -             | \$ -             | \$ 13,121,990.00 | \$ 13,121,990.00    | \$ -              | \$ -                | \$ 13,121,990.00  |
| 3000.570000X000          | JSRS Trust Fund                       | Legislative appropriation to stabilize the funding of the JSRS retirement plan  | \$ 2,900,000.00  | \$ -             | \$ -             | \$ 2,900,000.00  | \$ 2,900,000.00     | \$ -              | \$ -                | \$ 2,900,000.00   |
| 3001.150000.000          | Retire Supp - St Employees            | Pass through funds that are statutorily mandated to be paid to certain retired SCRS members   | \$ 81,996.85     | \$ -             | \$ -             | \$ 81,996.85     | \$ 233,258.00       | \$ -              | \$ -                | \$ 233,258.00     |
| 3001.350000.000          | Pensions - Ret National Guard         | Legislative funding for the S.C. National Guard Retirement Plan   | \$ 5,289,727.00  | \$ -             | \$ -             | \$ 5,289,727.00  | \$ 5,289,727.00     | \$ -              | \$ -                | \$ 5,289,727.00   |

| State Funded Program No. | State Funded Program Title                          | Description of State Funded Program  | (Actual) General | (Actual) Other  | (Actual) Federal | (Actual) Total  | (Projected) General | (Projected) Other | (Projected) Federal | (Projected) Total |
|--------------------------|---|--|------------------|-----------------|------------------|-----------------|---------------------|-------------------|---------------------|-------------------|
| 3002.200000.000          | Retire Supp - Public School                         | Pass through funds that are statutorily mandated to be paid to certain retired public school members | \$ 74,923.30     | \$ -            | \$ -             | \$ 74,923.30    | \$ 199,855.00       | \$ -              | \$ -                | \$ 199,855.00     |
| 9500.050000.000          | State Employer Contributions                        | PEBA employer contributions  | \$ -             | \$ 7,853,555.10 | \$ -             | \$ 7,853,555.10 | \$ -                | \$ 7,577,276.00   | \$ -                | \$ 7,577,276.00   |
| 9822.010000X000          | Benefits Administration System Modification Program | Authorization to expend trust funds for benefits system modifications                                | \$ -             | \$ 8,779,598.69 |                  | \$ 8,779,598.69 |                     | \$ 10,000,000.00  | \$ -                | \$ 10,000,000.00  |

# 2025

## Legal Data

as submitted for the Accountability Report by:

### F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                         | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|--------------------------------|----------------------------|
| 1-11-703   | State        | Statute | Provides for the administration of the state's employee insurance benefit plans by PEBA           | Requires a service      | Insurance benefits             | No Change                  |
| § 8-23-10  | State        | Statute | Provides for the administration of the state's Deferred Compensation Program                      | Requires a service      | Deferred compensation benefits | No Change                  |
| § 9-10-10  | State        | Statute | Provides for the administration of the National Guard Retirement System (SCNG Plan)               | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-20  | State        | Statute | Retirement system established; administration; director; actuarial investigations; public records | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-30  | State        | Statute | Eligibility   | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-35  | State        | Statute | Eligibility for pension   | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-40  | State        | Statute | Restrictions; payments to beneficiaries; members of regular armed forces                          | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-50  | State        | Statute | Entitlement to other retirement; income tax exemption   | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| § 9-10-60  | State        | Statute | Eligibility; appropriation and use of funds   | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-10-70  | State        | Statute | Exemption of fund property from taxes   | Requires a service      | Retirement Benefits (SCNG) | No Change                  |
| § 9-1-10   | State        | Statute | Provides for the administration of the South Carolina Retirement System (SCRS)                  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-100  | State        | Statute | Payments to beneficiaries may include payments to persons, trustees, and estates                | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-11-10  | State        | Statute | Provides for the administration of the South Carolina Police Officers' Retirement System (PORS) | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-100 | State        | Statute | Members who stop police work may withdraw contributions   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-110 | State        | Statute | Lump sum paid in event of death   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-120 | State        | Statute | Preretirement Death Benefit Program; post-retirement benefit payment                            | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-125 | State        | Statute | Death Benefit Plan  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-130 | State        | Statute | Survivor may elect to receive allowance for life in lieu of lump-sum payment                    | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-140 | State        | Statute | Accidental Death Benefit Program  | Requires a service      | Retirement Benefits (PORS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-11-15  | State        | Statute | Payments to beneficiaries may include payments to persons, trustees, and estates   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-150 | State        | Statute | Optional forms of retirement allowances  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-155 | State        | Statute | Compliance with Internal Revenue Code  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-160 | State        | Statute | Allowances paid monthly  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-170 | State        | Statute | Supplemental Allowance Program   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-175 | State        | Statute | Compliance with Internal Revenue Code Section 401(a)(9)  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-180 | State        | Statute | Department of Public Safety authorized to pay certain moneys into system on behalf of active highway patrol member employees; use of such monies | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-190 | State        | Statute | Certain monies paid into system from state's general fund on behalf of active member employees; use of such monies                               | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-20  | State        | Statute | System created; corporate powers; name; director   | Requires a service      | Retirement Benefits (PORS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-11-200 | State        | Statute | Certain monies may be paid into system by employers on behalf of active member employees; use of such monies   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-210 | State        | Statute | Contributions of members; employer to pay required member contributions on earnings after July 1, 1982; tax treatment; funding; retirement treatment | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-220 | State        | Statute | Contributions of employers   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-225 | State        | Statute | Employer and employee contribution rates   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-230 | State        | Statute | Contributions paid monthly; state funds may be withheld if records or money not received on time   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-25  | State        | Statute | Retirement of probate judges   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-260 | State        | Statute | Deposit of assets  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-265 | State        | Statute | Interest on member accounts  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-27  | State        | Statute | Magistrates' participation in the South Carolina Police Officers Retirement System   | Requires a service      | Retirement Benefits (PORS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-11-270 | State        | Statute | Allowances and other rights exempt from taxation and legal process; exceptions; assignment  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-280 | State        | Statute | Contracts with members are obligations of system only; rights of members upon termination of system or discontinuation of contributions | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-290 | State        | Statute | Property of system is exempt from state and local taxes   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-30  | State        | Statute | The Board of Directors of the South Carolina Public Employee Benefit Authority shall administer system; powers and duties               | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-300 | State        | Statute | Increase in retirement allowances as of July 1, 1974  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-312 | State        | Statute | Retirement allowance adjustment   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-315 | State        | Statute | Beneficiaries receiving Medicaid (Title XIX) sponsored nursing home care; effect on benefits; exception                                 | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-320 | State        | Statute | False statements and falsification of records   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-35  | State        | Statute | Confidentiality of member records   | Requires a service      | Retirement Benefits (PORS) | No Change                  |



| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-11-350 | State        | Statute | Compensation used to determine benefits to be subject to federal limitations  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-355 | State        | Statute | Compliance with USERRA  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-360 | State        | Statute | Compliance with Internal Revenue Code Section 415   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-40  | State        | Statute | Application to become an employer under system; membership in system; classification of members; transfer of contributions and credited service to South Carolina Retirement System; continuation of membership in correlated systems | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-45  | State        | Statute | Employer may require members of local retirement system to become members of South Carolina Police Officers' Retirement System; maintenance of local system   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-48  | State        | Statute | Transfer of local retirement system for firefighters to state system  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-50  | State        | Statute | Establishing service credits by making payments into system; reestablishment of service credits; employer payments credit for unused sick leave; rules and regulations  | Requires a service      | Retirement Benefits (PORS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-11-510 | State        | Statute | South Carolina Police Officers Retirement System shall pay certain retirement allowances and death benefits; appropriations                  | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-520 | State        | Statute | Rights of participants on June 30, 1963 in service of political subdivisions not members of South Carolina Police Officers Retirement System | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-525 | State        | Statute | Increase in monthly benefits under Police Insurance and Annuity Fund   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-60  | State        | Statute | Retirement allowances; retirement after age fifty-five; purchases of additional service credit   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-80  | State        | Statute | Retirement allowances; disability retirement; periodic reexaminations; discontinuation or reduction of allowances                            | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-11-90  | State        | Statute | Effect of restoring beneficiary to service; retirement after return to service   | Requires a service      | Retirement Benefits (PORS) | No Change                  |
| § 9-1-1910 | State        | Statute | Minimum allowance for persons retiring with twenty or more years of service, generally   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1920 | State        | Statute | Minimum allowance for certain persons who retired prior to July 1, 1945  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1930 | State        | Statute | Minimum allowance for certain persons whose membership became effective on or after January 1, 1953  | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-1-1940 | State        | Statute | Minimum allowance for certain persons whose membership became effective on or after January 1, 1951   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1950 | State        | Statute | Minimum allowance for certain members of General Assembly   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1960 | State        | Statute | Additional payments for certain members of the General Assembly effective July 1, 1972  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1970 | State        | Statute | Compensation used for determining benefits to be subject to federal limitations   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1975 | State        | Statute | Compliance with USERRA  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-1980 | State        | Statute | Compliance with Internal Revenue Code Section 415   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-1-20   | State        | Statute | South Carolina Retirement System (SCRS) created for purpose of providing retirement allowances to employees of State and political subdivisions as well as teachers | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| § 9-12-10  | State        | Statute | Provides for the administration of qualified excess benefits arrangements (QEBAs)   | Requires a service      | Retirement Benefits        | No Change                  |
| § 9-12-100 | State        | Statute | QEBA funds unsecured  | Requires a service      | Retirement Benefits        | No Change                  |

| Law number | Jurisdiction | Type    | Description                                   | Purpose the law serves: | Notes:              | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|---------------------|----------------------------|
| § 9-12-110 | State        | Statute | QEBA is a governmental plan                   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-120 | State        | Statute | No deduction for employer contributions       | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-20  | State        | Statute | Qualified Excess Benefit Arrangements created | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-30  | State        | Statute | Administration of QEBAs                       | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-40  | State        | Statute | Eligibility for participation in a QEBA       | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-50  | State        | Statute | QEBA supplemental retirement allowance        | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-60  | State        | Statute | Amount of contributions to the QEBA           | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-70  | State        | Statute | Employer contributions and separate fund      | Requires a service      | Retirement Benefits | No Change                  |
| § 9-12-80  | State        | Statute | No ability to defer                           | Requires a service      | Retirement Benefits | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                                   | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|--|----------------------------|
| § 9-12-90  | State        | Statute | No assignment  | Requires a service      | Retirement Benefits                      | No Change                  |
| § 9-1-30   | State        | Statute | Property of SCRS exempt from taxes   | Requires a service      | Retirement benefits (SCRS)               | No Change                  |
| § 9-1-40   | State        | Statute | Person knowingly making false statement or providing false records to SCRS is subject to fine and imprisonment                         | Requires a service      | Retirement benefits (SCRS)               | No Change                  |
| § 9-1-50   | State        | Statute | Reservation of right to revise system to conform to changes in Federal Social Security Act   | Requires a service      | Retirement benefits (SCRS)               | No Change                  |
| § 9-1-60   | State        | Statute | Implementation of "cafeteria" plan   | Requires a service      | Retirement benefits & Insurance Benefits | No Change                  |
| § 9-16-10  | State        | Statute | Sets out certain responsibilities for PEBA as trustee of the assets of the state's retirement systems                                  | Requires a service      | Retirement Benefits                      | No Change                  |
| § 9-16-100 | State        | Statute | Restrictions on lobbyists  | Requires a service      | Retirement Benefits                      | No Change                  |
| § 9-16-20  | State        | Statute | Investment and management authority of commission; holding assets in group trust under Section 401(a)(24) of the Internal Revenue Code | Requires a service      | Retirement Benefits                      | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:              | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|---------------------|----------------------------|
| § 9-16-30  | State        | Statute | Delegation of functions by commission; standard of care; agent's duty and submission to jurisdiction   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-315 | State        | Statute | Retirement System Investment Commission; membership; terms; qualifications; chief executive officer; chief investment officer and administrative staff; attorneys; costs and salary                        | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-320 | State        | Statute | Adoption of annual investment plan; quarterly review; deliberations in executive session; independent advisors   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-330 | State        | Statute | Statement of actuarial assumptions and investment objectives; delegation of final authority to invest; components of plan; diversification; verification of investment facts; analysis and recommendations | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-335 | State        | Statute | Assumed annual rate of return  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-340 | State        | Statute | Investment of retirement systems assets; annual investment plan; adoption and review   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-345 | State        | Statute | Minority and minority-owned business representation  | Requires a service      | Retirement Benefits | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:              | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|---------------------|----------------------------|
| § 9-16-350 | State        | Statute | Use of information for self-interest; blind trusts; violations; punishment; provisions cumulative with other laws                            | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-360 | State        | Statute | Standards of conduct for fiduciary or employee of fiduciary  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-370 | State        | Statute | Defense and indemnification of Retirement System Investment Commission members, officers, and management employees                           | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-380 | State        | Statute | Audit of Retirement System Investment Commission   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-40  | State        | Statute | Standards for discharge of duty  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-50  | State        | Statute | Investment and management considerations by trustee; diversification; verification of facts; statement of investment objectives and policies | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-55  | State        | Statute | Investments in companies that in their operations are complicit with the government of Sudan in the Darfur genocide                          | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-60  | State        | Statute | Evaluation of fiduciary's compliance with law not to be hindsight; decision-making evaluated in context of whole portfolio                   | Requires a service      | Retirement Benefits | No Change                  |



| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:              | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|---------------------|----------------------------|
| § 9-16-70  | State        | Statute | Liability for breach of duty; insurance by retirement system or fiduciary; disclosure of terms and conditions  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-710 | State        | Statute | Investment education services  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-80  | State        | Statute | Investment meetings of board or commission as executive sessions exempt from disclosure; records of marriage   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-16-90  | State        | Statute | Quarterly and annual investment reports; contents  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-18-10  | State        | Statute | Provides for the administration of qualified domestic relations orders (QDROs) related to members' benefits under the state's retirement systems   | Requires a service      | Retirement Benefits | No Change                  |
| § 9-18-100 | State        | Statute | Administration of domestic relations order accepted by retirement system prior to effective date of chapter  | Requires a service      | Retirement Benefits | No Change                  |
| § 9-18-20  | State        | Statute | Payment of benefits by retirement system pursuant to qualified domestic relations order; requirements for qualified domestic relations order; grounds upon which system may reject order | Requires a service      | Retirement Benefits | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                            | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|-----------------------------------|----------------------------|
| § 9-18-30  | State        | Statute | Determination of whether domestic relations order is qualified domestic relations order; procedure; payment of benefits upon order; exclusion of retirement system from liability for making payments of benefits; liability of individual for costs and attorney's fees | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-40  | State        | Statute | Authorization of board to prescribe rules and promulgate regulations   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-50  | State        | Statute | Death of alternate payee; effect   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-60  | State        | Statute | Maintenance by alternate payee of current residence address on file with retirement system; payment of benefits by system when alternate payee cannot be located   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-70  | State        | Statute | Right of retirement system to recoup mistaken payment  | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-80  | State        | Statute | Termination of membership in retirement system; effect on qualified domestic relations order   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-18-90  | State        | Statute | Reinstatement of service credit; deposit of entire amount withdrawn or refunded required   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-20-10  | State        | Statute | Provides for the administration of the State Optional Retirement Program (ORP)   | Requires a service      | State Optional Retirement Program | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                            | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|-----------------------------------|----------------------------|
| § 9-20-20  | State        | Statute | State Optional Retirement Program   | Requires a service      | State Optional Retirement Program | No Change                  |
| § 9-20-30  | State        | Statute | Administration of program; designation of investment companies  | Requires a service      | State Optional Retirement Program | No Change                  |
| § 9-20-40  | State        | Statute | Election of system; changing systems concurrent positions; open enrollment period   | Requires a service      | State Optional Retirement Program | No Change                  |
| § 9-20-50  | State        | Statute | Contributions   | Requires a service      | State Optional Retirement Program | No Change                  |
| § 9-20-60  | State        | Statute | Group life insurance benefits   | Requires a service      | State Optional Retirement Program | No Change                  |
| § 9-21-10  | State        | Statute | Establishes the South Carolina Retirement Systems Claims Procedures Act for the resolution of claims involving the administration of the retirement systems | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-21-20  | State        | Statute | Definitions   | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-21-30  | State        | Statute | Scope of chapter; exclusive remedy  | Requires a service      | Retirement Benefits               | No Change                  |
| § 9-21-40  | State        | Statute | Who may prosecute claim   | Requires a service      | Retirement Benefits               | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                                | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|---------------------------------------|----------------------------|
| § 9-21-50  | State        | Statute | Claims concerning administrative decisions; time for filing; contents; procedure for resolution; retroactive benefits; final decisions adverse to claimant                                    | Requires a service      | Retirement Benefits                   | No Change                  |
| § 9-21-60  | State        | Statute | Review by Administrative Law Court  | Requires a service      | Retirement Benefits                   | No Change                  |
| § 9-21-70  | State        | Statute | Appeals to court of appeals   | Requires a service      | Retirement Benefits                   | No Change                  |
| § 9-3-10   | State        | Statute | Designates the South Carolina Retirement System and its Director as the state agency responsible for administering the state's agreement for Social Security coverage of its public employees | Requires a service      | Assist Social Security Administration | No Change                  |
| § 9-3-110  | State        | Statute | State agent may enter into agreement with Secretary of Health, Education and Welfare  | Requires a service      | Federal SSA                           | No Change                  |
| § 9-3-120  | State        | Statute | Terms of agreement  | Requires a service      | Federal SSA                           | No Change                  |
| § 9-3-130  | State        | Statute | Submission of plans by political subdivisions; approval of plans by state agent   | Requires a service      | Federal SSA                           | No Change                  |
| § 9-3-140  | State        | Statute | Notice and hearing before disapproval or termination of plans   | Requires a service      | Federal SSA                           | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:      | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|-------------|----------------------------|
| § 9-3-150  | State        | Statute | Referendum on social security coverage for persons under certain retirement systems                  | Requires a service      | Federal SSA | No Change                  |
| § 9-3-160  | State        | Statute | Social security coverage for justices and judges   | Requires a service      | Federal SSA | No Change                  |
| § 9-3-20   | State        | Statute | Definitions  | Requires a service      | Federal SSA | No Change                  |
| § 9-3-30   | State        | Statute | Exemptions   | Requires a service      | Federal SSA | No Change                  |
| § 9-3-310  | State        | Statute | Compensation of state agent  | Requires a service      | Federal SSA | No Change                  |
| § 9-3-320  | State        | Statute | Charges or assessments against political subdivisions for expenses of administration                 | Requires a service      | Federal SSA | No Change                  |
| § 9-3-330  | State        | Statute | Collection of delinquent assessments or charges made against political subdivisions                  | Requires a service      | Federal SSA | No Change                  |
| § 9-3-340  | State        | Statute | Deposit and disbursement of funds derived from assessments or charges against political subdivisions | Requires a service      | Federal SSA | No Change                  |
| § 9-3-350  | State        | Statute | Rules and regulations  | Requires a service      | Federal SSA | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:      | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|-------------|----------------------------|
| § 9-3-360  | State        | Statute | State agent shall make studies, reports, and recommendations                            | Requires a service      | Federal SSA | No Change                  |
| § 9-3-510  | State        | Statute | Contributions of state employees; collection; adjustments and refunds                   | Requires a service      | Federal SSA | No Change                  |
| § 9-3-520  | State        | Statute | Contributions of political subdivisions   | Requires a service      | Federal SSA | No Change                  |
| § 9-3-530  | State        | Statute | Deductions from wages of employees of political subdivisions                            | Requires a service      | Federal SSA | No Change                  |
| § 9-3-540  | State        | Statute | Procedures for collection of delinquent contributions from political subdivisions       | Requires a service      | Federal SSA | No Change                  |
| § 9-3-550  | State        | Statute | Contribution fund established; items to be deposited; administration                    | Requires a service      | Federal SSA | No Change                  |
| § 9-3-560  | State        | Statute | State Treasurer to be custodian of contribution fund; payment of warrants drawn on fund | Requires a service      | Federal SSA | No Change                  |
| § 9-3-570  | State        | Statute | Contribution fund to be kept separate; withdrawals; payments to Secretary of Treasury   | Requires a service      | Federal SSA | No Change                  |
| § 9-3-580  | State        | Statute | Additional appropriations to contribution fund  | Requires a service      | Federal SSA | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                            | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|-----------------------------------|----------------------------|
| § 9-4-10   | State        | Statute | Creates and establishes the responsibilities of PEBA                                 | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| § 9-4-15   | State        | Statute | Obligation to defend and indemnify   | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| § 9-4-30   | State        | Statute | Retirement division  | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| § 9-4-40   | State        | Statute | Audit  | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| § 9-4-50   | State        | Statute | Transaction register of all funds expended   | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| § 9-5-10   | State        | Statute | State Retirement and Social Security Act of 1955                                     | Requires a service      | Retirement & SSA                  | No Change                  |
| § 9-5-20   | State        | Statute | Declaration of policy  | Requires a service      | Retirement & SSA                  | No Change                  |
| § 9-5-210  | State        | Statute | State agent may enter into agreement with Secretary of Health, Education and Welfare | Requires a service      | Retirement & SSA                  | No Change                  |
| § 9-5-220  | State        | Statute | Agreement may be made through modification of existing agreement                     | Requires a service      | Retirement & SSA                  | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:           | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|------------------|----------------------------|
| § 9-5-230  | State        | Statute | Terms of agreement  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-240  | State        | Statute | South Carolina Retirement System deemed one system and not a separate system under Social Security Act                  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-30   | State        | Statute | Definitions   | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-40   | State        | Statute | Chapter 3 of this Title not affected  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-410  | State        | Statute | Contributions of employees; deduction from wages; refunds and adjustments   | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-420  | State        | Statute | Collection of employees' contributions by employer  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-430  | State        | Statute | Contributions of employers  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-440  | State        | Statute | Reports of employers  | Requires a service      | Retirement & SSA | No Change                  |
| § 9-5-450  | State        | Statute | Collection of delinquent payments from employers; withholding of state funds for delinquency or failure to make reports | Requires a service      | Retirement & SSA | No Change                  |



| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-5-460  | State        | Statute | Contribution fund established; items to be deposited; administration   | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-470  | State        | Statute | State Treasurer to be custodian of contribution fund; payment of warrants drawn on fund; payment of warrants drawn on fund | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-480  | State        | Statute | Contribution fund to be kept separate; withdrawals; payments to Secretary of Treasury                                      | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-490  | State        | Statute | Contribution fund may be combined with contribution fund established under Section 9-3-550                                 | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-50   | State        | Statute | State agent shall make rules and regulations   | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-500  | State        | Statute | Appropriations for contribution fund   | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-5-60   | State        | Statute | State agent shall submit report to legislature   | Requires a service      | Retirement & SSA           | No Change                  |
| § 9-8-10   | State        | Statute | Provides for the administration of the Retirement System for Judges and Solicitors of the State of South Carolina (JSRS)   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-20   | State        | Statute | System created; powers and privileges; corporate name  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-8-30   | State        | Statute | Administration of system; actuary; salaries and expenses                                | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-35   | State        | Statute | Confidentiality of member records   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-40   | State        | Statute | Membership in system; cessation of membership   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-50   | State        | Statute | Service credit in system; vesting   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-60   | State        | Statute | Retirement; retirement allowance; disability retirement; beneficiaries of other systems | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-67   | State        | Statute | Normal retirement age   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-70   | State        | Statute | Optional retirement allowance   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-80   | State        | Statute | Allowances payable in monthly installments  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| § 9-8-90   | State        | Statute | Increase in allowances based on Consumer Price Index                                    | Requires a service      | Retirement Benefits (JSRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-9-10   | State        | Statute | Definitions  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-100  | State        | Statute | Payments on death of member or beneficiary   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-110  | State        | Statute | Effect of return of beneficiary to service as member of General Assembly   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-120  | State        | Statute | Transfer of service and contributions under South Carolina Retirement and Police Officer Retirement System; contributions of members of Retirement System for members of General Assembly; employer to pay required member contributions on earnings after July 1, 1982; tax treatment; funding; retirement treatment. | Requires a service      | Retirement Benefits        | No Change                  |
| § 9-9-130  | State        | Statute | Contributions of State to Retirement System for members of General Assembly  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-140  | State        | Statute | Office of the Director   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-170  | State        | Statute | Assets to be credited to two funds   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-175  | State        | Statute | Interest on member accounts  | Requires a service      | Retirement Benefits (GARS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| § 9-9-180  | State        | Statute | Exemption of retirement allowance and certain other rights from taxation and legal process; exceptions; assignment      | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-190  | State        | Statute | Credit of State is not pledged for payments; rights in case of termination of system or discontinuance of contributions | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-20   | State        | Statute | System created; system shall have powers and privileges of corporation; corporate name                                  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-200  | State        | Statute | Property of system exempt from state and local taxes  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-210  | State        | Statute | False statements and falsification of records   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-220  | State        | Statute | Payments to beneficiaries may include payments to persons, trustees, and estates  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-240  | State        | Statute | Compensation used to determine benefits to be subject to federal limitations  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-245  | State        | Statute | Compliance with USERRA  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-250  | State        | Statute | Compliance with Internal Revenue Code   | Requires a service      | Retirement Benefits (GARS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| § 9-9-255  | State        | Statute | Compliance with Internal Revenue Code Section 401(a)(9)  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-260  | State        | Statute | Compliance with Internal Revenue Code Section 415  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-30   | State        | Statute | Administration of and responsibility for system vested in board; powers and duties of board; actuary; salaries of employees and expenses | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-31   | State        | Statute | Confidentiality of member records  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-40   | State        | Statute | Membership in system; cessation of membership; election to continue as special member; continuation of membership in correlated system   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-5    | State        | Statute | Provides for the administration of the Retirement System for Members of the General Assembly of the State of South Carolina (GARS)       | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-50   | State        | Statute | Credited service; cancellation of service previously credited upon cessation of membership; credit for military service                  | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-55   | State        | Statute | Member of General Assembly for part of year may establish full year credit   | Requires a service      | Retirement Benefits (GARS) | No Change                  |
| § 9-9-60   | State        | Statute | Retirement; amount of retirement allowance   | Requires a service      | Retirement Benefits (GARS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                        | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|-------------------------------|----------------------------|
| § 9-9-65   | State        | Statute | Disability retirement allowance   | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-66   | State        | Statute | Medical examination of disability beneficiary   | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-67   | State        | Statute | Reduction of disability assistance  | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-68   | State        | Statute | Contract with Department of Vocational Rehabilitation for medical services in connection with disability retirements; vocational rehabilitation of retired member; adjustment of benefits | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-70   | State        | Statute | Optional forms of allowances  | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-80   | State        | Statute | Allowances payable in monthly installments  | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| § 9-9-90   | State        | Statute | Repayment of contributions and interest upon person's ceasing to be member of system  | Requires a service      | Retirement Benefits (GARS)    | No Change                  |
| 1-11-705   | State        | Statute | Establishes PEBA's responsibilities as trustee and administrator of the Retiree Health Insurance Trust Fund   | Requires a service      | Retiree Insurance Benefits    | No Change                  |
| 1-11-707   | State        | Statute | Establishes PEBA's responsibilities as trustee and administrator of the Long Term Disability Insurance Trust Fund   | Requires a service      | Long-term disability benefits | No Change                  |

| Law number  | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                              | Changes made during FY2025 |
|---|--------------|---------|---|-------------------------|-------------------------------------|----------------------------|
| 1-11-710  | State        | Statute | Provides for PEBA's responsibilities in adopting and administering the state's employee insurance benefit plans | Requires a service      | Insurance benefits                  | No Change                  |
| 1-11-715  | State        | Statute | Sets out incentive program to encourage participation in health promotion and disease prevention programs.      | Requires a service      | Insurance benefits                  | No Change                  |
| 1-11-720  | State        | Statute | Provides eligibility for political subdivisions to participate in the State Health Plan                         | Requires a service      | Insurance benefits                  | No Change                  |
| 1-11-725  | State        | Statute | Local disability and special needs providers are experience rated as a single group                             | Requires a service      | Insurance benefits                  | No Change                  |
| 1-11-730  | State        | Statute | Sets out retiree insurance eligibility  | Requires a service      | Retiree Insurance Benefits          | No Change                  |
| 1-11-740  | State        | Statute | PEBA authorized to develop optional long-term care insurance  | Requires a service      | Long-term Care Insurance            | No Change                  |
| 1-11-750  | State        | Statute | PEBA shall devise a method of withholding long-term care premiums if feasible                                   | Requires a service      | Long-term Care Insurance            | No Change                  |
| 1-11-780  | State        | Statute | The State Health Plan shall provide for mental health parity  | Requires a service      | Insurance benefits                  | No Change                  |
| 2019-2020 Appropriations Act, Part 1B, Provisos 106.1 | State        | Proviso | Directs the use of appropriated funds for SCRS and PORS contribution rate increases                             | Requires a service      | Retirement Benefits (SCRS and PORS) | No Change                  |

| Law number  | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                            | Changes made during FY2025 |
|---|--------------|---------|--|-------------------------|-----------------------------------|----------------------------|
| 2019-2020 Appropriations Act, Part 1B, Provisos 108.1 | State        | Proviso | Sets out several provisos related to the employee benefit plans administered by PEBA, including provisions related to premium increases for the State Health Plan, certain coverage requirements for the State Health Plan, funding for the SCNG Plan, and transfers between SCRS and ORP accounts. 108.1: PEBA: Lottery, Infrastructure Bank, and Magistrates Health Insurance) | Requires a service      | Retirement and Insurance Benefits | No Change                  |
| 9-1-1010  | State        | Statute | Assets to be credited to employee annuity savings fund and employer annuity accumulation fund  | Requires a service      | Retirement benefits (SCRS)        | No Change                  |
| 9-1-1020  | State        | Statute | Employee annuity savings fund; deductions from compensation of members of System; employer to pay required member contributions on earnings after July 1, 1982; tax treatment; funding; retirement treatment   | Requires a service      | Retirement benefits (SCRS)        | No Change                  |
| 9-1-1030  | State        | Statute | Deductions must be made although compensation is reduced below legal minimum; consent to deductions  | Requires a service      | Retirement benefits (SCRS)        | No Change                  |
| 9-1-1050  | State        | Statute | Employer annuity accumulation fund; contributions paid by employers  | Requires a service      | Retirement benefits (SCRS)        | No Change                  |
| 9-1-1060  | State        | Statute | Normal contribution rate   | Requires a service      | Retirement benefits (SCRS)        | No Change                  |
| 9-1-1070  | State        | Statute | Accrued liability contribution rate  | Requires a service      | Retirement benefits (SCRS)        | No Change                  |



| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-1-1080   | State        | Statute | Minimum contributions to employer annuity accumulation fund  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1085   | State        | Statute | Employer and employee contribution rates   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1090   | State        | Statute | Discontinuance of accrued liability contribution   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1100   | State        | Statute | Employer annuities and benefits to be paid from employer annuity accumulation fund   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1110   | State        | Statute | Obligations of employer annuity accumulation fund  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1120   | State        | Statute | Transfer between funds on return of retired employee to active service   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1130   | State        | Statute | Earnings to be credited to employer annuity accumulation fund  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1135   | State        | Statute | Interest on member accounts  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1140   | State        | Statute | Establishing service credits by making payments into system; career highest fiscal year salary; credits during absences; employer payments; rules and regulations; credits for unused sick leave | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-1160   | State        | Statute | Collection of members' contributions; failure to make payroll reports and remittances; employer to pay required member contributions on earnings after July 1, 1982; tax treatment; funding; retirement treatment | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1170   | State        | Statute | Collection of employers' contributions  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1175   | State        | Statute | Employer contributions  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1180   | State        | Statute | Deductions and employer contributions for teachers and employees of technical training schools  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1190   | State        | Statute | Board may change accounting methods and procedures of system  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1210   | State        | Statute | Employer contributions shall reflect cost of Preretirement Death Benefit Program  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1310   | State        | Statute | Trustee of retirement system; investment of funds   | Requires a service      | Retirement benefits        | No Change                  |
| 9-1-1320   | State        | Statute | Custodian of assets of the Retirement System  | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-1-1330   | State        | Statute | Cash kept available with State Treasurer   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1340   | State        | Statute | Conflicts of interest and use of funds by commission members or employees  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1350   | State        | Statute | Transfers from general fund authorized   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1510   | State        | Statute | Retirement of members at age 60 or after 28 years' service   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1515   | State        | Statute | Early retirement   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1540   | State        | Statute | Disability retirement  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1545   | State        | Statute | Election between service retirement and disability retirement; receipt of service retirement pending approval of disability retirement | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1550   | State        | Statute | Service retirement allowances  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1560   | State        | Statute | Allowances upon retirement for disability  | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-1570   | State        | Statute | Reexamination of beneficiaries retired on account of disability; consequences of refusal to submit to reexamination | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1580   | State        | Statute | Effect of ability to engage in gainful occupation; change in amount of disability retirement allowance              | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1590   | State        | Statute | Effect of restoring beneficiaries to active service   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1610   | State        | Statute | Members of General Assembly may draw retirement benefits under certain conditions                                   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1615   | State        | Statute | Retirement allowances payable in monthly installments; payments after death of retired member                       | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1620   | State        | Statute | Optional forms of allowances  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1625   | State        | Statute | Compliance with Internal Revenue Code   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1630   | State        | Statute | Special benefits to teachers for service prior to July 1, 1945  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1640   | State        | Statute | Manner of paying annuities  | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-1-1650   | State        | Statute | Amounts paid upon termination of employment; election to leave contributions in system; effect of death before or after retirement | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1660   | State        | Statute | Nominee on member's death may receive monthly allowance instead of accumulated contributions                                       | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1665   | State        | Statute | Compliance with Internal Revenue Code Section 401(a)(9)  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1670   | State        | Statute | Change or error in records   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1680   | State        | Statute | Exemption from taxation and legal process; exceptions; assignment  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1690   | State        | Statute | Credit of State is not pledged for payments; rights in case of termination of system or discontinuance of contributions            | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1740   | State        | Statute | Increase in benefits for persons who were receiving benefits prior to July 1, 1966   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1750   | State        | Statute | Increase in benefits for persons who were receiving benefits prior to July 1, 1967 and subsequent to June 30, 1966                 | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1760   | State        | Statute | Increase in benefits for persons who retired prior to July 1, 1972   | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-1765   | State        | Statute | Additional increase in benefits for persons who retired prior to July 1, 1972   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1766   | State        | Statute | Further additional increase in benefits for persons who retired prior to July 1, 1972   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1767   | State        | Statute | Increase of benefits payable due to retirement before July 1, 1988 and July 1, 1989   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1770   | State        | Statute | Preretirement Death Benefit Program; post-retirement benefit payment  | Requires a service      | Retirement benefits (SCRS) | Amended                    |
| 9-1-1775   | State        | Statute | Death Benefit Plan  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1780   | State        | Statute | Recomputation allowances of certain persons having thirty-five or more years of creditable service                              | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1790   | State        | Statute | Amount which may be earned upon return to covered employment  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1795   | State        | Statute | Employment of certain retired teachers without loss of retirement benefits; procedure by which retired teachers may be employed | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1800   | State        | Statute | Recalculation of benefits for certain persons who retired prior to July 1, 1964   | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-1812   | State        | Statute | Revision of sections upon certain conditions  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1814   | State        | Statute | Revision of sections upon certain conditions  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1815   | State        | Statute | Retirement allowance adjustments  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1830   | State        | Statute | Payment and transfer of funds to the employer annuity accumulation fund                                 | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1850   | State        | Statute | Purchases of additional service credit by members with at least twenty-five years of creditable service | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-1870   | State        | Statute | Beneficiaries receiving Medicaid (Title XIX) sponsored nursing home care; effect on benefits; exception | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-210    | State        | Statute | Board shall administer system   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-230    | State        | Statute | Authority to engage actuarial and other services  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-240    | State        | Statute | Actuary for board   | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-250    | State        | Statute | Investigation and valuation by actuary every five years                                       | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-260    | State        | Statute | Annual valuation by actuary   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-270    | State        | Statute | Board shall keep actuarial data in convenient form  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-280    | State        | Statute | Board shall determine interest rate; base rate established                                    | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-290    | State        | Statute | Rules and regulations   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-300    | State        | Statute | Records and reports   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-310    | State        | Statute | Administrative costs of retirement systems funded from interest earnings; allocation of costs | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-320    | State        | Statute | Confidentiality of member records   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-410    | State        | Statute | Membership generally  | Requires a service      | Retirement benefits (SCRS) | No Change                  |



| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-1-420    | State        | Statute | Certain persons employed after December 31, 1948, are automatically members of system                        | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-425    | State        | Statute | Contributing member of system  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-430    | State        | Statute | Special provision for certain persons employed between April 26, 1945 and December 31, 1966                  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-450    | State        | Statute | Members of other agency or departmental retirement plans   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-460    | State        | Statute | Discontinuance of certain local plans or funds   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-470    | State        | Statute | Political subdivisions may apply for admission to system as employers  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-480    | State        | Statute | Employees of political subdivisions as members   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-490    | State        | Statute | Firemen and peace officers   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-510    | State        | Statute | Option of employees and teachers receiving \$100 or less a month; legislators, and certain elected officials | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-520    | State        | Statute | Certain members of General Assembly may elect to remain members of system; contributions  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-530    | State        | Statute | Certain former legislators may elect to remain members following termination of service; contributions; members must establish service and qualify for allowance on or before December 31, 1965 | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-540    | State        | Statute | Certain constitutional officers and members of General Assembly may elect, prior to December 31, 1965, to return to system  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-550    | State        | Statute | Option of certain public school employees   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-560    | State        | Statute | Option of day laborers  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-570    | State        | Statute | Option of state employees required to become members of Federal Railroad Retirement System  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-580    | State        | Statute | Option of certain hospital employees  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-610    | State        | Statute | Determination of who is teacher or employee   | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-1-620    | State        | Statute | Effect on members, beneficiaries, their widows or other dependents, of other statutes              | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-630    | State        | Statute | Certain persons may withdraw from system   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-640    | State        | Statute | Employers and members divided into two classes; change from Class One to Class Two                 | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-650    | State        | Statute | Continuation of membership in correlated systems   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-660    | State        | Statute | Firemen eligible for Police Officers Retirement System; benefits                                   | Requires a service      | Retirement benefits (PORS) | No Change                  |
| 9-1-670    | State        | Statute | Members eligible for membership in South Carolina State Employees Credit Union                     | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-810    | State        | Statute | Claims for prior service   | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-820    | State        | Statute | Verification of service claimed; determination of compensation paid during period of prior service | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-1-830    | State        | Statute | Prior service certificates   | Requires a service      | Retirement benefits (SCRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|---|-------------------------|----------------------------|----------------------------|
| 9-1-840    | State        | Statute | What constitutes one year of service  | Requires a service      | Retirement benefits (SCRS) | No Change                  |
| 9-8-100    | State        | Statute | Repayment of contributions and interest upon cessation of membership  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-110    | State        | Statute | Payments on death of member or beneficiary  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-120    | State        | Statute | Return of beneficiary to service of the State; practice of law  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-125    | State        | Statute | Election to receive benefits from retirement system for members of the General Assembly   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-130    | State        | Statute | Members' contributions; deduction from compensation; employer to pay required member contributions on earnings after July 1, 1982; tax treatment; funding; retirement treatment | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-140    | State        | Statute | Contributions of State to system  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-150    | State        | Statute | Director of Retirement System for Judges and Solicitors   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-180    | State        | Statute | Assets credited to two funds  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |

| Law number | Jurisdiction | Type    | Description  | Purpose the law serves: | Notes:                     | Changes made during FY2025 |
|------------|--------------|---------|--|-------------------------|----------------------------|----------------------------|
| 9-8-185    | State        | Statute | Interest on member accounts  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-190    | State        | Statute | Exemption of retirement allowance and certain other rights from taxation and legal process; exceptions; assignment | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-200    | State        | Statute | Credit of State not pledged; rights upon termination of system   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-210    | State        | Statute | Property of system exempt from state and local taxes   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-220    | State        | Statute | Penalty for false statement or falsification of records  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-240    | State        | Statute | Compensation used for determining benefits to be subject to federal limitations                                    | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-245    | State        | Statute | Compliance with USERRA   | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-250    | State        | Statute | Compliance with Internal Revenue Code  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |
| 9-8-260    | State        | Statute | Compliance with Internal Revenue Code Section 401(a)(9)  | Requires a service      | Retirement Benefits (JSRS) | No Change                  |

| Law number   | Jurisdiction | Type            | Description  | Purpose the law serves:           | Notes:                     | Changes made during FY2025 |
|--|--------------|-----------------|--|-----------------------------------|----------------------------|----------------------------|
| 9-8-270  | State        | Statute         | Compliance with Internal Revenue Code Section 415  | Requires a service                | Retirement Benefits (JSRS) | No Change                  |
| Federal and State laws and regulations applicable to PEBA as an employer | Federal      | Statute         | As an employer, PEBA is subject to various federal and state laws and regulations that apply to employers, including, but not limited to, federal employment laws like the ADA, ADEA, USERRA, and FMLA, as well as state human resources statutes and regulations. Some of these laws, like USERRA and FMLA, also have implications for PEBA's administration of the employee benefit plans. | Not related to agency deliverable |                            | No Change                  |
| Federal law related to operation of governmental health insurance plans  | Federal      | Statute         | PEBA must ensure that its administration of the state's health insurance plans complies with the applicable provisions of federal law related to insurance plans, including, but not limited to, HIPAA, COBRA, ACA, Medicare statutes and regulations, GINA, and the Mental Health Parity Act, among others  | Not related to agency deliverable |                            | No Change                  |
| Federal tax law related to qualified governmental retirement plans       | Federal      | Statute         | PEBA must ensure that the governmental defined contribution and defined benefit retirement plans it administers comply with the applicable provisions of the Internal Revenue Code and related Treasury regulations to maintain the tax-deferred nature of the plans   | Not related to agency deliverable |                            | No Change                  |
| Proviso 108.10   | State        | FY23-24 Proviso | PEBA: Covered Contraceptives   | Requires a service                | Insurance Benefits         | No change                  |

| Law number     | Jurisdiction | Type            | Description                                   | Purpose the law serves: | Notes:   | Changes made during FY2025 |
|----------------|--------------|-----------------|---|-------------------------|--|----------------------------|
| Proviso 108.10 | State        | FY25-26 Proviso | PEBA: Former Spouses on the State Health Plan | Requires a service      | Insurance Benefits (previously Proviso 108.11) | Reenacted                  |
| Proviso 108.2  | State        | FY25-26 Proviso | PEBA: Adoption Assistance Program             | Requires a service      | Insurance Benefits                             | Reenacted                  |
| Proviso 108.3  | State        | FY25-26 Proviso | PEBA: Health Plan Tobacco User Differential   | Requires a service      | Insurance Benefits                             | Reenacted                  |
| Proviso 108.4  | State        | FY24-25 Proviso | PEBA: Funding Abortions Prohibited            | Requires a service      | Insurance Benefits                             | No Change                  |
| Proviso 108.5  | State        | FY25-26 Proviso | PEBA: TRICARE Supplement Policy               | Requires a service      | Insurance Benefits                             | Reenacted                  |
| Proviso 108.6  | State        | FY25-26 Proviso | PEBA: State Health Plan                       | Requires a service      | Insurance Benefits                             | Amended                    |
| Proviso 108.7  | State        | FY25-26 Proviso | PEBA: Exempt National Guard Pension Fund      | Requires a service      | Retirement Benefits                            | Reenacted                  |
| Proviso 108.8  | State        | FY25-26 Proviso | PEBA: Inactive SCRS Account Transfer          | Requires a service      | Retirement Benefits                            | Reenacted                  |
| Proviso 108.9  | State        | FY25-26 Proviso | PEBA: Network Pharmacy Publications           | Requires a service      | Insurance Benefits                             | Reenacted                  |

| Law number                | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                         | Changes made during FY2025 |
|---------------------------|--------------|---------|---|-------------------------|--------------------------------|----------------------------|
| S.C. Code Ann. § 1-11-705 | State        | Statute | Establishes PEBA's responsibilities as trustee and administrator of the Retiree Health Insurance Trust Fund       | Requires a service      | Retiree Insurance Benefits     | No Change                  |
| S.C. Code Ann. § 1-11-707 | State        | Statute | Establishes PEBA's responsibilities as trustee and administrator of the Long Term Disability Insurance Trust Fund | Requires a service      | Long-term disability benefits  | No Change                  |
| S.C. Code Ann. § 1-11-710 | State        | Statute | Provides for PEBA's responsibilities in adopting and administering the state's employee insurance benefit plans   | Requires a service      | Insurance benefits             | No Change                  |
| S.C. Code Ann. § 8-23-20  | State        | Statute | Establishes PEBA's responsibilities in implementing and administering the Deferred Compensation Program           | Requires a service      | Deferred compensation benefits | No Change                  |
| S.C. Code Ann. § 9-10-20  | State        | Statute | Provides that PEBA is responsible for the administration and operation of the SCNG Plan                           | Requires a service      | Retirement Benefits (SCNG)     | No Change                  |
| S.C. Code Ann. § 9-11-30  | State        | Statute | Provides that PEBA is responsible for the administration and operation of PORS                                    | Requires a service      | Retirement Benefits (PORS)     | No Change                  |
| S.C. Code Ann. § 9-1-1310 | State        | Statute | Names PEBA as co-trustees of the state's retirement systems   | Requires a service      | Retirement Benefits            | No Change                  |
| S.C. Code Ann. § 9-1-210  | State        | Statute | Provides that PEBA is responsible for the administration and operation of SCRS                                    | Requires a service      | Retirement benefits (SCRS)     | No Change                  |
| S.C. Code Ann. § 9-16-20  | State        | Statute | Designates the PEBA Board as trustees of the retirement systems' investment group trust                           | Requires a service      | Retirement Benefits            | No Change                  |



| Law number                | Jurisdiction | Type    | Description   | Purpose the law serves:           | Notes:                                  | Changes made during FY2025 |
|---------------------------|--------------|---------|---|-----------------------------------|---|----------------------------|
| S.C. Code Ann. § 9-16-335 | State        | Statute | Sets the assumed rate of return of the investments of the retirement systems' assets to be used in the valuation of the systems   | Requires a service                | Retirement Benefits                     | No Change                  |
| S.C. Code Ann. § 9-20-30  | State        | Statute | Provides that PEBA is responsible for the administration of the ORP   | Requires a service                | State Optional Retirement Program       | No Change                  |
| S.C. Code Ann. § 9-2-20   | State        | Statute | Requires PEBA to appoint the members of the South Carolina Retirement and Preretirement Advisory Panel (RPAP)   | Not related to agency deliverable | Delete; repealed effective July 1, 2021 | No Change                  |
| S.C. Code Ann. § 9-4-10   | State        | Statute | Establishes PEBA, sets the membership and qualifications of the PEBA Board of Directors, and provides for PEBA's responsibility for the administration of the former Employee Insurance Program and Retirement Division of the Budget and Control Board | Requires a service                | Retirement and Insurance Benefits       | No Change                  |
| S.C. Code Ann. § 9-8-30   | State        | Statute | Provides that PEBA is responsible for the administration and operation of JSRS  | Requires a service                | Retirement Benefits (JSRS)              | No Change                  |
| S.C. Code Ann. § 9-9-30   | State        | Statute | Provides that PEBA is responsible for the administration and operation of GARS  | Requires a service                | Retirement Benefits (GARS)              | No Change                  |
| S.C. Const. art. X, § 16  | State        | Statute | Requires funding of the state retirement systems on a sound actuarial basis and establishes that retirement funds must be held for the exclusive benefit of members   | Requires a service                | Retirement benefits                     | No Change                  |

| Law number       | Jurisdiction | Type    | Description   | Purpose the law serves: | Notes:                         | Changes made during FY2025 |
|------------------|--------------|---------|---|-------------------------|--------------------------------|----------------------------|
| Section 8-23-100 | State        | Statute | Employees may withdraw from the Deferred Compensation Program upon thirty days notice   | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-110 | State        | Statute | PEBA Board must ensure contributions made under Deferred Compensation Program are in accord with Internal Revenue Code; state and political subdivisions may make matching contributions; | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-20  | State        | Statute | PEBA Board governs the Deferred Compensation Program, including selection of investment options for participants  | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-30  | State        | Statute | State and political subdivisions may agree with employee to defer compensation  | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-40  | State        | Statute | Director or principal fiscal officer of state agencies and political subdivision have authority to enter agreements to defer compensation of employees                                    | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-50  | State        | Statute | PEBA authorized to pay premiums to purchase annuities   | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-60  | State        | Statute | Employees for purposes of Deferred Compensation Program defined   | Requires a service      | Deferred compensation benefits | No Change                  |
| Section 8-23-70  | State        | Statute | Deferred Compensation Program in addition to other pension or benefit systems and sums deferred are contributed on a pre-tax basis  | Requires a service      | Deferred compensation benefits | No Change                  |

| Law number  | Jurisdiction | Type    | Description   | Purpose the law serves:           | Notes:                         | Changes made during FY2025 |
|---|--------------|---------|---|-----------------------------------|--------------------------------|----------------------------|
| Section 8-23-80   | State        | Statute | The financial liability of the State or political subdivision limited to current value of investments, which may vary from time to time   | Requires a service                | Deferred compensation benefits | No Change                  |
| Section 8-23-90   | State        | Statute | The Deferred Compensation Program operates without cost or liability to State and political subdivisions  | Requires a service                | Deferred compensation benefits | No Change                  |
| State statutes and regulations that generally apply to the operations of state agencies | State        | Statute | As a state agency, PEBA is subject to the provisions of state statutes and regulations that generally apply to the operations of all state agencies, including, but not limited to, the South Carolina Administrative Procedures Act, the South Carolina Freedom of Information Act, the South Carolina Consolidated Procurement Code and regulations, and the State Ethics Act, among others | Not related to agency deliverable |                                | No Change                  |
| American Rescue Plan Act  | Federal      | Statute | Provided funding for premium assistance for extended COBRA continuing health coverage for former employees.   | Requires a service                |                                | No Change                  |
| H.3481  | State        | Statute | This joint resolution suspends the provisions of Section 1-11-705(I)(2) during fiscal year 2020-2021, thus, on January 31, 2021, the cash balance in the insurance operating account in excess of 140% of IBNR was not transferred to the OPEB Trust Fund.  | Funding agency deliverable(s)     |                                | No Change                  |
| H.3609  | State        | Statute | This joint resolution restores teacher step increases that were suspended by Act 135 of 2020 due to COVID-19.   | Requires a service                |                                | No Change                  |

| Law number     | Jurisdiction | Type            | Description  | Purpose the law serves:           | Notes:  | Changes made during FY2025 |
|----------------|--------------|-----------------|--|-----------------------------------|---|----------------------------|
| S.658          | State        | Statute         | Amends Section 1-11-710 to provide that notwithstanding the provisions of Section 38-71-730(3), PEBA may establish rules for eligibility and enrollment, including the timeframes for submitting enrollment elections and required supporting documentation, for the fully insured products PEBA offers. | Requires a service                |   | No Change                  |
| S.658          | State        | Statute         | Amends Sections 9-1-1650, 9-8-100(1), 9-9-100(1) and 9-11-110(3) of the Code of Laws to provide that inactive members of SCRS, PORs, JSRS and GARS may designate contingent beneficiaries.   | Requires a service                |   | No Change                  |
| S.658          | State        | Statute         | Repealed Chapter 2, Title 9 of the Code of Laws to eliminate the Retirement and Preretirement Advisory Panel.  | Not related to agency deliverable |   | No Change                  |
| S.704          | State        | Statute         | Increases the earnings limitation to \$50,000 for some retired SCRS members who retired on or before April 1, 2019, and return to covered employment in the K-12 public education system for a maximum period of 36 consecutive months of employment.  | Requires a service                |   | No Change                  |
| Proviso 108.12 | State        | FY23-24 Proviso | PEBA: COVID-19 Return to Work Extension  | Requires a service                | Retirement Benefits                             | No Change                  |
| Proviso 108.11 | State        | FY25-26 Proviso | PEBA: Non-State Agency Furloughs   | Requires a service                | Retirement Benefits (previously Proviso 108.13) | Reenacted                  |

| Law number     | Jurisdiction | Type            | Description  | Purpose the law serves:            | Notes:  | Changes made during FY2025 |
|----------------|--------------|-----------------|--|------------------------------------|---|----------------------------|
| Proviso 108.12 | State        | FY25-26 Proviso | PEBA: South Carolina Retiree Health Insurance Trust Fund   | Funding agency deliverable(s)      | Insurance Benefits (previously Proviso 108.14)                | Reenacted                  |
| Proviso 108.13 | State        | FY25-26 Proviso | PEBA: Fiduciary Audit  | Report our agency may/must provide | Retirement and Insurance Benefits (previously Proviso 108.15) | Reenacted                  |
| Proviso 108.14 | State        | FY25-26 Proviso | PEBA: PORS and SCRS Return to Work   | Requires a service                 | Retirement Benefits (previously Proviso 108.16)               | Reenacted                  |
| Proviso 108.15 | State        | FY25-26 Proviso | PEBA: PORS Return to Work  | Requires a service                 | Retirement Benefits (previously Proviso 108.17)               | Reenacted                  |
| Proviso 106.2  | State        | FY23-24 Proviso | SEB: Suspend SCRS & PORS Employer Contribution Rate Increase   | Requires a service                 | Retirement Benefits   | No Change                  |
| H.4815         | State        | Statute         | This joint resolution suspends the provisions of Section 1-11-705(1)(2) during fiscal year 2021-2022, thus, on January 31, 2022, the cash balance in the insurance operating account in excess of 140% of IBNR was not transferred to the OPEB Trust Fund. | Funding agency deliverable(s)      | Insurance Benefits  | No change                  |
| 44-41-90       | State        | Statute         | Prohibits State Health Plan funds for abortions except as provided by law  | Funding agency deliverable(s)      | Insurance Benefits  | No Change                  |
| Proviso 108.16 | State        | FY25-26 Proviso | Provides for eligibility for the provisions of Section 9-1-1590 of the Code of Laws  | Requires a service                 | Retirement Benefits (previously Proviso 108.18)               | Reenacted                  |

# 2025

## Services Data

as submitted for the Accountability Report by:  
F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| Description of Service  | Description of Direct Customer  | Customer Name   | Others Impacted by Service | Division or major organizational unit providing the service. | Description of division or major organizational unit providing the service.  | Primary negative impact if service not provided.  | Changes made to services during FY2025 | Summary of changes to services |
|---|---------------------------------|---|----------------------------|--|--|---|--|--------------------------------|
| Retirement Benefits (SCRS, PORS, SCNG)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits | Executive Branch/State Agencies | State agencies and public higher education institutions                                       |                            | Administration and Operations                                | Provides oversight of internal operations and administrative functions to include customer service, employer services, information technology and human resources; directs operational research and development, as well as the development and implementation of agency strategic plans | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (GARS, SCRS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | Legislative Branch              | General Assembly  |                            | Administration and Operations                                | Provides oversight of internal operations and administrative functions to include customer service, employer services, information technology and human resources; directs operational research and development, as well as the development and implementation of agency strategic plans | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (JSRS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Judicial Branch                 | South Carolina's public judges and solicitors   |                            | Administration and Operations                                | Provides oversight of internal operations and administrative functions to include customer service, employer services, information technology and human resources; directs operational research and development, as well as the development and implementation of agency strategic plans | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Local Govts.                    | Optional employers and charter schools that participate in insurance only                     |                            | Administration and Operations                                | Provides oversight of internal operations and administrative functions to include customer service, employer services, information technology and human resources; directs operational research and development, as well as the development and implementation of agency strategic plans | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | School Districts                | Public school districts and charter schools that participate in both insurance and retirement |                            | Administration and Operations                                | Provides oversight of internal operations and administrative functions to include customer service, employer services, information technology and human resources; directs operational research and development, as well as the development and implementation of agency strategic plans | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |

| Description of Service  | Description of Direct Customer  | Customer Name   | Others Impacted by Service | Division or major organizational unit providing the service. | Description of division or major organizational unit providing the service.  | Primary negative impact if service not provided.  | Changes made to services during FY2025 | Summary of changes to services |
|---|---------------------------------|---|----------------------------|--|--|---|--|--------------------------------|
| Retirement Benefits (SCRS, PORS, SCNG)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits | Executive Branch/State Agencies | State agencies and public higher education institutions                                       |                            | Financial  | Directs the financial activity and financial reporting of the retirement plans and insurance benefits offered to public employees; provides oversight to the financial operations of insurance benefits and Other Post-employment Benefits trust funds, five defined benefit plans, one defined contribution plan and the South Carolina Deferred Compensation Program | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (GARS, SCRS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | Legislative Branch              | General Assembly  |                            | Financial  | Directs the financial activity and financial reporting of the retirement plans and insurance benefits offered to public employees; provides oversight to the financial operations of insurance benefits and Other Post-employment Benefits trust funds, five defined benefit plans, one defined contribution plan and the South Carolina Deferred Compensation Program | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (JSRS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Judicial Branch                 | South Carolina's public judges and solicitors   |                            | Financial  | Directs the financial activity and financial reporting of the retirement plans and insurance benefits offered to public employees; provides oversight to the financial operations of insurance benefits and Other Post-employment Benefits trust funds, five defined benefit plans, one defined contribution plan and the South Carolina Deferred Compensation Program | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Local Govts.                    | Optional employers and charter schools that participate in insurance only                     |                            | Financial  | Directs the financial activity and financial reporting of the retirement plans and insurance benefits offered to public employees; provides oversight to the financial operations of insurance benefits and Other Post-employment Benefits trust funds, five defined benefit plans, one defined contribution plan and the South Carolina Deferred Compensation Program | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | School Districts                | Public school districts and charter schools that participate in both insurance and retirement |                            | Financial  | Directs the financial activity and financial reporting of the retirement plans and insurance benefits offered to public employees; provides oversight to the financial operations of insurance benefits and Other Post-employment Benefits trust funds, five defined benefit plans, one defined contribution plan and the South Carolina Deferred Compensation Program | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |

| Description of Service  | Description of Direct Customer  | Customer Name  | Others Impacted by Service   | Division or major organizational unit providing the service. | Description of division or major organizational unit providing the service.  | Primary negative impact if service not provided.  | Changes made to services during FY2025 | Summary of changes to services |
|---|---------------------------------|--|--|--|--|---|--|--------------------------------|
| Insurance Benefits  | Executive Branch/State Agencies | State agencies and public higher education institutions; General Assembly; South Carolina's public judges and solicitors; Optional employers and charter schools that participate in insurance only; Public school districts and charter schools that participate in both insurance and retirement | Legislative Branch; Judicial Branch; Local Govts; School Districts | Health Care Policy   | Directs contract and plan compliance to offer the most cost effective options while providing maximum benefit within regulatory requirements; oversees the research, analysis and pricing of the State Health Plan | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS, SCNG)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits | Executive Branch/State Agencies | State agencies and public higher education institutions  |  | Risk Management and Compliance                               | Monitors the agency's policies and programs for compliance issues; develops and manages an overall risk management framework and incident response plans   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (GARS, SCRS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | Legislative Branch              | General Assembly   |  | Risk Management and Compliance                               | Monitors the agency's policies and programs for compliance issues; develops and manages an overall risk management framework and incident response plans   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (JSRS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Judicial Branch                 | South Carolina's public judges and solicitors  |  | Risk Management and Compliance                               | Monitors the agency's policies and programs for compliance issues; develops and manages an overall risk management framework and incident response plans   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>Deferred Compensation Benefits  | Local Govts.                    | Optional employers and charter schools that participate in insurance only  |  | Risk Management and Compliance                               | Monitors the agency's policies and programs for compliance issues; develops and manages an overall risk management framework and incident response plans   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Deferred Compensation Benefits       | School Districts                | Public school districts and charter schools that participate in both insurance and retirement  |  | Risk Management and Compliance                               | Monitors the agency's policies and programs for compliance issues; develops and manages an overall risk management framework and incident response plans   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |



| Description of Service  | Description of Direct Customer  | Customer Name   | Others Impacted by Service | Division or major organizational unit providing the service. | Description of division or major organizational unit providing the service.   | Primary negative impact if service not provided.  | Changes made to services during FY2025 | Summary of changes to services |
|---|---------------------------------|---|----------------------------|--|---|---|--|--------------------------------|
| Retirement Benefits<br>Insurance Benefits<br>State Optional Retirement Program  | Legislative Branch              | General Assembly  |                            | Governmental Affairs   | Provides research and assistance to legislative staff in the provision of retirement and health benefits, both in the service of constituents and relative to the statutes and regulations that govern our agency   | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS, SCNG)<br>Insurance Benefits<br>State Optional Retirement Program<br>Social Security Administration | Executive Branch/State Agencies | State agencies and public higher education institutions                                       |                            | Legal  | Provides consultation to agency leadership and staff concerning the operation and compliance of governmental employee retirement and insurance benefit plans; represents the agency in matters at the administrative, trial and appellate levels and coordinates associated outside legal counsel | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (GARS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Social Security Administration             | Legislative Branch              | General Assembly  |                            | Legal  | Provides consultation to agency leadership and staff concerning the operation and compliance of governmental employee retirement and insurance benefit plans; represents the agency in matters at the administrative, trial and appellate levels and coordinates associated outside legal counsel | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (JSRS)<br>Insurance Benefits<br>Social Security Administration  | Judicial Branch                 | South Carolina's public judges and solicitors   |                            | Legal  | Provides consultation to agency leadership and staff concerning the operation and compliance of governmental employee retirement and insurance benefit plans; represents the agency in matters at the administrative, trial and appellate levels and coordinates associated outside legal counsel | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>Social Security Administration  | Local Govts.                    | Optional employers and charter schools that participate in insurance only                     |                            | Legal  | Provides consultation to agency leadership and staff concerning the operation and compliance of governmental employee retirement and insurance benefit plans; represents the agency in matters at the administrative, trial and appellate levels and coordinates associated outside legal counsel | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |
| Retirement Benefits (SCRS, PORS)<br>Insurance Benefits<br>State Optional Retirement Program<br>Social Security Administration       | School Districts                | Public school districts and charter schools that participate in both insurance and retirement |                            | Legal  | Provides consultation to agency leadership and staff concerning the operation and compliance of governmental employee retirement and insurance benefit plans; represents the agency in matters at the administrative, trial and appellate levels and coordinates associated outside legal counsel | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |

| Description of Service | Description of Direct Customer  | Customer Name   | Others Impacted by Service   | Division or major organizational unit providing the service. | Description of division or major organizational unit providing the service.   | Primary negative impact if service not provided.  | Changes made to services during FY2025 | Summary of changes to services |
|------------------------|---------------------------------|---|--|--|---|---|--|--------------------------------|
| Audit reports          | Executive Branch/State Agencies | State agencies and public higher education institutions; General Assembly; South Carolina's public judges and solicitors; Optional employers and charter schools that participate | Legislative Branch; Judicial Branch; Local Govts; School Districts | Internal Audit   | Provides the PEBA Board of Directors independent and timely execution of risk-based internal audits in accordance with agency processes, policies and internal controls | Retirement and insurance benefits not available for South Carolina public employers, employees and retirees | No Change                              |                                |

| 2025                          | <b>Partnerships Data</b><br>as submitted for the Accountability Report by:<br><b>F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY</b> |   |   |
|-------------------------------|---|---|---|
| Type of Partner Entity        | Name of Partner Entity  | Description of Partnership  | Change to the partnership during the past fiscal year |
| Private Business Organization | Active Health Management  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | ASIFlex   | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | Beazley   | Cyber Insurance Provider  | No Change   |
| Private Business Organization | BlueCross BlueShield of South Carolina  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | Bruner, Powell, Wall and Mullins  | Outside procurement legal counsel.  | No Change   |
| Private Business Organization | Companion Benefit Alternatives  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | Corebridge Financial  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | Empower   | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |
| Private Business Organization | Express Scripts   | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits. | No Change   |

| Type of Partner Entity        | Name of Partner Entity                  | Description of Partnership   | Change to the partnership during the past fiscal year |
|-------------------------------|---|--|---|
| Private Business Organization | EyeMed                                  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.  | No Change   |
| State Government              | General Assembly                        | The S.C. General Assembly has authority to make changes to the laws that govern the retirement plans. It also governs the laws and sets funding for the State Health Plan. | No Change   |
| Private Business Organization | GRS Consulting                          | GRS Consulting serves as the actuary for the State Health Plan and Retirement Systems.   | No Change   |
| Higher Education Institute    | Higher education                        | PEBA offers retirement and insurance benefits to public employees and retirees of these employer types; PEBA works collaboratively with employers to manage benefits.      | No Change   |
| Private Business Organization | HSA Central                             | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.  | No Change   |
| Private Business Organization | IceMiller                               | IceMiller serves as the outside legal tax counsel, specializing in governmental retirement and insurance plans.  | No Change   |
| Local Government              | Local subdivisions of government        | PEBA offers retirement and insurance benefits to public employees and retirees of these employer types; PEBA works collaboratively with employers to manage benefits.      | No Change   |
| Private Business Organization | MetLife                                 | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.  | No Change   |
| Local Government              | Other employers                         | PEBA offers retirement and insurance benefits to public employees and retirees of these employer types; PEBA works collaboratively with employers to manage benefits.      | No Change   |
| State Government              | Retirement System Investment Commission | RSIC manages and invests the public pension trust funds that are administered by our agency.   | No Change   |

| Type of Partner Entity        | Name of Partner Entity                | Description of Partnership  | Change to the partnership during the past fiscal year |
|-------------------------------|---------------------------------------|---|---|
| K-12 Education Institute      | School districts                      | PEBA offers retirement and insurance benefits to public employees and retirees of these employer types; PEBA works collaboratively with employers to manage benefits. | No Change   |
| Private Business Organization | Selman and Company                    | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.                                       | No Change   |
| Private Business Organization | Soteria                               | Soteria provides security risk assessment services.   | No Change   |
| State Government              | State agencies                        | PEBA offers retirement and insurance benefits to public employees and retirees of these employer types; PEBA works collaboratively with employers to manage benefits. | No Change   |
| State Government              | State Fiscal Accountability Authority | PEBA works with SFAA's Procurement Services to finalize and award requests for proposals. SFAA also approves the actuary for the retirement systems.                  | No Change   |
| Private Business Organization | The Standard                          | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.                                       | No Change   |
| Private Business Organization | TIAA                                  | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.                                       | No Change   |
| Private Business Organization | TierPoint, LLC                        | TierPoint provides off-site disaster recovery services for our information systems.   | No Change   |
| Private Business Organization | HUB International                     | Cyber Insurance Broker  | No Change   |
| Private Business Organization | Voya Financial                        | PEBA works collaboratively alongside major vendors with which it contracts to administer its retirement and insurance benefits.                                       | No Change   |

| Type of Partner Entity        | Name of Partner Entity                | Description of Partnership   | Change to the partnership during the past fiscal year |
|-------------------------------|---------------------------------------|--|---|
| Private Business Organization | Crowe LLP                             | Crowe LLP is retained by the SC Office of the State Auditor to audit certain financial and actuarial information supplied by PEBA.       | No Change   |
| Private Business Organization | CapFinancial Partners, LLC (CAPTRUST) | CAPTRUST serves as the investment consultant for the State Optional Retirement Program and South Carolina Deferred Compensation Program. | No Change   |

2025

**Reports Data**

as submitted for the Accountability Report by:

F500 - PUBLIC EMPLOYEE BENEFIT AUTHORITY

| Report Name   | Law Number (if applicable) | Summary of information requested in the report   | Date of most recent submission DURING the past fiscal year | Reporting Frequency | Type of entity/entities                 | Method to access the report   | Direct access hyperlink or agency contact (if not provided to LSA for posting online) | Changes to this report during the past fiscal year | Explanation why a report wasn't submitted |
|---|----------------------------|--|--|---------------------|---|-------------------------------|---|--|---|
| Audit Report on the Schedules of Employer and Non-Employer Allocation of Pension Amounts and Related Notes                                  |                            | This audit is of the GASB 67 and 68 schedules compiled by GRS such that covered employers can rely on the audited information.   | February 2025  | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/gasb/retirement">www.peba.sc.gov/gasb/retirement</a>  | No Change  |   |
| Basic Long-Term Disability Income Plan GASB Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans |                            | This report provides the accounting and actuarial information required for PEBA and covered employers to comply with GASB Statement 74.  | October 2024   | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/gasb/insurance">www.peba.sc.gov/gasb/insurance</a>    | No Change  |   |
| Combined Financial Statements of the South Carolina Deferred Compensation Program   |                            | SC Deferred Compensation 401(k) and 457 Plan Financial Statements  | June 2025  | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |
| Financial Statements (of the) South Carolina Retirement Systems   |                            | Retirement Financial Statements  | October 2024   | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |
| GASB Statements No. 67 and 68 Accounting and Financial Reporting for Pensions   |                            | This report provides the accounting and actuarial information required for PEBA and covered employers to comply with GASB statements 67 and 68.  | January 2025   | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/gasb/retirement">www.peba.sc.gov/gasb/retirement</a>  | No Change  |   |
| General Assembly Retirement System Actuarial Valuation Report   | §9-1-260                   | This report describes the current actuarial condition of the Retirement System for Members of the General Assembly of the State of South Carolina (GARS), determines the calculated employer contribution requirement, and changes in the System's financial condition. In addition, the report provides various summaries of the data. Annual actuarial valuations are required by statute (§9-1-260). Additionally pension reform legislation in 2012 now requires copies of the valuation of the retirement systems to be provided to the General Assembly by the second Tuesday in January every year. | November 2024  | Annually            | Legislative entity or entities          | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |

| Report Name   | Law Number (if applicable) | Summary of information requested in the report  | Date of most recent submission DURING the past fiscal year | Reporting Frequency | Type of entity/entities                 | Method to access the report   | Direct access hyperlink or agency contact (if not provided to LSA for posting online) | Changes to this report during the past fiscal year | Explanation why a report wasn't submitted |
|---|----------------------------|---|--|---------------------|---|-------------------------------|---|--|---|
| Judges and Solicitors Retirement System Actuarial Valuation Report  | §9-1-260                   | This report describes the current actuarial condition of the Retirement System for Judges and Solicitors of the State of South Carolina (JSRS), determines the calculated employer contribution requirement, and analyzes changes in the System's financial condition. In addition, the report provides various summaries of the data.  | November 2024  | Annually            | Legislative entity or entities          | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |
| Police Officers Retirement System Actuarial Valuation Report  | §9-1-260                   | This report describes the current actuarial condition of the Police Officers Retirement System (PORS), determines the calculated employer and member contribution rates, and analyzes changes in this system's financial condition. In addition, the report provides various summaries of the data. Annual actuarial valuations are required by statute (§9-1-260). Additionally pension reform legislation in 2012 now requires copies of the valuation of the retirement systems to be provided to the General Assembly by the second Tuesday in January every year.                    | November 2024  | Annually            | Legislative entity or entities          | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |
| Retiree Health Care Plan GASB Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans |                            | This report provides the accounting and actuarial information required for PEBA and covered employers to comply with GASB Statement 74.   | October 2024   | Annually            | South Carolina state agency or agencies | Available on agency's website | <a href="http://www.peba.sc.gov/gasb/insurance">www.peba.sc.gov/gasb/insurance</a>    | No Change  |   |
| South Carolina National Guard Supplemental Retirement Plan Actuarial Valuation Report   | §9-1-260                   | This report describes the current actuarial condition of the South Carolina National Guard Supplemental Retirement Plan (SCNG), determines the calculated employer contribution requirement, and analyzes changes in the System's financial condition. In addition, the report provides various summaries of the data. Annual actuarial valuations are required by statute (§9-1-260). Additionally pension reform legislation in 2012 now requires copies of the valuation of the retirement systems to be provided to the General Assembly by the second Tuesday in January every year. | November 2024  | Annually            | Legislative entity or entities          | Available on agency's website | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                      | No Change  |   |



| Report Name  | Law Number (if applicable) | Summary of information requested in the report   | Date of most recent submission DURING the past fiscal year | Reporting Frequency | Type of entity/entities                 | Method to access the report            | Direct access hyperlink or agency contact (if not provided to LSA for posting online)        | Changes to this report during the past fiscal year | Explanation why a report wasn't submitted |
|--|----------------------------|--|--|---------------------|---|--|--|--|---|
| South Carolina Public Employee Benefit Authority, Insurance Benefits and Other Post Employment Benefits Trust Funds Audited Financial Statements |                            | Insurance Financial Statements   | October 2024   | Annually            | South Carolina state agency or agencies | Available on agency's website          | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                             | No Change  |   |
| South Carolina Retirement System Actuarial Valuation Report  | §9-1-260                   | This report describes the current actuarial condition of the South Carolina Retirement System (SCRS), determines the calculated employer and member contribution rates, and analyzes changes in the System's financial condition. In addition, the report provides various summaries of the data. Annual actuarial valuations are required by statute (§9-1-260). Additionally pension reform legislation in 2012 now requires copies of the valuation of the retirement systems to be provided to the General Assembly by the second Tuesday in January every year. | November 2024  | Annually            | Legislative entity or entities          | Available on agency's website          | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                             | No Change  |   |
| South Carolina Retirement Systems Annual Comprehensive Financial Report  | 9-1-300                    | This report restates the defined benefit retirement plan financial statements for the latest fiscal year, provides a profile of the retirement systems; as well as information about administrative and operational activities, financial condition, actuarial results, and investment performance.  | December 2024  | Annually            | Legislative entity or entities          | Available on agency's website          | <a href="http://www.peba.sc.gov/facts">www.peba.sc.gov/facts</a>                             | No Change  |   |
| Web Application Penetration Test Report  |                            | This engagement was to proactively identify security vulnerabilities in PEBA's MyBenefits, Member Access, EES and EBS web applications, validate their severity, and provide recommendations for remediation or to otherwise mitigate the risk posed by the vulnerabilities  | October 2024   | Annually            | South Carolina state agency or agencies | Electronic copy available upon request | Contact Robby Brown, PEBA CIO, at <a href="mailto:rbrown@peba.sc.gov">rbrown@peba.sc.gov</a> | Amend  |   |
| Web Application Penetration Test Report  |                            | This engagement was to proactively identify security vulnerabilities in PEBA's primary public website, <a href="http://peba.sc.gov">peba.sc.gov</a> , validate their severity, and provide recommendations for remediation or to otherwise mitigate the risk posed by the vulnerabilities  | October 2024   | Annually            | South Carolina state agency or agencies | Electronic copy available upon request | Contact Robby Brown, PEBA CIO, at <a href="mailto:rbrown@peba.sc.gov">rbrown@peba.sc.gov</a> | No Change  |   |

|                     |  |                 |     |
|---------------------|--|-----------------|-----|
| <b>AGENCY NAME:</b> | South Carolina Public Employee Benefit Authority |                 |     |
| <b>AGENCY CODE:</b> | F500   | <b>SECTION:</b> | 108 |

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## 2025 Accountability Report

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### SUBMISSION FORM

I have reviewed and approved the data submitted by the agency in the following templates:

- Data Template
  - Reorganization and Compliance
  - FY2025 Strategic Plan Results
  - FY2026 Strategic Plan Development
  - Legal
  - Services
  - Partnerships
  - Report or Review
  - Budget
- Discussion Template
- Organizational Template

I have reviewed and approved the financial report summarizing the agency's budget and actual expenditures, as entered by the agency into the South Carolina Enterprise Information System.

The information submitted is complete and accurate to the extent of my knowledge.

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| <b>AGENCY DIRECTOR</b><br><i>(SIGN AND DATE):</i><br><br><i>(TYPE/PRINT NAME):</i> | <div style="display: flex; justify-content: space-between;"> <div style="text-align: center; flex-grow: 1;"> <b>SIGNATURE ON FILE</b> </div> <div style="text-align: right;"> <b>Signature Received:</b><br/>           09/12/2025         </div> </div> <hr style="border: 0.5px solid black; margin-top: 10px;"/> <div style="text-align: center;">           Peggy G. Boykin, CPA         </div> |
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| <b>BOARD/CMSN CHAIR</b><br><i>(SIGN AND DATE):</i><br><br><i>(TYPE/PRINT NAME):</i> | <div style="display: flex; justify-content: space-between;"> <div style="text-align: center; flex-grow: 1;"> <b>SIGNATURE ON FILE</b> </div> <div style="text-align: right;"> <b>Signature Received:</b><br/>           09/12/2025         </div> </div> <hr style="border: 0.5px solid black; margin-top: 10px;"/> <div style="text-align: center;">           Joe W. "Rocky" Pearce, Jr.         </div> |
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