

**CITY OF CONWAY**  
**SCHEDULE OF EMPLOYEE BONUSES & FRINGE BENEFITS**  
**FULL-TIME PERMANENT EMPLOYEES**  
**AS OF 7/1/2019**

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**CHRISTMAS BONUSES**

- \$ 250.00 Net for full time employees with full year of service
- \$ 125.00 Net for part-time with full year of service or full-time employees employed after July 1<sup>st</sup>.
- \$ 62.50 Net for part-time employees employed after July 1<sup>st</sup>

**SICK TIME BONUSES**

- \$ 100.00 Net for employees using 2 or less sick days the previous calendar year. Must be employed January 1<sup>st</sup> thru December 31<sup>st</sup> of previous calendar year.

**SAFETY BONUSES**

- \$ 100.00 Net for employees who have remained injury and accident free for the previous calendar year and taken all of the required on-line safety training courses. Must be employed January 1<sup>st</sup> thru December 31<sup>st</sup> of previous calendar year.

**LONGEVITY BONUSES**

- \$ 500.00 Net for 5 years service. \$1,250.00 Net for 20 years of service.
- \$ 750.00 Net for 10 years service. \$1,500.00 Net for 25 years of service.
- \$ 1,000.00 Net for 15 years service. \$1,750.00 Net for 30 years of service.

**HEALTH/VISION/DENTAL/LIFE**

The City pays \$98.76 on all coverage types (EE, ES, EC, FF) on full-time employees for health. The City also pays basic dental, life insurance (\$3,000) and long-term disability insurance on all full time employees.

The State Health Plan covers one routine/ screening mammogram per year for females over the age of 40.

The State Health Plan has removed a patient's out-of-pocket cost for diagnostic colonoscopies and routine screenings, including the pre-surgical consultation, the generic prep kit, the procedure itself and associated anesthesia.

As recommended by the Center for Disease Control (CDC), the plan will cover all CDC recommended adult vaccinations within specified age parameters at no cost to the member.

Supplemental Long Term Disability available at cost to employee.

Spouse, Children and Family Health/Vision/Dental & Life available at cost to employee.

**RETIREMENT**

Regular/SCRS

City contributes 15.56% of gross earnings (in addition to employee's contribution of 9.0%).

Police & Fire/ PORS

City contributes 18.24% of earnings (in addition to employee's contribution of 9.75%).

More information on health Insurance and retirement benefits at the following websites:

Insurance [www.peba.sc.gov/insurance.html](http://www.peba.sc.gov/insurance.html)

Retirement [www.peba.sc.gov/retirement.html](http://www.peba.sc.gov/retirement.html)

**EMPLOYEE OF THE YEAR AWARDS**

- \$ 500.00 Net to winning employee in each of 3 divisions. (Public Safety, Public Services, Public Works)

**EDUCATIONAL ASSISTANCE**

50% up to \$2,000.00 during 12 month period. Maximum lifetime \$4,000.00 (must be approved)

**UNIFORMS**

50% of total uniform charge is paid by the City. (Police and Fire paid at 100% by City)

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**VACATION**

1-9 Years of Service	10 days annually
10-14 Years of Service	15 days annually
15-19 Years of Service	18 days annually
20-24 Years of Service	20 days annually
25+ Years of Service	21 days annually

**VACATION BUY BACK**

The City offers a vacation buy-back program annually according to years of service and vacation balance.

**SICK TIME**

12 days per year.

**HOLIDAYS (11)**

New Year's Day	July Fourth	Christmas Eve
Martin Luther King Jr Day	Labor Day	Christmas Day
Good Friday	Thanksgiving Day	Day after Christmas
Memorial Day	Day after Thanksgiving	

**CONWAY RECREATION CENTER**

Free Employee membership and reduced family membership rates thru payroll deduction.

Employee	\$ 0.00 per payroll
Employee with Spouse	\$ 6.92 per payroll
Add a child (Resides in City Limits)	\$ 2.31 per payroll
Add a child (Resides outside City Limits)	\$ 3.46 per payroll

**SHORELINE BEHAVIORAL HEALTH SERVICE**

Employee Assistance Program provides caring and confidential services for personal and family problems.

**AGAPE PHYSICIANS CARE**

**Free Medical Services Provided to Full-Time Employees:**

- One educational consultation by a non-physician practitioner to make a brief general review of blood-screening lab test results. (Blood screenings conducted by a separate contract entity through the State Health Plan at no cost to the City or employees)
- Three (3) visits with a physician or non-physician practitioner
- One (1) Flu Vaccination
- Up to two (2) additional visits with a physician or non-physician practitioner
- Reduced rates for spouses, dependent children over the age of two (2) years, and under the age of twenty-six (26) years.
- Reduced rates for Conway part-time employees and their spouses and children over the age of two (2) years, and under the age of twenty-six (26) years.
- Reduced rates for Retirees and their spouses and children over the age of two (2) years, and under the age of twenty-six (26) years.

\*Employees are available to the following Employee Paid Benefits: Aflac, Colonial, Dependent Care Reimbursement, Medical Reimbursement, Money-Plus Pre-tax deductions.

\*\*Fringe benefits list subject to change as approved by City of Conway council.