

**SCHEDULE OF EMPLOYEE BONUSES & FRINGE BENEFITS
FULL-TIME PERMANENT EMPLOYEES
AS OF 7/1/2017**

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 1st.
- \$ 62.50 Net for part-time employees employed after July 1st

SICK TIME BONUSES

- \$ 100.00 Net for employees using 2 or less sick days the previous calendar year. Must be employed January 1st thru December 31st 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 1st thru December 31st 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 100% premium cost for coverage on full-time employees for health, basic dental, life insurance (\$3,000) and long-term disability insurance.

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 13.56% of gross earnings (in addition to employee's contribution of 9.0%).

Police & Fire/ PORS

City contributes 16.24% 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
- Retirement 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

2 weeks annually years 1 to 9.
3 weeks annually years 10+.

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.

I have received a copy and reviewed the Fringe Benefit list.

Signature of Employee