SCHEDULE OF EMPLOYEE BONUSES & FRINGE BENEFITS
FULL-TIME PERMANENT EMPLOYEES

CHRISTMAS BONUSES
$ 100.00 Net for full time employees with full year of service
$ 50.00 Net for part-time with full year of service or full-time employees employed after July 1st.
$ 25.00 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.

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.

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 11.56% of gross earnings (in addition to employee’s contribution of 8.66%).

Police & Fire/ PORS
City contributes 14.24% of earnings (in addition to employee’s contribution of 9.24%).

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)
FULL-TIME PERMANENT EMPLOYEES

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
Martin Luther King Jr Day
Good Friday
Memorial Day
July Fourth
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

CONWAY RECREATION CENTER
Reduced membership rates thru payroll deduction.
- Employee $ 6.92 per payroll
- Employee with Spouse $13.84 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)
- One (1) visit with a physician
- One (1) visit with a non-physician practitioner
- One (1) eVisit with a 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.