

BROAD CREEK PSD (BCPSD) 2023 FULL-TIME COMPANY BENEFITS

Paid Holidays:

- New Years Day
- Martin Luther King Day
- Good Friday
- Memorial Day
- 4th of July
- Labor Day
- Veterans Day (Floating)
- Thanksgiving
- Day after Thanksgiving
- Christmas
- Day after Christmas

Employees will be paid for the above listed holidays. Any hourly employee who is required to work on a paid holiday has the option of receiving holiday pay plus pay for time worked or may take another day of during the same pay period for the holiday. If the employee's schedule already has them off on the designated holiday, they may substitute another day during the pay period for the holiday.

Vacation: New Hires accrue 6 hours per month, to be used after their probationary period. Each employee receives 80 hours vacation July 1st of each year. Year of employee's 5th year anniversary they receive 120 hours vacation; year of the 10th anniversary they receive 160 hours of vacation. A maximum of 40 hours unused vacation carries over each year. Vacation scheduling must be approved by supervisor.

Sick Time: New Hires receive 64 hours prorated of sick time at the end of their probationary period. Each employee receives 64 hours of sick time July 1st of each year. Up to 520 hours of sick time can be carried forward. Sick time will not be paid out upon termination.

Funeral Leave: Employees shall receive up to five days off with pay for the death of a Spouse, Child, Mother(In-law) or Father(In-law); three days off with pay for the death of a Sibling (In-law), or Grandparent; one day off with pay for the death of an Aunt, Uncle, or Cousin.

Deferred Compensation Plan: BCPSD will contribute up to 7% of compensation towards a full-time employee's plan based on fiscal years of service. BCPSD will match full-time employee payroll contributions that exceed up to 7%, up to a maximum of 14% of compensation. The tier employer contribution for full-time employees is as follows:

<u>Years of Service</u>	<u>Employer Contribution No Match Required</u>	<u>Max Employer Contribution Employee Match Required</u>
0 – 5 years	4%	8%
6 – 10 years	5%	10%
11 – 15 years	6%	12%
16 plus years	7%	14%

Years of Service Based on Fiscal Year (July to June)

BCPSD will not contribute any unmatched funds to an eligible part-time employee’s deferred compensation plan. BCPSD will match up to 4% of an eligible part-time employee’s compensation toward a deferred compensation plan. New hires may be eligible to participate, and to receive matching contributions, on the first of the month following their 3 month employment anniversary.

Medical and Medically Related Benefits:

Broad Creek PSD participates in the State of South Carolina Public Employee Benefit Authority (PEBA). PEBA offers a range of medical and medically related benefits including health insurance, a prescription drug plan, dental insurance, vision care, life insurance, optional dependent life insurance, and long-term disability. BCPSD pays 100% of the health, dental, vision, prescription drug coverage premiums. BCPSD pays 100% of the employee life premium for 3 times the employee salary up to \$150,000 of coverage. Additional life coverage and dependent life coverage are optional and premiums are paid by the employee. Detailed benefit descriptions can be found at www.peba.sc.gov.

Employee is eligible first of the month following 30 days from hire date.

Short-Term Disability: Broad Creek PSD pays 100% of premium for Principal’s Short-Term Disability coverage (90 days less a 14 day waiting period). Employee is eligible first of the month following 30 days from hire date.

Employee Assistance Program (EAP): Broad Creek PSD provides free of charge to the employee and their dependent family members confidential, professional short-term counseling, referral and follow-up services. The program is administered through Magellan Healthcare.

Tuition Reimbursement: Broad Creek PSD will reimburse 100% of cost for books, tuition, and fees for the successful completion of job related accredited courses. To qualify for reimbursement the employee must receive a grade of “C” or better. Employees are encouraged to seek grants and scholarship monies prior to seeking tuition reimbursement from Broad Creek. All course study must be done on the employee’s own time, not during working hours. Employee is eligible first of month following six months from the date of hire.

Uniforms: Broad Creek PSD provides operations employees’ uniforms at no cost to them. Broad Creek will also pay for their initial work shoes for operations employees as a new hire.

Commuter Vans: Broad Creek PSD provides free of charge access to commuter vans for the employees' commuting convenience and savings.

Gym Membership: Broad Creek PSD will pay up to \$45 per month for an employee gym membership. The employee will provide a monthly gym printout demonstrating consistent attendance. Minimum monthly required attendance for membership payment is six times per month.