



## **BENEFITS OVERVIEW**

City of Greer Full-Time Employees

### **NOT A CONTRACT**

**BENEFITS and BENEFIT LEVELS MAY BE CHANGED  
AT ANY TIME BY CITY COUNCIL**

#### **MEDICAL/DENTAL/PRESCRIPTIONS/VISION (all in one) INSURANCE BENEFITS:**

- **Employee Premiums:** As little as \$0 per pay period based on participation in Wellness Program. Cost shared between the City of Greer & the employee (if applicable).
- **Dependent Premiums:** Coverage costs vary & depend upon which dependents are covered. Cost shared between the City of Greer & the employee.

*Please note: A spouse that is eligible for insurance coverage with his/her employer cannot waive or drop those benefits & be covered under the City's plan as his/her primary insurance.*

#### **ADDITIONAL INSURANCE (paid solely by the City of Greer on the employee's behalf):**

- **Life Insurance:** Basic life & accidental death/dismemberment
- **Long Term Disability**
- **Spouse &/or Dependent life insurance** (if applicable)

#### **OPTIONAL INSURANCE BENEFITS (paid by the employee via payroll deductions):**

- Additional Life Insurance & Dependent Life Insurance Available
- Cancer Insurance, Accident, Short Term Disability, Critical Illness Available

#### **ADDITIONAL BENEFITS:**

- **SC Retirement System:** Defined benefit plan; employee participation is mandatory
- **SC Deferred Compensation:** 401(k) and 457(b) available
- **FSAs:** Pre-taxed savings plans for medical & dependent care spending
- **Tuition Reimbursement Program:** Eligibility after one year of full-time employment
- **Employee Assistance Program (EAP):** Confidential professional counseling services for employees & eligible dependents.
- **Wellness Program:** On-site wellness nurse visits, gym membership reimbursements, disease management programs

## **OFFICE OF HUMAN RESOURCES**

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- **Education Incentive Pay:** for Bachelor or Associate Degree, certifications as applicable to positions
- **Employee Appreciation:** Events to recognize employees, family members invited
- **Bonuses:** Opportunities (never guaranteed) for safe work practices & employment tenure

**LEAVE POLICIES:**

- **General Leave:** Leave is accumulated monthly; 5 days during first year of employment with increases based on years of service
- **Sick Time:** Accumulated on a monthly basis
- **Holidays:** 10 paid per year