

From: Lewis, Phleisha E
To: Marisa Crawford (E-mail) <mcrawf@gov.sc.gov>
Date: 11/23/2004 4:30:40 PM
Subject: SC DMV Bonus Information

Marisa,

The message below contains the information you requested regarding bonuses. Please let me know if you need any additional information.

Thanks.

-----Original Message-----

From: Lake, Steven
Sent: Tuesday, November 23, 2004 4:14 PM
To: Lewis, Phleisha E
Subject: Bonus Information

Phleisha,

As of today, DMV has a total of 1226 filled positions. These positions break down as follows:

1,062	FTEs
5	Grant
159	Temps
1,226	

Our criteria for identifying these eligible employees was:

- 1) Employees must have 2+ years of State Service and be employed with DMV by July 2, 2003.
- 2) Employees must earn \$40,000 or less.
- 3) Employees can not have a disciplinary action since July 2, 2003.
- 4) Employees can not be on Leave Without Pay.

If all qualifications above are met, bonus amounts were based on last EPMS rating as follows:

Meets	1.5 - 1.9	\$200
Meets	2.0 - 2.4 or Meets By Default	\$300
Exceeds		\$500
Substantially Exceeds		\$750

Of the 1,226 total employees, 879 were eligible based on the first two criteria. However, 36 were eliminated due to disciplinary actions and 8 were on LWOP. Therefore, 835 employees were eligible for the bonus based on all four criteria. All 835 employees had a Meets or better on their latest EPMS.

If you need additional information just let me know.

Thanks,
Steven