



## Bonney Plumbing, Heating, Air & Rooter Service

### FAST FACTS:

**Business:** Plumbing, heating, air conditioning and roter/drain service

**Owners:** Mark and Candace Bonney

**Employees:** 58

**Address:** 3906 Krisit Court, Sacramento

**Contact:** 916-444-0551; bonneyplumbing.com

**'I have lots of friends who are starving to death with nothing to do. In tough times, we're still pretty busy.'**

**Craig Warriner**  
plumber



Plumber Craig Warriner said he takes advantage of the company's vacation home on Lake Tahoe: "Even if you've only been there a month, if you're doing

fine and there's an opening, they let you have it ... All you have to do is pay the cleanup lady to come after you leave."

# Bonney Plumbing sends employees to Cabo, Canada

**C**raig Warriner, a 22-year plumber, has worked at several companies that offered benefits, but none has been as generous as Bonney Plumbing, Heating, Air & Rooter Service.

At the top of his most-appreciated benefits list — the company's medical plan.

"We have full-ride medical for me, my wife and two kids — with no deductibles. That's huge," said Warriner, who has been at the company for six years.

STORY BY  
**DANIELLE STARKEY**

PHOTOS BY  
**NOEL NEUBURGER**

Because of the company's good reputation and its commitment to advertising, there's never been a shortage of work, he added.

"I have lots of friends who are starving to death with nothing to do," he said. "In tough times, we're still pretty busy."

The Bonneys also see to it that employees enjoy their time off, Warriner said.

"They have a place on the Tahoe Keys and they let any of the employees, top to bottom, use it," he said. "Even if you've only been there a month, if you're doing fine and there's an opening, they let you have it. I'm sure it'd cost you \$300 a night, minimum. All you have to do is pay the cleanup lady to come after you leave."

Warriner said he used to go several weekends a year, but the company has expanded to about 55 employees, so he goes just once a year. This year, he

stayed for six days.

"(The Bonneys) want to make sure it's used, and they like to take care of their employees," he said.

The Bonneys also offer employees a choice of annual corporate retreats. This year, half went to Cabo San Lucas, Mexico; Warriner opted for the cruise to Vancouver, British Columbia, and Victoria Island.

"It's a reward, but you kind of have to be messing up to not get it," Warriner said.

Holly Wilson, a marketing analyst who joined Bonney Plumbing in November, said she really enjoyed the retreat to Cabo San Lucas, and adds that she's never heard of a company including all its employees on a free vacation.

"The company I worked at before, only the top 10 percent would qualify" for the free vacation, she said.

Wilson also appreciates that the company pays for her to take classes in her field — and they give her the time off for the classes. Wilson, who has a bachelor's degree in business administration with a concentration in marketing, said she's already taken a few online seminars, including a graphic arts class.

A benefit that's harder to quantify but at least as important is the work environment, Wilson said.

"Before this, I was at a company doing sales. I won't say everyone was miserable there, but it's nice being at a company where everyone is happy to be here."