

LAMPASAS COUNTY PERSONNEL POLICIES

3.4 LONGEVITY PAY

LAMPASAS COUNTY RECOGNIZES ITS LONG TERM EMPLOYEES WITH AN INCENTIVE TO REWARD THE EMPLOYEE FOR LOYALTY TO THE COUNTY. LONGEVITY PAY IS INCLUDED IN THE FIRST REGULAR PAYCHECK OF DECEMBER.

A RECIPIENT OF LONGEVITY PAY MUST BE AN EMPLOYEE OF THE COUNTY ON DECEMBER 1 OF EACH YEAR. APPOINTED AND ELECTED OFFICIALS ARE NOT ELIGIBLE FOR LONGEVITY PAY.

EACH EMPLOYEE WITH FIVE OR MORE YEARS OF DOCUMENTED AND APPROVED FULL TIME STATUS (DOES NOT INCLUDE HOURS WORKED IN TEMPORARY OR PART TIME STATUS) BY DECEMBER 1 OF EACH YEAR WILL BE ELIGIBLE TO RECEIVE A PAYMENT OF \$120 PER YEAR FOR EACH YEAR OF SERVICE. THIS PAYMENT IS BASED ON FULL YEARS OF SERVICE (NOT PARTIAL YEARS). THE EMPLOYEE'S DATE OF HIRE WILL BE USED TO CALCULATE THE YEARS OF SERVICE WITH THE COUNTY. LONGEVITY PAY DOES NOT INCREASE AN EMPLOYEE'S BASE PAY.

ANY TERMINATION IN EMPLOYEMNT, WHETHER VOLUNTARY OR INVOLUNTARY WILL RESULT IN EMPLOYEE LOSING THEIR LONGEVITY STATUS. THEIR LONGEVITY DATE WILL RESET TO THE NEW HIRE DATE.

YEARS OF SERVICE	LONGEVITY PAYMENT
5 YEARS	\$600
6 YEARS	\$720
7 YEARS	\$840
8 YEARS	\$960
9 YEARS	\$1,080
10 YEARS	\$1,200
11 YEARS	\$1,320
12 YEARS	\$1,440
13 YEARS	\$1,560
14 YEARS	\$1,680
15 YEARS	\$1,800
16 YEARS	\$1,920
17 YEARS	\$2,040
18 YEARS	\$2,160
19 YEARS	\$2,280
20 YEARS AND MORE	\$2,400