

**LONGEVITY PAY**

**Purpose:**

To provide longevity pay to all eligible employees of the District.

**Scope:**

This policy applies to full-time employees.

**Policy:**

The District will make longevity pay available to full-time employees subject to available funding. Funding for this policy may vary depending on District budget allocations.

**Guidelines:**

- A. Each employee, after two (2) years of service completed shall receive compensation at an hourly rate equivalent to  $\$.03^5$  per hour multiplied by the number of years completed to two decimal points as of July 1<sup>st</sup> of each year. For example: a person with 8 years and 11 months completed as of July 1<sup>st</sup> will have a longevity rate of  $\$.035 \times 8.92 = \$.31$  per hour longevity pay. Overtime worked will then be paid at 1.5 times that amount for hours worked over 40 in a workweek which would be  $\$.47$  per overtime hour, regardless of scheduled or unscheduled overtime. No longevity pay shall be payable during the first two (2) years of service. The employer and employee shall make pension contributions on longevity pay.
- B. Longevity pay will be adjusted annually at the first business day of the new fiscal year and will become effective at the beginning of the next full work week.

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Chief's Signature

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Board Chairman Signature