

Present Policy

5.02.09 Longevity Pay. Tom Green County awards lump-sum longevity pay to eligible employees as a means of encouraging continued commitment to the County. To be eligible, employees must have worked full-time for the County for five (5) uninterrupted years or more. Longevity pay will be calculated based on the number of complete months of continuous service. A break in service resets the longevity calculation to zero.

Longevity pay amounts will be calculated for each eligible employee on September 30th of each year. Checks will be processed prior to the end of the calendar year. Employees must be employed by TGC at the time longevity checks are actually issued. Assistant District Attorneys, CSCD, and CRTC employees are not eligible for longevity pay. Elected officials will be included in the longevity pay program beginning FY 2006. Employees serving in grant positions will be provided longevity pay as outlined in this policy, provided there is no break in service. A break in service in a grant position resets the longevity calculation to zero.

Employees deployed on extended active military duty will not receive a longevity check for that year if check is issued during their deployment. Upon reinstatement with TGC, however, the months served on extended active duty will be credited to longevity calculations and they will be eligible for longevity pay.

Adopted - 10-25-11
Recommended Change

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