

PERSONNEL – Series 4000

- 4400 THE MERIT SYSTEM
- 4490 WAGE AND SALARY PROVISIONS
- 4492 DIFFERENTIAL AND LONGEVITY PAY PRACTICES

**4492.2 Longevity Increments**

*CLASSIFIED NON-MANAGEMENT*

- A. Non-management classified employees will receive longevity increments prorated and calculated monthly in accordance with the following schedule:

- After 30 years of service: an additional increment of \$1750
  - After 35 years of service: an additional increment of \$1750
  - After 40 years of service: an additional increment of \$1750

*CLASSIFIED MANAGEMENT*

- B. Classified management employees hired prior to July 1, 2005 and employed in management positions prior to July 1, 2018 shall choose in writing between Longevity Option 1 or Option 2 as defined below. Classified managers not meeting the above criteria shall be eligible for longevity Option 2.

- 1. Classified management employees will receive prorated longevity increments in accordance with the following schedule:

- After 15 years of service: 2% of the 15th year base salary
    - After 20 years of service: 4% of the 20th year base salary
    - After 25 years of service: 6% of the 25th year base salary
    - After 30 years of service: an additional increment of \$1750
    - After 35 years of service: an additional increment of \$1750
    - After 40 years of service: an additional increment of \$1750

- 2. Classified management employees will receive prorated longevity increments in accordance with the following schedule:

- Beginning on July 1 of the 15th year of service: 2% of the base salary. On July 1 of each subsequent year, the longevity calculation will replace the prior calculation with 2% of the current year base salary.

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