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.

Date Approved: September 4, 1986
Date(s) Revised: May 26, 1994
December 20, 1995
May 28, 1998
December 20, 2000
June 28, 2018