

Current~~Proposed~~ Policy wording:

3.02 LONGEVITY PAY

General: This policy is effective October 1, 2021, and is intended to supersede and replace all previous longevity, step, or salary pay types that are based solely on length of service. Any employee that as of 10/01/2021 would have been paid more under a previous longevity-based pay structure will continue under the older policy until such time that pay under the new policy exceeds the older policy. At no time will an employee receive benefits under more than one longevity-based policy or any other type of policy based solely on years of service.

Eligibility: Eligible positions and amounts will be determined annually by the Commissioners Court during the normal budget process. This additional pay will not be paid if it is not clearly designated and budgeted for during the budget process.

County funded, full-time active employees are eligible based on their years of service in any eligible position with Burnet County. Eligible full-time employees must have completed two years of consecutive service as of September 30th of each year. For the purpose of this policy, any employee working less than 40 hours per week is considered part-time. ~~Eligible~~ part-time employees must have two years of consecutive service and a minimum of 750 hours worked in the previous 12-month period. Employees must be a full-time or part-time active employee as of the date the longevity is paid.

Ineligibility: Temporary employees and employees supplemented by the County are not eligible. Grant funded positions will not be eligible unless allowed by the grant or approved and budgeted by the Commissioners Court.

Guidelines: This policy and these guidelines are not a contract between the County and any of its employees. Nothing herein shall be considered a part of the County's employment relationship with the employee. No employee shall have the right to rely upon or enforce this policy and these guidelines against the County, it being understood that the County may amend, modify, or terminate this policy and these guidelines at any time. No employee shall have any rights or privileges in this policy or guidelines.

~~FY23~~ Eligible Positions and Amount: For the ~~FY23~~ budget year (October 1, ~~2022~~ – September 30, ~~2023~~), eligible employees in eligible positions who have completed greater than two years of continuous service as of October 1, ~~2022~~, are eligible for longevity pay. ~~For FY23, the~~The amount of longevity pay is calculated at \$20 for every month of service for full-time employees and \$10 for every month of service for part-time employees in an eligible position as of 10/01/~~2022~~ with a maximum amount of ~~\$36003,600~~\$36,003,600 for full-time employees and ~~\$18001,800~~\$18,001,800 for part-time employees to be paid out in one lump sum payment prior to December 31, ~~2022~~. **Any employee that as of 10/01/~~2021~~ would have been paid more under a previous longevity-based pay structure will continue under the older policy until such time that pay under the new policy exceeds the older policy. This longevity pay will be paid in one annual payment.**

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