



Article 34: Longevity

Section 1. Eligibility

Following completion of an aggregate of five years of continuous full-time classified service (10,400 hours) by October first of any year, and continuing in subsequent years of such service, each employee shall receive annual longevity payments as provided in the schedule.

Career employees who separate from State service and return and complete five years (10,400 hours) of full-time continuous service by October first of any year shall have placed to their credit all previous State classified service earned for purposes of longevity.

Employees who are in pay status less than 2,080 hours, after establishing original eligibility, shall receive a pro rata annual payment based on the number of hours in pay status during the longevity year. One who retires under provisions of the State retirement plan prior to October 1 of any year shall receive a pro rata payment for the number of hours in pay status from the preceding October 1 to the date of separation. In case of death, the beneficiary or the estate shall receive the pro rata amount.

Section 2. Limitation

No employee shall receive more than the amount scheduled for one annual longevity payment during any 12-month period.

Employees do not earn state service credit in excess of 80 hours in a biweekly pay period. Paid overtime does not offset lost time, except when both occur in the same pay period.

Section 3. Time of Payment

Payments to employees who become eligible on October first of any year shall be due on the pay date following the first full pay period in October; except that pro rata payments in case of retirement or death shall be made as soon as practicable thereafter.

Longevity Compensation Plan Schedule of Payments:

| Hours of Full-Time Service | Payment |
|----------------------------|---------|
| 10,400 – 18,719 | \$260 |
| 18,720 – 27,039 | \$300 |
| 27,040 – 35,359 | \$370 |
| 35,360 – 43,679 | \$480 |
| 43,680 – 51,999 | \$610 |
| 52,000 – 60,319 | \$790 |
| 60,320 and over | \$1,040 |



Section 4. Longevity Overtime

The regular rate add-on longevity will be calculated and paid retroactively for overtime worked in the previous fiscal year. This amount will be included in the longevity payment.

