

CITY OF WACO

LONGEVITY PAY

Policies and Procedures

CMP-2

Revised 12/17/03

A. Statement of Purpose

To establish the City's policy regarding longevity.

B. General Policy

1. Civil service employees

Payment of longevity pay to fire fighters and police officers is mandated by Chapter 143 of the Local Government Code. In accordance with such law, fire fighters and police officers receive longevity pay at a rate of \$4.00 per month after one year of service up to a maximum of 25 years. Longevity pay for civil service employees is paid biweekly.

2. Non-civil service employees

- a) Full-time, non-civil service employees with at least five consecutive years (60 complete months) of full-time service with the city by November 1st of each year are eligible for longevity pay.
- b) Longevity pay will not be paid to employees who leave city employment after May 29, 2003 and return to city service.
- c) Longevity pay is calculated at the rate of \$4.00 per month, per year of service, up to a maximum of 25 years. The pay is for full years of service only. Months in excess of a full year are not paid. Longevity pay for non-civil service employees is paid each December.



Larry D. Groth, P.E., City Manager
December 17, 2003