

5.5 LONGEVITY PAY

ELIGIBILITY

1. All regular 40+ hour full-time employees of Austin County shall be eligible to receive longevity pay after completing 5 continuous years of full-time service for the County.
2. All regular 32-hour full-time employees shall be eligible for half (1/2) the longevity benefits.

EMPLOYEES NOT ELIGIBLE

1. Employees fully or partially funded by grants where longevity benefits are not recognized as allowable costs to the grant.

AMOUNT

2. Longevity pay shall be earned after 5 continuous years of full-time service in the amount of \$4.00 per month for each full year of full-time service for Austin County.

DATE OF RECEIPT

3. Longevity pay may be paid in a lump sum to eligible employees, when it is determined by the Commissioners Court that funds exist in the current fiscal year budget.

MAXIMUM EARNED

4. The maximum longevity pays to be earned shall not exceed that for 25 years of full-time service. All eligible employees as of this date with more than 25 years of full-time service will have their longevity pay frozen at the amount for the number of years served.