



## ECTOR COUNTY, TEXAS

### LONGEVITY PAY PROGRAM

Effective October 9, 2023, the Ector County Commissioner's Court has revised the previous longevity pay program to the following longevity pay program:

All full-time employees who, as of September 30<sup>th</sup>, who have accumulated a minimum of 10 years of service, shall receive a maximum of \$48.00 per year for every year of service. "Years of service" is defined as continuous years with no break in service.

The amount of longevity pay shall be proposed by the County Judge within the proposed annual budget to the Ector County Commissioner's Court and shall be adopted as part of the annual adoption of the budget by the Court.

Full-time employees include all governmental employees, as well as those funded by Federal and State grants, subject to grant guidelines and laws of the grantor agency. Should longevity pay for a grant funded employee not be allowable to the grant, the General Fund will provide said longevity pay, including required benefits.

Longevity pay is subject to all required payroll benefits and deductions, taxes and retirement, as any other regular payroll. Longevity pay will be processed on the first paycheck in December of each year.

The policy remains in effect at the stated level until such time as the Ector County Commissioners' Court revises or eliminates the program.

Approved by: Ector County Commissioners' Court

Date Approved: October 9, 2023