

**ARTICLE VIII  
LONGEVITY PAY**

---

**I. POLICY:**

Each year the Town Council may elect to provide a lump sum payment to employees in recognition of their service to the Town. Longevity pay is discretionary and is subject to the availability of funds, budgetary constraints, and the approval of the Town Council.

YEARS OF SERVICE	LONGEVITY AMOUNT
5 to 9	\$250
10 to 14	\$500
15 plus	\$750

If approved and budgeted, longevity pay will normally be issued in November to all full-time employees and all permanent part-time employees working 20 hours or more per week who have been employed at least five years by the Town as of November 1<sup>st</sup>. Longevity pay is not prorated and is not due to any employee whose employment ends prior to November 1<sup>st</sup>. Appropriate withholding deductions will be taken out of the longevity pay.

Policy adopted by Selma Town Council

Effective Date: November 14, 2000  
Amended August 11, 2015  
Amended July 10, 2018  
Amended April 13, 2021

*As of May 11, 2021, this policy replaces and supersedes any previous policies, or unwritten policies or practices covering the same subject.*