



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
1-4	1%
5-9	2%
10-14	2.5%
15-19	3%
20-24	4%
25-plus	5%

If approved and budgeted, longevity pay will normally be issued in November to all full-time employees who have been employed at least one year by the Town as of November 1st. Longevity pay is not prorated and is not due to any employee whose employment ends prior to November 1st. 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 November 10, 2020
Amended July 11, 2023

As of July 11, 2023, this policy replaces and supersedes any previous policies, or unwritten policies or practices covering the same subject.