

LONGEVITY

POLICY: It is the policy of Black Hawk County to compensate its eligible full-time non-bargaining employees for extended County service in addition to their regular pay.

SCOPE: This policy applies to all regular full-time Black Hawk County non-bargaining employees except for elected officials and their appointed deputies. Whenever the provisions of this policy are in conflict with federal or state laws or regulations, the provisions of the laws or regulations shall prevail.

RATE OF LONGEVITY PAY: Eligible full-time non-bargaining employees shall receive longevity pay based upon consecutive years of service with Black Hawk County as follows:

A. After three (3) years:	\$45.00 per month
B. After eight (8) years:	\$55.00 per month
C. After twelve (12) years:	\$65.00 per month
D. After sixteen (16) years:	\$75.00 per month
E. After twenty (20) years:	\$85.00 per month

PAYMENT: Longevity payments shall be divided between the first two (2) pay periods of each month. Upon becoming eligible for longevity pay, or for an increase in longevity pay in accordance with the above schedule, the employee will receive the first longevity payment or increase in longevity pay on the first pay period of the month following the employee's anniversary date of employment.

EMPLOYEES ON LEAVE OR LAY-OFF: An employee who receives no wages during a pay period shall not receive longevity pay for the pay period.

TERMINATION OF EMPLOYMENT: An employee who terminates employment with Black Hawk County on or before the 15th day of the month will receive his/her last longevity payment during the first pay period of the month of termination. An employee who terminates employment with Black Hawk County after the 15th day of the month will receive his/her last longevity payment during the second pay period of the month of termination.