

6.02 LONGEVITY PAY

A. Policy Statement

Non-bargaining, full-time employees under the hiring authority of the Board of Stark County Commissioners are eligible for longevity pay increases in five (5) year increments, commencing on the employee's date of hire. Increases do not accumulate.

B. Eligibility

Non-bargaining, full-time employees under the hiring authority of the Board of Stark County Commissioners are eligible for longevity pay increases in five (5) year increments, commencing on the employee's date of hire through the completion of the fifth (5th) year.

Eligibility for longevity pay increases is determined by an employee's years of service to their respective department or agency of employment under the hiring authority of the Board.

1. Should an employee resign from their position and accept a position in a different Department; calculation of longevity would reset to zero.

Example: John Doe is currently employed by the Commissioners' Office and has seven (7) years of service. John Doe resigns from his position and accepts a position with the Department of Job and Family Services. For purposes of calculating longevity, John Doe's years of service would restart at zero (0). John Doe's previous years of service with the Commissioners' Office would not be considered for longevity pay.

2. Should an employee assume a new position within the same department through a promotion, job reassignment, job audit or transfer; calculation of longevity would continue.

Example: John Doe is currently employed in the Stark County Sanitary Engineering Department and has seven (7) years of service. John Doe is promoted and assumes a new position with more responsibility within the Sanitary Engineering Department. For purposes of calculating longevity, John Doe's seven (7) years of service would be considered for longevity pay.

C. Calculation of Longevity Pay

Longevity pay increases are calculated in accordance with the following schedule of consecutive years of service to the employee's respective department or agency, commencing upon the employee's date of hire. Longevity increases will be awarded as follows:

Upon the Completion of:	Hourly Increase
Five (5) years of service	\$0.50 per hour
Ten (10) years of service	\$0.70 per hour
Fifteen (15) years of service	\$0.90 per hour
Twenty (20) years of service	\$1.10 per hour
Twenty-five (25) years of service	\$1.40 per hour
Thirty (30) years of service	\$1.60 per hour

