

# MACOMB COUNTY HUMAN RESOURCES POLICY

## LONGEVITY PLAN

The County recognizes employees who have a record of long continued employment and service and values the experience gained through such length of service.

Eligibility is for full-time employees and shall commence when such employee completes fifteen (15) years of continuous full-time employment on or before October 31st of any year.

Continuous employment shall not be considered interrupted when absences arise such as Paid Time Off (PTO), paid Sick Leave, approved Leave of Absence and/or paid Worker's Compensation period not to exceed one year.

The following Longevity schedule of payment shall apply:

<u>Step:</u>	<u>Continuous Years of Service on or before October 31st of each year:</u>	<u>Longevity Payment</u>
1	15 through 19	\$600
2	20 through 24	\$800
3	25 and thereafter	\$1,000

Longevity compensation shall be added to regular payroll, when due, for eligible employees. It shall be considered a part of regular compensation and subject to all normal taxes and deductions.

Payments to employees eligible as of October 31st of any year shall be included in the first payroll check of December. The annual period covered in computation of longevity shall be from November 1 of the preceding year to October 31<sup>st</sup> of the current year.

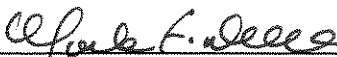
Employees leaving the employ of the County by reason of retirement and receiving benefits under the Macomb County Employees' Retirement Ordinance, or by reason of death from any cause shall be entitled to and receive a longevity payment upon a pro-rated basis for that portion of the year employed.

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DROP Participants: At the time an employee elects to participate in the DROP he/she shall receive, as part of their payoff, a prorated amount of longevity compensation. Payment for the balance of the DROP years' longevity payment and subsequent longevity payments shall be made in December of each year as described above. For DROP participants, the amount of longevity compensation paid in subsequent years shall be determined by the step level achieved by the employee at the time they elected to DROP.

Employees hired into the County after January 1, 2012 will not be eligible for this Longevity Plan.



Office of County Executive

Approved: July 8, 2014  
Revised: October 30, 2015  
Revised: January 3, 2017