

County of Harrison Indiana Personnel policy

Amended with effective date of January 1,2024 for 2023 year paid in 2024

3.5 LONGEVITY PAY Harrison County has implemented a **(Flat Rate)** longevity pay schedule for all full-time Employees as specified in the salary ordinance. A full-time employee shall complete one (1) year of service to be eligible for longevity pay. Each year qualifies the employee for longevity pay , with a capped out pay rate at 20 years.

The employee will receive longevity pay at the close of their second year ,after an employee’s first year of service at an amount established annually by the County Council. Longevity is earned and paid on an annual basis and must be added to employee base rate of pay when calculating overtime. If an employee works less than one (1) year, no longevity pay is earned. If an employee retires with a PERF eligible retirement after working six (6) months of the year, they will be paid 100% of their longevity. If an employee retires before working six (6) months of the year, or if an employee is terminated, no longevity pay is earned. The longevity pay schedule is as follows

Year #	Calculations Flat rate x year(s)	LONGEVITY AMOUNT
***1	After 1st full year	\$200.00
2		\$400.00
3		\$600.00
4		\$800.00
5		\$1000.00
6		\$1200.00
7		\$1400.00
8		\$1600.00
9		\$1800.00
10		\$2000.00
11		\$2200.00
12		\$2400.00
13		\$2600.00
14		\$2800.00
15		\$3000.00
16		\$3200.00
17		\$3400.00
18		\$3600.00
19		\$3800.00
***20	Capped out	\$4000.00

*Longevity is paid in February of the following year. Elected officials do not receive longevity pay.

*Approved at commissioner meeting August 30,2023