

AMENDING ADMINISTRATIVE REGULATION 10-02  
SECTION 2-A, ELIGIBILITY REQUIREMENTS, SECTION 3, AMOUNT  
AND SECTION 4-A AND 4-D OTHER PROVISIONS  
RELATING TO LONGEVITY PAY PROGRAM

Section 1. Purpose

This administrative regulation is promulgated pursuant to direction from the City Commission as part of their approval of the FY 2005 Budget on June 28, 2004 regarding the establishment of a Longevity Pay program. This program commenced on July 4, 2004 and shall continue as long as funding is provided in the annual budget process.

Section 2. Eligibility Requirements

- A. Employee must have at least 15 consecutive years (as defined in Section 4 (C) herein) *with the City of Hobbs* as a full-time employee.
- B. Employee must not be currently receiving any PERA retirement benefits.
- C. Employee must be employed on their anniversary date, no exceptions.

Section 3. Amount

Every employee who meets the eligibility requirements set forth in Section 2 whose anniversary date falls on July 4, 2004 or any date thereafter shall receive a lump sum payment of \$5 per month of service. On the fifteenth anniversary date this amount shall be \$900 and increase \$60 per year on each subsequent anniversary date until completion of 20 years.

Thereafter: (upon completion of 20 years) commencing October 1, 2011.

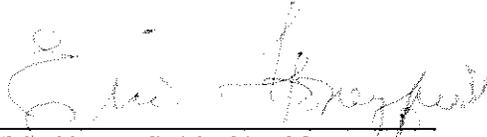
Non-union sworn police:	\$1200 + 3% of base pay
Certified fire or EMS	\$1200 + 3% of base pay
Non-union General Members:	\$1200 + 3% of base pay at 20 years; increased to 5% at completion of 25 years

Section 4. Other Provisions

- A. PERA rules specifically require that longevity pay be subject to PERA withholding, while this may decrease the cash amount received by the employee, it increases the amount calculated for the final average salary for PERA retirement purposes.
- B. Anniversary date shall be defined as the date used to calculate an employee's eligibility for benefits and level of benefit accrual.
- C. Consecutive years of service shall be based on service time earned as a regular employee eligible for benefits. Breaks in service of no greater than three (3) months shall be bridged for the purpose of calculating consecutive years of service, breaks in service of greater than three (3) months shall not be bridged and the last hire date shall be used to calculate years of service.

Section 5. Payment Process

On a pay period basis, the Personnel Department shall notify the Finance Department as to which employees qualify for longevity pay. The Personnel Department shall forward the payment to the Department or Division Head for distribution to the employee.

  
Eric Honeyfield, City Manager

10-7-2011  
Date

I acknowledge that I was provided a copy of and have read this policy:

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date