

**CITY OF BEAUMONT
POLICIES AND PROCEDURES MANUAL**

Policy Number: 4.3

Subject: Longevity

Effective Date: March 2, 2010

Approved by: Kyle Hayes | 05/01/2021
City Manager | Date

Chris Catalina | 05/01/2021
Personnel Director | Date

I. PURPOSE

The purpose of this policy is to establish guidelines under which full-time employees hired prior to March 2, 2010 shall receive longevity pay in accordance with City ordinance.

II. RULES/PROCEDURES

- A. Each full-time employee with five (5) or more years of service will be paid longevity pay at the rate of \$4.00 per month for each year of service up to and including twenty-five (25) years of service, maximum \$100 per month.
- B. Such pay shall be computed only on the basis of continuous, unbroken service except for persons employed prior to July 1, 1970.