



## **HILL COUNTY COMMISSIONER COURT**

**JUSTIN W. LEWIS**

County Judge

**Andrew Montgomery**  
Commissioner Precinct 1

**Larry Crumpton**  
Commissioner Precinct 2

**Scotty Hawkins**  
Commissioner Precinct 3

**Martin Lake**  
Commissioner Precinct 4

### **HILL COUNTY LONGEVITY POLICY**

1. Hill County (HC) awards lump-sum longevity pay to eligible employees and elected officials as a means of encouraging continued commitment to the County. To be eligible, employees must have worked full-time for the County for three (3) uninterrupted years or more.
2. Part-time employees who have worked 1000 hours or more for three (3) uninterrupted years or more will receive 50% of qualified pay amount. If a part-time employee becomes full-time, their part-time date shall be used for longevity purposes.
3. Longevity pay will be calculated based on the number of complete years of continuous service. A break in service resets the longevity calculation to zero.
4. Longevity pay amounts will be calculated for each eligible employee or elected official on September 30th of each year. Checks will be processed prior to the end of the calendar year. Employees and elected officials must be employed by HC at the time longevity checks are actually issued.
5. Employees serving in grant positions will be provided longevity pay as outlined in this policy, provided there is no break in service. A break in service in a grant position resets the longevity calculation to zero.
6. Employees deployed on extended active military duty will not receive a longevity check for that year if check is issued during their deployment. Upon reinstatement with HC, however, the months served on extended active duty will be credited to longevity calculations and they will be eligible for longevity pay.

## LONGEVITY PAY CHART

RATE CALCULATED BASED ON TIME OF SERVICE AS OF SEPT. 30, 2020	
YEARS OF SERVICE	AMOUNT PER EACH FULL YEAR OF SERVICE
3-7	\$75.00
8-12	\$100.00
13-20	\$125.00
20+	\$2500.00 (capped)

Approved in Commissioners' Court 7/28/2020