

HAYWOOD COMMUNITY COLLEGE	HUMAN RESOURCES LONGEVITY PAY	Policy 3.2.2
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Upon completion of at least ten (10) years of qualifying service with the College in a full-time, permanent position or part-time, permanent position (employed at least nine (9) months per year and for at least twenty (20) hours per week), an employee is eligible for Longevity Pay. Longevity Pay is an annual payment based on the employee's years of service and annual salary.

Years of Aggregate State Service	Longevity Pay Rate
10 but less than 15 years	1.50 %
15 but less than 20 years	2.25 %
20 but less than 25 years	3.25 %
25 or more years	4.50 %

Longevity Pay is paid each year during the month that includes the eligibility date (dates of eligibility after the fifteenth (15th) of the month are paid in the following month). Longevity is not considered a part of the employee's annual base salary for classification and pay purposes.

Longevity Pay is subject to changes made by the North Carolina General Assembly.

Adopted: 04-03-2017
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