

Procedure 5.1001

Longevity Pay for College Personnel Procedure

Annual longevity pay amounts are based on the length of aggregate service to the State of North Carolina, community colleges and technical institutes, and public schools are designated in Subsection (b)(6) of this rule and a percentage of the employee's annual rate of pay on the date of eligibility. Longevity pay amounts are computed by multiplying the employee's annual salary rate by the appropriate percentage, rounded to the nearest cent, in accordance with the following table:

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

Longevity pay is not considered a part of annual base or contract pay nor is it to be represented in personnel and payroll records as part of annual base salary. (Salary increases effective on the same date as the longevity eligibility date shall be incorporated in the base pay before computing longevity).

Longevity payments shall be made in a lump sum and are subject to the statutory deductions and legislative funding.

Payment shall be made during the monthly pay period in which the employee has satisfied eligibility requirements to receive longevity pay. This includes employees on workman's compensation leave.

For eligibility requirements and other details of the plan, contact the Human Resources Office.

References

Legal References: *1C SBCCC 200.94*

SACSCOC References: *Enter SACSCOC references here*

Cross References:

Procedure

History

Leadership Council Review/Approval Dates: 12/8/2017, 01/12/2018

Senior Staff Review/Approval Dates: 02/20/2017, 11/21/17

Board of Trustees Review/Approval Dates: *Enter date(s) here*

Implementation Dates: *Enter date(s) here*

