

LONGEVITY - SUMMARY OF REVISIONS

- 1961 General Assembly passed enabling legislation (Amendment to G.S. 143-36)
- 1962 Longevity policy established. Requires employee to have 15 years of employment with the State as a permanent, full-time employee and have served the last three years of employment at the maximum annual rate of his classification; and be recommended by the agency head as having served the State in a meritorious manner worthy of recognition and encouragement. (First payment between February 1-15, 1963, who were eligible on December 1, 1962.)
- 1-25-63 If the employee's present salary does not exceed the maximum annual rate for his classification by more than the scheduled longevity payment, the employee will be eligible to receive the full longevity payment, based on the maximum of his salary grade.
- 7-1-73 New longevity plan adopted - graduated percentage based on aggregate service beginning with 15 years.
- Aggregate service revised to include local SPA employment.
- 8-3-73 Aggregate service to include permanent part-time employment.
- 12-13-74 Aggregate service amended to include County Agriculture Extension Service.
- 7-1-75 Approved partial longevity payments for employees leaving
- 7-1-77 Longevity pay to begin at completion of 10 years at the rate of 1.5%.
- Revised to allow service for authorized military leave from any of the governmental units for which service credit is granted.
- 8-1-81 Aggregate service - clarifies that service credit will be given for any month in which an employee works at least half of the workdays in that month.

Continued on next page

LONGEVITY - SUMMARY OF REVISIONS, Continued

- 10-1-81 Reestablishes that an employee will be credited for a full month in any month in which the employee works at least half of the workdays in that month. AND deletes the sentence stating “provided that the employee was working at the time these units became state agencies” dealing with other governmental units.
- 7-1-82 Aggregate service amended to include former employment in the General Assembly.
- 12-1-82 Aggregate service credit - clarifies that permanent part-time employees are credited with aggregate service on a pro rata basis.
- 6-1-83 Redefinition of aggregate service.
- 87-89 Appropriations Act amended GS 138-4 to provide longevity pay for executives on same basis as SPA employees effective July 1, 1987.
- 7-1-87 Added legislative terms of members to aggregate service.
- 1-1-89 Pay status changed to half the workdays and holidays.
- 7-1-89 Part-time employees granted Longevity - Full total State service granted for part-time employment if half-time or more.
- 8-1-95 Changes the terminology in other policies to “permanent, probationary, trainee appointment” rather than “permanent, probationary, trainee employment.” In addition, “time-limited” appointment has been spelled out in the appropriate policies, whereas, in the past, this type of appointment was considered to be a type of “permanent” appointment.
- 01-01-02 Revised to include an omission: Add Workers' Comp Leave under creditable total state service.
- 11-1-04 Clarified how longevity is paid upon transfer to an appointment type that is ineligible for continued longevity pay.
- 9/7/17 Policy revised to delete all reference to trainee appointments, per appointment types and career status.

