



Medina County Policy Manual



Policy: Longevity Payment	Section: Benefits	Number: 5.025
Issued: 09/17/07	Reviewed/Revised: 11/27/12 Res. #12-1000	Page #: 1 of 1

Previous Res. 07-900, 08-154, 11-0959

- A. Full-time employees not covered by a collective bargaining agreement and hired prior to January 1, 2013 are eligible to receive an annual longevity payment. The award of this longevity payment is not required by law and may be modified and/or eliminated by the County at any time.
- B. Only current, continuous service time with Medina County will be counted for purposes of eligibility for this longevity payment.
- C. Longevity payments will be issued as a separate check, subject to applicable taxes and deductions, and issued between the 3rd week of November and 2nd week of December, unless the Board determines otherwise.
- D. Service time is determined by completed years of service as of January 1st of the calendar year in which the longevity payment will be issued. Eligible service to include uninterrupted employment with any department, board, or elected official in which their payroll is processed by the County Auditor.
- E. Part-time service will not count toward service time for this payment and only employees in active-pay status and full-time positions at the time checks are issued are eligible to receive them. Eligible employees who end their employment with the County before the issuance of this longevity payment forfeit their payment.
- F. Longevity payments will be issued, under this policy, during fiscal years when deemed affordable and appropriate by the Board of County Commissioners. The payment schedule to be utilized shall be issued, when applicable, to participating departments and offices approximately one month prior to program payment disbursement. The schedule is subject to modification on an annual basis.