

ORDINANCE NO. 13-561

BE IT ORDAINED by the City Council of the City of Huntsville, Alabama, that Section 8.19 of Ordinance No. 04-315 (Personnel Policies and Procedures Manual), as adopted and approved on December 16, 2004, as amended, is hereby further amended as follows:

8.19 LONGEVITY PAY (ORD.13-254)

Longevity pay is made on the basis of the number of months of continuous regular, full-time service with the City of Huntsville. All regular, full-time employees who have one (1) or more years of continuous service as of October 1st, the beginning of the fiscal year of the City of Huntsville, are eligible for longevity pay.

Longevity pay shall be paid to the employee twice per fiscal year. The longevity pay shall be paid in the form of one (1) check on the earliest Friday in December that is not a regular payday equal to half of the eligible longevity pay and one (1) check on the earliest Friday in June that is not a regular payday for the remaining half of the eligible longevity pay.

A regular, full-time employee, who resigns or is terminated prior to receiving the December and/or June payment for eligible longevity pay, as determined by the immediately preceding October 1st, shall be paid the December and/or June payment the employee has not yet received on the employee's final paycheck.

An eligible employee who retires or the designated beneficiary(ies) of an eligible deceased employee shall receive on the employee's final paycheck:

- 1) the December and/or June payment that the employee has not yet received, as determined by the immediately preceding October 1st; and
- 2) a payment for eligible longevity pay equal to the months of service as of the date of retirement or death, prorated by dividing by twelve the number of whole months elapsed from the immediately preceding October 1st to the date of retirement or death.

Designated beneficiary shall mean the individual(s) indicated on the eligible deceased employee's Outstanding Wages Beneficiary Designation Form that has been accepted and on file in the City of Huntsville's Payroll Office.

Compensation for longevity pay shall be phased in over a three year period, following adoption of this ordinance, and shall be payable as follows:

Year 1 (Fiscal Year beginning Oct. 1, 2013) - \$2.25 for each month of continuous service which is equal to \$27.00 per year.

Year 2 (Fiscal Year beginning Oct. 1, 2014) - \$3.75 for each month of continuous service which is equal to \$45.00 per year.

Year 3 (Fiscal Year beginning Oct. 1, 2015) - \$5.25 for each month of continuous service which is equal to \$63.00 per year.

ADOPTED this the _____ day of _____, 2013.

President of the City Council of
the City of Huntsville, Alabama

APPROVED this the _____ day of _____, 2013.

Mayor of the City of Huntsville,
Alabama