

LONGEVITY PAY

As provided by Government Code 659.044

Longevity Pay is paid to regular **full time** team members at a monthly rate of \$20 for every two years of lifetime Texas service credit with increases after each additional two years of service, up to and including 42 years of service. (Faculty (or if any portion of appointment is from a faculty line) and student status team members are not eligible.)

Longevity is identified separately on the team members' earning statement with the earnings type "LNG".

Years of Service	Monthly Longevity Pay
Less than 2 years	\$0
At least 2 but less than 4 years	\$20
At least 4 but less than 6 years	\$40
At least 6 but less than 8 years	\$60
At least 8 but less than 10 years	\$80
At least 10 but less than 12 years	\$100
At least 12 but less than 14 years	\$120
At least 14 but less than 16 years	\$140
At least 16 but less than 18 years	\$160
At least 18 but less than 20 years	\$180
At least 20 but less than 22 years	\$200
At least 22 but less than 24 years	\$220
At least 24 but less than 26 years	\$240
At least 26 but less than 28 years	\$260
At least 28 but less than 30 years	\$280
At least 30 but less than 32 years	\$300
At least 32 but less than 34 years	\$320
At least 34 but less than 36 years	\$340
At least 36 but less than 38 years	\$360
At least 38 but less than 40 years	\$380
At least 40 but less than 42 years	\$400
At least 42 years or greater	\$420

Eligibility

Must be full time on the first day of the month, not on leave without pay on the first workday of the month and have at least two years of lifetime service credit accrued by the last day of the preceding month. Since eligibility status is determined on the first day of each month, if employed on the first working day of the month that is deemed to be the first day of the month.

Percent effort at TTUHSC and TTU will be combined in determining full time employment. A split appointment with other state entities may not combine to establish full time employment for longevity pay purposes.

An eligible team member who enters leave without pay status, or who terminates state employment after the first day of the month is entitled to full longevity pay for that month. Longevity pay is not prorated.

If an eligible team members transfers from one state agency to another after the first day of the month, they are entitled for full longevity pay for the month by the state agency employing the team member on the first day of the month.

If an eligible team member terminates but remains on the payroll to exhaust vacation entitlement, they are entitled to payment of full longevity pay for each month or fraction of a month they continue to be on the payroll. However, longevity pay is not considered in the calculation of lump-sum vacation pay upon termination or the in the calculation of vacation and/or sick leave death benefits payable to the estate of a deceased team member.

Longevity Pay for Return-to-Work Retirees

A team member who retired from state employment on or after June 1, 2005, and who receive an annuity based wholly or partly based on service as a state employee is not eligible for longevity pay.

Lifetime Service Credit Explained

Lifetime service credit for longevity purposes includes all employment for the state of Texas including part-time, student, faculty or legislative. Time need not be continuous. (In accordance with Attorney General Opinion H-105).

The amount of Lifetime service credit does not include the period served in a hazardous duty position if the team member is entitled to receive hazardous duty pay (In accordance with Texas Government Code 659.046(f)).

Service at a public junior college, public school system including education centers does not count as lifetime service credit.

Prior service is counted regardless of the method of salary payment, length of appointment, percentage of time worked, continuity of service, or eligibility for longevity pay in a prior

position. The method of computation is to count actual days, months and years of service. Partial months of work days do not count as a month of service.

A team member previously employed at Texas Tech or another institution or agency in Texas is required to inform and provide the HR department with written statement of that prior service containing the beginning and end dates of each period of prior service. The HR department will send a verification form to the former employer and will use that verification in the calculation of lifetime state service. The document will become part of the team member's employment file.

AUDIT OF LIFETIME SERVICE CREDIT

If a team member requests an audit of their state service records and the results determine an overpayment, the team member will be required to pay back the overpayment amount or have their ongoing longevity payments cancelled until such time that the overpayment is satisfied. Conversely, if the audit finds an underpayment of longevity due to an error in the service calculation, the underpayment will be paid to the team member.