

## **Longevity Pay and Hazardous Duty Pay**

**Original Implementation:** Unpublished

**Last Revision:** April 25, 2017

Non-academic, full-time employees working at least 40 hours a week in one position, are entitled to longevity pay in the amount of \$20 per month for each 2 years of state service. When appointments are added together, an eligible employee may be paid longevity pay if the sum of the scheduled work hours in all non-academic appointments is 40 or more hours. Longevity pay is capped at \$420 per month. At the time of initial employment, employees are required to report prior employment with other state of Texas agencies or institutions of higher education. The new employee will be asked to provide prior state employment information to human resources during the new employee orientation. Prior state employment is verified by human resources.

SFA Charter School teachers are excluded from this policy. Commissioned law officers are entitled to hazardous duty pay in lieu of longevity pay. In most cases, the amount of a full-time employee's hazardous duty pay is \$10 per month for each 12-month period of lifetime service credit accrued by the employee.

**Cross Reference:** Tex. Gov't Code §§ 659.041-.047,.305; Texas Comptroller guidelines on longevity pay

**Responsible for Implementation:** Vice President for Finance and Administration

**Contact for Revision:** Director of Human Resources

**Forms:** None

**Board Committee Assignment:** Academic and Student Affairs