Longevity Pay/Hazardous Duty Pay

**Original Implementation:** Unpublished  
**Last Revision:** April 15, 2014

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. SFA Charter School teachers are excluded from this policy. 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. Commissioned law officers are entitled to hazardous duty pay in lieu of longevity pay.

**Cross Reference:** Tex. Gov’t Code §§ 659.041-.047

**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