

Longevity Pay and Hazardous Duty Pay

Original Implementation: Unpublished

Last Revision: April 18, 2020

Purpose

This policy establishes eligibility for longevity pay and hazardous duty pay and prescribes the amounts to be paid.

General

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 and hazardous duty 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