

CP – 2.18.1

LONGEVITY PAY PLAN

Related Board of Trustees Policy: BP 2.18
OPR: Vice President for Administration
Approval: May 2012
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LONGEVITY PAY PLAN

Annual longevity payment amounts for full and part-time regular employees shall be based on the length of aggregate service to the State of North Carolina, community colleges, technical institutes and public schools and as a percentage of the employee's annual rate of pay on the date of eligibility.

An employee is eligible to receive longevity payment on the anniversary date in which he/she has completed ten (10) years of aggregate state service.

Longevity payment amounts shall be computed by multiplying the employee's annual salary rate by the appropriate percentage, rounded to the nearest dollar, in accordance with the following table:

Aggregate State Service	Percentage Rate
10 but less than 15 years	1.50%
15 but less than 20 years	2.25%
20 but less than 25 years	3.25%
25 or more years	4.50%

Time and Method of Payment:

- Longevity payment is automatic and will be made when all eligibility requirements are met.
- Longevity payment is made in a lump sum and is subject to all statutory deductions.
- Longevity payment is made during the monthly pay period in which the employee has satisfied eligibility requirements, including employees on Workers Compensation leave.
- Leave without pay in excess of one-half the work days in a month (with the exception of authorized military leave and Workers' Compensation leave) will delay the longevity anniversary date on a month-for-month basis.
- Payment of longevity is prorated if an employee leaves the College prior to their anniversary date.

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