

RESOLUTION NO. 08 - 019

Date 12/08/08

A RESOLUTION BY THE CITY OF MEADOWLAKES, TEXAS TO ADOPT A UNIFORM PAY PLAN FOR LONGEVITY PAY.

WHEREAS, the City has recently assumed two organization elements to become new divisions of the City government; and,

WHEREAS, the City adopted a groundrule of “no negative monetary impact” to transitioned Municipal Utility District’s (MUD) personnel salaries and benefits as a result of the merger with the City; and,

WHEREAS, both the City and the MUD have previously extended an end-of-year longevity pay adjustment for employees by tradition and without a formally documented uniform policy; and,

WHEREAS, the City is required to have a uniform longevity pay policy for the employees of the recently formed Recreation and Country Club (RCC) Division as well as required to have a formally adopted policy for all City employees.

NOW, THEREFORE, BE IT RESOLVED, that the City Council hereby establishes a uniform longevity pay policy (“the policy”). Specifically, the Council hereby adopts the following policy, and associated terms and conditions as defined below.

1. A longevity pay adjustment shall be extended to City employees annually, paid in the Month of December to all City employees currently on the December payroll with a “good standing” employment status (Rating of **Satisfactory** Performance or better).
2. The amount of payment shall be determined and calculated based on the following:
 - a. For **full-time** employees with a continuous length of service of 12 months or greater the payment shall be 1.9 percent of current annual salary at time of payment.
 - b. For **full-time** employees with a continuous length of service of 6 to 12 months the payment shall be 0.95 percent of current annual salary at time of payment.
 - c. For **full-time** employees with a continuous length of service of 3 to 6 months the payment shall be 0.48 percent of current annual salary at time of payment.
 - d. For **part-time** employees that are currently on the payroll at time of payment shall be paid consistent with the above length of service and percentage rates, based on average monthly salary for previous 12 months, or if less than 12 months length of service, based on actual months of length of service.
 - e. For **temporary** employees currently on the payroll at time of longevity payment shall receive \$50.00

- f. Above employment categories shall be determined based on the City of Meadowlakes Personnel Manual.

PASSED AND APPROVED this the 8th day of December, 2008.

ATTEST:

/s/ Linda A. Wendling
Linda A. Wendling, City Secretary

SIGNED:

/s/ John Aaron
John Aaron, Mayor