

**ALLEGAN COUNTY
PILOT**



TITLE: RETENTION BENEFIT (LONGEVITY)

APPROVED BY: Board of Commissioners

PILOT PERIOD: November 1, 2022, and continuing through December 31, 2026

1. RETENTION BENEFIT

1.1 Regular full-time (36-40 hrs/week) and regular part-time (20-35 hrs/week) benefit-eligible employees who have completed one (1) or more years of employment as a regular full-time or regular part-time employee with the County, shall receive retention pay on or before December 31 of each year according to the following scale:

1 through 9 years will receive \$50 per year of employment

10 through 17 years will receive \$75 per year of employment

18+ years will receive \$100 per year of employment

*Regular part-time employees receive 50% of the benefit amounts listed above.

An employee's current status of full-time or regular part-time at the time of payment will determine whether they receive 100% or 50% of the benefit amount.

Years of employment will be measured in whole years, as service completed through 11:59pm November 30 of each year, and only years of employment completed as a full-time or regular part-time employee will be counted.

In the event of a break in employment (employee left employment and returned) if the employee departed employment with the County after January 1, 2020, and returned to employment with the County no more than 12 months following departure, then the prior service will be counted.

In the event of a break in employment (employee left employment and returned), other than above, the prior service will not be counted.

1.2 Payment Date. Retention pay shall be paid in a lump sum payment in a separate pay (not a normal pay check) via live paper check on or before December 31 of each year.

1.3 Proration of Benefit. In the event that an eligible employee dies during the course of the year, his/her spouse or designated beneficiary shall receive a prorated amount of retention pay. In the event that an eligible employee retires or is laid off his/her amount of retention pay will be prorated based on hours paid during that year. Employees who resign (other than those specific situations referenced above) or who are involuntarily terminated will not be eligible to receive retention pay (in whole or prorated) for employment within the year of resignation/termination.

1.4 Preservation of Longevity Benefit. If the Retention Benefit is not continued past December 31, 2026, the prior Longevity Benefit, that was in place will be reinstated effective immediately with no changes. Employees eligible for Retention Benefit and who were eligible for the Longevity Benefit, will experience no less than a \$100 increase for each year during the period from November 1, 2022, through December 31, 2026. For the purposes of Health Care Savings Plan and retirement contributions, Retention Benefit shall be considered Longevity.