

**TILLMAN COUNTY
BOARD OF COUNTY COMMISSIONERS**

RESOLUTION # 1632

BE IT REMEMBERED that on the 26th day of September, 2022 at a regular meeting of the Board of County Commissioners of Tillman County, the following resolution was presented, read and adopted:

WHEREAS, realizing the importance of maintaining a stable work force and desiring to reward those employees of Tillman County who have been dedicated and loyal employees for a number of years,

WHEREAS, these longevity payments would be in addition to any increases given to all employees at budget time on their regular salaries. The longevity pay will automatically be considered annually each fiscal year depending on availability of funds.

WHEREAS, as set forth in Resolution #1138 to amend Resolution #1068, Tillman County full time employees continually employed for a minimum of two (2) years, may be paid an amount based upon the time of employment for each individual employee. Years of service will be figured on how many full years the employee has worked by the last working day of November upon completion of two (2) full years of service.

LONGEVITY PAY SCHEDULE

YEARS OF SERVICE	.00
LESS THAN 2 YEARS	125.00 (0.06/hr)
2 YEARS BUT LESS THAN 4 YEARS	213.00 (0.10/hr)
4 YEARS BUT LESS THAN 6 YEARS	313.00 (0.15/hr)
6 YEARS BUT LESS THAN 8 YEARS	425.00 (0.20/hr)
8 YEARS BUT LESS THAN 10 YEARS	531.00 (0.25/hr)
10 YEARS BUT LESS THAN 12 YEARS	625.00 (0.30/hr)
12 YEARS BUT LESS THAN 14 YEARS	750.00 (0.36/hr)
14 YEARS BUT LESS THAN 16 YEARS	844.00 (0.40/hr)
16 YEARS BUT LESS THAN 18 YEARS	950.00 (0.45/hr)
18 YEARS BUT LESS THAN 20 YEARS	1,000.00 (0.48/hr)
AT LEAST 20 YEARS OR OVER	

WHEREAS, Resolution #1214 was passed to amend Resolution #1138 and Resolution #1068, employees who have a termination in their employment, previous time worked for the County may be reinstated for figuring Longevity after one (1) full year of employment. Resolution #1214 further stated that employees on FMLA, Worker's Compensation, or leave without pay will not lose their prior service, however time off from work will not count toward years of service. For County Employees with such time off from work, longevity payments will be calculated hourly to reflect time worked.

WHEREAS, to further amend the Longevity Policy and remain in compliance with OPERS rules, upon separation of employment, employees will be entitled to a prorated partial longevity payment.

NOW THEREFORE BE IT RESOLVED, that the County Longevity policy is hereby amended and updated and that this resolution will supersede all prior Resolutions and amendments regarding payment of compensatory time for Tillman County Employees, except non-exempt law enforcement personnel, and become a part of the Tillman County Personnel Policy Handbook.

ADOPTED by the Board of Tillman County Commissioners this 26th day of September, 2022.


ATTEST:




Cacy Caldwell, County Clerk




BOARD OF COUNTY COMMISSIONERS
TILLMAN COUNTY, OKLAHOMA



Joe Don Dickey, Chairman



Greg Petty, Vice-Chairman



Kent Smith, Member