

Effective January 1, 2019

II. COMPENSATION POLICIES

J. LONGEVITY COMPENSATION

Longevity Compensation is available to full time and part time regular employees not otherwise represented by a memorandum of understanding who were employed by the City of Lawrence in an eligible employment status prior to January 1, 2019.

Employees in a non-eligible employment status or hired to the City of Lawrence January 1, 2019 or later will not be eligible for the Longevity Compensation program.

Longevity Parameters:

1. Must be employed in an eligible employment status of full time regular or part time regular prior to January 1, 2019.
2. Longevity payments:
 - a) Commence January 1 of the year following the fifth (5th) year of employment. *(i.e. 2019: full-time and part-time regular employees with a service date of 1-1-2015 or earlier)*
 - b) Be issued in December and paid by direct deposit or payroll card. *(i.e. 2019: December 13, 2019)*
 - c) A qualifying employee will receive the following amounts on an annual basis: \$250 for 5 to 9 years of service, \$500 for 10 to 14 years of service, \$750 for 15 to 19 years of service and \$1,000 for 20 or more years of service. All payments are subject to taxes and employment withholdings, to be paid in December of each year. Employees hired 1/1/2019 or after are not eligible.
3. Periods of military leave will not constitute a break in consecutive service, as long as the employee returns to work immediately after discharge from military service.
4. Any employee who retires or is approved for long-term disability during the current fiscal year shall receive longevity at a pro-rated basis according to the following parameters:
 - a) 1/12 for each month worked in the current year multiplied by the applicable rate for the number of years of service as determined by 2c.
5. Employees, who voluntarily terminate employment, are separated by the City, die, or leave City employment for any reason other than KPERS/KP&F retirement or approved long-term disability during the year, are not eligible to receive longevity.
6. If longevity payments are issued, the following payroll items will apply:
 - a) All required federal and state deductions including
 - i) Federal income tax withholding
 - ii) State income tax withholding
 - iii) KPERS and KP&F contributions (including double and triple deductions) for active employees
 - iv) KPERS & KP&F contributions will NOT apply for retirees
 - b) Garnishments and tax levies currently in force.