



# MEMO

## Human Resources

To: Finance & Personnel Committee  
From: Elisa Hodge, Human Resources  
Date: 12/1/2025  
Re: Longevity

### **Background information:**

The Employee Longevity program was discontinued as part of the 2023-2024 Compensation Administration restructuring.

Employee Longevity pay was last paid out near year-end of 2024 for years of service through 2024 for active employees at that time, not subject to collective bargaining.

Funds budgeted for 2025 were allocated to the Merit Incentive program created under the 2023-2024 Compensation Plan restructuring proposal. Merit Incentive nominations were submitted in the second half of 2024, and then nomination forms underwent a committee review in late 2024-early 2025. It was deemed by the review committee that the program had significant flaws and should be reevaluated for overall procedure. No awards were issued as a result of the review committee's decision.

April 14, 2025 – a memo was presented to the Finance & Personnel Committee informing the committee that the Merit Incentive program was deemed by the review committee to be flawed and therefore should not move forward. At this meeting, and based on a request from Department Heads at that time, the Longevity for 2025 was proposed to be reinstated for the 2025 payment. The resulting vote at the Finance & Personnel Committee was 3-2 as a failed motion to pay Longevity.

The Finance & Personnel Committee has been presented and approved restructuring to the Compensation Administration at the October 6, 2025 meeting. A separate

incentive proposal was not put forth due to budget constraints and was noted in HR Director Hodge's verbal presentation.

Alders have received separate communications in Q3 2025 from an employee and/or a Department Head, requesting that the Longevity Incentive be reinstated and applied to 2025, and it is therefore being readdressed for discussion.

### **Budget**

The cost for Longevity in 2025 would be \$18,975 (as stated in the memo to Finance & Personnel on 4/14/2025). The Merit Incentive budget for 2025 was allocated to be \$16,000 in the Human Resources budget.