

LONGEVITY PAY

Full-time and part-time regular employees (part-time regular employees longevity pay will be prorated based on the percentage of hours worked) who work 1000 hours or more per year may be compensated for longevity based on continuous years of service as of December 31st if funds are appropriated. The employee must be hired prior to July 1st of that year and current performance must be considered satisfactory. Continuous service is continuous employment through payment date including any approved leave. However, employees who have worked five years or more and who are retiring through the North Carolina Retirement System from the Town after July 1st of that year will be eligible to receive their full amount of longevity pay at the time of retirement as if they were employed through payment date. Payment date for all other eligible employees shall be made the last pay period in November and are subject to federal, state and other deductions. Employees hired prior to March 8, 2011 will follow the schedule below:

The payment schedule is as such:

<u>Years of service</u>	<u>Longevity Amount</u>
0-1	\$200.00
2-4	\$400.00
5-9	\$600.00
10-14	\$800.00
15-19	\$1000.00
20+	\$1200.00

Employees hired after March 8, 2011 are eligible as stated above, but will be compensated for pay based on the new schedule below:

<u>Years of service</u>	<u>Longevity Amount</u>
1-4	\$200.00
5-9	\$400.00
10-14	\$600.00
15-19	\$800.00
20-24	\$1000.00
25+	\$1200.00

PERFORMANCE MANAGEMENT SYSTEM AND MERIT PAY

The Town of Pineville values the work of its employees and believes it is essential to provide employees with feedback on their performance to promote morale, accountability and to increase productivity. Supervisors and/or Department Heads shall conduct performance evaluation conferences with every employee by their annual anniversary date. The annual performance evaluation system shall be administered and maintained by the Human Resources Department. It shall be the responsibility of the