

ORDINANCE NO. _____

1 AN ORDINANCE amending Section 2.76.155 of the Lincoln Municipal Code
 2 relating to longevity pay to increase the longevity pay of employees with a pay range prefixed by
 3 the letter “M”; and repealing Section 2.76.155 of the Lincoln Municipal Code as hitherto
 4 existing.

5 BE IT ORDAINED by the City Council of the City of Lincoln, Nebraska:

6 Section 1. That Section 2.76.155 of the Lincoln Municipal Code be amended to
 7 read as follows:

8 **2.76.155 Compensation Plan; Longevity Pay.**

9 (a) Employees with a pay range prefixed by the letter “E” shall annually receive
 10 longevity pay based upon the total length of service with the city. Such pay shall be effective
 11 beginning with the first full pay period following completion of the specified years of service.
 12 Payment shall be made on a prorated basis on each regular payday. The longevity schedule shall
 13 be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
14 10 years	\$1,167.00
15 15 years	\$1,727.00
16 20 years	\$2,343.00
17 25 years	\$2,764.00
18 30 years	\$2,876.00

20 Employees receiving longevity pay at the five year mark (\$739.00) as of August
 21 15, 2012 shall continue to receive such pay until reaching the ten year mark.

22 Employees with a pay range prefixed by the letter “E”, hired August 29, 1991 or
 23 after, shall annually receive longevity pay based upon total continuous length of service with the
 24 city. For the purpose of longevity pay, any employee who terminates employment and who is
 25 later reemployed shall be treated as a new employee.

26 (b) Employees with a pay range prefixed by the letter “X” or “N” shall annually
 27 receive longevity pay based upon the total length of service with the city. Such pay shall be
 28 effective beginning with the first full pay period following completion of the specified years of

1 service. Payment shall be made on a prorated basis on each regular pay day. Employees with a
 2 pay range prefixed by “X” or “N” who are scheduled to work less than forty but at least twenty
 3 hours per week shall receive longevity pay based on the number of hours worked each pay period
 4 The longevity schedule shall be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
10 years	\$ 954.00
15 years	\$1,406.00
20 years	\$1,874.00
25 years	\$2,253.00
30 years	\$2,366.00

11 Employees with a pay range prefixed by the letter “X” or “N”, hired August 29,
 12 1991 or after, shall annually receive longevity pay based upon total continuous length of service
 13 with the city. For the purpose of longevity pay, any employee who terminates employment and
 14 who is later reemployed shall be treated as a new employee.

15 (c) Employees with a pay range prefixed by the letter “M” shall annually receive
 16 longevity pay based upon the total length of continuous service with the city. Such pay shall be
 17 effective beginning with the first full pay period following completion of the specified years of
 18 service. Payment shall be made on a prorated basis on each regular pay day. Employees with a
 19 pay range prefixed by “M” who are scheduled to work less than forty (40) but at least thirty-two
 20 (32) hours per week shall receive longevity pay based on the number of hours worked each pay
 21 period. The longevity schedule shall be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
10 Years	\$ 920.00 <u>1,202</u>
15 Years	\$1,329.00 <u>1,622</u>
20 Years	\$1,815.00 <u>2,175</u>
25 Years	\$2,136.00 <u>2,564</u>
30 Years	\$2,226.00 <u>2,664</u>

28 For the purpose of longevity pay, any employee who terminates employment and who is
 29 later re-employed shall be treated as a new employee.

1 Section 2. That Section 2.76.155 of the Lincoln Municipal Code as hitherto
2 existing be and the same is hereby repealed.

3 Section 3. That this ordinance shall take effect and be in force from and after
4 passage and publication in one issue of a daily or weekly newspaper of general circulation in the
5 City, according to law.

Introduced by:

Approved as to Form & Legality:

City Attorney

Approved this ___ day of _____, 2014: _____ Mayor
