

6.9 LONGEVITY BONUS POLICY

The Ohio County Water District (OCWD) recognizes the importance in length of service and acknowledges our employee contributions for on the job experience.

1. Employees occupying full-time positions will be eligible for the longevity lump sum bonus in accordance with the policies herein.
2. The most recent full time hire date will be used to calculate years of service. Previous employment either full time or part time will not be considered in calculation of years of service for Longevity Payout.
3. In its endeavor to reward and retain those employees with tenure, the OCWD will pay a lump sum on the employee's anniversary date of \$100 per service year with OCWD.
 - a. Example:
 - i. Employee's anniversary date is September 3, 2011.
 - ii. In calendar year 2023, the employee would celebrate their twelfth year anniversary.
 - iii. A lump sum of \$1,200 would be paid on the employee's anniversary date, September 3, 2023.
4. In order to be eligible for this longevity bonus, the employee must achieve an overall rating of "Meets Expectations" on their annual employee evaluation. Please see Chapter 8 of the Personnel Policies and Procedures and HR Form 15 "OCWD Employee Evaluation Form". Evaluations must be completed in the year prior for longevity bonus to be given.
5. The General Manager and Board of Commissioners can periodically make adjustments to this policy due to budget constraints and available resources.
6. Policy effective date: January 1, 2023.