1. The Retiree must have at least eight years of unbroken, full-time service to the County and be fully vested in the County retirement plan.
2. The retiree must officially retire from the County, and cannot be terminated or quit.
3. The retiree does not lose the benefit should he/she return to work for the County in a different capacity, or should they be employed by a different entity.

These benefits are subject to review each Budget Cycle and will be determined by Commissioner's Court.

TYLER COUNTY POLICY ON LONGEVITY

A Reward for Loyalty to the County

Eligibility

All full-time employees of Tyler County shall be eligible for longevity pay.

Longevity pay is based on the number of years of *unbroken* service to the county. Longevity pay is in addition to normal merit raises and other compensation that may be provided for by this policy.

Amount

Longevity pay will be equal to $10.00 per month for each full year of *unbroken* employment starting at the completion of three (3) years' service. Longevity pay will begin the next fiscal year following the completion of the three years; or during the fourth year of service. Effective 1/1/2018 when an employee reaches eight (8) years of unbroken service longevity increases to $20.00 per month. This will also begin the next fiscal year following the eight (8) year anniversary; or during the nineth year.
Once eligible, longevity is paid annually.
Per Commissioner's Court decision on 9/13/2021, employees who have separated from County employment – whether it be by retirement, resignation or termination are still entitled to their longevity pay, up until the time of separation.
Per Commissioner's Court decision on 10/18/2021, the formula in which the longevity benefit will be paid out upon the employees' separation from the County will be the total amount of longevity the employee would have received for the current year's payout divided by the 12 months in the year to reach the monthly amount. That amount would then be multiplied by the number of months worked into the current year, giving the amount of the payout.
Per Commissioner's Court decision, effective 1/1/2025, Longevity pay is based on the number of years of unbroken service to the county; however, if a person breaks service but returns to county employment within 14 business days, regardless of what caused the break in service, the employee's time will be reinstated. Longevity pay is in addition to normal merit raises and other compensation that may be provided for by this policy. This policy is retroactive back to January 1, 2025.