

Longevity Pay-Out Formula Options for Employees that have separated from Tyler County Employment:

Option 1) Figure the time the employee has been employed during the current year. Multiply that many months by amount per month they would be accruing. Then bring forward the amount of longevity pay the employee would have carried over to add to the current year's accumulation. Add the current years figure to the amount brought forward for the payout total.

Example:

Employee J. Doe leaves the county after 10 years of service. He leaves June 1st of the current year. He currently accumulates \$20 per month for his longevity payout at the end of the year. So, it would payout as set out below:

Employee received \$840 for or previous years for length of service or longevity award.

The amount the employee should have received the current year is \$20 per month (after 8 years' service) = \$240 for this year's longevity.

I would then take the number of months the employee worked for the current year and multiply that number by the amount they would have accrued each month:

Jan., Feb., Mar., Apr., May = 5 mos. X \$20 per month accumulation = \$100 for the current year

So I would take the "accrued amount" of \$840 for all of the years of service to date, and add the current amount of \$100 to the accrued figure, which would equal \$940.00 as payout.

Option 2) Figure the total amount of longevity the employee would receive for the current year's payout. Divide by 12 months in a year, to get the amount per month. Multiply the number of months worked into the current year by the amount per month.

Example:

Employee J. Doe leaves the county after 10 years of service. He leaves June 1st of the current year. He currently accumulates \$20 per month for his longevity payout at the end of the year. So, it would payout as set out below:

Employee should receive \$1080 for the current year, should they have worked the whole 12 months. Divide the amount they would've received by the twelve months: $\$1080/12 = \90 per month.

Then you would multiply the \$90 by the number months worked: Jan., Feb., Mar., Apr., May = 5 mos. X \$90 = \$450.00 for the payout.