

512 - LONGEVITY PAY

Section 512.01 Longevity Pay

Longevity pay rewards full-time County employees for each year of continuous employment with Fort Bend County. For each year of service an employee gives to Fort Bend County, the County will pay an additional \$5.00 per month, ~~paid in biweekly payments. The longevity pay will automatically be added to the employee's paycheck on their service anniversary, a one-time payment. At the discretion of Commissioners Court, longevity will be paid after October 1st but before November 15 of each year.~~

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The longevity pay policy was implemented in April 1979. At that time employees with three or more years of service were credited with a maximum of three years of longevity pay, regardless of years of service with Fort Bend County.

Section 512.02 Definition of Service

For the purpose of this policy, the employee's service date is defined as the date of commencement of full-time employment with Fort Bend County. Employees hired full-time prior to 1979 may have a service date that does not correspond to their hire date.

Section 512.03 Elected Officials

Effective October 6, 2007, Elected Officials are not eligible for continued accrual of longevity pay. Further, effective October 6, 2007, all longevity payments for District Court Judges and County Court-at-Law Judges shall cease.

Section 512.04 Officials In Office Prior to October 1, 2007

Prior to October 6, 2007, certain elected officials were eligible for longevity pay. With the exception of District Court Judges and County Court-at-Law Judges, those elected officials who took office prior to October 6, 2007, and who were receiving longevity pay, will continue to receive longevity pay at the same amount as long as they serve in the same elected office with no break in service. Elected Officials who meet these criteria will not accrue additional longevity pay with their years of service, but will be capped at the amount as of October 5, 2007.

Section 512.05 District Court Judges and County Court at Law Judges

District Court Judges and County Court-at-Law Judges are not eligible for longevity pay, and are not eligible for the provisions of Section 512.04. Those judges who previously received longevity pay, will no longer receive this pay effective October 6, 2007.

Section 512.06 Separation in Service

Full-time County employees who terminate County employment and return to full-time service in 90 calendar days or less will continue to receive longevity pay at the same rate as when they terminated employment, if they meet the provisions of Section 406.03 of this manual. Those employees who return to full-time County employment anytime after 90 calendar days are defined as new employees and will have a new service date for purposes of this section. A full-time County employee who terminates County employment to serve in elected office will no longer be eligible for longevity pay.

Elected Officials who meet the criteria of Section 512.04, will continue to receive Longevity pay as long as they remain in the same elected office. Elected Officials who leave one office and are elected to a different office will not be eligible for Longevity Pay. An Elected Official who leaves elected office and becomes a non-elected, full-time County employee is defined as a new employee with a new service date for purposes of this section.

Policy Approved and Adopted By:
Fort Bend County Commissioners Court
July 20, 1993
Revised: September 30, 2003
Revised: September 11, 2007

FORT BEND COUNTY EMPLOYEE INFORMATION MANUAL

[Revised: September 24, 2024](#)