

## Explanation of Longevity and Hourly Rate Under the Camden County Large Unit Contract

With the ratification and signing of the Large Unit 1995-1998 collective agreement, the end of longevity bonuses to County employees was guaranteed. That contract included the following provision:

“The County may elect to purchase the current longevity pay program effective the first pay period in 1998. If the County so elects, all employees who are or would be eligible for longevity pay in 1998 shall have their longevity pay added to their base before the calculation of the 3.9% pay increase which shall then constitute the employee’s new base pay. For the purposes of this conversion, employees shall be entitled to longevity pay added to their base in an amount one level higher than they would ordinarily be entitled to based on their years of service. Employees who have 20 years of service shall be entitled to the maximum of \$1,600. Once the longevity pay has been added to the base as set forth above, the existing longevity pay program shall be eliminated.”

The County exercised their right to purchase longevity and those employees that were eligible for longevity had their hourly rate increased. In the initial year, base annual rates (and proportionally hourly rates) were increased in accordance with the above provision and the following schedule:

Years of Service (as of 12/1/98)	Increase
5 and 6	\$800
7,8, and 9	\$1,000
10,11,12,13, and 14	\$1,200
15,16,17,18, and 19	\$1,400
20 or more	\$1,600

Since the longevity bonuses were converted to base salary, they increased with each “across the board” increase received by bargaining unit members. As a result, current salaries for eligible employees are increased in accordance with the following schedule:

<u>Years of Service (as of 12/1/98)</u>	<u>Annual Increase</u>
5 and 6	\$1,138
7,8, and 9	\$1,423
10,11,12,13, and 14	\$1,707
15,16,17,18, and 19	\$1,992
20 or more	\$2,277

In order to calculate the hourly increase, the annual increase must be divided by the number of hours worked by the employee each year. The following schedule show the hourly increase based on different weekly hours:

		<u>Hourly Increase</u>		
		<u>Hours Per Week</u>		
<u>Years of Service (as of 12/1/98)</u>	<u>Annual Increase</u>	<b>35</b>	<b>37.5</b>	<b>40</b>
5 and 6	\$1,138	\$0.6254	\$ 0.5837	\$ 0.5472
7,8, and 9	\$1,423	\$0.7818	\$ 0.7297	\$ 0.6841
10,11,12,13, and 14	\$1,707	\$0.9381	\$ 0.8756	\$ 0.8209
15,16,17,18, and 19	\$1,992	\$1.0945	\$ 1.0215	\$ 0.9577
20 or more	\$2,277	\$1.2508	\$ 1.1675	\$ 1.0945

Employees that are eligible for the increase in salary based on the buy out of longevity may calculate their hourly rate by adding the appropriate hourly increase from the table above to the hourly rate corresponding to their title on the Large Unit Wage Scale. (NOTE: All employees eligible for the hourly increase based on the buy out of longevity are now on Step VI of the salary scale.)