

VIII. LONGEVITY PAY POLICY

To recognize the service and tenure of Town employees, the Town shall provide a benefit of Longevity Pay. Longevity pay increases will take effect after Town Meeting, subject to approval or modification of the budget by the annual Town Meeting. Longevity pay increases will be based on a percentage increase of base pay and years of service as determined by the Board of Selectmen. Years of service in an elected position are not eligible for inclusion in longevity calculation. Longevity pay increases will be calculated when an employee reaches a specific number of years of continuous employment with the town. Years of service are calculated as of January 1st each year after the date of hire (i.e. employee hired in December, as of January 1st employee will have 1 year of service for the Longevity Pay Policy).

10 years will equal 2.0% increase of base pay.
15 years will equal 2.5% increase of base pay.
20 years will equal 3.0% increase of base pay.
25+years will equal 3.5% increase of base pay.

This policy may be modified or suspended by the Board of Selectmen.

Adopted March 13, 2013
Chesterfield Board of Selectmen

Jon McKeon

Elaine H. Levlocke

Jim Larkin