

# Longevity Increment Policy FY 2022 (2021 - 2022)

**WHEREAS**, the Commissioners Court of Jack County desires this year to express its appreciation to its personnel who have been faithful, long-term employees of the County;

**WHEREAS**, the Commissioners Court desires to express that appreciation in a measurable form and may do so by the paying of a longevity increment to its qualified employees;

**THEREFORE**, it is Ordered for the Fiscal Year 2022 (2021 - 2022) that a longevity increment will be paid to qualified employees and under the following terms:

1. This increment is for this year only and in no means sets a precedent of such increment in any future years;
2. This increment will be paid to all eligible county employees and elected or appointed county officials;
3. An employee of the County is not eligible to participate in this increment unless, on October 31, 2021, the employee shall have been employed continuously by the County for the five (5) preceding years;
4. Only full-time employees are eligible for the longevity increment;
5. If eligible, the employee shall receive for this year a longevity increment equal to \$5 per month for each month of employment with the County up to a maximum of 20 years of service;
6. If any employee has left the County's employment in the time of their service, their time of service and eligibility herein shall be calculated from the starting date of their most recent date of employment with the County;
7. Any employee having left the County's employ loses all time of service for the purpose of the calculation of this longevity increment;
8. Any amount paid under this policy shall be paid to the employee with the last salary check in November and shall be subject to all Federal deductions and contributions to the Texas County and District Retirement System.

**PASSED, APPROVED AND ADOPTED** on the 22<sup>th</sup> day of November, A.D. 2021.

## COUNTY OF JACK

By: \_\_\_\_\_

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Brian Keith Umphress,  
County Judge of Jack County, Texas

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Gary Oliver,  
County Commissioner, Pct. 1, Jack County

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Darren Francis,  
County Commissioner, Pct. 2, Jack County

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Henry D. Birdwell, Jr.,  
County Commissioner, Pct. 3, Jack County

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Terry Ward,  
County Commissioner, Pct. 4, Jack County

**ATTEST:**

\_\_\_\_\_  
Vanessa James,  
County Clerk of Jack County, Texas



**FILED FOR RECORD**

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VANESSA JAMES, County Clerk  
JACK COUNTY, TEXAS

BY \_\_\_\_\_ DEPUTY