

## Longevity Increment Policy FY 2025 (2024 - 2025)

**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 paying a longevity increment to its qualified employees;

**THEREFORE**, it is Ordered for the Fiscal Year 2025 (2024 - 2025) that a longevity increment will be paid to qualified employees under the following terms:

1. This increment is for this year only and by 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, 2024, 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 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 12<sup>th</sup> day of November, A.D. 2024.

### COUNTY OF JACK

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

Brian Keith Umphress,  
County Judge of Jack County, Texas

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

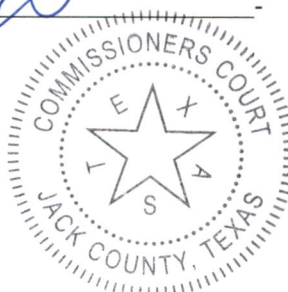
Kenny Salazar,  
County Commissioner, Pct. 2, Jack County

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

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