**15.3 Longevity Pay**

*(replace current section 15.3)*

**Effective July 7th, 2024, members of the bargaining unit shall receive longevity pay increases to base salary according to the following schedule below:**

* **Two percent (2%) on base salary after the completion of ten (10) years City service.**
* **Two percent (2%) of base salary after the completion of fifteen (15) years of City service.**
* **Two percent (2%) on base salary after the completion of twenty (20) years of City service.**
* **Two percent (2%) on base salary after the completion of twenty-five (25) years of full-time City service.**

**For the purposes of this section, "City service" includes all hours worked in any paid status with the City, including regular hours, overtime, paid leave, and hours worked by unbenefited, part-time, approved unpaid leave such as parental leave, FMLA, sabbaticals and hourly employees.**

**This longevity pay shall be reported to CalPERS as Longevity Pay Incentive Pay and included in the calculation of pension benefits.**

**Members of the bargaining unit who have met the hours worked already reached these levels of service shall receive the new premiums effective immediately after the ratification of this MOU, bringing their longevity pay up to their current years of service percentage.**