**15.3 Longevity Pay**

**~~Effective the first full pay period after Union ratification and approval of the successor contract by the City Council on its regular agenda, employees completing- nineteen (19) years of service shall receive a three percent (3%) differential beginning with the anniversary date of beginning the twentieth (20th) year of service and shall apply to all hours in a paid status.~~**

* **Two percent (2%) of base salary after the completion of twelve (12) years of City service.**
* **Additional two percent (2%) on base salary after the completion of fifteen (15) years of City service (total of 4%)**
* **Additional two percent (2%) on base salary after the completion of eighteen (18) years of full-time City service (total of 6%)**

**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.**

**18.3.1 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.**