

**RESOLUTION OF THE CITY COUNCIL OF PASCAGOULA, MISSISSIPPI
APPROVING LONGEVITY PAY BENEFIT FOR FULL-TIME EMPLOYEES**

WHEREAS, the City Manager recommends a longevity pay benefit for all full-time employees of the City of Pascagoula; and

WHEREAS, adopting a system for longevity pay is in the City's best interests and will incentivize continued employment with the City, as the City's employees are essential to government operations; and

WHEREAS, the proposed longevity pay benefit will be made available for all full-time employees of the City of Pascagoula who have completed at least one full year of continuous service as of September 30, 2023, at a rate of \$5.00/month for those employees with less than ten (10) years continuous service and \$10.00/month for those employees with ten (10) or more years continuous service for each full month completed. The payment vested shall be calculated by multiplying the appropriate above-referenced rate by the number of full months for which the employee has been in continuance service with the City. The payment vested shall not exceed \$3,000.00, which represents twenty-five (25) years of continuous service. The term "continuous service" shall be determined from the employee's most recent date of hire; and

WHEREAS, the longevity pay benefit will be disbursed in a lump sum to eligible current employees on or before November 30th each year. If the employee terminates service with the City for any reason, including but not limited to resignation, retirement, or termination for cause prior to the annual payment date, that employee will forfeit all longevity pay accrued but not paid prior to termination date.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

SECTION 1: The City Council of Pascagoula hereby adopts the forgoing recitals as its findings.

SECTION 2: The City Council of Pascagoula hereby approves the establishment of a longevity pay benefit as set forth herein.

The motion to approve the foregoing resolution was made by _____ and seconded by _____, and the following vote was recorded:

Mayor Willis _____

Councilman Hyde _____

Councilman Fornett _____

Councilman Walker _____

Councilman Parker _____

Councilman Blythe _____

Councilman Gatchell _____

RESOLVED, this the _____ day of _____, 2023.

ATTEST:

CITY COUNCIL

City Clerk

By: _____
Mayor