Ordinance & Policy Recommendations

Presented by

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Buncombe County

TOTAL YEARS of COUNTY SERVICE	PAY RATE
Less than 1 year	$100.00
1 year but less than 2 years	1.00%
2 years but less than 5 years	3.00%
5 years but less than 10 years	4.00%
10 years but less than 15 years	5.00%
15 years but less than 25 years	6.00%
25 years plus	7.00%

Poll Results

Jurisdiction	Fixed or %	Details
Cabarrus County	Fixed Rate	Btw $750-$3,500 beginning at 5 years of service
Cleveland County	Percentage	Btw 1.5-4.5%; minimum 10 years; only hired before 1/1/2019
Concord	Percentage	Must have been working since prior to 7/1/1996. 5% for those folks
Forsyth County	Fixed Rate	Btw $578-$1,700 beginning at 7 years of service
Fuquay-Varina	Fixed Rate	Btw $200-$1,000
Greensboro	Percentage	Similar to Buncombe (1-3%) but discontinued in 2010 for new employees
Leland	Fixed Rate	$250 per year of service
Pitt County	Percentage	Ranges from 0.75-4.5% beginning at 5 years of service
Wake Forest	Fixed Rate	Btw $300-$1,000

ICMA

The International City/County Management Association (ICMA) guidance emphasizes a shift toward more **market-based** and **performance driven** compensation strategies to compete for talent

Recommendations

- Recommend the discontinuation of longevity for new hires and rehires who start work on January 1, 2026 or after
- Employees who start work prior to January 1, 2026, will not be impacted

Recommendations

- Propose the following language be included in the Personnel Ordinance:

  "**Employees who are hired or rehired on or after January 1, 2026, are not eligible for longevity pay.** "

- Propose revisions to the following HR Policies where longevity is mentioned:
  - Separation Policy
  - Alternate Workforce Policy
  - Leave Policy

Board Action Requested

- Request the Commission approve the Personnel Ordinance and HR Policies revisions, discontinuing longevity for new hires and rehires who start work January 1, 2026 and after.