

Coast Community College District
BOARD POLICY
Chapter 5d
Supervisory/Management and Management Personnel Policies

BP 7884 Management Longevity

Classified and Educational Managers (except the Chancellor) are eligible for longevity/service recognition after nine, twelve, and fifteen years of service as a Classified or Educational Manager, under the following plan:

Part I with 9 years of management service = \$3,000

*Part II with 12 years of management service – an additional \$3,000 = \$6,000

*Part III with 15 years of management service – an additional \$3,000 = \$9,000

Longevity payments to all managers on the “D” and “G” schedule prior to June 2005, will be increased by COLA until the following maximums are reached: Part I = \$3,000; Part II = \$6,000; and Part III = \$9,000, at which time the longevity will be exempt from COLA increases in subsequent years.

Part II and Part III longevity eligibility will be contingent on meeting specified education requirements. No management employee will be eligible for longevity recognition unless the performance appraisals for their immediate management and classified staff are on file with the District’s Human Resources Department.

The longevity recognition will occur during the month of July after the anniversary date of the manager has reached nine, twelve, or fifteen years of service.

The Chancellor is authorized to approve Administrative Procedures relating to the Board adopted phase-in schedule for longevity payments, the Board approved education requirements, and other related procedures required to implement the longevity pay program.

Adopted October 2, 2002
Revised September 20, 2006
Replaces CCCD Policy 090-1-6, Spring 2011