

ARTICLE 38
LONGEVITY

For purposes of this article, the full-time, continuous date of hire with the City of Nashua will be used for computing length of service.

Full-time or Part Time regular employees, who work 32 hours or more a week, who have been employed by the Nashua Police Department for five or more years on an uninterrupted basis (except by reason of layoff or an approved leave of absence), are eligible for a longevity payment on a normal payday nearest their anniversary date of hire with the department. Part-time employees (work 32 hours or less a week), are eligible for prorated longevity payments at the employees amount of hours worked.

5th through 9th anniversaries	\$ 300.00
10th through 14th anniversaries	\$ 500.00
15th through 19th anniversaries	\$ 700.00
20th and longer anniversaries	\$1,000.00

An employee is not eligible for this benefit if the following conditions apply:

1. If the employee is in layoff status;
2. If the employee is not currently employed by the Nashua Police Department;
3. If the employee is on long term disability;
4. If the employee is on an unpaid leave of absence.

According to the Fair Labor Standards Act, any longevity payments received by employees shall be added to their total annual wages for computation of overtime rates. Such overtime rates shall be effective January 1st of every year based on the amounts of longevity payments that will be received during the upcoming calendar year. If the employee does not receive a longevity payment during the calendar year, the appropriate adjustments will be made.

If employees retire, longevity payments will be pro-rated by month based on the actual length of service. Employees must work at least 15 calendar days in any month to receive credit for that month.

Two (2) weeks prior to the employee's anniversary date, the employee can request that this longevity payment be deposited into a 457 Retirement Plan provided that the employee has a 457 Retirement Plan set up through the City.