



UT Health Science Center: HR0432–H Longevity Pay	
Version 2	Publication Date: 08/12/2024

No./Title: 432 – LONGEVITY PAY	Resp. Office: HUMAN RESOURCES	Effective Date: 11/01/1981
Category: Compensation	Last Review: 06/19/2024	Next Review: 12/31/2027
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Related Policies: HR0432 – Longevity Pay		

OBJECTIVE

To recognize faculty and staff for their years of service with the university and state.

PROCEDURE

1. After completing 36 full-time equivalent (FTE) months of service at 82.05 percent time or more with the University of Tennessee, the Tennessee Board of Regents, and/or any other agency of the state of Tennessee, employees are eligible to receive longevity pay as authorized by state law.
2. Employees who are in an active pay status for one or more days during their longevity anniversary month are eligible for the longevity payment for that fiscal year.
3. Longevity is paid at the rate of \$100 times the number of years of years of service. The maximum benefit level is 30 years.
4. Longevity pay is distributed on the 19th of the month following the employee's longevity anniversary month, unless the 19th falls on a weekend or holiday. Employees with June anniversary dates are an exception and will receive payment in June.
5. Longevity pay is subject to federal income tax withholding and Social Security/Medicare taxes at the prevailing rates. Longevity pay is included when calculating retirement benefits and overtime payment.