

RESOLUTION NO. 23-24-2

AMENDING THE EMPLOYEE POLICY HANDBOOK FOR LONGEVITY PAY

WHEREAS, the City of Forest City, IA desires to offer competitive benefits to full-time employees; and

WHEREAS, the City's Longevity Pay is meant to offer an incentive for continuous service with the City;

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Forest City, Iowa amends the employee handbook by replacing Section 9.3 with the following:

Section 9.3 Longevity Pay

Full-time employees shall be compensated for their continuous years of service with the City in the following manner:

\$75.00 per year for each completed full continuous year of service. Pay-out will be maxed at 25-years of service.

During your first year of employment, full-time employees shall be eligible to receive half of the annual pay-out (\$37.50) with a hire date between January 1st and May 31st. No pay-out will be received for less than 6-months of employment as you're still in your probationary period by the first payroll in December.


Longevity Pay shall be paid out to all full-time employees who are employed the first payroll in December each year. Employees are not eligible for pro-rated disbursements if not employed the first payroll in December.

PASSED AND APPROVED this 3rd day of July 2023.



Ronald Holland, Mayor

ATTEST:



Daisy Huffman, City Clerk/Administrator