

Hot Off The Press

Longevity (and Hazard Duty) and Annual Leave Accrual Changes effective for FY 06

There were several changes made to Longevity pay this last legislative session. These changes are outlined below, as well as a definition as to how the B/P/P Operations Center will implement the changes.

- Effective September 1, 2005, Longevity pay will now be paid at a rate of \$20 per month for every two (2) years of service (adjusted from the current three (3) year basis), up to 42 years of service. The new monthly longevity pay maximum will be \$420 per month.

The calculation routines in the B/P/P System will be modified to perform the calculations on the 2 year basis.

- Effective September 1, 2005, Hazard Duty pay will be paid at a rate of \$10 per month for every year of service, up to a maximum monthly payment of \$300. This is an increase from the current \$7 per month.

The calculation routines in the B/P/P System will be modified to perform the calculations based on the rate of \$10 per month.

- Individuals who retire on or after **June 1, 2005** and return to work for the state are not eligible to receive Longevity pay (nor Benefit Replacement Pay) after September 1, 2005.
- Individuals who retire on or after June 1, 2005 and later return to work in a position eligible for leave accrual, will have their annual leave accrual based **ONLY** on the post-retirement service.

A new accumulator for months of service for working retirees will be added to the B/P/P System. Upon retirement, the payroll and/or human resource office **MUST** set the Longevity Eligibility flag on B/P/P System Screen 101 to an **N**. Edits will be added to this screen to test this field so that it is no longer equal to a **Y**. If the individual returns to work, the Longevity eligibility flag should be changed to an **R** (working Retiree). This value will cause the B/P/P System to add the month of service earned by this retiree to the new retiree months of service accumulator.

The LeaveTraQ leave accrual program will be modified to calculate annual leave accruals for this group of retirees based on the new retiree months of service, effective September 1, 2005.

- Individuals who retired before **June 1, 2005** and who return to work **prior** to September 1, 2005 are eligible to continue to receive Longevity pay, however, the longevity pay is limited to the amount of longevity he or she was entitled to receive immediately prior to September 1, 2005. They are not entitled to receive incremental increases no matter how much longer they continue to work.
- Individuals who retire before June 1, 2005 and return to work prior to September 1, 2005 in a position eligible for leave accrual will have their annual leave accrual based on their total state service.

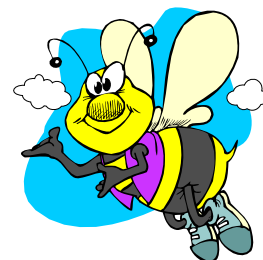
Processing personnel should set the Longevity Eligibility flag on the B/P/P System Screen 101 to an **F** (for **F**ixed at the pre-September 1, 2005 level). This value will cause the payroll calculation program to continue to calculate the Longevity pay based on the number of months of service as it currently does. However, this value will cause the month-end months of service accumulation process to increment the new "Retirement" months of service accumulator, instead of the current Longevity months of service accumulator. Therefore, the basis for the longevity pay will not change. The working retiree continues to receive the longevity pay based on his August 2005 rate.

The LeaveTraq leave accrual program will be modified to calculate annual leave for these retirees based on all state service, including that earned after September 1, 2005.

- Individuals who retired before **June 1, 2005** and who return to work **after** September 1, 2005 are not eligible to continue to receive Longevity pay.
- Individuals who retire before June 1, 2005 and return to work after September 1, 2005 in a position eligible for leave accrual will have their annual leave accrual based on their total state service.

Processing personnel should set the Longevity Eligibility flag on the B/P/P System Screen 101 to an **N**.

The LeaveTraq leave accrual program will be modified to calculate annual leave for these retirees based on all state service, including that earned after September 1, 2005.



Screen 101 changes

Effective August 2, 2005, a new version of Screen 101- Personal Data, will be implemented. As previously mentioned in HOP 493 on July 14, 2005, the 'Ethics', 'Ethics-Trng-Dt', and 'EEO-Trng-Dt' have been removed. These fields have been moved into the new TrainTraq database. The 'Longevity' field has been abbreviated to 'Lng' to make room for the new working retiree months of service accumulator 'Ret'.

101 TAMUS B/P/P - Personal Data - Correction				07/29/05 09:56	
Screen: ____				D BPP0014 R003	
SSN _____	UIN _____	Name _____	PIN _____	Status _____	
Name: Last _____	First _____	MI _____	Sufx _____		
Gender _____	Mrtl-Stat _____	Educ-Lvl _____	Stu-Stf-Fac _____	AttnD _____	
Tenure _____	EEO-Mnty _____	EEO-Job _____	EEO-Term _____	Disabled _____	
Non-Vietnam _____	Vietnam _____	Disbld-Vet _____	Orphan-Vet _____	Surv-Sps _____	Other _____
US-Citizen _____	Natl-Orgn _____	Visa-Type _____	Visa-Stat _____	Vet-Sep-Dt _____	
Sel Ser Reg _____	Province _____	I-9 Y I-9-Exp-Dt _____	FNE-Exp-Dt _____		
ADLOC _____	Emp-Loc _____	Chk-Distr _____	SGIP-Elig-Cd _____		
Bud-Sal _____	FTE-Sal _____	Pos-Pct-Eft _____	Annual-Trm-Mos _____		
Ben-Sal _____	OL-Sal _____	Lst-Bud-Act _____	Last-Act-Dt _____		
Curr-Tl-Cd _____	Pay-In _____	ES Y W2 Y Lng _____	Ret _____	Hz-Dty _____	Leave _____
Prev-Tl-Cd _____	ACH _____			Change-Date _____	
Birth-Dt _____	Curr-Empl _____	Org-Empl _____	Updt _____		
Retired-Dt _____	Promotion _____	Last-Pay _____	thru _____		
Terminated _____	COBRA-Notify _____	Term-RC _____	YTD-Cnty-Pay _____		
YTD-Gross _____	FYTD-Gross _____	Vendor-Id _____	Mail _____		