

RESOLUTION NO. 2000-137

AUTHORIZING A REVISION OF THE GREATER CLEVELAND
REGIONAL TRANSIT AUTHORITY'S LONGEVITY
POLICY FOR NONBARGAINING EMPLOYEES

WHEREAS, the Board of Trustees adopted a Personnel Policies and Procedures Manual by Resolution No. 1990-27 on February 20, 1990, and revised the Personnel Policies and Procedures Manual by Resolution No. 1992-31 on February 18, 1992, that included a Longevity Policy for non-bargaining employees; and

WHEREAS, a review of the current Longevity Policy was conducted, and based on this review, changes were made to the policy; and

WHEREAS, the Greater Cleveland Regional Transit Authority now wishes to revise Section 6.12 of the Personnel Policies and Procedures Manual to reflect these changes.

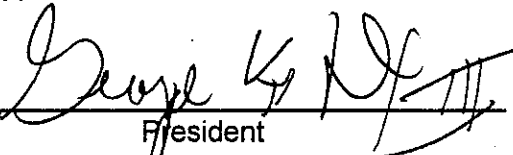
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the Longevity Policy shown in the Attachment A is hereby adopted as official policy of the Authority.

Section 2. That this Resolution shall become effective September 20, 2000.

Attachment A: Section 6.12, Personnel Policies and Procedures Manual, Longevity

Adopted: September 19, 2000



President

Attest: 

CEO/General Manager/Secretary-Treasurer

ATTACHMENT A

SECTION 6.12

LONGEVITY

For employees hired prior to September 20, 2000, the Authority will pay the following longevity benefits to regular full-time employees when the employees are not eligible for a benefit paid by the Federal Social Security System.

1. For all employees who have completed five (5) years, but less than ten (10) years of continuous service before December 1: \$300 paid annually.
2. For all employees who have completed ten (10) years, but less than twenty (20) years of continuous service before December 1: \$500 paid annually.
3. For all employees who have completed twenty (20) years of continuous service or more before December 1: \$700 paid annually.

Paragraphs 1-3 shall be subject to the following provisions:

In determining the above benefit payment, the longevity year shall be based upon December 1 to November 30. In order to be eligible for a one hundred percent (100%) longevity payment for any year the employee must have worked or been paid for at least 238 days during the longevity year and also be actively employed on December 1 of the payment year. Furthermore, if the employee works or is paid for less than 238 days in the calendar year and is still actively employed on December 1 of the payment year, the longevity payment shall be prorated as follows:

214-237 days	90%
190-213 days	80%
166-189 days	70%
142-165 days	60%
118-141 days	50%
117 days or less	0%

As an exception to the above, any employee who retires and receives a pension or dies prior to December 1 of the payment year shall remain eligible for a longevity payment based upon the proration schedule set forth in preceding paragraph.