

MUNICIPAL ORDER NO. 04 - 2021

**AN ORDER OF THE CITY COUNCIL OF THE CITY OF BEREA, KENTUCKY,
PROVIDING FOR A LONGEVITY AWARD PROGRAM FOR CITY OFFICERS AND
EMPLOYEES.**

RECITALS:

1. The Mayor and City Council have determined that the officers and employees of the City of Berea deserve recognition for their talents, their value, their accomplishments and successes over the course of their career at the City.
2. The City of Berea currently has no program to provide monetary compensation for longevity and loyalty.
3. In order to recognize the achievements and loyalty of its officers and employees, the City of Berea intends to institute a policy of providing monetary length of service awards to its officers and employees for five, ten, fifteen, twenty and twenty-five year employment anniversaries.

**NOW, THEREFORE, IT IS ORDERED BY THE CITY COUNCIL OF THE CITY OF
BEREA, KENTUCKY, AS FOLLOWS:**

1. The Mayor shall establish and institute a Longevity Award Program for City officers and employees with monetary awards as set out below.
2. Length of Service Awards shall be given to City Officers and Employees who meet the following criteria:
 - a. Effective January 1, 2021, each officer and employee who attains a work anniversary in the preceding year of five years, ten years, fifteen years, twenty years, and twenty five years will qualify for a cash Longevity Award.
 - b. The amount of the Longevity Award shall be:
 - i. Five Hundred Dollars (\$500.00) for Five (5) year's service;
 - ii. One Thousand Dollars (\$1,000.00) for Ten (10) year's service;
 - iii. One thousand Five Hundred Dollars for Fifteen (15) year's service;
 - iv. Two Thousand Dollars (\$2,000.00) for Twenty year's service; and
 - v. Two Thousand Five Hundred Dollars (\$2,500.00) for Twenty-Five year's service.
3. Longevity Awards are limited to full-time officers and employees and shall not be awarded to part-time officers and employees. The amounts of the awards shall be established in the Fiscal Year budget process, and may be adjusted accordingly. All amounts awarded shall be subject to federal, state, and city taxes, and shall be subject to all withholding procedures.

Approved by the City Council this 30th day of April, 2021.

CITY OF BEREA, KENTUCKY

Robin Adams
Clerk of the City Council