

Longevity Pay Policy

Subject Personnel

Web Link https://www.montana.edu/policy/hr_policies/longevity_allowance.html

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Responsible Party University of Human Resources

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Scope

This policy applies only to classified employees.

100.00 Introduction and Purpose

This policy describes the application of the longevity pay for classified employees as authorized under [Section 2-18-304, MCA](#) and approved by the Board of Regents.

200.00 Longevity Rates and Application

A classified employee will receive pay for one longevity increment for every five years of uninterrupted service as outlined below.

Longevity Rates	
Yearly Longevity Increment	Longevity Percentage of Base Pay
5 years	1.50%
10 years	3.50%
15 years	5.50%
20 years	7.50%
25 years	9.50%
30 years	11.00%
35 years	12.50%
40 years	14.00%
45 years	15.50%
50 years	17.00%
55 years	18.50%

Longevity Rates

Yearly Longevity Increment Longevity Percentage of Base Pay

60 years	20.50%
65 years	21.50%

For purposes of calculating longevity, employment as a short-term worker, student worker, or graduate assistantship does not apply toward years of service, however employment in any other capacity may count toward years of service. Authorized leaves of absence are not considered interruptions in service. Employees on approved leave will continue to accrue longevity credit. If an employee returns to state employment after a break in service, the employee must restart the accrual process.

300.00 Application of Longevity When Moving to Classified Status

The longevity rate of a classified employee who has been continuously employed in both classified and contract employee positions will be based on the employee's years of continuous employment with the university. Contract employees are not eligible for longevity pay.