

**Coast Community College District**  
**BOARD POLICY**  
Chapter 7  
Human Resources

---

**BP 7907 Management and Confidential Longevity Pay**

Classified managers, and educational administrators (except for the Chancellor, Vice Chancellors, and Presidents) are eligible for longevity after thirteen, fifteen, twenty, or twenty-five years of service within the District in a classified, confidential, management, or full-time faculty position under the following plan:

Part I with 13-14 years of service = \$1,300 per year  
Part II with 15-19 years of service = \$2,000 per year  
Part III with 20-24 years of service = \$2,700 per year  
Part IV with 25+ years of service = \$3,500 per year

Longevity pay eligibility will occur during the month of July after the anniversary date when the classified manager or educational administrator has reached a total of thirteen, fifteen, twenty, or twenty-five years of service, respectively.

Longevity pay is not subject to cost-of-living (COLA) adjustments.

Longevity pay eligibility will be contingent on meeting the following specified education requirements:

Part I = Education meets position requirements  
Part II = Associate's Degree  
Part III = Bachelor's Degree  
Part IV = Bachelor's Degree

No management employee will be eligible for longevity pay unless they have completed performance evaluations for all employees whom they immediately supervise, and that these evaluations are on file with the District's Human Resources Department.

Confidential employees are eligible for longevity pay. Longevity pay eligibility will occur during the month of July after the anniversary date that the confidential employee has reached a total of thirteen, fifteen, twenty, or twenty-five years of service within the District.

13-14 years of service = \$1,300 per year  
15-19 years of service = \$2,000 per year  
20-24 years of service = \$2,700 per year  
25+ years of service = \$3,500 per year

Longevity pay is non-cumulative and is not subject to cost-of-living ("COLA") adjustments.

Adopted October 2, 2002  
Revised September 20, 2006  
Renumbered from CCCD Policy 090-1-6, Spring 2011  
Renumbered from CCCD Policy 7884, May 2, 2018  
Revised May 2, 2018