



OFFICE OF HUMAN RESOURCES

Marc Elrich
County Executive

Traci L. Anderson
Director

MEMORANDUM

September 12, 2024

TO: Department & Office Directors

FROM: Traci L. Anderson, Director, Office of Human Resources

SUBJECT: GSS 25-Year Longevity Implementation Delayed

As approved by the Chief Administrative Officer, beginning in FY25, GSS employees who have completed 25 years of County service and have received at least a Highly Successful on their performance appraisals for the previous two fiscal years are eligible to receive a performance-based longevity increment. The Office of Human Resources (OHR) is preparing to implement this new 25-year GSS Performance-Based Longevity Increment and anticipates implementation to begin in January 2025.

GSS employees who meet the above criteria as of July 1, 2024, will receive an email from OHR letting them know the longevity increment is forthcoming.

Prior to implementation, OHR is working to address several key issues with GSS longevity that impact a department's ability to effectively manage, promote, and retain our seasoned GSS staff. Addressing these flaws before implementing a third longevity increment for GSS will reduce the challenges that departments are already experiencing with the GSS longevity program.

cc: Samuel Frushour, Chief of Policy, Practice & Strategic Communications, OHR
James Tinnick, Classification & Compensation Manager, OHR
Lolita Weedon, Deputy Director, OHR
HR Liaisons
SEAAAs