



Administrative Regulation
Chapter 7 – Human Resources

AR 7130.1 LONGEVITY COMPENSATION FOR ACADEMIC MANAGERS

Service Longevity

Academic Managers who attain 16, 21, and 26 years of qualifying service with Santa Monica College shall receive longevity compensation in recognition of their years of service to the District. Longevity compensation shall be administered and reported in accordance with applicable laws, regulations, and reporting requirements governing the employee's retirement system.

1. Each year of paid employment with Santa Monica College shall count as one year of qualifying service for purposes of longevity compensation. Part-time service shall be prorated.
2. Qualifying service shall include prior paid service with Santa Monica College in the classifications of classified staff, classified management, full-time faculty, part-time faculty, and academic management. Such service shall be combined for purposes of determining eligibility for longevity compensation.
3. Employees shall become eligible for longevity compensation upon attaining 16, 21, and 26 years of qualifying service with Santa Monica College.
4. Longevity compensation shall become effective at the beginning of the academic year following attainment of the applicable service milestone.
5. The District shall administer and report longevity compensation consistent with the requirements of the employee's applicable retirement system, including CalPERS and CalSTRS, as appropriate.

Implementation

The longevity compensation shall be phased in with the rules above and shall be ongoing after its introduction, as follows:

1. 2022-2023:
 1. 16 years or more of college service: 1.00 %, or;
 2. 21 years or more of college service: 2.00 %, or;
 3. 26 years or more of college service: 3.00 %
2. ii. 2023-2024:
 1. 16 years or more of college service: 2.50 %, or;
 2. 21 years or more of college service: 5.00 %, or;
 3. 26 years or more of college service: 7.50 %
3. III. 2024-2025 and after:
 1. 16 years or more of college service: 5.00 %, or;
 2. 21 years or more of college service: 10.0 %, or;
 3. 26 years or more of college service: 15.0 %

References: California Code of Regulations, Title 5, §27401
Education Code Sections 87801 and 88160;
Government Code Section 53200;
U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended