



Date: February 21, 2024
To: Board of Retirement
From: Doris L. Rentschler, Executive Director
Subject: Resolutions 2024-01 (not Public Employee Pension Reform Act (PEPRA)) and 2021-02 (PEPRA) Defining Compensation Pursuant to Government Code §31461 and §7522.34

Recommended Action: Adopt Resolutions 2024-01 and 2024-02 defining compensation for employees pursuant to Government Code §31461 for members not subject to PEPRA and §7522.3 for members subject to PEPRA.

Fiscal and Financial Impacts: There are no fiscal impacts directly associated with adopting these resolutions. If the pay item is included in pensionable income, the employee and employer will pay contributions on the wages.

Strategic Plan Importance: Not applicable

Background and Discussion: The County is modifying the existing pay code 510 - Sheriff Hiring Incentive to Recruitment Incentive that would be applicable to various positions/classifications when approved by the Board of Supervisors. This type of bonus/incentive pay is not part of the employees normal monthly wages and the incentive is not payable to all similarly situated members in the class. Therefore, the recruitment incentive is not included as compensation earnable for non-PEPRA or pensionable compensation for PEPRA members.

New Pay Code	For Status	Includible For non-PEPRA	Includible For PEPRA
510	Recruitment Incentive	NO	NO

Attachment(s):

1. Resolution 2024-01 Defining Compensation for Members Subject to Government Code §31461 – Non-PEPRA
2. Resolution 2024-02 Defining Compensation for Members Subject to Government Code §7522.3 - PEPRA