

Date: March 20, 2024
To: Board of Retirement
From: Doris L. Rentschler, Executive Director
Subject: Resolutions 2024-03 (not Public Employee Pension Reform Act (PEPRA)) and 2024-04 (PEPRA) Defining Compensation Pursuant to Government Code §31461 and §7522.34

Recommended Action: Adopt Resolutions 2024-03 and 2024-04 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 adding the educational incentive pay codes noted below that are applicable to MCLEMA members. These pay codes are for degrees, POST certifications, or a combination of them. This incentive pay is part of the employees' normal monthly wages and the incentive is payable to all similarly situated qualifying members in the class. Therefore, the education incentive is included as compensation earnable for non-PEPRA and as pensionable compensation for PEPRA members.

New Pay Code	For Status	Includible For non-PEPRA	Includible For PEPRA
550	MCLEMA Edu. Inc. 14%	Yes	Yes
551	MCLEMA Edu. Inc. 13%	Yes	Yes
552	MCLEMA Edu. Inc. 17%	Yes	Yes
553	MCLEMA Edu. Inc. 3%	Yes	Yes
554	MCLEMA Edu. Inc. 7%	Yes	Yes
555	MCLEMA Edu. Inc. 6%	Yes	Yes

Attachment(s):

1. Resolution 2024-03 Defining Compensation for Members Subject to Government Code §31461 – Non-PEPRA
2. Resolution 2024-04 Defining Compensation for Members Subject to Government Code §7522.3 - PEPRA