

# SBCERS

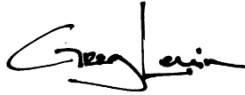
Santa Barbara County Employees' Retirement System

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**DATE:** December 13, 2023

**TO:** Board of Retirement

**FROM:** Gregory E. Levin, CEO



**RE: Compensation Earnable additions: PGB Pay Grade II and  
PGC Pay Grade III Bargaining Units 12, 13 earning codes**

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***Recommendation:***

That the Board of Retirement approve Resolution 2023-06 and the associated chart adding Special Assignment Pay earnings codes PGB and PGC, to the schedule of earnings codes included in compensation earnable pursuant to Government Code Section 31461 and pensionable compensation pursuant to Government Code Section 7522.34.

***History and Background:***

In response to Section 7 of the Memorandum of Understanding between the County of Santa Barbara and the Santa Barbara County Firefighters, Inc., Local 2046 dated June 30, 2022, the County of Santa Barbara (“the County”) has created two new earning codes PGB and PBC. Pursuant to the MOU, these two earning codes, which are intended to be effective Pay Period 2024-01, provide for pay grades based on technical expertise that goes beyond the basic requirements of the base classification of several positions.

Employees who are certified by the Fire Chief in accordance with department specialty response qualifications and maintain certification and/or qualification in one or two of the listed additional distinguishing characteristics below shall be classified in “pay grade II” for their respective rank. These employees will receive PGB Pay Grade II.

Employees who are certified by the Fire Chief in accordance with department specialty response qualifications and maintain certification and/or qualification in three or more of the listed additional distinguishing characteristics below shall be classified in “pay grade III” for their respective rank. These employees will receive PGC Pay Grade III.

The distinguishing qualifications are that the employee responds to emergencies and fulfills additional responsibilities in one or more of the following capacities: Urban Search and

Rescue (USAR), Hazardous Materials (HM), Water and Ocean Rescue (WR), Aviation Unit Crew Chief, Hoist Rescue or Rescue Swimmer (CC, HR, HS), Truck Operations (TC, TE, TT), Dispatch Duty Officer (DO), Crew Boss, (CB)

“Pay grade II” and “pay grade III” will require employees to maintain the necessary certifications and qualifications to carry out these additional job responsibilities and duties. Effective in Pay Period 2024-01 “Pay grade II” employees shall be paid – in addition to their regular salary- \$150 per pay period. Effective in Pay Period 2026- 15 the rate shall be increased to \$200 per pay period. Effective in Pay Period 2024-01 “Pay grade III” employees shall be paid – in addition to their regular salary- \$250 per pay period. Effective in Pay Period 2026- 15 the rate shall be increased to \$300 per pay period.

### ***Determination of Compensation Earnable or Pensionable Compensation***

After review by staff and counsel, it is recommended that the Board of Retirement approve the earnings codes referenced above as compensation earnable and/or pensionable compensation. Because these earnings codes are focused on providing compensation for unique special duty assignments and are not calculated or paid based on hours worked on standby status, they are consistent with other special duty pays and allowances previously approved by the Board of Retirement.

### ***Attachments:***

- County request for determination of pensionable status – Special Assignment Earning Codes
- Santa Barbara County and Santa Barbara County Firefighters, Inc., Local 2046 MOU
- Pensionable County Earns Code Table
- Resolution 2023-06 (Special Assignment Pay Codes)