

# SBCERS

Santa Barbara County Employees' Retirement System

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**DATE:** April 24, 2024

**TO:** SBCERS Board of Retirement

**FROM:** SBCERS Board of Retirement Operations Committee

**RE:** **Compensation Earnable and Pensionable Compensation Policy**

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**Recommended Action:**

That the Board of Retirement approve the Compensation Earnable and Pensionable Compensation Policy with amendments as recommended by the Operations Committee or, provide direction to the Operations Committee and staff for further amendment to the policy.

**Summary:**

The policy communicates to members and Participating Employers the System's procedures for consideration of various items of compensation. The policy also lays out criteria for consideration of hours-based compensation, lump sum payments, and termination pay for both PEPRAs and Legacy Members.

This review cycle, there are no substantive proposed revisions to the Policy. Because this is a more recent policy and concerns a subject matter that may be subject to legislative changes and judicial interpretation, it is recommended that the minimum review period remain at least every three years.

For reference and example, the most currently approved Plan Sponsor earnings code tables and Compensation Earnable/Pensionable Compensation Resource Guide are attached.

**Attachments:**

- Proposed Compensation Earnable and Pensionable Compensation Policy 2024 – Redline
- Proposed Compensation Earnable and Pensionable Compensation Policy 2024
- Plan Sponsor earning code tables
- Compensation Earnable/Pensionable Compensation Resource Guide