

# MEMORANDUM

## OFFICE OF THE AUDITOR-CONTROLLER



**Date:** 11/13/2023  
**To:** SBCERS  
**From:** Auditor-Controller Payroll Division  
**Subject:** Earning Codes  
**CC:** Employee Relations

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As required by Pension Legislation CERL and PEPRA, the County Auditor-Controller hereby notifies SBCERS Board of Retirement of the establishment of new earnings codes as listed below pursuant to the agreement(s) between The County and Collective Bargaining Units in the attached/referenced Memoranda of Understanding. County Auditor-Controller's Payroll division requests determination by the SBCERS Board of Retirement for each of the Earnings codes listed herein; please provide determination ("Y" for Yes or "N" for No) for each of the following categories: Retirement Wages (CERL), Retirement Wages (PEPRA), Retirement Hours, Retirement Service Credit.

Effective in Pay Period 2024-01 the classification specifications for Firefighter Shift, Firefighter-Staff, Fire Engineer-Inspector-Shift, Fire Engineer-Inspector Staff, Fire Captain-Shift, Fire Captain-Staff, and Fire Equipment Operators shall be amended to provide for pay grades based on technical expertise that goes beyond the basic requirements of the base classification. 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. Employees who are certified by the Fire Chief in accordance with department specialty response qualifications and maintain certification and/or qualification in 4 three or more of the listed additional distinguishing characteristics below shall be classified in "pay grade III" for their respective rank. "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.

### Distinguishing Characteristics

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).

**1. PGB – Pay Grade II – BargUnit 12,13**

- a. 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.
- b. Initial Setup:
  - i. Retirement Wages Legacy: Y
  - ii. RetirementWagesPEPRA: Y
  - iii. Retirement Hours: N
  - iv. RetirementSvcCredit: N

**2. PGC – Pay Grade III – BargUnit 12,13**

- a. 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.
- b. Initial Setup:
  - i. Retirement Wages Legacy: Y
  - ii. RetirementWagesPEPRA: Y
  - iii. Retirement Hours: N
  - iv. RetirementSvcCredit: N