

SBCERS

Santa Barbara County Employees' Retirement System

DATE: September 25, 2024

TO: SBCERS Board of Retirement

FROM: Rebekah Bardakos, Director of Member Services

**RE: Determination of Compensation Earnable or Pensionable
Compensation: Earning Code SPB, IPD, and TRI**

Recommended Action:

That the Board of Retirement approve Resolution 2024-04 adding earnings codes SPB, IPB, and TRI to the schedule of earnings codes with classification as either included or excluded as items of compensation earnable pursuant to Government Code Section 31461 and pensionable compensation pursuant to Government Code Section 7522.34 as set forth in the accompanying resolution.

History and Background:

In response to the Memorandum of Understanding between the County of Santa Barbara and the Service Employees International Union, Local 721 for August 4, 2024 through July 4, 2027, the County of Santa Barbara (“the County”) has created three (3) new earning codes described below and requests the Board’s determination on whether these items of compensation are included or excluded in compensation earnable and pensionable compensation.

1. Earning Code SPB – DSS License Pay

This new earning code will be used for a 2.5% license incentive pay to employees who meet the minimum supervision qualifications for Licensed Marriage and Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW) as outlined by the Board of Behavioral Sciences, and are assigned by the Department to provide clinical supervision of approved employees. This earning code constitutes premium pay for a job assignment with special duties and is similar to other duty-based earning codes previously approved by the Board of Retirement as compensation earnable and pensionable compensation.

2. Earning Code IPD – DITA and POST Certificate Pay

This new earning code will be used for a bi-weekly \$50.00 pay for any Public Defender Investigator I who possesses a Defense Investigators Training Academy (DITA) Certificate, Peace Officer Standardization and Training (POST) Specialized Basic Investigators Certificate, or an equivalent, as determined by the County Human Resources Director and the Public Defender. This earning code constitutes premium pay for a job assignment with special duties and is similar to other duty-based earning codes previously approved by the Board of Retirement as compensation earnable and pensionable compensation.

3. Earning Code TRI – Language Allowance: Trilingual

This new earning code will be used for a biweekly \$135.00 pay for up to three (3) employees in the Nutrition Services/WIC Unit of the Public Health Department whose duty assignments require regular and frequent use of trilingual language skills in English, Spanish and Mixtec may be designated by the department head to receive a trilingual allowance. The department head shall designate the employee in writing to the Human Resources Director prior to being effective. The employee shall retain such trilingual designation only until a change in assignments is reported in writing by the department head to the Human Resources Director. This allowance is subject to proration for part-time employees. This earning code constitutes premium pay for a job assignment with special duties and is similar to other duty-based earning codes previously approved by the Board of Retirement as compensation earnable and pensionable compensation.

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 either compensation earnable or pensionable compensation as follows:

Earn Code	Description	Compensation Earnable	Pensionable Compensation
SPB	DSS License Pay	Yes	Yes
IPD	DITA and POST Incentive Pay	Yes	Yes
TRI	Language Allowance: Trilingual	Yes	Yes

Attachments:

- County request for determination of pensionable status – Earning Code SPB
- County request for determination of pensionable status – Earning Code IPD
- County request for determination of pensionable status – Earning Code TRI
- County Pensionable County Earns Code Tables
- Resolution 2024-04