

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 SDP, SDS, and SDL**

Recommended Action:

That the Board of Retirement approve Resolution 2024-05 adding earnings codes SDP, SDS, and SDL 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 County of Santa Barbara Board of Supervisor's amendment to its compensation and Benefits Plan for Management, Appointed Executive, and Confidential Employees effective June 24, 2024, the County of Santa Barbara ("the County") has created three (3) new earning code 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 SDP – Special Duty Presidential Election 15%

This new item of compensation addresses the extraordinary number of additional hours worked during election cycles. One Assistant Department Head and one Regulatory Compliance Manager III in the Clerk-Recorder-Assessor's-Elections Department who are assigned over Elections during a Presidential election may receive a temporary 15% pay increase for up to six pay periods leading to and including the pay period of an election, and two pay periods following the election. This temporary pay increase cannot be combined with any of the other election related temporary increases. Incumbents will receive the higher percentage increase if there are multiple elections concurrently. Because this earn code is an overtime payment to address the extraordinary number of additional hours worked, it is not considered Compensation Earnable or Pensionable Compensation.

2. Earning Code SDS – Special Duty State and County Election 10%

This new item of compensation addresses the extraordinary number of additional hours worked during election cycles. One Assistant Department Head and one Regulatory Compliance Manager III in the Clerk-Recorder-Assessor’s-Elections Department who are assigned over Elections during a Statewide/Countywide election may receive a temporary 10% pay increase for up to six pay periods leading to and including the pay period of an election, and two pay periods following the election as follows. This temporary pay increase cannot be combined with any of the other election related temporary increases. Incumbents will receive the higher percentage increase if there are multiple elections concurrently. Because this earn code is an overtime payment to address the extraordinary number of additional hours worked, it is not considered Compensation Earnable or Pensionable Compensation.

3. Earning Code SDL – Special Duty Local District Elections 5%

This new item of compensation addresses the extraordinary number of additional hours worked during election cycles. One Assistant Department Head and one Regulatory Compliance Manager III in the Clerk-Recorder-Assessor’s-Elections Department who are assigned over Elections during a Local District election may receive a temporary 5% pay increase for up to six pay periods leading to and including the pay period of an election. This temporary pay increase cannot be combined with any of the other election related temporary increases. The incumbents will receive the higher percentage increase if there are multiple elections concurrently. Because this earn code is an overtime payment to address the extraordinary number of additional hours worked, it is not considered Compensation Earnable or 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 neither compensation earnable or pensionable compensation as follows:

Earn Code	Description	Compensation Earnable	Pensionable Compensation
SDP	Special Duty Presidential Election 15%	No	No
SDS	Special Duty State and County Elections 10%	No	No
SDL	Special Duty Local District Elections 5%	No	No

Attachments:

- County request for determination of pensionable status – Earning Code SDP

- County request for determination of pensionable status – Earning Code SDS
- County request for determination of pensionable status – Earning Code SDL
- County Non-Pensionable County Earning Code Tables
- Resolution 2024-05