

retirement benefit. Along with the other factors outlined in Section 5 of the Policy, the Administrative Committee members recommended an additional factor of considering other facts relevant to the Board's determination to be used when assessing whether an item of compensation was paid to enhance a member's retirement.

If it is determined the compensation was paid to enhance a member's retirement benefit and such compensation should be excluded, then the member may appeal the determination in accordance with Benefits Policy No. 025, Requests and Appeals for Pension Benefits. However, if in the alternative, the compensation should be included, then staff will adjust the benefit to include the pay item.

In sum, the parameters outlined in the policy provide for consistency in the application of reviewing a member's final average compensation, especially if any pay items have been paid to enhance the member's retirement benefit.

COMMITTEE REVIEW:

This item was reviewed by the Administrative Committee on October 15, 2020; the Committee voted 4-0 to recommend Board approval.

BUDGET IMPACT:

None.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Operational Excellence & Efficiency
Prudent Fiscal Management

STAFF CONTACT:

Barbara Hannah

ATTACHMENTS:

Exhibit A: Proposed Benefits Policy No. 026 (Compensation Earnable and Pensionable Compensation Assessment) - Redline