

# Earnable Salary

Presented by:  
OPERS Employer Services



# Agenda

**1**

**Definition of earnable salary**

**2**

**What IS earnable salary**

**3**

**What is NOT earnable salary**

**4**

**Settlement agreement**

**Defined in ORC and OAC**

**Not everything is earnable**

**Request determination**

**Unauthorized contributions  
can be refunded**

**Earnable  
Salary**

# Examples



# NOT Earnable Salary

**1** Lump sum payments at termination

**2** Pay per meeting, item, event

**3** Incidental benefits

**4** Severance pay

**5** Pay differential for military vs. civilian

# NOT Earnable Salary

1 Amounts under agreement to retire

2 Lump sum payment not % of salary

3 Amounts in lieu of insurance

4 Reimbursements job-related expenses



## Settlement Agreement

If employee is reinstated without interruption or loss of time to their former or comparable position of employment and awarded back wages pursuant to a final court order, arbitration or personnel board of review, grievance award, or other settlement or order.

# Employer Services

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