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
Examples

- Regular wages or salary
- Current year OT paid
- Pay for sick or vacation used
- Bonus % of salary
- Annual longevity pay
<table>
<thead>
<tr>
<th>NOT Earnable Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Lump sum payments at termination</td>
</tr>
<tr>
<td>2. Pay per meeting, item, event</td>
</tr>
<tr>
<td>3. Incidental benefits</td>
</tr>
<tr>
<td>4. Severance pay</td>
</tr>
<tr>
<td>5. Pay differential for military vs. civilian</td>
</tr>
</tbody>
</table>

Ohio Public Employees Retirement System
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
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

Call Center: 888-400-0965

Fax: 614-857-1152

Email: employeroutreach@opers.org

Website: www.opers.org