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

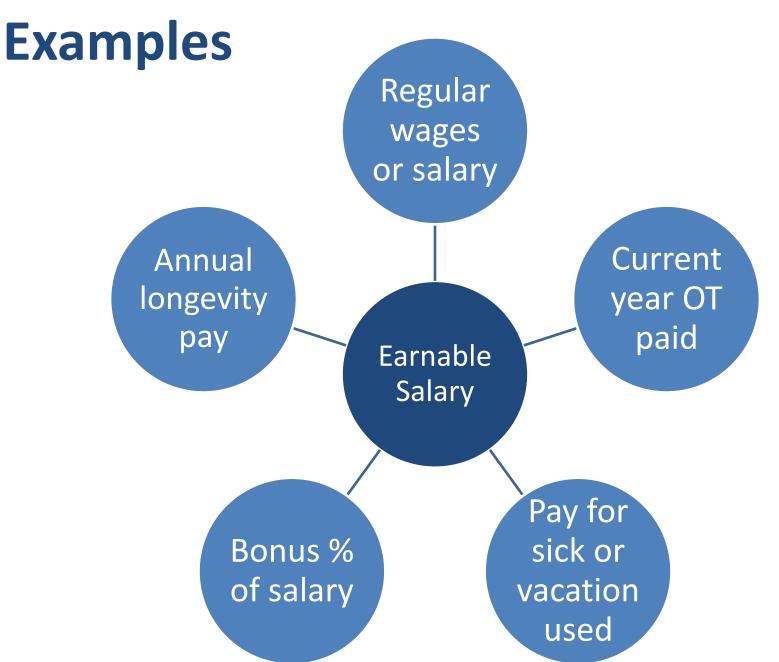
Defined in ORC and OAC

Not everything is earnable

Request determination

Unauthorized contributions can be refunded

Earnable Salary



NOT Earnable Salary

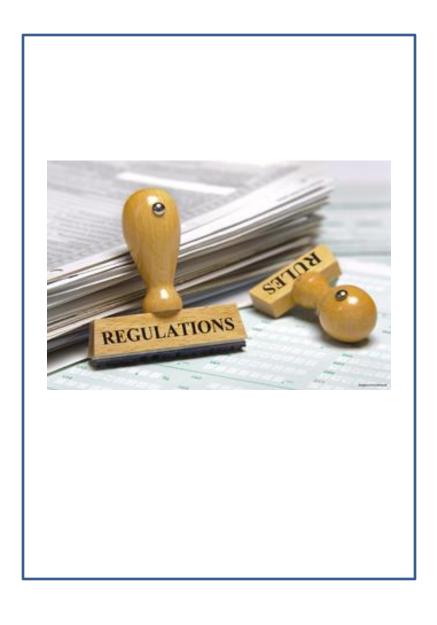
- 1 Lump sum payments at termination
 - 2 Pay per meeting, item, event
 - 3 Incidental benefits
 - 4 Severance pay
- 5 Pay differential for military vs. civilian

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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