

Office of Audit Services
Employer Compliance Review - Open Observations Over 1
Year Period Ending March 31, 2024

Total Number of
Aged Findings: 42

Count	Report Issue Date	Name of Agency	Review	Project Number	Located Under Finding # in Final Report	Finding Type	Description of Finding	CalPERS Program Area	UPDATED Status From Program as of March 31, 2024
1	December 9, 2021	Berkeley Unified School District	School Pay Schedules and Payrates	4P20-001	2	Full-time Payrates Not Reported	The Employer did not report full-time payrates for three sampled active employees and one sampled retiree. Specifically, the payrates reported reflected monthly payrates of less than 40 hours per week or the full-time equivalent of 261 days. In one example, the Employer reported a monthly payrate of \$9,556.83 in the pay period ended December 31, 2020. The reported payrate reflected the earnings for working 222 days in an academic year rather than a full-time payrate based on 261 days. The Employer should have reported a monthly payrate of \$10,147.68. In another example, the Employer reported a monthly payrate of \$8,897 in the pay period ended December 31, 2020. The reported payrate reflected the earnings for working 7.5 hours per day or 37.5 hours per week rather than a full-time payrate based on 8 hours per day or 40 hours per week. The Employer should have reported a monthly payrate of \$9,453.77	EAMD	EAMD reviewing and will resubmit for next IARC period.
2	December 9, 2021	Berkeley Unified School District	School Pay Schedules and Payrates	4P20-001	3	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for two sampled employees. For example, the Employer reported a payrate of \$7,572.48 per month in the period ended December 31, 2020 for a sampled employee that included Longevity Pay in the amount of \$182.48. The Employer should have reported a base monthly payrate of \$7,390.	EAMD	EAMD reviewing and will resubmit for next IARC period.
3	December 9, 2021	Broadmoor Police Protection District	Broadmoor PPD	P20-005	1B	Unlawful Employment of Retired Annuitants	The Employer unlawfully employed a retired annuitant. Specifically, Employment was not temporary, interim, or for a limited duration; Received compensation equivalent to a full-time salary while receiving CalPERS retirement benefits, and the payrate exceeded the maximum paid by the Employer to other employees performing comparable duties; Employed in the same position approved for an Industrial Disability Retirement (IDR); Appointment was not reported to CalPERS; therefore, payrate, compensation, and hours worked were not reported.	EAMD	EAMD reviewing and will resubmit for next IARC period.
4	December 9, 2021	Broadmoor Police Protection District	Broadmoor PPD	P20-005	3	Payrate Included Special Compensation	Payrate reported by the Employer included special compensation for one sampled employee. Specifically, the Employer included Police Officer Standard Training (POST) Certificate Pay, an item of special compensation, in the reported payrate. The Employer reported an hourly payrate of \$48.59 for an employee in the Police Officer III position in the pay period ended March 6, 2021. According to the BPOA salary schedule, effective July 1, 2020, the payrates listed included additional compensation for POST Certificate Pay, ranging from approximately five to seven percent. The payrate reported to CalPERS included five percent Intermediate POST Certificate Pay. The Employer should have reported \$46.26 as the base hourly payrate and the associated POST Certificate Pay amount separately as special compensation for the sampled employee.	EAMD	EAMD reviewing and will resubmit for next IARC period.

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5	December 9, 2021	Broadmoor Police Protection District	Broadmoor PPD	P20-005	4	Incorrect Reporting of Payrate and Earnings	The Employer incorrectly reported payrate and earnings for one sampled employee. The Employer reported an hourly payrate of \$51.40 and earnings of \$1,233.60 for the period March 1, 2021 to March 6, 2021; however, the Employer should have reported a hourly payrate of \$46.26 and earnings of \$1,665.36 because the Employer did not pay the employee using the \$51.40 payrate until the pay period beginning on March 7, 2021. In addition, the reported \$1,233.60 in earnings was not based on all hours worked during the period. The employee worked a total of 36 hours from March 1, 2021 to March 6, 2021, and the Employer incorrectly reported the earnings based 24 hours worked. As a result of the incorrect reporting, the payrate was overreported, and the earnings was underreported.	EAMD	EAMD reviewing and will resubmit for next IARC period.
6	December 9, 2021	Broadmoor Police Protection District	Broadmoor PPD	P20-005	5	Special Compensation Not Reported	The Employer did not report Holiday Pay as special compensation for one sampled employee required to work on approved holidays. Specifically, the employee worked on three of seven holidays that occurred between May 1, 2020 through November 30, 2020 and was paid \$2,590.56 for the seven holidays in the pay period ended December 12, 2020. However, the Employer did not report the Holiday Pay as special compensation for the holidays the employee worked. The Employer should have reported a total of \$1,110.24 as Holiday Pay for the three holidays worked during the period May 1, 2020 through October 30, 2020. Holiday Pay is a statutory item that must be reported as special compensation.	EAMD	EAMD reviewing and will resubmit for next IARC period.
7	December 9, 2021	Chula Vista Elementary School District	School Pay Schedules and Payrates	4P20-004	2	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for four sampled active employees and one sampled retiree. For example, the Employer reported a monthly payrate of \$4,669.43 for one sampled employee in the period ended December 31,2020 that included 1% for post-employment health benefits and 11.5% for longevity pay in that amount of \$523.07. The Employer should have reported a base monthly payrate of \$4,146.36.	EAMD	Employer actively making corrections and third party vendor to assist with payroll corrections. Due to large volume of corrections, expected closure tentatively moved to 4/30/24. Employer has processed 26,000 of 28,800 transaction lines that required correction (90%). Balance of corrections will be processed and payroll transaction errors cleared in March and April 2024.
8	December 9, 2021	Humboldt County Schools	School Pay Schedules and Payrates	4P20-017	1	Pay Schedules Not in Compliance	The Employer's pay schedules were not approved by their governing body and did not identify an effective date or any date of revisions for four sampled active classified employees and one sampled classified retiree. Additionally, the Employer's pay schedules did not identify position titles for two sampled active classified employees and one sampled classified retiree. Furthermore, the Employer's pay schedules did not include a time base for three sampled active classified employees. For example, the Confidential Salary Schedule was not duly approved and adopted by the employer's governing body, did not identify an effective date or any date of revisions, did not include a time base, and did not identify position titles. As a result, reported payrates for sampled employees in the associated groups did not meet the definition of payrate and cannot be used to calculate retirement benefits.	EAMD	EAMD reviewing and will resubmit for next IARC period.

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9	December 9, 2021	Humboldt County Schools	School Pay Schedules and Payrates	4P20-017	2	Full-time Payrates Not Reported	The Employer did not report full-time payrate for one sampled active classified employee. Specifically, the payrate reported for this sample employee reflected a workweek of less than 40 hours. The Employer reported a monthly payrate of \$8,323.18 for this employee in the pay period ended December 31, 2020. The Employer should have reported a monthly payrate of \$10,255.15.	EAMD	EAMD reviewing and will resubmit for next IARC period.
10	December 9, 2021	Kern Union High School District	School Pay Schedules and Payrates	4P20-019	2	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for four sampled employees. For example, the Employer reported a payrate of \$7,695.86, in the period ended October 31, 2020, for a sampled employee that included Longevity Pay in the amount of \$960.56 and additional compensation of \$641.32. However, as noted in Other Matter 1, the Employer's most current written labor agreement for Police Officers, California School Employees Association, Chapter #81 (Unit E – Police), effective July 1, 2015 to June 30, 2019, did not contain the conditions of payment for Longevity Pay. In addition, the Employer explained the remaining difference of \$641.32 was for overtime. The Employer should have reported a base monthly payrate of \$6,093.98.	EAMD	Employer working with COE for XML upload issue with original files. Currently 131,500 out of 135,521 payroll lines have been corrected (97%). Employer submitted 84 files and 242k lines but awaiting COE to post reports. Original Estimated closure is 3/31/2024 but due
11	December 9, 2021	Pomona Unified School District	School Pay Schedules and Payrates	4P20-033	2	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for three active sampled employees and one sampled retiree. For example, the Employer reported a monthly payrate of \$14,310 for one sampled employee in the period ended December 31, 2020 that included Longevity Pay in the amount of \$746. The Employer should have reported a monthly payrate of \$13,564.	EAMD	Employer currently processing payroll corrections. Expected closure was 1/31/24 has been changed to TBD. Administrative action begins on 3/4/2024. Agency wide hold being placed on 4/3/2024. Payroll fees begin on 6/30/24. Recommendation for contract revocation will be completed on 9/30/24.
12	December 9, 2021	Ravenswood City Elementary School District	School Pay Schedules and Payrates	4P20-035	2	Full-time Payrates Not Reported	The Employer did not report full-time payrates for three sampled active employees. Specifically, the payrates reported reflected monthly payrates of less than the full-time equivalent of 260 days. For example, the Employer reported a monthly payrate of \$3,059.42 in pay period ended December 31, 2020 for one sampled employee. The reported payrate reflected the earnings for working 246 days in an academic year rather than a full-time payrate based on 260 days. The Employer should have reported a monthly payrate of \$3,298.53.	EAMD	As of 3/21/24 San Mateo County Schools will begin payroll corrections for the remaining impacted members (120) once the payroll corrections for Michele Murnane are completed (3/22/2024). Notice of action sent and next phase will be implemented on 4/6/24. EAMD escalated matter to COE and Employer Superintendent.
13	December 9, 2021	Ravenswood City Elementary School District	School Pay Schedules and Payrates	4P20-035	3	Unable to Determine the Full-Time Payrate	The Employer did not provide any documentation to determine if the correct full-time payrate was reported for one sampled employee. Specifically, the Employer reported a monthly payrate of \$12,089.75 for the Director of Cities in School employee. During this time, the employee served as the Executive Director of the 49er Academy. The Employer did not provide any of the requested documents to support the reported payrate and determine if the payrate represented the correct full-time payrate based on 40 hours per week.	EAMD	EAMD reviewing and will resubmit for next IARC period.

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14	December 9, 2021	Ravenswood City Elementary School District	School Pay Schedules and Payrates	4P20-035	1	Pay schedules not in compliance	The Employer's pay schedules did not list full-time pay rates for one sampled active employee and a position was not included on a pay schedule for one sampled active employee. For example, the Management/Confidential pay schedule, effective July 1, 2019, lists an annual payrate that is based on a 246-day work year instead of 260 days. In Addition, the Director of Cities in School was not included on any of the pay schedules. As a result, reported payrates for sampled employees in the associated groups did not meet the definition of payrate and cannot be used to calculate retirement benefits.	EAMD	As of 3/21/24 San Mateo County Schools will begin payroll corrections for the remaining impacted members (120) once the payroll corrections for Michele Murnane are completed (3/22/2024). Notice of action sent and next phase will be implemented on 4/6/24. EAMD escalated matter to COE and Employer Superintendent.
15	December 9, 2021	San Diego Unified School District	School Pay Schedules and Payrates	4P20-041	1	Full-time Payrates Not Reported	The Employer did not report full-time payrates for one sampled active employee and one sampled retiree. For example, the payrate reported reflected a monthly payrate of less than the full-time equivalent of 260 days. The Employer reported a monthly payrate of \$4,471.65 in the pay period ended August 31, 2020. The reported payrate reflected the earnings for working 217 days in an academic year rather than a full-time payrate based on 260 days. The Employer should have reported a monthly payrate of \$5,357.73.	EAMD	Total of 3,909 members requiring payroll corrections. Employer has completed payroll corrections for four of the six fiscal years impacted (50%). Using XML uploads on a monthly basis. Projected closure date 6/30/24.
16	December 9, 2021	San Diego Unified School District	School Pay Schedules and Payrates	4P20-041	2	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for one sampled active employee. Specifically, the Employer reported a monthly payrate of \$8,489.90 in the period ended December 31,2020 that included Longevity Pay of \$369.13, Peace Offer Standards and Training Advanced Certification Pay of \$738.25, and Uniform Allowance of \$80. The Employer should have reported a base monthly payrate of \$7,302.53.	EAMD	Total of 3,909 members requiring payroll corrections. Employer has completed payroll corrections for four of the six fiscal years impacted (50%). Using XML uploads on a monthly basis. Projected closure date 6/30/24.
17	December 9, 2021	Santa Barbara Unified School District	School Pay Schedules and Payrates	4P20-046	2	Full-time Payrates Not Reported	The Employer did not report a full-time payrate for one sampled active employee. Specifically, the payrate reported reflected a monthly payrate of less than the full-time equivalent of 261 days. For example, the Employer reported a monthly payrate of \$3,597.36 in the pay period ended December 31, 2020 for the employee. The reported payrate reflected the earnings for working 195 days in an academic year rather than a full-time payrate based on 261 days. The Employer should have reported a monthly payrate of \$3,997.07.	EAMD	Based on limited staffing, employer requested an extension to 12/31/2024. Extension request denied. Administrative action has begun. Agency wide hold being placed on 3/9/2024. Payroll fees begin on 6/30/24. Recommendation for contract revocation will be completed on 9/30/24.
18	December 9, 2021	Santa Clara County Schools	School Pay Schedules and Payrates	4P20-047	1	Full-time Payrates Not Reported	The Employer did not report full-time payrates for two sampled active employees. Specifically, the payrates reported reflected a monthly payrate of less than the full-time equivalent of 40 hours per week or 260 days. For one sampled employee, the Employer reported a monthly payrate of \$3,171.14 in the pay period ended December 31, 2020. The reported payrate reflected earnings for working 7 hours per day and 192 days in an academic year. The Employer should have reported a monthly payrate of \$3,936.40. For another sampled employee, the Employer reported a monthly payrate of \$4,896.11 in the pay period ended December 31, 2020. The reported payrate reflected the earnings for working 185 days in an academic year rather than a full-time payrate based on 260 days. The Employer should have reported a monthly payrate \$6,307.60.	EAMD	Total of 6,500 members requiring payroll corrections. Employer has completed payroll corrections for three of the five fiscal years impacted (60%). Using XML uploads on a monthly basis. Projected closure date 6/30/24.

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19	December 9, 2021	West Contra Costa Unified School District	School Pay Schedules and Payrates	4P20-058	2	Full-time Payrates Not Reported	The Employer did not report full-time payrates for five sampled active classified employees and one sampled classified retiree. Specifically, the payrates reported for each sampled employee reflected a workweek of less than 40 hours. For example, the Employer reported a monthly payrate of \$7,889.05 per month for one sampled active classified employee in the pay period ended December 31, 2020. However, the monthly payrate should have been reported as \$8,415.33.	EAMD	Employer uploading data file for all 1,352 members requiring payroll correction on 2/28/2024. Current extension date is through 2/29/2024. Administrative action begins on 3/1/2024. Agency wide hold being placed on 4/1/2024. Payroll fees begin on 6/30/24. Recommendation for contract revocation will be completed on 9/30/24.
20	December 9, 2021	Woodland Joint Unified School District	School Pay Schedules and Payrates	4P20-059	1	Full-time Payrates Not Reported	The Employer did not report the full-time payrate for one sampled active classified employee. Specifically, the payrate reported for the sampled employee reflected a workweek of less than 40 hours. The Employer reported a monthly payrate of \$8,809.94 for the employee in the period ending December 31, 2020. However, the monthly payrate should have been reported as \$8,552.37.	EAMD	Total of 410 members requiring payroll corrections. Employer has completed payroll corrections for two of the six fiscal years impacted (33%). Using XML uploads on a semi-monthly basis. Projected closure date 4/30/24.
21	December 9, 2021	Woodland Joint Unified School District	School Pay Schedules and Payrates	4P20-059	2	Payrates Included Additional Compensation	The Employer incorrectly included additional compensation in the reported base payrate for three sampled employees. For example, the Employer reported a payrate of \$15,468.17 in the period ending December 31, 2020, for a sampled employee that included Longevity Pay in the amount of \$745.33. The Employer should have reported a base monthly payrate of \$14,722.93.	EAMD	Total of 410 members requiring payroll corrections. Employer has completed payroll corrections for two of the six fiscal years impacted (33%). Using XML uploads on a semi-monthly basis. Projected closure date 4/30/24.
22	August 4, 2022	Campbell Union High School	OSSP	3P21-007	1	Incorrectly Reported	The Employer misreported OSSP for one sampled employee. Specifically, for the pay period ended June 30, 2021, the Employer reported OSSP of \$416.67 for the employee. However, the Employer exceeded the reportable OSSP amount by 2.11%. The OSSP reported was 8.11% of the employee's base salary and the Employer should have reported 6%, or \$308.10, in OSSP for the pay period ended June 30, 2021.	EAMD	EAMD reviewing and will resubmit for next IARC period.
23	August 4, 2022	City of Daly City	OSSP	3P21-008	1	Not Reportable	The Employer reported OSSP for one sampled employee that was not reportable. Specifically, for the pay periods ended September 4, 2020 and September 17, 2021, the Employer reported OSSP of \$857.11 for the employee. However, the Employer's approved resolution stated the 2020-21 and 2021-22 salary schedules increased by three percent during the same fiscal years the employee received the OSSP. The reported amounts were stipend paid to the employee for duties performed on a parttime basis as the City Treasurer. As a result, the OSSP was not reportable.	EAMD	EAMD reviewing and will resubmit for next IARC period.
24	August 4, 2022	Cuesta Community College District	OSSP	3P21-020	1	Not Reportable	The Employer reported OSSP for five sampled employees that was not reportable. For example, the Employer reported \$3,600 as OSSP during pay period ended June 30, 2021 for one employee; however, the Employer stated the pay was for performing additional duties. In another example, the Employer reported \$270 as OSSP during pay period ending June 30, 2021 for one sampled employee; however, the Employer stated the compensation was for Uniform Allowance. As a result, the compensation did not meet the definition of OSSP and was not reportable as OSSP.	EAMD	EAMD reviewing and will resubmit for next IARC period.

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25	August 4, 2022	Glendale Community College District	OSSP	3P21-026	1	Not Reportable	The Employer reported OSSP for four sampled employees that was not reportable. For example, for one sampled employee, the Employer reported OSSP of \$1,794.82 for the pay period ended June 30, 2021. However, the Employer's intent was to provide Division Chairs compensation in addition to their placement on the Instructor's Salary Schedule. As a result, the payment did not meet the requirements of OSSP and should not have been reported.	EAMD	EAMD reviewing and will resubmit for next IARC period.
26	August 4, 2022	La Mesa-Spring Valley Elementary School District	OSSP	3P21-030	1	Not Reportable	The Employer reported OSSP for two sampled employees that was not reportable. Specifically, for the pay period ended June 30, 2021, the Employer reported OSSP of \$628.22 for one employee and \$56.01 for a second employee. However, the employees received a salary increase on July 1, 2020, during the same fiscal year the employees received the OSSP. As a result, the OSSP was not reportable.	EAMD	EAMD reviewing and will resubmit for next IARC period.
27	August 4, 2022	La Mesa-Spring Valley Elementary School District	OSSP	3P21-030	2	Incorrectly Reported	The Employer misreported OSSP for one sampled employee. Specifically, for the pay period ended June 30, 2021, the Employer reported OSSP of \$477.44 for the employee. However, the OSSP was calculated based on a payrate of \$15,914.66, including base salary and Longevity Pay. The Employer should have calculated OSSP using the employee's base salary of \$14,165.25 and should have reported OSSP of \$424.96 for the pay period ended June 30, 2021. As a result, OSSP was overreported.	EAMD	EAMD reviewing and will resubmit for next IARC period.
28	August 4, 2022	Rio Elementary School District	OSSP	3P21-052	1	Not Reportable	The Employer reported OSSP for three sampled employees that was not reportable. For example, for the pay period ended September 30, 2020, the Employer reported OSSP of \$2,154.46. However, the Employer's 2020-21 written labor policy stated employees would receive a one percent salary increase retroactive to July 1, 2020. As a result, the OSSP was not reportable.	EAMD	Employer completed corrections COE had system glitch which prevented the corrections to upload to CalPERS. COE is now manually reversing and reposting corrections in two phases. Expected to close by 5/31/24 due to once a month uploads by COE. Notice of Action letter sent 3/18/24.
29	August 4, 2022	Rio Elementary School District	OSSP	3P21-052	2	Incorrectly Reported	The Employer misreported OSSP for two sampled employees. Specifically, for the pay period ended June 30, 2020, the Employer reported OSSP of \$859.80 for one employee. However, the OSSP was reported as a lump sum instead of in the associated periods earned during fiscal year 2019-20. The Employer should have reported OSSP of \$85.98 for the pay period ended June 30, 2020. Additionally, for another sampled employee, the Employer reported OSSP of \$162.22 for the pay period ending October 31, 2019. However, the OSSP was reported as a lump sum instead of in the associated periods earned, which was during November 12, 2019 through June 30, 2020. The Employer should not have reported OSSP for the pay period ending October 31, 2019 and should have reported OSSP in the correct associated periods earned.	EAMD	Employer completed corrections COE had system glitch which prevented the corrections to upload to CalPERS. COE is now manually reversing and reposting corrections in two phases. Expected to close by 5/31/24 due to once a month uploads by COE. Notice of Action letter sent 3/18/24.

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30	February 2, 2023	Anderson Fire Protection District	Holiday Pay	1P22-001	1	Not Correctly Reported	The Employer incorrectly reported Holiday Pay for two sampled active employees and one sampled retired employee. Specifically, for two employees, the Employer included overtime in their calculation and reported Holiday Pay for work performed on holidays when shifts were added to the employee's regularly scheduled shifts. For the third employee, the Employer overreported Holiday Pay due to an error in calculating the pay. For example, the Employer reported Holiday Pay of \$2,931.84 for one employee for the pay period ended September 19, 2021; however, the amount included \$2,443.20 in overtime pay, paid at time and a half for working two additional shifts that were not part of the employee's regular schedule. The Employer should have reported Holiday Pay of \$488.64 for the employee's pay period that ended September 19, 2021.	EAMD	Employer completing corrections. EAMD will submit for closure before 4/30/24
31	February 2, 2023	Bodega Bay Fire Protection District	Holiday Pay	1P22-003	1	Not Reportable	The Employer reported Holiday Pay for three sampled active employees that was not reportable. Specifically, the Employer's written labor policy did not include conditions of payment for Holiday Pay. Instead, the Employer's written labor policy specifies the eligibility of Holiday Pay but does not include how the Holiday Pay amount is calculated. According to the Employer, Holiday Pay is calculated using an hourly rate that included additional incentives such as reported Fair Labor Standards Act (FLSA), Longevity, Paramedic Coordinator Premium, and Education Incentives. In addition, the Employer reported Holiday Pay as a lump sum amount of \$4,640.40, \$3,214.80, and \$2,002.50, respectively, in the pay period ended November 30, 2019, instead of for the periods earned, which was during December 1, 2018 to November 30, 2019. As a result, the Holiday Pay was not reportable.	EAMD	EAMD will resubmit for next IARC period before 4/30/24
32	February 2, 2023	Borrego Springs Fire Protection District	Holiday Pay	1P22-005	1	Not Reportable	The Employer reported Holiday Pay for four sampled active employees that was not reportable. For example, for one employee the Employer reported Holiday Pay of \$130.92 for the pay period ended July 15, 2019. However, the Employer was unable to demonstrate that the conditions of payment for Holiday Pay contained in the written labor policy for the Borrego Springs Firefighters Association, effective March 16, 2018, was adopted and approved by the Employer's governing body. As a result, the Employer should not have reported Holiday Pay. In another example, the Employer reported a payrate that included Holiday Pay for a sampled active employee in the pay period ended July 15, 2021. The Employer's written labor agreement, effective July 1, 2021, and referenced side letter indicated Holiday Pay will no longer be paid separately and will be included in the base payrate. However, the labor agreement and side letter were not approved by the Employer's governing body.	EAMD	EAMD working on obtaining payroll resolution. Expected closure 4/30/24
33	February 2, 2023	Chester Public Utility District	Holiday Pay	1P22-006	2	Not Reportable	The Employer reported Holiday Pay for two sampled active employees noted in Observation 1 that was not reportable. Specifically, in addition to the issues noted in Observation 1, the employees were PEPRA members and the Employer's payment of cash out of accrued holiday credits was reported as Holiday Pay. For example, for one employee, the Employer reported Holiday Pay of \$1,612.08 for pay period ended January 1, 2022. However, the payment was for the cash out of all accrued holiday credits earned for the period January 1, 2021 through December 31, 2021. Cash out of holiday credit is not reportable as Holiday Pay for PEPRA members. As a result, Holiday Pay was not reportable.	EAMD	EAMD working on obtaining payroll resolution. Expected closure 4/30/24

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34	February 2, 2023	City of Arvin	Holiday Pay	1P22-008	1	Not Reportable	The Employer reported Holiday Pay for three sampled active employees and one sampled retired employee that was not reportable. Specifically, the Employer reported compensation for overtime hours as Holiday Pay. For example, for one sampled active employee, the Employer reported Holiday Pay of \$1,583.76 for pay period ended September 13, 2021, which was payment for overtime hours worked on a holiday. The employee did not have eligible holiday hours and the Employer should not have reported Holiday Pay. In addition, the Employer's written labor policy for the City of Arvin Police Officers Association indicated overtime worked on Holidays will be reported to CalPERS. However, compensation for overtime is not reportable, and the Employer should not have reported compensation for overtime as Holiday Pay.	EAMD	Employer currently completing payroll corrections for 30 impacted members. Employer is in active communication and expected to be completed by 4/30/24. Original target closure date has been moved to 4/30/24.
35	February 2, 2023	City of Arvin	Holiday Pay	1P22-008	2	Not Correctly Reported	The Employer incorrectly reported Holiday Pay for three sampled active employees and one sampled retired employee. Specifically, in addition to incorrectly including overtime hours as noted in Observation 1, the Employer incorrectly included additional compensation in their calculation of Holiday Pay. For example, for one sampled employee, the Employer reported \$3,539.28 of Holiday Pay for the pay period ending January 4, 2021. The Employer calculated Holiday Pay using 12 non-reportable overtime hours and an hourly rate that included Longevity and Peace Officer Standards and Training (POST) Pay. However, the Employer's written labor policy for the City of Arvin Police Officers Association did not identify additional compensation as being included in the hourly rate. The Employer should have reported Holiday Pay of \$1,879.20 for the pay period ended January 4, 2021 based on the hourly payrate of \$34.80. As a result, the Holiday Pay was not reported correctly.	EAMD	Employer currently completing payroll corrections for 30 impacted members. Employer is in active communication and expected to be completed by 4/30/24. Original target closure date has been moved to 4/30/24.
36	February 2, 2023	City of Livingston	Holiday Pay	1P22-019	1	Not Correctly Reported	The Employer incorrectly reported Holiday Pay for one sampled retired employee and three active employees. Specifically, the Employer reported Holiday Pay as a lump sum amount instead of for the periods earned. For example, for one sample retired employee, the Employer reported Holiday Pay of \$6,667.20 for pay period ended July 11, 2020 instead of in the periods earned, which was July 1, 2020 through June 30, 2021. The Employer should have reported Holiday Pay of \$245.90 for the pay period ended July 11, 2020. As a result, Holiday Pay was not correctly reported.	EAMD	ER completing last fiscal year of corrections. On target for 4/30/24 closure.
37	February 2, 2023	City of Livingston	Holiday Pay	1P22-019	2	Not Correctly Reported	The Employer over-reported Holiday Pay for one sampled retired employee and two sampled active employees noted in Observation 1. Specifically, the Employer included additional compensation in the base payrate used to calculate Holiday Pay. For example, for one sampled retired employee, the Employer included an additional 5% pay for working as an Interim Police Chief while the employee was also working as a Police Captain. The Employer included the additional pay in the payrate used to calculate holiday pay. The Employer's written labor policy did not identify additional compensation was to be included when calculating Holiday Pay. As a result, Holiday Pay was not correctly reported.	EAMD	Employer finishing up last fiscal year of corrections Expected closure 4/30/24
38	February 2, 2023	City of Livingston	Holiday Pay	1P22-019	3	Not Correctly Reported	The Employer over-reported Holiday Pay for one sampled active employee noted in Observation 1. Specifically, the Employer reported Holiday Pay based on a total of 120 hours of Holiday Pay; however, the Supervisory Employee Association Memorandum of Understanding (MOU), effective July 1, 2018 to June 30, 2021, identifies employees are paid 96 hours of Holiday Pay. As a result, Holiday Pay was not correctly reported.	EAMD	Employer finishing up last fiscal year of corrections Expected closure 4/30/24

**Office of Audit Services
Employer Compliance Review - Open Findings Over 1 Year
Period Ending March 31, 2024**

Total Number of
Aged Findings: 42

Count	Report Issue Date	Name of Agency	Review	Project Number	Located Under Finding # in Final Report	Finding Type	Description of Finding	CalPERS Program Area	UPDATED Status From Program as of March 31, 2024
39	February 2, 2023	City of Sutter Creek	Holiday Pay	1P22-022	1	Not Correctly Reported	The Employer incorrectly reported Holiday Pay for three sampled active employees and one sampled retired employee. For example, for one employee, the Employer included Education Incentive Pay in the payrate used to calculate the reported Holiday Pay of \$177.68 for pay period ended June 12, 2021. The Employer's Memorandum of Understanding (MOU) for the City of Sutter Creek Police Officers Association specifies that employees shall be paid 8 hours for holidays worked at the regular rate of pay per month and does not identify inclusion of additional items of compensation in the payrate. In addition, the reported Holiday Pay of \$177.68 included amounts for Uniform Allowance, a retroactive Holiday Pay that was earned in six prior earned pay periods and payment for a holiday that was not listed as a holiday eligible for Holiday Pay in the Employer's MOU. The Employer should have reported Holiday Pay of \$88.47 in the pay period ended June 12, 2021.	EAMD	Employer finishing up last fiscal year of corrections Expected closure 4/30/24
40	February 2, 2023	Lakeport County Fire Protection District	Holiday Pay	1P22-038	1	Not Reportable	The Employer reported Holiday Pay for one sampled retired employee that was not reportable. Specifically, the Employer reported for the employee Holiday Pay of \$167.53 for pay period ended July 15, 2019. However, the Employer's written labor policy did not include Holiday Pay as an item of compensation. As a result, the Employer should not have reported Holiday Pay.	EAMD	EAMD working with employer for updating MOU language then proceed with corrections. Expected closure TBD. Escalated to all parties on 3/26/24 that extension will expire on 3/31/24 and administrative action will follow in April.
41	February 2, 2023	Lakeport County Fire Protection District	Holiday Pay	1P22-038	2	Not Correctly Reported	The Employer incorrectly reported Holiday Pay for three sampled active employees. For example, for one sampled employee, the Employer reported Holiday Pay of \$151.49 for the pay period ended October 31, 2021. The Employer's written labor agreement stated Holiday Pay would be paid at the base pay rate. However, the Employer used an hourly payrate that included additional compensation in their calculation of Holiday Pay, and the hourly payrate was based on 2,080 hours in a year instead of 2,912 hours in a year for safety members. In addition, the Employer incorrectly calculated Holiday Pay based on 13 holidays and 24 pay periods. However, the employee was hired on October 1, 2021 and only earned seven holidays during the October 1, 2021 to December 31, 2021 pay periods. The Employer should have reported \$210.45 of Holiday Pay for the pay period ended October 31, 2021.	EAMD	EAMD working with employer for updating MOU language then proceed with corrections. Expected closure TBD. Escalated to all parties on 3/26/24 that extension will expire on 3/31/24 and administrative action will follow in April.
42	February 2, 2023	Linde-Peters Rural County Fire Protection District	Holiday Pay	1P22-040	2	Not Reportable	The Employer reported Holiday Pay for three sampled active employees that was not reportable. For example, the Employer reported for one employee Holiday Pay of \$922.32 for the pay period ended September 12, 2021. However, the employee is a PEPRA member and the payment was for a cash out of 36 hours of accumulated holiday credit. As a result, the Employer should not have reported Holiday Pay since cash out of holiday credit is not reportable for PEPRA members.	EAMD	EAMD working with employer for payroll corrections. Expected closure moved from 3/31/24 to 4/30/24