From: Lena Young-Gallardo
Sent: Thursday, January 4, 2024 8:01 AM
To: BSD-CBO List; Persadmin List; BSD-FinMgrsMeet List; Newpy List
Cc: BSD-ExecutiveStaffList
Subject: Bulletin - 2024 CalPERS Compensation Limits
Attachments: Bulletin - CalPERS Compensation Limits for Classic and New Members.pdf; Circular 200-001-24 2024 Compensation Limits for Classic and PEPRA Members - CalPERS.pdf

Good morning,

Please see the attached bulletin regarding the calendar year 2024 compensation limits for both Classic and PEPRA members. Please note these are not actual limits on the amount an employer can pay a CalPERS employee, but limits on the amount of compensation that can be included for retirement benefit purposes.

If you have any questions, please contact Michelle Johnston at Michelle.Johnston@sbcss.net.

Thanks,
Lena

Transforming lives through education
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San Bernardino County Superintendent of Schools
Transforming lives through education

Ted Alejandre
County Superintendent

DATE: January 4, 2024

TO: Chief Business Officials, Personnel Administrators, Fiscal Services Directors, and Payroll Staff
San Bernardino County School Districts, Community Colleges, County Office of Education, and Charter Schools

SUBJECT: **CalPERS Compensation Limits for Classic and New Members**

CalPERS has issued Circular Letter 200-001-24 to inform employers of the 2024 compensation limits for Classic and New Public Employee Pension Reform Act (PEPRA) members and provide guidelines on how to report payroll when Internal Revenue Code (IRC) or PEPRA limits have been reached in a calendar year. **The employer should notify all Classic or New members (PEPRA) who are subject to the compensation limit requirements.**

The compensation limit for Classic members for the 2024 calendar year is $345,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

Classic member compensation during 2020-2023:

2023	2022	2021	2020
$330,000	$305,000	$290,000	$285,000

The compensation limit for new members for the 2024 calendar year depends on their participation in Social Security.

The compensation limit for the 2024 calendar year is:

Year	Social Security Participants	Non-Social Security Participants
2024	$151,446	$181,734

The compensation limits for new members (PEPRA) during 2020-23 were:

Year	Social Security Participants	Non-Social Security Participants
2023	$146,042	$175,250
2022	$134,974	$161,969
2021	$128,059	$153,671
2020	$126,291	$151,549

These limits for both member categories are applicable for the 2024 calendar year. **Compensation limits for both Classic and New members do not limit the salary an employer can pay, but rather limits the amount of compensation taken into account under the defined benefit plan.** Classic and New members should not make contributions on compensation that exceeds the limit for each calendar year. In addition, all compensation reported to CalPERS should exclude items such as overtime, automobile allowances, lump sum payouts, etc.

The employer is responsible for monitoring when an employee meets or exceeds the limit. Once a participant reaches the compensation limit, the employer must continue reporting compensation as earned; however, employer and employee contributions should no longer be reported for the rest of the calendar year. **The compensation limits have been entered in to Payroll.net, and when an employee reaches the threshold, no contributions will be withheld.**

CalPERS will track Classic and new member earnings over multiple CalPERS contracting agencies and will notify District Financial Services (DFS) when a member reaches or exceeds their compensation limit. DFS will notify the district and give direction on how to report compensation for the remainder of the calendar year for any member that reaches the compensation limit who was hired in the middle of the calendar year from another CalPERS agency. Monitoring begins anew at the beginning of each calendar year. Therefore, contribution reporting should resume each January 1 for your employees.

Impact on Final Compensation

For Classic School members, final compensation is the average annual compensation earnable for a 12 consecutive-month period of employment.

Classic members' retirement allowances are subject to final compensation limits under IRC 401(a)(17). The calculation of each 12-month period shall be subject to the annual compensation limit in effect for the calendar year in which the 12-month period begins. If final compensation exceeds 12 months, each 12-month period is calculated based on the applicable annual compensation limit for that 12-month period.

For new members, final compensation is the average annual pensionable compensation for a 36-consecutive-month period of employment.

New members' retirement allowances are subject to pensionable compensation limits under Government Code section 7522.10. The pensionable compensation limit (used to calculate final compensation), is calculated based on the limit in effect for each calendar year and the number of days per year included in the final compensation period.

See attached for the original CalPERS Circular Letter.

If you have any questions regarding this bulletin or reporting beyond the compensation limit, please call Michelle Johnston at (909) 388-5731.

Sincerely,

Ted Alejandre
County Superintendent of Schools

Signed Lena Young-Gallardo
Lena Young-Gallardo, Director
District Financial Services

lyg:kb
Attachment

2024 Compensation Limits for Classic and PEPRA Members

January 2, 2024
Circular Letter: 200-001-24
Topic: Payroll

To: All CalPERS Employers

Purpose

The purpose of this Circular Letter is to inform you of the 2024 compensation limits for classic and Public Employees' Pension Reform Act (PEPRA) members and provide guidelines for how to report payroll when Internal Revenue Code (IRC) or PEPRA limits have been reached in a calendar year. IRC section 401(a)(17) provides an annual compensation limit considered under a qualified retirement plan for some classic members. Government (Gov.) Code section 7522.10 of the PEPRA law provides the authority for the earnings limit for all PEPRA members.

You should notify all classic or PEPRA members who are subject to the compensation limit requirements.

Compensation Limits

Classic Members | PEPRA Members

The compensation limit for classic members for the **2024 calendar year is $345,000**. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

The compensation limits for classic members during calendar years 2020 through 2023 are:

2023	2022	2021	2020
$330,000	$305,000	$290,000	$285,000

Reporting Guidelines

Compensation limits for both classic and PEPRA members do not limit the salary an employer can pay; they limit the amount of compensation that can be considered under the defined benefit plan.

For classic members, report compensation earnable to the California Public Employees' Retirement System (CalPERS); for PEPRA members, report pensionable compensation to CalPERS. For classic and PEPRA members, contributions should not be made on compensation that exceeds the limit for each calendar year. All contributions should be reported as earned and **not** when paid[1]. In addition, exclude non-reportable items such as overtime, automobile allowances, and lump-sum payouts from compensation reported to CalPERS.

You are responsible for monitoring when an employee meets or exceeds the limit. Once an employee reaches the compensation limit, you must continue reporting compensation as earned; however, employer and employee contributions should not be reported for the remaining calendar year. myCalPERS will track classic and PEPRA member earnings over multiple CalPERS contracting agencies. Therefore, if a member is hired in the middle of the year from another CalPERS agency, myCalPERS will notify the current employer when the member reaches or exceeds the compensation limit. Monitoring and contribution reporting begin on January 1 of the calendar year. The end date of the payroll earned period determines which calendar year the period falls.

Federal law does not permit CalPERS to refund over-reported contributions to an active CalPERS member. You must report these adjustments and refund the money to the employee once the adjustments have posted.

Impact on Final Compensation

For classic members, final compensation is the highest average annual compensation earnable for a 12- or 36-consecutive month employment period, depending on your contract.

Classic members' retirement allowances are subject to final compensation limits under IRC section 401(a)(17). The calculation of each 12-month period will be subject to the annual compensation limit in effect for the calendar year in which the 12-month period begins. If final compensation exceeds 12-months, each 12-month period is calculated based on the applicable annual compensation limit for that 12-month period.

For PEPRA members, final compensation is the average annual pensionable compensation for a 36-consecutive month employment period.

PEPRA members' retirement allowances are subject to pensionable compensation limits under Gov. Code section 7522.10. The pensionable compensation limit — used to calculate final compensation — is calculated based on the limit in effect for each calendar year and the number of days per year included in the final compensation period.

Online Training & Resources

The myCalPERS Reporting Earnings Over the Compensation Limit online class is available for employers. This class provides instruction on how to report payroll information when the compensation limit has been reached. To enroll in the class, log in to your myCalPERS account and select the **Education** tab.

The Reported Compensation by Calendar Year Cognos reports can be used to identify and track employees nearing the compensation limits.

Questions

If you have questions, call our CalPERS Customer Contact Center at **888 CalPERS** (or **888**-225-7377).

Renee Ostrander, Chief
Employer Account Management Division

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[1]Pursuant to Gov. Code section 20630, when compensation is reported to the board, the employer shall identify the pay period in which the compensation was earned regardless of when reported or paid.

Updated: January 2, 2024