

Office of Audit Services
Employer Compliance Reviews - Open Findings Over 1 Year
Period Ending June 30, 2025

Total Number of Aged Findings: 17

No.	CalPERS Program Area	Review	Report Issue Date	Name of Agency	Project Number	Located Under Finding # in Final Report	Finding Type	Description of Finding	Last Contact	UPDATED Status From Program as of June 30, 2025
1	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	Buckeye Union School District	3P22-002	2	Eligible Employee Not Offered Golden Handshake Benefit	The Employer did not offer the Golden Handshake benefit to one sampled employee who was eligible. Specifically, the employee retired during the Golden Handshake period of April 23, 2019 through August 1, 2019 and met the Employer's individual employee cost savings eligibility requirement in accordance with the Employer's CSEA contract. Initially, the Employer provided a Verification of Cost Savings document that did not identify net savings for the employee to support why the Employer did not offer the Golden Handshake benefit to the employee. However, our recalculation of the cost savings noted the employee had net savings and was eligible. During our audit, the Employer provided an updated Verification of Cost Savings document for the employee identifying net savings. As a result, the Employer should have offered the Golden Handshake benefit to the eligible employee.	6/30/2025	IN PROGRESS: RBSD corrected the retirement benefit on the system. PCPP is waiting for the district to submit the cost saving for the impacted member to close out the finding.
2	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	City of California City	3P22-004	1	Permanent Vacancy Not Created	The Employer could not support the implementation of the Golden Handshake provision resulting in a permanent vacancy. The Employer's governing body approved a resolution to implement the Golden Handshake for all eligible Miscellaneous and Safety members on March 23, 2021 for the designated period April 1, 2021 to June 30, 2021. The Employer's intention at the time the Golden Handshake provision was implemented was to replace the vacated positions with lower-salary staff for the respective positions. Additionally, the Employer's governing body did not approve a Certification of Compliance of GC section 20903 form. The Employer could not provide documentation to demonstrate at least one vacancy in any position in any department or other organizational unit remained permanently unfilled.	6/30/2025	IN PROGRESS: PCPP is working with the City to provide a letter or memo stating that they don't have the missing document.
3	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	City of Culver City	3P22-005	1	Curtailment of, or Change in the Manner of Performing, Services Not Supported	The Employer could not support the existence of curtailment of, or change in the manner of performing, its services when the Golden Handshake provision was implemented for the designated period September 1, 2019 through December 1, 2019. The Employer's governing body certified on August 12, 2019 that their election to exercise the Golden Handshake provision was because of impending mandatory transfers, demotions, and layoffs that constitute at least one percent of the job classification, department, or organizational unit resulting from the curtailment of, or change in the manner of performing its services. The Employer implemented the Golden Handshake provision for eligible Miscellaneous members in the Secretary position within the Police Department and Recreation Supervisor position within the Parks, Recreation and Community Services Department. The Employer provided a staff report indicating the implementation of the Golden Handshake was to achieve cost savings, which did not demonstrate the existence of an impending curtailment of or change in the manner of performing its services when the Golden Handshake provision was implemented.	6/30/2025	IN PROGRESS: PCPP is working with the City to provide a letter or memo stating that they don't have any other supporting documents to support the permanent vacancy.
4	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	City of Culver City	3P22-005	2	Ineligible Employee	The Employer provided the Golden Handshake benefit to one sampled employee who was ineligible. Specifically, the Employer provided the Golden Handshake benefit to the employee who was not employed during the designated Golden Handshake period of September 1, 2019 through December 1, 2019. The employee's last day with the Employer was August 29, 2019, which was also the end date for the employee's last payroll period reported; however, the Employer reported the separation date as September 2, 2019.	6/30/2025	IN PROGRESS: PCPP will follow up with the City on the eligible members.
5	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	City of Montebello	3P22-007	1	Permanent Vacancy Not Created	The Employer could not support the implementation of the Golden Handshake provision resulted in a permanent vacancy for the designated Golden Handshake period. Specifically, the designated period was August 13, 2020 through December 11, 2020 and the Employer's City Council certified on August 12, 2020, respectively, that their intent at time of enacting the Golden Handshake provision was to keep all vacancies created or at least one vacancy in any position permanently unfilled. The Employer implemented the Golden Handshake provision for eligible miscellaneous and safety members; however, the Employer could not provide documentation to demonstrate at least one vacancy in any position in any department or other organizational unit remained permanently unfilled for the designated period.	6/30/2025	IN PROGRESS: PCPP will submit documents for review to close out the case.

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6	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	Delano Mosquito Abatement District	3P22-014	2	Curtailment of, or Change in the Manner of Performing, Services Not Supported	The Employer could not support the existence of a curtailment of, or change in the manner of performing, its services at the time the Golden Handshake provision was implemented for three designated periods. Specifically, the designated periods were January 1, 2019 through March 31, 2019, March 1, 2020 through May 31, 2020, and June 1, 2021 through August 31, 2021. The Employer's Board of Trustees certified on November 15, 2018, February 20, 2020, and April 15, 2021, respectively, that their election to exercise the Golden Handshake provision was because of the impending mandatory transfers, demotions, and layoffs that constitute at least one percent of the job classification, department or organizational unit resulting from curtailment of, or change in the manner of performing its services. The Employer implemented the Golden Handshake for district members in the Mosquito Control Division; however, the Employer could not provide documentation to demonstrate the existence of an impending curtailment of or change in performing its services during the time the Golden Handshake provisions were implemented.	6/30/2025	IN PROGRESS: PCPP is working with the district to provide a letter or memo stating that they don't have any other supporting documents to support the permanent vacancy.
7	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	Delano Mosquito Abatement District	3P22-014	1	Permanent Vacancy Not Created	The Employer could not support the implementation of the Golden Handshake provision resulted in a permanent vacancy for two designated periods. Specifically, the designated periods were January 1, 2019 through March 31, 2019 and March 1, 2020 through May 31, 2020. For each period, the Employer's Board of Trustees certified on November 15, 2018 and February 20, 2020, respectively, that their intent at the time of enacting the Golden Handshake provision was to keep all vacancies created or at least one vacancy in any position permanently unfilled. The Employer implemented the Golden Handshake provision for district members in the Mosquito Control Division; however, the Employer could not provide documentation to demonstrate at least one vacancy in any position in any department or other organizational unit remained permanently unfilled for the two designated periods.	6/30/2025	IN PROGRESS: PCPP is working with the district to provide a letter or memo stating that they don't have any other supporting documents to support the permanent vacancy.
8	PCPP	Additional Service Credit (Golden Handshake)	September 7, 2023	Lake Tahoe Unified School District	3P22-019	1	Eligible Employee Not Offered Golden Handshake Benefit	The Employer did not offer the Golden Handshake benefit to one sampled employee who was eligible. Specifically, the Employer's Golden Handshake resolution, dated March 15, 2022, identified all miscellaneous members as eligible for the benefit. The Employer had additional eligibility requirements for the Golden Handshake specified in their California School Employees' Association Agreement (CSEA Agreement), effective July 1, 2020 to June 30, 2021 and July 1, 2022 to June 30, 2023, which states, "Eligible retirees are those unit members who retire no younger than age 50 with at least 15 years of service to the District." The Employer offered the Golden Handshake benefit only to employees that met the additional requirement pursuant to the CSEA Agreement. However, the Employer was unable to demonstrate that the CSEA Agreement was approved by their Board of Education during the designated period of January 2, 2022 through June 30, 2022. As a result, the employee who had ten years of service with the Employer and retired on June 23, 2022 during the designated period was eligible for the Golden Handshake.	6/30/2025	IN PROGRESS: PCPP met with the district on June 26, 2025. PCPP is waiting for the district to confirm the additional two eligible members for the audited window period.
9	EAMD (Employer Reporting)	Educational Incentive Pay	May 2, 2024	City of Calexico	1P23-002	3	Not Correctly Reported – Incorrectly Calculated	The Employer incorrectly reported Educational Incentive Pay for three sampled active employees and one sampled retired employee. Specifically, the Employer incorrectly calculated the reported Educational Incentive Pay. The following examples were noted: For one active employee, the Employer reported Educational Incentive Pay of \$367.14 for pay period ending October 5, 2021. The Employer's written labor policy for the Calexico Police Officers Association, effective July 1, 2018, identified Educational Incentive Pay conditions for college degrees up to 10% of base monthly salary. However, the Employer incorrectly included 104 additional hours in their calculation of the reported Educational Incentive Pay. The Employer should have reported Educational Incentive Pay of \$159.60 for the pay period ending October 5, 2021. As a result, the Educational Incentive Pay was not correctly reported. For one active employee, the Employer reported Educational Incentive Pay of \$34.06 for pay period ending September 7, 2021. The Employer's written labor policy, the Certified Operators/Services Employees International Employees Union Local 221, effective July 1, 2020, identified Educational Incentive Pay conditions for college degrees up to 10% of base monthly salary. However, the Employer used an incorrect payrate in their calculation of the reported Educational Incentive Pay. The Employer should have used the payrate that was adjusted for a cost-of-living adjustment, effective July 1, 2021 and reported Educational Incentive Pay of \$34.75 for the pay period ending September 7, 2021. As a result, the Educational Incentive Pay was not correctly reported.	6/27/2025	In Progress: Employer currently discussing plans to revise MOU's and will have drafts for EAMD review by 6/20/25. Employer expects to have MOU's approved by 7/16/25. Expected closure 7/31/25

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10	EAMD (Employer Reporting)	Educational Incentive Pay	May 2, 2024	City of La Verne	1P23-010	3	Not Correctly Reported – Incorrectly Calculated	The Employer incorrectly reported Educational Incentive Pay for five sampled active employees. Specifically, the Employer reported Educational Incentive Pay that was not consistent with the conditions for payment in the Employer’s written labor policy. The following examples were noted: For one employee, the Employer reported Educational Incentive Pay of \$460.77 for pay period ending January 29,2022. The Employer’s La Verne Police Officers’ Association (LVPOA) written labor policy, effective July 19, 2021, identified Educational Incentive Pay conditions for college degrees and P.O.S.T. certificates up to 10% of base monthly salary. However, the Employer incorrectly included Lead Motor Officer Differential and Training Pay in the base monthly salary used to calculate the reported Educational Incentive Pay. Additionally, the employee met eligibility for both Educational Incentive Pay and P.O.S.T. Certificate Pay; however, the conditions for payment did not identify how the 10% would be allocated between Educational Incentive Pay and P.O.S.T. Certificate Pay. As a result, the Educational Incentive Pay was not correctly reported. For one employee, the Employer reported Educational Incentive Pay amounts totaling \$394.62 for pay period ending April 22, 2023. The Employer’s LVFA written labor policy, effective December 19, 2022, identified Educational Incentive Pay conditions for college degrees up to 5% of base monthly salary. However, of the \$394.62, \$292.78 was incorrectly calculated because the Employer included Paramedic Bonus in the base monthly salary used to calculate the reported Educational Incentive Pay. As a result, the Educational Incentive Pay was not correctly reported.	6/27/2025	In Progress: EAMD currently reviewing rejection to determine next steps. Expected closure 7/31/25
11	EAMD (Membership)	Member Data Validation	April 4, 2024	San Juan Unified School District	4P22-020	5	Appointment Start Date Not Supported	The Employer could not support the appointment start date reported for two sampled employees. Specifically, the Employer did not provide documentation to support the appointment start date reported for the two employees. The Employer should ensure employee appointment information is supported and accurate.	6/30/2025	EAMD continues communication with School District and COE leadership bi-weekly to monitor progress. District’s human resource director was out of the office and just returned this week, no progress was made this month. District anticipates continuing corrections and gathering remaining documents in the next couple of weeks. Next meeting 7/3/2025.
12	EAMD (Membership)	Member Data Validation	April 4, 2024	San Juan Unified School District	4P22-020	4	Appointment Status Not Supported	The Employer could not support the appointment status reported for one sampled employee. Specifically, the Employer reported the employee’s appointment status as On Leave, with a leave start date of February 14, 2001, and the last reported payroll was for pay period ending March 31, 2001. However, the Employer did not provide documentation to support the employee’s reported leave of absence and to demonstrate the employee is still actively employed. The Employer should ensure employee appointment information reported to CalPERS is supported and accurate.	6/30/2025	EAMD continues communication with School District and COE leadership bi-weekly to monitor progress. District’s human resource director was out of the office and just returned this week, no progress was made this month. District anticipates continuing corrections and gathering remaining documents in the next couple of weeks. Next meeting 7/3/2025.
13	EAMD (Membership)	Member Data Validation	April 4, 2024	San Juan Unified School District	4P22-020	3	Member Demographics Not Correctly Reported	The Employer incorrectly reported demographics information for one sampled active employee. Specifically, the Employer reported employee last name in myCalPERS did not agree to Employer records. The Employer should ensure employee demographics information is reported accurately to CalPERS.	6/30/2025	EAMD continues communication with School District and COE leadership bi-weekly to monitor progress. District’s human resource director was out of the office and just returned this week, no progress was made this month. District anticipates continuing corrections and gathering remaining documents in the next couple of weeks. Next meeting 7/3/2025.

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14	EAMD (Membership)	Member Data Validation	April 4, 2024	San Juan Unified School District	4P22-020	2	Leave of Absence Not Correctly Reported	The Employer did not correctly report a leave of absence for two sampled employees. For both employees, the Employer reported the employees' appointment as On Leave; however, Employer records indicated the employees had returned to work from their leave of absence. The Employer should have updated the employees' appointment status by reporting a leave end date in myCalPERS to indicate the employees returned to work from a leave of absence.	6/30/2025	EAMD continues communication with School District and COE leadership bi-weekly to monitor progress. District's human resource director was out of the office and just returned this week, no progress was made this month. District anticipates continuing corrections and gathering remaining documents in the next couple of weeks. Next meeting 7/3/2025.
15	EAMD (Membership)	Member Data Validation	April 4, 2024	San Juan Unified School District	4P22-020	1	Permanent Separation Date Not Reported	The Employer did not report a permanent separation date for nine sampled employees who had reported Active or On Leave appointment status. For example, for one sampled employee, the Employer reported the employee's appointment status as On Leave; however, Employer records showed the employee's last day of employment was June 8, 2021. Therefore, the Employer should have reported a permanent separation date for the employees.	6/30/2025	EAMD continues communication with School District and COE leadership bi-weekly to monitor progress. District's human resource director was out of the office and just returned this week, no progress was made this month. District anticipates continuing corrections and gathering remaining documents in the next couple of weeks. Next meeting 7/3/2025.
16	EAMD (Membership)	Member Data Validation	April 4, 2024	Visalia Unified School District	4P22-025	1	Invalid Appointment	The Employer created an invalid appointment for one sampled employee. Specifically, the Employer hired the employee in a classified substitute position and created an appointment effective November 7, 2022; however, the employee did not perform any work or earn wages. The Employer should not have created the appointment in myCalPERS.	6/30/2025	EAMD reviewing finding with agency for resolution.
17	EAMD (Employer Reporting)	OSSP	August 4, 2022	Los Rios Community College District	3P21-038	1	Incorrectly Reported	The Employer incorrectly reported OSSP for four sampled employees. For example, for the pay period ended August 31, 2020, the Employer reported OSSP of \$1,004.05 for one sampled employee. However, the OSSP amount was calculated using the employee's payrate, Longevity Pay, Education Pay, and non-reportable pay items. The Employer should have calculated OSSP using the employee's payrate and reported OSSP of \$840.79 in the pay period ended August 31, 2021.	6/27/2025	EAMD drafted acceptance of risk and routing for appropriate signatures. Closure TBD