

POA QUARTERLY

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If you are being questioned about something and you believe it may lead to discipline, **ASK** the person questioning you if it will. If they say “yes” or “I’m not sure,” **DO NOT** say anything. Call Ernie (619) 227-1387 or the attorneys at Bobbitt, Pinckard, and Fields at (858) 467-1199 **FIRST** for representation!!!

THE NEW POA PRESIDENT



Senior
Probation
Officer
Jeffrey
Webdell

On 2/27/17, the POA Board of Directors voted Sr. PO Jeff Webdell to succeed the role of POA President starting 3/31/17 and will be full-time as of 5/1/17. Jeff began his Probation career in Kern County in 1998. He worked up from the entry level, Group Counselor I (CDPO1) at Camp Erwin Owen to Deputy Probation Officer. He graduated from Baylor University in 2000 and University of San Diego School of Law in 2004. Over 10 years ago, He started with our department in San Diego County. He's been assigned to Investigations, Supervision, Gangs, Juvenile Ranch Facility, Transportation, and the Youthful Offender Unit. For over the last five years, he's been involved with the POA, first as a representative when he was assigned to Special Operations. In 2012, he was on the Negotiations Team for our contract. Since then, he has been a Director and most recently, the Chief Employee Representative. In 2016, he was awarded POA Member of the Year. He looks forward to serving the members as POA President.

POA SUPPORTS ITS MEMBERS!

THE POA IS VERY SUPPORTIVE OF IT'S MEMBERS, WHETHER IT IS WHEN THEY ARE REPRESENTING THE DEPARTMENT, AS AN APPRECIATION FOR ALL YOUR HARD WORK, OR DURING A DIFFICULT TIME. BELOW IS A LIST OF POA SPONSORED ACTIVITIES THIS PAST QUARTER:

EVENT	AFFECTED MEMBERS
Calabrese Retirement Party	All
POA Christmas Party	All
POBR Training	Supervisors and Seniors

HUGE THANK YOU AND CONGRATULATIONS!!!!

Thank you to all who attended the 2016 POA Christmas Party in December. We raised over \$2,000 for the Officer Down fund.

We'd like to thank all those who contributed to this event through food, drinks, and prizes, allowing us to have a wonderful time and raise money for our own officers who suffer a catastrophic event.

RETIREMENT EARNING CATEGORIES FOR TIER I, TIER A, & TIER B

In addition to your base pay, some additional earnings categories are included when calculating your final average compensation (FAC), which is one factor used to determine the amount of your SDCERA benefit. You will receive a percentage of your FAC based on your age at retirement and amount of service credit. Earnings categories that are included when calculating FAC can be split in two groups, regular pay and premium pay. Below are common earnings categories that are included when calculating your FAC.

Regular Pay Categories

- Bereavement leave
- Comp time off
- Educational release time
- Holiday
- Jury duty
- Military leave
- Sick leave
- Sick leave pay down
- Vacation
- Vacation pay down

Premium Pay Categories

- 30-year award
- Auto allowance
- Bilingual pay
- Inmate supervision
- Locked facility premium
- Master of social work
- Night shift
- Transcribing allowance
- Recognition award
- Uniform allowance
- Armed Unit Differential

To verify which of your earnings categories are included in your retirement benefit calculation, contact the SDCERA Member Service Center at 619.515.6800 or toll free at 888.4.SDCERA (888.473.2372).

RETIREMENT EARNING CATEGORIES FOR TIER C

Final average compensation (FAC) for Tier C members is based on earnings that are considered “pensionable compensation.”

Pensionable compensation includes earnings that are a part of your normal monthly rate of pay. This includes your base pay and earnings that are included in each pay period, such as bilingual pay, locked facility premium, Armed Unit Diff 2.5% and transcribing allowance. The following earnings categories are also excluded by law and will not be used to calculate your FAC:

- *Nightshift premium pay*
- *Any compensation determined by the Board of Retirement to have been paid to increase a member’s retirement benefit*
- *Compensation that had previously been paid in kind, which was converted to and received by the member in cash*
- *Any bonus or one-time or ad hoc payments, such as recognition awards*
- *Severance or other payment in connection with separation from employment, but is paid while the member is still employed*
- *Payments for unused vacation, annual leave, personal leave or compensatory time*
- *Payment for work outside of normal working hours, such as overtime*
- *Employer-provided allowances, such as uniform and car allowances*
- *Employer-provided reimbursements*
- *Employer contributions to deferred compensation or defined contribution plans*

Contact your payroll representative to confirm the earnings categories you are receiving. To verify which of your earnings categories are included in your retirement benefit calculation, contact the SDCERA Member Service Center at 619.515.6800 or toll free at 888.4.SDCERA (888.473.2372).

YOUR POA BOARD MEMBERS

<https://www.sdcpoa.org>

Ernie Susi

President
Institutional
Services

Jeff Webdell

Chief Employee
Representative
Juvenile Field Services

Carl Heidemann

Associate
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Adult Field
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Services

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Adult Field
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Arnold Page

Treasurer
Juvenile Field
Services

Laura Speyrer

Director
Adult Field
Services

**Please ensure the
POA has your
address and
email on file so
you receive ALL
communications
sent out by the
POA.**