

**Contra Costa County Employees' Retirement Association**  
**Compensation for Retirement Purposes**  
**September 13, 2023**  
**Employer: Contra Costa County**

		<b>Legacy Pensionable Compensation Membership (\$31461) BEFORE 1/1/2013</b>	<b>PEPRA Pensionable Compensation (\$7522.34) Membership AFTER 1/1/2013</b>
<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Truck Allowance	A58	INCLUDED	EXCL
Uniform Allowance \$25	A64	INCLUDED	EXCL
Uniform Allowance East FD	A75	INCLUDED	EXCL
Uniform Allowance Rodeo Fire	A76	INCLUDED	EXCL
Uniform Allowance - Fire	A79	INCLUDED	EXCL
Uniform Allowance	A80	INCLUDED	EXCL
Uniform Allowance Sheriff	A81	INCLUDED	EXCL
Uniform Allow Sher Mgmt	A82	INCLUDED	EXCL
Uniform Allow - Fire Mgmt	A83	INCLUDED	EXCL
Adjustment Uniform Allowance	A99	INCLUDED	EXCL
POST Cert Allow 2.5%	AC1	INCLUDED	EXCL
POST Cert Allow 5%	AC2	INCLUDED	EXCL
Education Allow Annual 2.5%	AC3	INCLUDED	EXCL
POST Cert Allow Intermed 1.0	AC4	INCLUDED	EXCL
POST Cert Allow Advanced 1.0	AC5	INCLUDED	EXCL
Additional Duty Pay - base hrly rate	ADD	EXCL	EXCL
Additional Duty Emergency	ADE	EXCL	EXCL
Payroll Adjustment-Retirement	ADJ	INCLUDED	INC /w Review Type 5
Payroll Adjust-NonRetirement	ADN	EXCL	EXCL
Additional Duty Residents	ADR	EXCL	EXCL
Advance	ADV	EXCL	EXCL
Housing Allowance	ALH	EXCL	EXCL
Admin Leave Hours Taken (within base pay)	ALP	INCLUDED	INCLUDED
Agreed Upon Temp Abs Hrs Taken	ATA	EXCL	EXCL
ATA Deduction	ATD	EXCL	EXCL
Agreed Upon Temp Ded'n Adj	ATJ	EXCL	EXCL
Auto Allowance	AU1	INCLUDED	EXCL
Auto Allowance 2	AU2	INCLUDED	EXCL
Auto Allow Department Heads	AU3	INCLUDED	EXCL
Auto Allow Elected Dept Head	AUT	INCLUDED	EXCL
CNA Weekend Shift Bonus	B14	INCLUDED	EXCL
MH Weekend Shift Bonus	B15	INCLUDED	EXCL
LVN Weekend Bonus	B25	INCLUDED	EXCL
FNP Wknd Diff Hosp-Clinics	B31	INCLUDED	EXCL
FNP Wknd Hosp-Clinics	B32	INCLUDED	EXCL
Telehealth Visit	B49	EXCL	EXCL
Bonus Lateral Hire Incentive	B55	EXCL	EXCL
Dispatcher Hiring Incentive	B56	INCLUDED	EXCL
Lateral Incentive Bonus	B58	EXCL	EXCL
Bonus RN Special Assignment	B60	INCLUDED	EXCL
ISW Gen-Spec-Relief Cook	B73	INCLUDED	EXCL
Bonus Special Pay	B79	INCLUDED	EXCL
Nocturnist Pay	B86	INCLUDED	EXCL
Nocturnist Pay - NIR	B87	EXCL	EXCL
Bonus Hazard Matl Response TM	B95	INCLUDED	EXCL
Lead Juvenile Inst Officer	B96	INCLUDED	EXCL
ISW - Relief Pay	B97	INCLUDED	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Benefit Replace Plan Retiree	BRP	EXCL	EXCL
Certificate Agriculture Commn	C11	INCLUDED	EXCL
Certificate Weights/Measures	C12	INCLUDED	EXCL
Certificate Prof Dev Tr/TaxCol	C15	INCLUDED	EXCL
Certificate Ca Prof Engineer	C25	INCLUDED	EXCL
Certificate Hazardous Materals	C28	INCLUDED	EXCL
Countywide Acctng Diff	C37	INCLUDED	EXCL
Cert PD CCCERA 5.0%	C38	INCLUDED	EXCL
Certificate Prof Accounting	C39	INCLUDED	EXCL
Cert Elect/Regist Admin Diff 5%	C73	INCLUDED	EXCL
CERA Cert Diff 2.5%	C74	INCLUDED	EXCL
CA COVID Supp Sck Lv Taken	CAL	EXCL	EXCL
Pandemic Service Relief Payment	CPP	INCLUDED	EXCL
Differential Adjustment	D01	INCLUDED	EXCL
Differential Adjustment - NIR	D02	EXCL	EXCL
Differential BOMI Certificate	D03	INCLUDED	EXCL
Differential RPA Sr Memb Cert 10%	D04	INCLUDED	EXCL
Differential Hourly Prem 5%	D05	EXCL	EXCL
Differential Hourly Prem 12.5%	D06	EXCL	EXCL
Differential Hourly Prem 15%	D07	EXCL	EXCL
Differential Hourly Prem 17.5%	D08	EXCL	EXCL
Differential Assessor Educ Ach	D09	INCLUDED	EXCL
Differential Appr Standard Div 2.5%	D10	INCLUDED	EXCL
DSA Invest & Spec Invest Unit	D11	INCLUDED	EXCL
DSA Forensic Services	D12	INCLUDED	EXCL
DI Services Lead Pay 5%	D13	INCLUDED	EXCL
Diff RPA Sr Memb Cert 5%	D14	INCLUDED	EXCL
Differential Call Back	D15	EXCL	EXCL
Differential Unit Leader 5%	D18	INCLUDED	EXCL
Differential Call Back @ 1.5	D19	EXCL	EXCL
Differential Phone Call Back	D21	EXCL	EXCL
Differential M S W II Lead	D22	INCLUDED	EXCL
Differential Lieut On-Call	D25	EXCL	EXCL
Differential On Call DSA/DAI	D26	EXCL	EXCL
Differential Investigative Dut	D27	INCLUDED	EXCL
Differential DSA Training 5%	D29	INCLUDED	EXCL
Differential DSA NonSworn Trng	D30	INCLUDED	EXCL
Differential On Call Pay @ 1.0	D32	EXCL	EXCL
Differential On Call	D33	EXCL	EXCL
Differential On Call Local 1	D36	EXCL	EXCL
Differtial Recordble Docs Tech	D40	INCLUDED	EXCL
Differential Office of Emg Svc	D41	INCLUDED	EXCL
Charge Pay Clinical Lab Sci II	D43	INCLUDED	EXCL
Charge Nurse Relief	D44	INCLUDED	EXCL
Charge Pay LVN Psych Tech	D47	INCLUDED	EXCL
Differential Special Proj 5%	D48	INCLUDED	EXCL
Differential Spec Proj 10%	D49	INCLUDED	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Bldg Supv Diff 9%	D50	INCLUDED	EXCL
Spec Procedure Angio T856	D51	INCLUDED	EXCL
Spec Procedure Mammo-CT T856	D52	INCLUDED	EXCL
Differential Comp Ops Supv	D53	INCLUDED	EXCL
Differential DA Office Mnger	D54	INCLUDED	EXCL
Differential PS Project Manger	D55	INCLUDED	EXCL
Search Warrant Loc One	D58	INCLUDED	EXCL
Special Procedure Angio Loc 21	D59	INCLUDED	EXCL
Search Warrant Loc 21	D60	INCLUDED	EXCL
Differential Police Svcs 10%	D61	INCLUDED	EXCL
Differential FACS	D62	INCLUDED	EXCL
Search Warrant Dep Dir Animal	D63	INCLUDED	EXCL
Differential Police Mgr 4.5%	D65	INCLUDED	EXCL
Differential Police Manager 3%	D66	INCLUDED	EXCL
Differential Hospital PSO	D67	INCLUDED	EXCL
Differential Police Manager 6%	D68	INCLUDED	EXCL
Differential Police Manager 9%	D69	INCLUDED	EXCL
Diff Appr Std Div Lead 5%	D70	INCLUDED	EXCL
Differential Police Mgr 15%	D72	INCLUDED	EXCL
Differential Longevity Law Enf	D73	INCLUDED	EXCL
Diff Longevity Law Enf 7%	D74	INCLUDED	EXCL
Differential EHSD Spec Proj	D76	INCLUDED	EXCL
Charge Nurse Relief Per Diem	D79	EXCL	EXCL
Differential Exec Assist CAO	D83	INCLUDED	EXCL
Differential Heavy Equip Op/In	D84	INCLUDED	EXCL
Differential Bldg Management	D85	INCLUDED	EXCL
Differential Mgmt Struct Eng	D86	INCLUDED	EXCL
CNA Code Grey Team Assgn 10%	D87	INCLUDED	EXCL
CNA Code Grey Team Assgn 5%	D88	INCLUDED	EXCL
Code Gray T856 LVN 10 Pct	D91	INCLUDED	EXCL
Code Gray Loc One 5 Pct	D92	INCLUDED	EXCL
Code Gray Loc 2700 10 Pct	D96	INCLUDED	EXCL
Code Gray Loc 2700 5 Pct	D99	INCLUDED	EXCL
Differential K9 Premium	DK9	EXCL	EXCL
Lump Sum Differential	DPR	INCLUDED	EXCL
Preceptor Pay	E01	INCLUDED	EXCL
Preceptor Pay - NIR	E02	EXCL	EXCL
CNA Weekend Only Shift 1	E08	EXCL	EXCL
Canine Care Agriculture	E09	EXCL	EXCL
Geographical Info Sys Differential	E10	INCLUDED	EXCL
MH Assigned Lead T856	E18	INCLUDED	EXCL
CNA Weekend Only Shift 2	E20	EXCL	EXCL
Differential Sterile Process	E25	INCLUDED	EXCL
Differential Training Assignmt	E29	INCLUDED	EXCL
Custodian Wrk Trng Juv Program	E31	INCLUDED	EXCL
Public Works Emergency Diff	E35	EXCL	EXCL
Public Works Seasonal Diff	E36	EXCL	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Differential HM Prog Coord	E41	INCLUDED	EXCL
Differential HM Program Leader	E42	INCLUDED	EXCL
MH Program Chief Differential	E43	INCLUDED	EXCL
Dir of Safety and Perf Improv Diff	E44	INCLUDED	EXCL
Detention Assign Staff NursePD	E50	EXCL	EXCL
ER Staff Nurse PD	E51	EXCL	EXCL
Code Gray Staff NursePD 10 Pct	E52	EXCL	EXCL
Comm Staff Tower Climbing	E70	INCLUDED	EXCL
Differential Driver Clerk	E71	INCLUDED	EXCL
Differential Hazard Mat	E72	INCLUDED	EXCL
Code Gray NSC 10 Pct	E78	INCLUDED	EXCL
Detention Assignment CNA	E80	INCLUDED	EXCL
ER Assignment CNA	E82	INCLUDED	EXCL
Differential CNA Psych Assignm	E84	INCLUDED	EXCL
Detention Nurse Adv Level Pay	E85	INCLUDED	EXCL
Exchange Day Off	EXO	EXCL	EXCL
Exchange Day Worked	EXW	EXCL	EXCL
Fire Mgmt Educ Incentive	F05	INCLUDED	EXCL
Fire Mgmt Educ Incentive	F06	INCLUDED	EXCL
Fire Mgmt Educ Incent Conting	F07	INCLUDED	EXCL
Fire Mgmt Longevity Pay	F08	INCLUDED	EXCL
Fire Mgmt Longevity @ 5%	F18	INCLUDED	EXCL
Fire Scheduled FLSA Pay	F20	INCLUDED	EXCL
Fire Sched FLSA-Additnl 24 day	F21	INCLUDED	EXCL
Fire Dispatchers FLSA Addl Pay	F22	INCLUDED	EXCL
Fire Differential ALSEC Param	F27	INCLUDED	EXCL
Fire Mgmt Longevity @ 7.5%	F28	INCLUDED	EXCL
Fire EMT Diff Rodeo Fire Only	F33	INCLUDED	EXCL
Rodeo Fire Longevity	F34	INCLUDED	EXCL
Paramedic Differential Rodeo	F35	INCLUDED	EXCL
Fire Vol/Reserve Firefighters	F40	EXCL	EXCL
Rodeo Fire Chief Longevity	F45	INCLUDED	EXCL
Rodeo Fire Acting Pay	F47	INCLUDED	EXCL
Rodeo Fire Acting Overtime Pay	F48	EXCL	EXCL
Fire Recall/Standby ECCCCFPD	F62	EXCL	EXCL
Fire Recall & Standby @ 5%	F67	EXCL	EXCL
Fire Investigation Standby	F68	EXCL	EXCL
Fire Crck-Carq Differentials	F70	EXCL	EXCL
Fire Recall & Standby @ 2.5%	F72	EXCL	EXCL
HMRT Differential 5%	F75	INCLUDED	EXCL
Fire Traing/Prevnt Captains	F77	INCLUDED	EXCL
Fire Temp Training Diff 40hr	F78	INCLUDED	EXCL
REACH Partnership Helicopter Diff	F79	INCLUDED	EXCL
Differential Off Duty Standby	F80	EXCL	EXCL
Flexible Hours Earned	FW1	EXCL	EXCL
Flexible Work Pay Adjustment	FWA	EXCL	EXCL
Flex Hours in Excess	FWE	EXCL	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Flexible Work Pay @ 1.00	FWM	EXCL	EXCL
Flexible Hours Used	FWP	EXCL	EXCL
Flex Hours Pay Off	FWS	EXCL	EXCL
Holiday Comp Excess Hours Pay	HCE	INCLUDED	EXCL
Holiday Comp Hours Earned @1.0	HCM	EXCL	EXCL
Holiday Comp Hours Taken	HCP	EXCL	EXCL
Holiday Comp Hours Earned@1.50	HCR	EXCL	EXCL
Holiday Pay Adjustment	HOA	INCLUDED	EXCL
Holiday Pay for PS Table	HOT	INCLUDED	EXCL
Holiday Pay @ 1.00	HP1	INCLUDED	EXCL
Holiday Pay @ 1.50	HP2	INCLUDED	EXCL
Holiday Comp Hours Pay Off	HPO	EXCL	EXCL
Hazard Duty Pay	HZ2	INCLUDED	EXCL
Health Services Manager Diff	HZ4	INCLUDED	EXCL
Detention Division Diff NonSw	HZ5	INCLUDED	EXCL
Hazard Pay Adjustment	HZA	INCLUDED	EXCL
CNA Emergency Dept Diff	HZE	INCLUDED	EXCL
Detent Facility Clerical Supvr	HZS	INCLUDED	EXCL
Detention Assignment T856	HZT	INCLUDED	EXCL
Detention Assignment	HZX	INCLUDED	EXCL
Jury Duty Hours Reported	JRY	EXCL	EXCL
Longevity Pay @ 2.00%	L04	INCLUDED	EXCL
Longevity Pay @ 2.5%	L05	INCLUDED	EXCL
Longevity Pay @ 5%	L06	INCLUDED	EXCL
Longevity Pay @ 7.00%	L07	INCLUDED	EXCL
Longevity/Mgmt Inc Exempt @ 5%	L08	INCLUDED	EXCL
Longevity Exempt @ 7.5 %	L09	INCLUDED	EXCL
Longevity Pay @ 4.50%	L10	INCLUDED	EXCL
Longevity Pay @ 6.50%	L11	INCLUDED	EXCL
Longevity Pay @ 3.5%	L13	INCLUDED	EXCL
Longevity Pay @ 8%	L14	INCLUDED	EXCL
Longevity CNA 7 years @ 2.5%	L15	INCLUDED	EXCL
Longevity CNA 10 years @ 5%	L16	INCLUDED	EXCL
Longevity CNA 15 years @ 7.5%	L17	INCLUDED	EXCL
Longevity CNA 20 Years @ 10%	L18	INCLUDED	EXCL
Longevity Nurs Mgrm 7 yrs	L25	INCLUDED	EXCL
Longevity Nurs Mgrm 10 yrs	L26	INCLUDED	EXCL
Longevity Nurs Mgrm 15 yrs	L27	INCLUDED	EXCL
Longevity Nurs Mgrm 20 yrs	L28	INCLUDED	EXCL
Longevity 6 years	L30	INCLUDED	EXCL
Longevity 10 Years	L31	INCLUDED	EXCL
Longevity 15 Years	L32	INCLUDED	EXCL
Longevty 20 Years	L33	INCLUDED	EXCL
Regular Pay - Labor Distrib	LBD	EXCL	EXCL
Lump Sum Pay	LSP	INCLUDED	EXCL
Settlement Pay	M15	EXCL	EXCL
CALWORKS Differential	M19	INCLUDED	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Access Incentive Bonus	M21	INCLUDED	EXCL
Patient Exp Incentive Bonus	M22	EXCL	EXCL
Quality Incentive Bonus	M23	EXCL	EXCL
Law School SLRP	M32	EXCL	EXCL
In Lieu of Def Comp Bene-Elect	M43	INCLUDED	EXCL
Performance Stipend	M48	INCLUDED	EXCL
Annual Registrar Stipnd	M49	INCLUDED	EXCL
RDA Meeting Stipend	M51	INCLUDED	EXCL
Assessmt Appeals Brd Stipend	M52	INCLUDED	EXCL
Planning Comm Stipend	M53	EXCL	EXCL
Merit Board Stipend	M54	EXCL	EXCL
Bi-Lingual Pay	M57	INCLUDED	EXCL
Retirement Board Stipend	M58	INCLUDED	EXCL
Long Term Disability Pay	M59	EXCL	EXCL
Bilingual Pay	M65	INCLUDED	EXCL
LTD FICA EXEMPT	M68	EXCL	EXCL
Bi Lingual Pay \$80	M80	INCLUDED	EXCL
Bi-Lingual Pay Safety	M85	INCLUDED	EXCL
Moving Allowance	MAL	EXCL	EXCL
Paid Military Leave	MLX	EXCL	EXCL
Moving Expenses NonTaxable	MNT	EXCL	EXCL
Moving Expense Taxable	MTX	EXCL	EXCL
Month Work Hour	MWH	EXCL	EXCL
On Call WCE	N11	EXCL	EXCL
On Call Local 1021	N12	EXCL	EXCL
On Call Local 512	N13	EXCL	EXCL
On Call Local 2700	N14	EXCL	EXCL
On Call Local One	N15	EXCL	EXCL
On Call T856 Sterile Proc	N16	EXCL	EXCL
On Call T856 Cardio-Rad	N17	EXCL	EXCL
On Call T856	N18	EXCL	EXCL
Callback Additional 1 Hour	N1H	EXCL	EXCL
Callback @ 1.50 Public Def Inv	N30	EXCL	EXCL
Callback @ 1.50 WCE	N31	EXCL	EXCL
Callback @ 1.50 Local 1021	N32	EXCL	EXCL
Callback @ 1.50 Local 512	N33	EXCL	EXCL
Callback @ 1.50 Local 2700	N34	EXCL	EXCL
Callback @ 1.50 Local One	N35	EXCL	EXCL
Callback @ 1.50 T856 SterlProc	N36	EXCL	EXCL
Callback @ 1.50 PPOA	N37	EXCL	EXCL
Callback @ 1.50 T856	N38	EXCL	EXCL
Callback @ 1.50 DSA	N42	EXCL	EXCL
On Call DSA Rank & File	N43	EXCL	EXCL
On Call DSA Lieut	N44	EXCL	EXCL
DAIA AWI Pay	N47	EXCL	EXCL
On Call DAI	N48	EXCL	EXCL
DAIA AWI Comp	N49	EXCL	EXCL

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Pay Code Description	Pay Code	INCLUDED/EXCL	INCLUDED/EXCL
Call-Back	N52	EXCL	EXCL
Clinical On Call	N56	EXCL	EXCL
Callback @ 1.50 CNA	N62	EXCL	EXCL
Callback @ 1.50 RNs in OR	N64	EXCL	EXCL
On Call CNA 1for2	N65	EXCL	EXCL
On Call CNA 1for4	N66	EXCL	EXCL
Callback CNA Comp Time	N67	EXCL	EXCL
Callback CNA Comp Time RNs OR	N68	EXCL	EXCL
On Call Local 21 and Unrep	N71	EXCL	EXCL
Callback @1.5 Loc 21 and Unrep	N73	EXCL	EXCL
Telephone Callback @ 1.50	N76	EXCL	EXCL
Call Back @ 1.50 Local 1230	N77	EXCL	EXCL
CallBack Adjustment	NAD	EXCL	EXCL
Callback Minimum Guarantee	NMG	EXCL	EXCL
Phys Callback Min Guarantee	NPG	EXCL	EXCL
OT Comp Hours Earned @ 1.00	OCM	EXCL	EXCL
OT Comp Hours Taken	OCP	EXCL	EXCL
OT Comp Hours Earned @ 1.50	OCR	EXCL	EXCL
Overtime Comp Hours Pay Off	OCS	EXCL	EXCL
FLSA Adjustment	OFA	EXCL	EXCL
CNA Grievance Meetings Stipend	OGM	EXCL	EXCL
OT Earnings @ 1.50 Exempt Excl	OPE	EXCL	EXCL
Overtime Earnings @ 1.50	OPT	EXCL	EXCL
Overtime NormalWork Scheduled	ORS	EXCL	EXCL
OT DepSheriff AssignCoronerDiv	OSC	EXCL	EXCL
OT Sgt Work as Deputy Sheriff	OSD	EXCL	EXCL
Sheriff Scheduled FLSA Pay	OSF	INCLUDED	EXCL
Court Appearance Pay	OSH	EXCL	EXCL
Overtime After Holiday Pay	OSN	EXCL	EXCL
Overtime Adjustment	OTA	EXCL	EXCL
Special Circumstance OT Pay	OTC	EXCL	EXCL
Overtime Comp Excess Hrs Pay	OTE	EXCL	EXCL
FLSA Overtime	OTF	EXCL	EXCL
Overtime - Straight Time Rate	OTS	EXCL	EXCL
OT UCOA @ 40 hour rate	OTU	EXCL	EXCL
Straight Time Pay	OVT	EXCL	EXCL
Personal Hol Hours Taken (within base pay)	PHL	INCLUDED	INCLUDED
Personal Holiday Hrs Pay Off	PHN	EXCL	EXCL
Personal Holiday Hrs Pay Off	PHP	EXCL	EXCL
PersHoliday PayOff - L 2.5%	PLN	EXCL	EXCL
PersHoliday Pay Off - L 2.5%	PLP	EXCL	EXCL
Pers Hol Pay Off L 10% NIR	PN1	EXCL	EXCL
Pers Hol Pay Off L 7.0% NIR	PN3	EXCL	EXCL
Pers Holiday PO L 4.50% NIR	PN4	EXCL	EXCL
Pers Hol Pay Off L 5% NIR	PN5	EXCL	EXCL
Pers Holiday PO L 6.50% NIR	PN6	EXCL	EXCL
Pers Hol Pay Off L 7.5% NIR	PN7	EXCL	EXCL

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<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
Pers Hol Pay Off L 10%	PP1	EXCL	EXCL
Pers Hol Pay Off L 7.0%	PP3	EXCL	EXCL
Pers Holiday Pay Off L 4.50%	PP4	EXCL	EXCL
Pers Hol Pay Off L 5%	PP5	EXCL	EXCL
Pers Holiday Pay Off L 6.50%	PP6	EXCL	EXCL
Pers Hol Pay Off L 7.5%	PP7	EXCL	EXCL
PTO Taken	PTO	EXCL	EXCL
PTO Accrual Hours Pay Off	PTP	EXCL	EXCL
Reserved Hospital	R	EXCL	EXCL
Absent without Pay	R26	EXCL	EXCL
Absent without Leave	R27	EXCL	EXCL
Furlough	R29	EXCL	EXCL
Hourly Paid Leave Accrual Use	RAU	EXCL	EXCL
Regular Pay (within base pay)	REG	INCLUDED	INCLUDED
Additional Pay - Elections	REP	INCLUDED	EXCL
Lump Sum Pay	RPR	INCLUDED	EXCL
DSA School Security Detail	RSD	INCLUDED	EXCL
Additional Pay County Fair	RSF	INCLUDED	EXCL
350 Offset Adjustment	RX3	EXCL	EXCL
Retirement CompRate (within base pay)	RXX	INCLUDED	INCLUDED
Sick Leave Hours Pay Off	S01	EXCL	EXCL
Sick Leave Pay Off L 2.5%	S11	EXCL	EXCL
Sick Leave Pay Off L 5%	S12	EXCL	EXCL
Sabbatical Leave Hours Taken	SBL	EXCL	EXCL
Sabbatical Leave PayOff	SBN	EXCL	EXCL
Sabbatical Hours Pay Off	SBP	EXCL	EXCL
Sick Leave Hours Taken (within base pay)	SCK	INCLUDED	INCLUDED
Adjustment to SDI Earnings	SDA	EXCL	EXCL
SDI SickLeave BuyBack	SDI	EXCL	EXCL
Shift Pay @ 5%	SH2	INCLUDED	EXCL
Shift Pay @ 7.5%	SH3	INCLUDED	EXCL
Shift Pay @ 10%	SH4	INCLUDED	EXCL
Shift Pay @ 12%	SH5	INCLUDED	EXCL
Shift Pay @ 15%	SH7	INCLUDED	EXCL
Adjustment Shift Pay	SHA	INCLUDED	EXCL
Double Shift Premium T856	SHC	INCLUDED	EXCL
Shift CNA Double Premium	SHD	INCLUDED	EXCL
Shift Clerical Grave Yard PI	SHF	EXCL	EXCL
Graveyard Shift Differential	SHG	INCLUDED	EXCL
Shift Night @ 10.00 pct T856	SNS	INCLUDED	EXCL
Shift @ 5.00 pct DSADsptch Eve	SWE	INCLUDED	EXCL
Shift @ 3 pct DSA Dsptch Morn	SWM	INCLUDED	EXCL
Non-Productive Hours	T01	EXCL	EXCL
State Comp Doctor Appointments	T02	EXCL	EXCL
Negotiations Time Off	T03	EXCL	EXCL
DSW-Non Essential	T04	EXCL	EXCL
DSW-Not Available	T05	EXCL	EXCL

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**Contra Costa County Employees' Retirement Association**  
**Compensation for Retirement Purposes**  
**September 13, 2023**  
**Employer: Contra Costa County**

		<b>Legacy Pensionable Compensation Membership (\$31461) BEFORE 1/1/2013</b>	<b>PEPRA Pensionable Compensation (\$7522.34) Membership AFTER 1/1/2013</b>
<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCL</b>	<b>INCLUDED/EXCL</b>
HS Education Leave Hours	T06	EXCL	EXCL
FMLA+	T07	EXCL	EXCL
DSA Training Days	T08	EXCL	EXCL
Sale of Vacation	V01	INCLUDED	EXCL
Vacation Hours Pay Off	V02	EXCL	EXCL
Vacation Hours Pay Off	V03	EXCL	EXCL
Sale of Vacation L 2.5%	V11	INCLUDED	EXCL
Vacation Pay Off L 2.5%	V12	INC /w Review Type 3	EXCL
Vacation Pay Off L 2.5% NIR	V13	EXCL	EXCL
Sale of Vacation L 5.0%	V21	INCLUDED	EXCL
Vacation Pay Off L 5.0%	V22	INC /w Review Type 3	EXCL
Vacation Pay Off L 5.0% NIR	V23	EXCL	EXCL
Sale of Vacation L 7.5%	V31	INCLUDED	EXCL
Vacation Pay Off L 7.5%	V32	INC /w Review Type 3	EXCL
Vacation Pay Off L 7.5% NIR	V33	EXCL	EXCL
Sale of Vacation L10.0%	V41	INCLUDED	EXCL
Vacation Pay Off L10.0%	V42	INC /w Review Type 3	EXCL
Vacation Pay Off L10.0% NIR	V43	EXCL	EXCL
Sale of Vacation L 4.50%	V51	INCLUDED	EXCL
Vacation Pay Off L 4.50%	V52	INC /w Review Type 3	EXCL
Vacation Pay Off L 4.50% NIR	V53	EXCL	EXCL
Sale of Vacation L 6.5%	V61	INCLUDED	EXCL
Vacation Pay Off L 6.50%	V62	INC /w Review Type 3	EXCL
Vacation Pay Off L 6.50% NIR	V63	EXCL	EXCL
Sale of Vacation L 7.00%	V71	INCLUDED	EXCL
Vacation Pay Off L 7.00%	V72	INC /w Review Type 3	EXCL
Vacation Pay Off L 7.0% NIR	V73	EXCL	EXCL
Vacation Hours Taken (within base pay)	VAC	INCLUDED	INCLUDED
Adjustment Sale of Vacation	VAD	INCLUDED	EXCL
Voluntary Salary Waiver (within base pay)	VSW	INCLUDED	INCLUDED
Voluntary Temporary Waiver	VTW	INCLUDED	EXCL
Wrkr Comp Full 4850 Safety EE	WC1	EXCL	EXCL
Workers Comp Pay @ 87%	WC2	EXCL	EXCL
Workers Comp Pay @ 88%	WC3	EXCL	EXCL
Workers Comp Pay @ 94%	WC4	EXCL	EXCL
Workers Comp Prior Period Adj	WC5	EXCL	EXCL
Workers Comp Pay @ 86%	WC6	EXCL	EXCL
Workers Comp Pay @ 80%	WC8	EXCL	EXCL
Workers Comp Pay @ 75%	WC9	EXCL	EXCL
Earnings Adj-Worker Comp	WCA	EXCL	EXCL
Workers Comp Pay @ 70%	WCB	EXCL	EXCL
Witness Pay	WPY	EXCL	EXCL
Commute Vehicle Taxable Fringe	Z01	EXCL	EXCL
Tax Vehicle Usage	Z02	EXCL	EXCL
Employee Recognition Awards	Z92	EXCL	EXCL
Taxable Other Reimbursement	ZOT	EXCL	EXCL
Taxable Professional Developmnt	ZPT	EXCL	EXCL

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