

**Ventura County Employees' Retirement Association**  
**All Other Pay Codes**  
**County of Ventura, Ventura County Superior Court,**  
**Ventura Air Pollution Control District and VCERA**

**Legacy Members:** Legacy members joined VCERA prior to 1/1/2013 and/or had reciprocal service with another agency prior to 1/1/2013. These include General Tiers 1 and 2 and Safety Tier 1.

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***Included pay codes are limited to regular working hours.***

Pay Code	Pay Code Description	Legacy Members	PEPRA Members
OTH	27-Day FLSA Overtime Premium	Included	Included
30X	30 Year Retirement Courts Mgmt	Included	Excluded
30T	30 Year Retirement Inc 4/2	Included	Excluded
30M	30 Year Retirement Inc MGMT	Included	Excluded
30S	30 Year Retirement Inc VCDSA	Included	Excluded
301	30 Year Retirement Incentive 1%	Included	Excluded
30R	30 Year Retirement Mgmt Safety	Included	Excluded
30V	30 Yr Retirement Incentive 1%	Included	Excluded
F31	30-Year Ret MGMT Fire-Line	Included	Excluded
30C	30Year Retirement CJAAVC	Included	Excluded
R30	30-Year Retirement Incentive	Included	Excluded
F30	30-Year Retirement VCPFA Line	Included	Excluded
F32	30-Year Retirement VCPFA Staff	Included	Excluded
42B	4/2 Bilingual Level 2	Included	Excluded
AP3	4/2 Sheriff Adv Post-S DEP-	Included	Excluded
AP2	4/2 Sheriff Advance Post-DEP	Included	Excluded
AP1	4/2 Sheriff Advanced Post-Sgt	Included	Excluded
IP2	4/2 Sheriff Interm Post-DEP	Included	Excluded
IP3	4/2 Sheriff Interm Post-S DEP	Included	Excluded
IP1	4/2 Sheriff Interm Post-SGT	Included	Excluded
42P	4/2 Sheriff Patrol Bonus	Included	Included
40H	40 Hour Work Week	Included	Included
NFO	4850 27-Day FLSA Premium <7/02	Included	Excluded
N12	4850 27-Day FLSA Premium >7/02	Included	Included
NBO	4850 Before July 2002 4hr OT	Included	Excluded
NHS	4850 Non Tax Hol Taken Salary	Included	Included
NHB	4850 Non Tax Holiday RDO Bank	Excluded	Excluded
NHT	4850 Non Tax Holiday Taken	Included	Included
N4H	4850 Non-Tax 4 hr OT	Included	Included
SBH	4850 Safety Hourly Pre 7/01/02	Included	Excluded
SBS	4850 Safety Salary Pre 7/01/02	Included	Excluded
48X	4850 Taxable Adjustment	Excluded	Excluded
48H	4850 Time Safety Hourly	Included	Included
48S	4850 Time Safety Salary	Included	Included
AD5	AA Degree Shf 4/2	Included	Excluded
VET	Accredited Veterinarian	Included	Excluded
ADH	Acting Department Head Pay	Included	Excluded
X80	Adjustment CSH & Accrual Hours	Excluded	Excluded
ADM	Administrative Leave Salary	Included	Included
AAC	Advanced Appraiser Cert	Included	Excluded
ADP	Advanced Disability Pension	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
APD	Advanced POST Cert Deputy	Included	Excluded
APC	Advanced POST Cert SGT	Included	Excluded
ASD	Advanced POST Cert Sr. Deputy	Included	Excluded
ATI	Advanced Training Incentive	Included	Excluded
ACC	After Hours Call Residents	Excluded	Excluded
AHS	After Hours Staffing Residents	Excluded	Excluded
AHC	After-Hours Calls	Excluded	Excluded
AGR	Agricultural Commissioner Lic	Included	Excluded
\$AC	All Earnings Codes - System Cd	Excluded	Excluded
ARM	Animal Range Master (FIC)	Included	Excluded
ANM	Animal Regulation Differential	Included	Excluded
ARP	Armed Premium VCPPOA PVP	Included	Included
ARU	Armed Unit Premium	Included	Included
AS1	ASE/CFMA Cert Level I IUOE	Included	Excluded
AS2	ASE/CFMA Cert Level II IUOE	Included	Excluded
AS3	ASE/CFMA Cert Level III IUOE	Included	Excluded
ASN	Assignment Bonus - Nurses	Included	Included
AD4	Associate's - Line Batt Chiefs	Included	Excluded
AD2	Associate's Degree	Included	Excluded
AD1	Associate's Degree - MGMT	Included	Excluded
AD3	Associate's Degree VCPFA Line	Included	Excluded
AUT	Auto Allowance	Included	Excluded
AUN	Auto Allowance NO PAY	Excluded	Excluded
RWD	Award	Excluded	Excluded
BDP	Bachelor Degree Per Diem CNA	Excluded	Excluded
BD4	Bachelor's - Line Batt Chiefs	Included	Excluded
BD2	Bachelor's Degree	Included	Excluded
BD1	Bachelor's Degree - MGMT	Included	Excluded
BD3	Bachelor's Degree VCPFA Line	Included	Excluded
BD5	Bachelors's Degree Shf 4/2	Included	Excluded
BHA	Bank Holiday Adjustment	Excluded	Excluded
BHH	Bank Holiday Hourly	Included	Included
BHS	Bank Holiday Salary	Included	Included
BOT	Batt Chiefs Overtime 1.5	Excluded	Excluded
EMP	Battalion Chiefs EMT Prem Pay	Included	Excluded
BHI	Behavioral Health Intern Diff	Excluded	Excluded
ZZZ	Ben Admin NO PAY	Excluded	Excluded
BVH	Bereavement Hourly	Included	Included
BSH	Bereavement Hourly FLSA	Included	Included
BVS	Bereavement Salary	Included	Included
BSS	Bereavement Salary FLSA	Included	Included

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
B1J	Bilingual 1 CJAAVC	Included	Excluded
B2J	Bilingual 2 CJAAVC	Included	Excluded
B3J	Bilingual 3 CJAAVC	Included	Excluded
B2S	Bilingual Leve 2 - VCDSA	Included	Excluded
B1E	Bilingual Level 1	Included	Excluded
B1A	Bilingual Level 1 - CNA	Included	Excluded
B1X	Bilingual Level 1 - Crt Mgmt	Included	Excluded
B1Z	Bilingual Level 1 - Crt SEIU	Included	Excluded
B1B	Bilingual Level 1 - MGMT	Included	Excluded
B1C	Bilingual Level 1 - SEIU	Included	Excluded
B1S	Bilingual Level 1 - VCDSA	Included	Excluded
B2E	Bilingual Level 2	Included	Excluded
B2A	Bilingual Level 2 - CNA	Included	Excluded
B2X	Bilingual Level 2 - Crt Mgmt	Included	Excluded
B2Z	Bilingual Level 2 - Crt SEIU	Included	Excluded
B2B	Bilingual Level 2 - MGMT	Included	Excluded
B2P	Bilingual Level 2 - PVP	Included	Excluded
B2C	Bilingual Level 2 - SEIU	Included	Excluded
B3E	Bilingual Level 3	Included	Excluded
B3C	Bilingual Level 3 - 1.10	Included	Excluded
B3A	Bilingual Level 3 - CNA	Included	Excluded
B3X	Bilingual Level 3 - Crt Mgmt	Included	Excluded
B3B	Bilingual Level 3 - MGMT	Included	Excluded
B3P	Bilingual Level 3 - PVP	Included	Excluded
B3D	Bilingual Level 3 - SEIU	Included	Excluded
B3S	Bilingual Level 3 - VCDSA	Included	Excluded
BIL	Bilingual Pay -VCPFA 80	Included	Excluded
BPF	Bilingual Pay VCPFA Line	Included	Excluded
STP	Board/Commission Stipend Pymt	Excluded	Excluded
BMB	Bomb Squad Bonus	Included	Included
CBC	Call Back Contract Overtime	Excluded	Excluded
CBO	Call Back Overtime 1.5x	Excluded	Excluded
COF	Call Back Overtime FCW	Excluded	Excluded
CBK	Cash Back Flex Credit No Pay	Excluded	Excluded
CAM	Cert Public Accountant MGMT	Included	Excluded
PC1	Certification Pay 1 PerDiemCNA	Excluded	Excluded
PC2	Certification Pay 2 PerDiemCNA	Excluded	Excluded
PC3	Certification Pay 3 PerDiemCNA	Excluded	Excluded
PC4	Certification Pay 4 PerDiemCNA	Excluded	Excluded
PC5	Certification Pay 5 PerDiemCNA	Excluded	Excluded
CPM	Certified Psychiatrist - MGMT	Included	Excluded

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CPY	Certified Psychiatrist - SEIU	Included	Excluded
CPI	Certified Psychologist - MGMT	Included	Excluded
CPA	Certified Public Accountant	Included	Excluded
CRR	Certified Realtime Reporters	Included	Excluded
MA1	CFMA Cert Level II IUOE	Included	Excluded
MA2	CFMA Cert Level IV IUOE	Included	Excluded
PCP	Charge Nurse Patient Premium	Included	Excluded
PCN	Charge Nurse Premium VCMC	Included	Excluded
PIC	CNA Productivity Incentive Pmt	Included	Excluded
QOC	CNA Quality of Care Incentive	Included	Excluded
VXF	CNRCPT Taxable Adj w/o FICA	Excluded	Excluded
VAX	CNRCPT Taxable Adjustment	Excluded	Excluded
CBA	Comp Balance Adjustment	Excluded	Excluded
CBP	Comp Balance Payoff Term	Excluded	Excluded
CTH	Comp Taken Hourly FLSA	Included	Included
CAP	Comp Time Automatic Paydown	Excluded	Excluded
CPO	Comp Time Cashout	Excluded	Excluded
CEO	Comp Time Earned	Excluded	Excluded
CFO	Comp Time FLSA Cash Pay	Excluded	Excluded
CTK	Comp Time Taken NonFLSA	Included	Included
CTS	Comp Time Taken Salary	Included	Included
CME	Continuing Medical Education	Included	Included
COT	Contract Overtime	Excluded	Excluded
COS	Contract Straight Time Overtim	Excluded	Excluded
CNV	CONVERSION BALANCES	Excluded	Excluded
FUH	Court Furlough With Pay Hourly	Included	Included
FUS	Court Furlough With Pay Salary	Included	Included
C15	Court Time 1.5x	Excluded	Excluded
VFH	Court Voluntary Furlough Pay	Included	Included
VFS	Court Voluntary Furlough Pay	Included	Included
VSI	Court Voluntary Separation Inc	Excluded	Excluded
CF3	Courts Flex Additional \$103	Excluded	Excluded
CF9	Courts Flex Additional \$182.70	Excluded	Excluded
CF2	Courts Flex Additional \$203	Excluded	Excluded
CF0	Courts Flex Additional \$33	Excluded	Excluded
CF3	Courts Flex Additional \$40	Excluded	Excluded
CF9	Courts Flex Additional \$77	Excluded	Excluded
CF2	Courts Flex Additional \$90	Excluded	Excluded
CF0	Courts Flex Additional \$92.70	Excluded	Excluded
CFJ	Courts Flex Credit Judges \$247	Excluded	Excluded
VDH	COVID Hourly	Included	Included

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
VDS	COVID Salary	Included	Included
VTJ	Crt PP Voluntary Time Off Adj	Included	Included
VTA	Crt PP Voluntary Time Off Hrs	Excluded	Excluded
VTH	Crt Voluntary Time Off Purch	Included	Included
VTS	Crt Voluntary Time Off Purch	Included	Included
XRC	Current Year Retro Repayments	Excluded	Excluded
DAJ	DA On-Call Flex Bal Adjustment	Excluded	Excluded
DAF	DA On-Call Flex Time Bank	Excluded	Excluded
DAT	DA On-Call FLex Time Taken	Included	Included
DTN	Dispatcher Training Bonus	Included	Excluded
DTR	DTR Prem 5% Per Diem CNA	Excluded	Excluded
F01	Ed Inc AA Fire Captain	Included	Excluded
F02	Ed Inc AA Fire Crew Supervisor	Included	Excluded
F03	Ed Inc AA Fire Engineer	Included	Excluded
F05	Ed Inc AA Fire Equipment Oper	Included	Excluded
F06	Ed Inc AA Fire Inspector	Included	Excluded
F07	Ed Inc AA Fire Investigtn Spec	Included	Excluded
F14	Ed Inc AA Fire Preven III <94	Included	Excluded
F08	Ed Inc AA Fire Prevention Off	Included	Excluded
F09	Ed Inc AA Fire Specialist	Included	Excluded
F10	Ed Inc AA Fire System Engineer	Included	Excluded
F04	Ed Inc AA Firefighter	Included	Excluded
F11	Ed Inc AA HazMat Specialist	Included	Excluded
F12	Ed Inc AA Sr Fire Inspector	Included	Excluded
F13	Ed Inc AA Wildland Fire Off	Included	Excluded
F15	Ed Inc BA Fire Captain	Included	Excluded
F16	Ed Inc BA Fire Crew Supervisor	Included	Excluded
F17	Ed Inc BA Fire Engineer	Included	Excluded
F19	Ed Inc BA Fire Equipment Oper	Included	Excluded
F20	Ed Inc BA Fire Inspector	Included	Excluded
F21	Ed Inc BA Fire Investigtn Spec	Included	Excluded
F28	Ed Inc BA Fire Preven II <94	Included	Excluded
F22	Ed Inc BA Fire Prevention Off	Included	Excluded
F23	Ed Inc BA Fire Specialist	Included	Excluded
F24	Ed Inc BA Fire System Engineer	Included	Excluded
F18	Ed Inc BA Firefighter	Included	Excluded
F25	Ed Inc BA HazMat Specialist	Included	Excluded
F26	Ed Inc BA Sr Fire Inspector	Included	Excluded
F27	Ed Inc BA Wildland Fire Off	Included	Excluded
ELA	Education Leave Hrs Adjustment	Excluded	Excluded
EDU	Educational Leave Hourly	Included	Included

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
EDS	Educational Leave Salary	Included	Included
EHX	Emergency In-House > 40 NOC	Excluded	Excluded
EHO	Emergency In-House >40 hours	Excluded	Excluded
EHM	Emergency In-House >40 PM	Excluded	Excluded
EMD	Emergency Medical Dispatch	Included	Included
XRF	Employee Referral Incentive	Excluded	Excluded
XRI	Employee Retention Incentive	Excluded	Excluded
EMT	EMT Premium Pay	Included	Excluded
EV1	EVT Cert Level I - IUOE	Included	Excluded
EV2	EVT Cert Level II - IUOE	Included	Excluded
EV3	EVT Cert Level III - IUOE	Included	Excluded
FML	Family Med Leave Unpaid Hourly	Excluded	Excluded
FMS	Family Med Leave Unpaid Salary	Excluded	Excluded
FLA	Family Medical Leave Adj	Excluded	Excluded
SFH	Family Sick - Hourly Non FLSA	Included	Included
FSA	Family Sick Leave Adjustment	Excluded	Excluded
FTO	Field Training Officer Bonus	Included	Excluded
FPA	Fire Pumps & Accessories 1.5%	Included	Excluded
FM1	Fire Science 1 - BC	Included	Excluded
FS1	Fire Science 1 - VCPFA	Included	Excluded
FM2	Fire Science 2 - BC	Included	Excluded
FS2	Fire Science 2 - VCPFA	Included	Excluded
FM3	Fire Science 3 - BC	Included	Excluded
FS3	Fire Science 3 - VCPFA	Included	Excluded
FC7	Flex Credit Additional \$100	Excluded	Excluded
FCI	Flex Credit Additional \$100	Excluded	Excluded
FCH	Flex Credit Additional \$119	Excluded	Excluded
FCV	Flex Credit Additional \$119	Excluded	Excluded
FCX	Flex Credit Additional \$125	Excluded	Excluded
FC3	Flex Credit Additional \$168	Excluded	Excluded
FCI	Flex Credit Additional \$170	Excluded	Excluded
FCZ	Flex Credit Additional \$170	Excluded	Excluded
FC8	Flex Credit Additional \$181	Excluded	Excluded
FCK	Flex Credit Additional \$230	Excluded	Excluded
FCY	Flex Credit Additional \$240	Excluded	Excluded
FCB	Flex Credit Additional \$328	Excluded	Excluded
FC5	Flex Credit Additional \$52	Excluded	Excluded
FC5	Flex Credit Additional \$70	Excluded	Excluded
FCH	Flex Credit Additional \$70	Excluded	Excluded
FC7	Flex Credit Additional \$75	Excluded	Excluded
FC2	Flex Credit Additional \$87	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
NFC	Flex Credit Additional Adjust	Excluded	Excluded
FCG	Flex Credit Additional PT \$127	Excluded	Excluded
DFT	Float Nurse Premium Pay	Included	Excluded
FHA	Floating Holiday Adjustment	Excluded	Excluded
FLH	Floating Holiday Hourly	Included	Included
FHH	Floating Holiday Non FLSA	Included	Included
FLS	Floating Holiday Salary	Included	Included
ZFO	FLSA Comp Bank Adjustment OT	Excluded	Excluded
FWH	Furlough No Pay Hourly	Excluded	Excluded
FWS	Furlough No Pay Salary	Excluded	Excluded
GD4	Graduate Deg Line Batt Chiefs	Included	Excluded
GD2	Graduate Degree	Included	Excluded
GD1	Graduate Degree - MGMT	Included	Excluded
GDP	Graduate Degree Per Diem CNA	Excluded	Excluded
GD5	Graduate Degree Shf 4/2	Included	Excluded
GD3	Graduate Degree VCPFA Line	Included	Excluded
HAZ	Hazard Material Response Team	Included	Included
HFP	HCA Fiscal Premium Pay VCMC	Included	Included
HMT	Helicopter Maint Certification	Included	Included
HR2	High Risk OB Weekend Backup-Ca	Excluded	Excluded
HRW	High Risk OB Weekend First-Cal	Excluded	Excluded
HR1	High Risk Obstetrics Backup-Ca	Excluded	Excluded
HRC	High Risk Obstetrics First-Cal	Excluded	Excluded
XHI	Hire Incentive	Excluded	Excluded
HPP	HIRT Pool Premium Pay VCPFA	Included	Excluded
HPS	HIRT Premium Pay VCPFA	Included	Included
HWU	Hol Wkd Per Diem UAPD Salary	Excluded	Excluded
HPD	Hol Wrk CNA Per Diem 0.5	Excluded	Excluded
HWP	Hol Wrk CNA Per Diem Contract	Excluded	Excluded
HOL	Holiday - Hourly Non FLSA	Included	Included
HMB	Holiday Bank Management	Excluded	Excluded
HDO	Holiday on Scheduled Day Off	Excluded	Excluded
HOH	Holiday Taken Hourly	Included	Included
HOS	Holiday Taken Salary	Included	Included
HW3	Holiday Wkd Per Diem UAPD 30%	Excluded	Excluded
HWS	Holiday Worked 1.0x	Included	Included
HWN	Holiday Worked 1.5 Non-FLSA	Included	Excluded
HWO	Holiday Worked 1.5x	Included	Excluded
HWK	Holiday Worked 4&2_Sheriff 1.0	Included	Excluded
HWD	Holiday Worked Per Diem UAPD	Excluded	Excluded
HW2	Holiday Worked Salary_Sheriff	Included	Included

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ME1	Hospital Maint Eng CSHE MECH	Included	Excluded
HMD	Hospital Maint Prem Pay	Included	Excluded
HSP	House Supervisor Pay VCMC	Included	Excluded
IPH	Industrial Leave Hourly	Included	Included
IPS	Industrial Leave Salary	Included	Included
IHA	In-House Prior PP Adjustment	Excluded	Excluded
IHO	In-House Registry >40 Hours	Excluded	Excluded
IHX	In-House Registry >40 NOC	Excluded	Excluded
IHM	In-House Registry >40 PM	Excluded	Excluded
IRV	Inpatient (wRVUs) Amount	Excluded	Excluded
IAD	Inpatient Assign Differential	Included	Included
IOW	Inpatient OB Work Outside Sch	Excluded	Excluded
ICD	Inter-Campus Drift Premium	Included	Excluded
IPD	Intermediate POST Cert Deputy	Included	Excluded
IPC	Intermediate POST Cert SGT	Included	Excluded
ISD	Intermediate POST Cert Sr. Dep	Included	Excluded
INC	Intermittent Compensation	Excluded	Excluded
IC2	Int'l Code Council Certs - 2	Included	Excluded
IC3	Int'l Code Council Certs - 3	Included	Excluded
IC4	Int'l Code Council Certs - 4	Included	Excluded
IC1	Int'l Code Council Certs -1	Included	Excluded
IUC	IUOE Qualified Cert 5%	Included	Excluded
JCP	Jail Cook Premium 5%	Included	Included
JTO	Jail Training Officer Premium	Included	Excluded
JDH	Jury Duty Hourly	Included	Included
JUR	Jury Duty Hourly Non FLSA	Included	Included
JDS	Jury Duty Salary	Included	Included
LDT	Lead Disaster Behavioral Hlth	Included	Included
LPH	Leave with Pay Hourly	Included	Included
LPS	Leave with Pay Salary	Included	Included
LNP	Leave Without Pay Hourly	Excluded	Excluded
LNS	Leave Without Pay Salary	Excluded	Excluded
LMH	Licensed Mental Health Assoc	Included	Included
LPE	Licensed Professional Engineer	Included	Excluded
L80	Limit 80 hours -NO PAY	Excluded	Excluded
L12	Longevity CNA 12 Years	Included	Included
L17	Longevity CNA 17 Years	Included	Included
L07	Longevity CNA 7 Years	Included	Included
LRW	Low Risk OB Weekend On-Call	Excluded	Excluded
LRC	Low Risk Obstetrics On-Call	Excluded	Excluded
INH	LWOP Industrial Hourly	Excluded	Excluded



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INS	LWOP Industrial Salary	Excluded	Excluded
MED	MEDI Pick-Up	Included	Excluded
MC1	Mgmt Certification Pay -Nurse1	Included	Excluded
MC2	Mgmt Certification Pay -Nurse2	Included	Excluded
MC3	Mgmt Certification Pay -Nurse3	Included	Excluded
MC4	Mgmt Certification Pay -Nurse4	Included	Excluded
MC5	Mgmt Certification Pay -Nurse5	Included	Excluded
MHD	MH Inpatient Differential IUOE	Included	Excluded
MLE	Mileage Pymt Board/Commissions	Excluded	Excluded
MLN	Military Leave Hourly Non FLSA	Included	Included
MLH	Military Leave Paid Hourly	Included	Included
MLS	Military Leave Paid Salary	Included	Included
MLU	Military Leave Unpaid Hourly	Excluded	Excluded
MUS	Military Leave Unpaid Salary	Excluded	Excluded
MIC	Mobile Intensive Care Cert	Included	Excluded
MTR	Motorcycle Bonus	Included	Included
MOV	Moving Expense Reimbursement	Excluded	Excluded
\$NA	N/A - Retro Place Holder	Excluded	Excluded
NDH	Natural Disaster Hrly NonFLSA	Included	Included
NDS	Natural Disaster Salary	Included	Included
ZNO	NFLSA Comp Bank Adjustment OT	Excluded	Excluded
PM1	Night Shift - MGMT & CJAAVC	Included	Excluded
NS4	NOCS - 10% - Addl Pay	Included	Included
NS2	NOCS - 10%	Included	Excluded
NS5	NOCS - 12.5% SPOAVC	Included	Excluded
NS3	NOCS - Hospital 15% - CNA	Included	Excluded
NS1	NOCS - IUOE 7.5%	Included	Included
NEF	Non Emergency Fire Mgmt 120hrs	Excluded	Excluded
NCR	Non-Certified Realtime Reportr	Included	Excluded
NRF	Non-Retirement FLSA OT	Excluded	Excluded
AMN	NR Animal Reg Differential	Excluded	Excluded
ANS	NR Assignment Bonus	Excluded	Excluded
PCR	NR Charge Nurse Patient Prem	Excluded	Excluded
PCM	NR Charge Nurse Premium	Excluded	Excluded
DNT	NR Dispatcher Train Bonus	Excluded	Excluded
FOT	NR Field Training Officer	Excluded	Excluded
FAP	NR Fire Pumps & Acc 1.5%	Excluded	Excluded
DTF	NR Float Nurse Prem Pay	Excluded	Excluded
HVP	NR HIRT Pool Prem VCPFA	Excluded	Excluded
HSV	NR House Supervisor VCMC	Excluded	Excluded
MHI	NR Inpatient Diff IUOE	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
ICP	NR Inter-Campus Drift Prem	Excluded	Excluded
JLT	NR Jail Train Officer Prem	Excluded	Excluded
LDB	NR Lead Disaster Behav Hlth	Excluded	Excluded
NS7	NR Night Shift 10%	Excluded	Excluded
NS9	NR Night Shift 12.5% SPOAVC	Excluded	Excluded
NS8	NR Night Shift Hospital 15%	Excluded	Excluded
NS6	NR Night Shift IUOE 7.5%	Excluded	Excluded
PM5	NR Night Shift MGMT CJAAVC 5%	Excluded	Excluded
NMS	NR Nurse Specialty MGMT	Excluded	Excluded
PM7	NR PM Shift - Hos 7.5%	Excluded	Excluded
PM6	NR PM Shift 5%	Excluded	Excluded
PRR	NR Preceptor Pay RN	Excluded	Excluded
TWP	NR Radio Tower Prem IUOE	Excluded	Excluded
RNR	NR Retro Incentive Non Retire	Excluded	Excluded
EA2	NR Sheriff Meal 4/2 Schedule	Excluded	Excluded
SNA	NR Supervise NA/PA	Excluded	Excluded
SPR	NR Supervise Resident/Stu	Excluded	Excluded
TA2	NR Temporary Assign Prem	Excluded	Excluded
TP2	NR Treatment Plan Behav Hlth	Excluded	Excluded
CNR	NR Truck Crane Assignment	Excluded	Excluded
WPC	NR Watch Commander 5%	Excluded	Excluded
WKP	NR Weekend Off VCPPOA	Excluded	Excluded
WKC	NR Weekend Work - CNA	Excluded	Excluded
WKG	NR Weekend Work MGMT	Excluded	Excluded
WKU	NR Weekend Work SEIU	Excluded	Excluded
NSP	Nurse Specialty Pay	Included	Included
NSM	Nurse Specialty Pay - MGMT	Included	Included
NB1	Nurses Certification Bonus 1	Included	Excluded
NB2	Nurses Certification Bonus 2	Included	Excluded
NB3	Nurses Certification Bonus 3	Included	Excluded
NB4	Nurses Certification Bonus 4	Included	Excluded
NB5	Nurses Certification Bonus 5	Included	Excluded
NCP	Nurses Certification Pay	Included	Excluded
NAA	Nurses Ed Incentive AA/AS/RN	Included	Excluded
NRA	Nurses Retention Prem Adj	Included	Included
NRP	Nurses Retention Premium	Included	Included
OBC	OB Backup C-Section Resident	Excluded	Excluded
XTR	One Time Payment	Included	Excluded
XTR	One Time Payment (Relocation expenses and hiring	Excluded	Excluded
XTP	One Time Payment 2	Included	Excluded
ORC	OT Adj Difference RSO and COT	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
MSC	Other Compensation	Included	Excluded
OTP	Overtime	Excluded	Excluded
OCR	Overtime Contract Rate	Excluded	Excluded
OC4	Overtime Contract Rate 4 Hrs	Excluded	Excluded
OFC	Overtime FLSA Contract	Excluded	Excluded
O29	Overtime Issue 29 Pay	Excluded	Excluded
O30	Overtime Issue 30 Pay	Excluded	Excluded
PM2	P.M. Shift - 5%	Included	Excluded
PM4	P.M. Shift - 5% - Adtl Pay	Included	Included
PM3	P.M. Shift - Hospital 7.5%	Included	Excluded
PTS	P.O.S.T. Certificate SPOAVC	Included	Excluded
H1S	Pandemic Sick Leave Adjustment	Excluded	Excluded
H1V	Pandemic Vacation Adjustment	Excluded	Excluded
PFL	Paramedic Fire Engineer Line	Included	Included
PAL	Paramedic Level I VCPFA Line	Included	Included
PPF	Paramedic Prem Fire Engineers	Included	Included
PPA	Paramedic Premium Pay Level I	Included	Included
PPC	Paramedic Premium Pay Level II	Included	Included
PPP	Paramedic Premium Pay Level P	Included	Included
CAH	PCC NP/PA After Hours Call	Excluded	Excluded
PHO	PDP Holiday Worked 0.5	Included	Excluded
PHS	PDP Holiday Worked 1.0	Included	Included
PDC	Per Diem Charge Nurse Premium	Excluded	Excluded
PSD	POST- Public Safety Dispatcher	Included	Included
SBI	POST- Specialized Basic Invest	Included	Excluded
48A	PP 4850 Adjustment	Included	Included
A48	PP 4850 Hours Only Adjustment	Excluded	Excluded
48N	PP 4850 Inc Adj No Retirement	Excluded	Excluded
48I	PP 4850 Incentive Adjustment	Included	Excluded
CRH	PP CNA Call Back Hrs Ret Adj	Excluded	Excluded
FAJ	PP Furlough Adjustments	Included	Excluded
FAH	PP Furlough Hours Adjustment	Excluded	Excluded
RAH	PP Hours Only Adjustment	Excluded	Excluded
IAP	PP Inc Adj MGMT/CJ No Retire	Excluded	Excluded
IAN	PP Inc Adj No Retirement	Excluded	Excluded
IAM	PP Incentives Adj MGMT/CJ	Included	Excluded
IAR	PP Incentives Adjustment (R1)	Included	Excluded
OAH	PP OT Hours Only Adjustment	Excluded	Excluded
OAJ	PP Overtime Adjustment (NR)	Excluded	Excluded
RAJ	PP Regular Earnings Adjustment	Included	Included
80J	PP Supplemental Sick Lv ADJ	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
PRC	Preceptor Pay RN VCMC	Included	Excluded
POT	Premium Overtime	Excluded	Excluded
PRT	Princ Resp Ther Charge Prem	Included	Excluded
PRN	Princ Resp Thrpst Chrg Prm NR	Excluded	Excluded
PIP	Productivity Incentive Payment	Included	Excluded
HYD	Professional Hydrologist Cert	Included	Excluded
PHN	Public Health Nurse Cert Prem	Included	Excluded
QCI	Quality Care Incentive	Included	Excluded
TWR	Radio Tower Premium - IUOE	Included	Excluded
REM	Registered Engineer - MGMT	Included	Excluded
RES	Registered Engineer - SEIU/VEA	Included	Excluded
REG	Regular	Included	Included
RBP	Replacement Benefit Plan	Excluded	Excluded
RTH	Retirement Hours Only - No Pay	Excluded	Excluded
Y18	Retirement Offset Spec Contrib	Included	Excluded
Y16	Retirement Supp (RSO)	Included	Excluded
Y17	Retirement Supp (RSO) Tier 1	Included	Excluded
R12	Retro 4850 27 Day FLSA Premium	Included	Included
R4H	Retro 4850 Non-Tax 4 Hr OT	Included	Included
R48	Retro 4850 Reg & Hol Pay	Included	Included
RCP	Retro Comp & Call Back Pay	Excluded	Excluded
RCT	Retro Comp Termination Payoff	Excluded	Excluded
RTC	Retro Comp Time Taken	Included	Included
RFN	Retro Flex Additional Adjust	Excluded	Excluded
RHO	Retro Holiday Overtime 1.5x	Included	Excluded
RHW	Retro Holiday Pay 1.0x	Included	Excluded
RHX	Retro Holiday Worked 1.5x	Included	Excluded
RF1	Retro Incentive Pay VCPFA FF1	Included	Excluded
RF2	Retro Incentive Pay VCPFA FF2	Included	Excluded
RIP	Retro Incentives	Included	Excluded
RIM	Retro Incentives Management	Included	Excluded
RIS	Retro Incentives Safety	Included	Excluded
RSO	Retro Overtime 1.0x	Excluded	Excluded
ROT	Retro Overtime Pay	Excluded	Excluded
ROS	Retro Overtime Safety	Included	Included
RPA	Retro PEPRA Add'l Pay	Excluded	Excluded
R15	Retro Premium 1.5 COURTS	Excluded	Excluded
RRP	Retro Regular Pay	Included	Included
RT4	Retro Scheduled OT	Included	Included
RSV	Retro Sick & Vac Payoff	Excluded	Excluded
R10	Retro Straight 1.0 COURTS	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
RXM	Retro Xtra Incentive Managemen	Included	Excluded
RXP	Retro Xtra Incentives	Included	Excluded
RXS	Retro Xtra Incentives Safety	Included	Excluded
RMA	Risk Management Adjustment	Included	Excluded
O4S	Scheduled OT Retirement SST	Included	Included
SCO	Scheduled OverTime	Included	Included
OT4	Scheduled Overtime Retirement	Included	Included
SDO	SDO - 12.5% EOC Sheriff Mgr	Included	Excluded
SLR	Sealer of Weights & Measures	Included	Excluded
IHS	SEIU In-House Reg <40 Hrs	Excluded	Excluded
IHH	SEIU In-House Reg <40 NS10	Excluded	Excluded
IHF	SEIU In-House Reg <40 NS15	Excluded	Excluded
IHB	SEIU In-House Reg <40 PS5	Excluded	Excluded
IHD	SEIU In-House Reg <40 PS7	Excluded	Excluded
IHT	SEIU In-House Reg >40 Hrs	Excluded	Excluded
IHI	SEIU In-House Reg >40 NS10	Excluded	Excluded
IHG	SEIU In-House Reg >40 NS15	Excluded	Excluded
IHC	SEIU In-House Reg >40 PS5	Excluded	Excluded
IHE	SEIU In-House Reg >40 PS7	Excluded	Excluded
ME2	Senior CSHE MECH Hos Maint Eng	Included	Excluded
XXX	Settlement Payment	Excluded	Excluded
O15	Sheriff Contract Services 1.5x	Excluded	Excluded
EAT	Sheriff Meal Pay 4/2 Schedule	Included	Excluded
O10	Sheriff MGMT Contract Svcs 1x	Excluded	Excluded
OTC	Sheriff Overtime Comp Bank	Excluded	Excluded
SPB	Sheriff Patrol Bonus	Included	Excluded
ASR	Sheriff Records Assignment Pay	Included	Included
SAA	Sheriff/Fire Mgmt Ed Inc AA/AS	Included	Excluded
SBA	Sheriff/Fire Mgmt Ed Inc BA/BS	Included	Excluded
SMA	Sheriff/Fire Mgmt Ed Inc Grad	Included	Excluded
SAP	Sheriffs' Assignment Pay	Included	Included
SIP	Sheriffs Investigation Pay	Included	Included
FSH	Sick - Family Sick Hourly	Included	Included
FSS	Sick - Family Sick Salary	Included	Included
SPH	Sick - Personal Hourly NonFLSA	Included	Included
PSH	Sick - Personal Sick Hourly	Included	Included
PSS	Sick - Personal Sick Salary	Included	Included
SLA	Sick Leave Adjustment	Excluded	Excluded
SLB	Sick Leave Benefit Accruals	Excluded	Excluded
SAL	Sick Leave Payoff 100%	Excluded	Excluded
S25	Sick Leave Payoff 25%	Excluded	Excluded

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<b>Pay Code</b>	<b>Pay Code Description</b>	<b>Legacy Members</b>	<b>PEPRA Members</b>
S50	Sick Leave Payoff 50%	Excluded	Excluded
S75	Sick Leave Payoff 75%	Excluded	Excluded
SOJ	Sick Other Hours Adjustment	Excluded	Excluded
SRP	SRP PenAdmin Null Earnings	Excluded	Excluded
STA	Staff Assignment Pay VCSCOA	Included	Included
SPF	Staff Pay Diff - MT Bat Chiefs	Included	Included
SPM	Staff Pay Differential - MT	Included	Included
SPD	Staff Pay Differential - VCPFA	Included	Included
OTS	Straight Time Overtime	Excluded	Excluded
SPO	Superv Deputy ProbationOfficer	Included	Included
SNP	Supervision NP/PA	Included	Excluded
SPS	Supervision Resident/Student	Included	Excluded
SPV	Supervisor Differential	Excluded	Excluded
TSC	Supplemental Comp Attorney	Included	Excluded
80H	Supplemental Sick Leave 80	Included	Included
80S	Supplemental Sick Leave 80 S	Included	Included
TMR	Taxable Meal Reimbursement	Excluded	Excluded
TMS	Taxable Meal Stipend Reimburs	Excluded	Excluded
TAP	Temporary Assignment Premium	Included	Excluded
TC1	Therapist Cert Pay 1 SEIU 626	Included	Excluded
TC2	Therapist Cert Pay 2 SEIU 626	Included	Excluded
TC3	Therapist Cert Pay 3 SEIU 626	Included	Excluded
TFH	Thomas Fire Hourly NonFLSA	Included	Included
TFS	Thomas Fire Salary	Included	Included
Y15	Tier 1 Assign Age MGMT	Included	Excluded
Y13	Tier 1 Assign Age SEIU 1	Included	Excluded
Y14	Tier 1 Assign Age SEIU 2	Included	Excluded
Y01	Tier 1 Retirement Offset 1	Included	Excluded
Y10	Tier 1 Retirement Offset 10	Included	Excluded
Y11	Tier 1 Retirement Offset 11	Included	Excluded
Y12	Tier 1 Retirement Offset 12	Included	Excluded
Y02	Tier 1 Retirement Offset 2	Included	Excluded
Y03	Tier 1 Retirement Offset 3	Included	Excluded
Y04	Tier 1 Retirement Offset 4	Included	Excluded
Y05	Tier 1 Retirement Offset 5	Included	Excluded
Y06	Tier 1 Retirement Offset 6	Included	Excluded
Y07	Tier 1 Retirement Offset 7	Included	Excluded
Y08	Tier 1 Retirement Offset 8	Included	Excluded
Y09	Tier 1 Retirement Offset 9	Included	Excluded
TJH	Todd Road Jail Health Prg Unit	Included	Excluded
TRA	Training Prem Air Oper Ofcr	Included	Excluded

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TRN	Training Premium VCPPOA- Prob	Included	Excluded
TPA	Treatment Plan Behavioral Hlth	Included	Excluded
CRN	Truck Crane Assignment Pay	Included	Excluded
UST	Underground Storage Tank Cert	Included	Excluded
UFM	Uniform Allowance	Included	Excluded
USB	Union Steward Bank	Included	Included
USR	Urban Search & Rescue Premium	Included	Included
VFA	Vacation Advance Hrs Adj	Excluded	Excluded
VLB	Vacation Benefit Accruals	Excluded	Excluded
VSH	Vacation Hourly FLSA	Included	Included
VAH	Vacation Hourly NonFLSA	Included	Included
VLA	Vacation Hours Adjustment	Excluded	Excluded
VMP	Vacation Mgmt Payoff (4_6_11)	Excluded	Excluded
VOJ	Vacation Other Hrs Adjustment	Excluded	Excluded
VAP	Vacation Payoff	Excluded	Excluded
VAS	Vacation Salary	Included	Included
VSS	Vacation Salary FLSA	Included	Included
XBS	VCDSA 11% Base Salary PEPRA	Excluded	Excluded
DSA	VCDSA 2017 Comp Adj	Excluded	Excluded
DSP	VCDSA 2017 Comp Payout	Excluded	Excluded
CEB	VCERA CEBS Certification	Included	Excluded
CFA	VCERA CFA Certification	Included	Excluded
OTR	VCPFA Scheduled OT Retirement	Included	Included
VAF	Voluntary Adj Furlough Hours	Excluded	Excluded
VFJ	Voluntary Furlough Adjustment	Included	Included
WVP	Wage Violation Penalty	Excluded	Excluded
WCP	Watch Commander Premium 5%	Included	Excluded
WKM	Weekend Worked MGMT	Included	Excluded
WKS	Weekend Worked SEIU	Included	Excluded
WKD	Weekend Worked-CNA	Included	Excluded
WKV	Weekend Worked-VCPPOA	Included	Excluded