

Ventura County Employees' Retirement Association
Impacted 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.

PEPRA Members: PEPRA members joined VCERA on or after 1/1/2013 and do not have reciprocal service prior to 1/1/2013. These include General Tiers 5, 6 and 8, and Safety Tier 7.

PEPRA Exclusions	Alameda Exclusions
Payments for 1) <u>services rendered outside of normal working hours</u> , such as standby pay, call-back pay and shift differentials on overtime; and 2) <u>leave redemptions (vacation buydowns)</u> in excess of what is both earned and payable in each 12-month period.	In-kind benefits not paid in cash that the employee is not able to elect to receive directly in cash, such as 1) <u>leave donations</u> and 2) <u>flex credits</u> in excess of amounts that the employee can receive in unrestricted cash.

IMPACTED PAY CODES		LEGACY MEMBERS		PEPRA MEMBERS		CATEGORY
Pay Code	Pay Code Description	Pre-Alameda	Post-Alameda	Pre-Alameda	Post-Alameda	Exclusion Category
NHO	4850 Non Tax Holiday RDO-Shf	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
FCG	APCD Flex Credit F/T Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCH	APCD Flex Credit F/T Tier 2	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCI	APCD Flex Credit F/T Tier 3	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CBR	Call Back CNA Retirement	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CBN	Call Back Retirement CNA	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CBS	Call Back Straight Time 1.0x	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CSF	Call Back Straight Time FCW	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CF3	Court Flex CJAAVC P/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF4	Courts Flex CJAAVC F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF1	Courts Flex Credit FT \$480	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF1	Courts Flex Credit FT \$497	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF4	Courts Flex Credit PT \$430	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF4	Courts Flex Credit PT \$447.30	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF8	Courts Flex MGMT 1&2 F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF6	Courts Flex MGMT 4 & 5 F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF5	Courts Flex MGMT P/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF5	Courts Flex MGMT p/t \$630	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF7	Courts Flex MGMT3 F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF2	Courts Flex SEIU F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF1	Courts Flex SEIU P/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF1	Courts SEIU FT Tier I	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF3	Courts SEIU FT Tier II	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF2	Courts SEIU FT Tier III	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF0	Courts SEIU PT Tier II	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF9	Courts SEIU PT Tier III	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
CF4	Courts SEIU PT Tier I	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
EEP	EE Assist Donation (Grossup)	Included	Excluded	Excluded	Excluded	Alameda Exclusion
EEF	EE Assistance Donation	Included	Excluded	Excluded	Excluded	Alameda Exclusion
ELC	Election Worker Pay	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
EHR	Emergency In-House < 40 Hours	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
EHN	Emergency In-House < 40 NOC	Included	Excluded	Excluded	Excluded	PEPRA Exclusion

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EHP	Emergency In-House < 40 PM	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
EAF	Employee Assistance Program	Included	Excluded	Excluded	Excluded	Alameda Exclusion
74	Employee Emergency Assist Fund (74)	Included	Excluded	Excluded	Excluded	Alameda Exclusion
FC7	Flex Credit - MGMT	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC6	Flex Credit - Part Time	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC9	Flex Credit - Part Time	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC	Flex Credit Adjustment	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCA	Flex Credit CJA AVC	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCA	Flex Credit CJA AVC FT \$597	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCN	Flex Credit CNA F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCS	Flex Credit FT \$447	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCC	Flex Credit FT \$457	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCP	Flex Credit FT \$472	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCS	Flex Credit FT \$472	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCC	Flex Credit FT \$482	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCF	Flex Credit FT \$482	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCU	Flex Credit FT \$497	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCM	Flex Credit FT \$507	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCD	Flex Credit FT \$532	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCF	Flex Credit FT \$532	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCM	Flex Credit FT \$557	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCD	Flex Credit FT \$582	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCN	Flex Credit FT \$597	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCZ	Flex Credit FT \$632	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCE	Flex Credit IUOE F/T Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCM	Flex Credit Mgmt F/T Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC8	Flex Credit P/T Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC4	Flex Credit Part Time	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC1	Flex Credit Part Time - VCDSA	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC6	Flex Credit PT \$313	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC9	Flex Credit PT \$320	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC6	Flex Credit PT \$330	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion

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FC8	Flex Credit PT \$330	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC9	Flex Credit PT \$337	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCE	Flex Credit PT \$348	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCR	Flex Credit PT \$355	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCR	Flex Credit PT \$390	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC1	Flex Credit PT \$394	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC4	Flex Credit PT \$418	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC4	Flex Credit PT \$442	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC1	Flex Credit PT \$429	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC0	Flex Credit PT \$442	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCU	Flex Credit SEIU F/T Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCS	Flex Credit SPOAVC F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCX	Flex Credit Tier II F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC2	Flex Credit Tier II Part time	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCY	Flex Credit Tier III F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC3	Flex Credit Tier III PT	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCD	Flex Credit VCDSA F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCF	Flex Credit VCPFA	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FC5	Flex Credit VCPPOA Prob F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCP	Flex Credit VCPPOA PVT Tier 1	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCC	Flex Credit VCSCOA F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
FCV	Flex Credit VEA F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
HDP	Holiday Day Off Paid SPOAVC	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
IHR	In-House Registry <40 Hours	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
IHN	In-House Registry <40 NOC	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
IHP	In-House Registry <40 PM	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CRJ	PP CNA Call Back Ret Adj	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
RCB	Retro Call Back Straight	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
RFC	Retro Flex Credit	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
RSP	Retro Sick Paydown	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
RBD	Retro Vacation Buydown	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
CRT	Sheriff Court Time	Included	Excluded	Excluded	Excluded	PEPRA Exclusion

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HDS	Sheriff Holiday on Reg Day Off	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
SSB	Sheriff Standby Pay	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
SLP	Sick Leave Paydown 25%	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
SBP	Stand By Pay	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
STU	Student Loan Payment	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
FCR	UAPD Flex Credit F/T	Included	Limited ⁽¹⁾	Excluded	Excluded	Alameda Exclusion
VBD	Vacation Buydown	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
SVB	Vacation Buydown - VCDSA	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
VAB	Vacation Buydown (Grossup)	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
VMB	Vacation Mgmt/CJ Buydown Base	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion
VPD	Vacation Paydown - VCPFA	Included	Limited ⁽²⁾	Excluded	Excluded	PEPRA Exclusion

⁽¹⁾ Flex credits are limited to amounts that employees can receive in unrestricted cash.

⁽²⁾ Leave redemptions (vacation buydowns) are limited to the hours earned and payable in each 12-month period.