

## Master Pay Item Spreadsheet

Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPR	Pensionable LEGACY	Plan Class
102	Cemetery	ALAPY	Annual Leave Payoff - Annual	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
102	Cemetery	AUTO\$	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
102	Cemetery	CELL	Cell Phone Allowance	YES	LEGACY	NO	YES	LEGACY
102	Cemetery	CPPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
102	Cemetery	CPTY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
102	Cemetery	HCPAY	Mandatory Holiday Comp Payout	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
102	Cemetery	HHPAY	Holiday Pay	YES	LEGACY	YES	YES	BOTH
102	Cemetery	MCPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
102	Cemetery	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
102	Cemetery	MI\$NT	Mileage Reimbursement Non-Taxable	NO	PEPRA	NO	NO	BOTH
102	Cemetery	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	BOTH	NO	NO	BOTH
102	Cemetery	RE	Retroactive Pay	YES	LEGACY	YES	YES	BOTH
102	Cemetery	SOT	Straight Overtime	NO	BOTH	NO	NO	BOTH
118	Children and Families	AUTO\$	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
118	Children and Families	CPPAY	Comp Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
118	Children and Families	CPTY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
118	Children and Families	GHLTQ	Sharewell - General	YES	LEGACY	YES	YES	BOTH
118	Children and Families	HCPAY	Mandatory Holiday Comp Payout	NO	BOTH	NO	YES <sup>2</sup>	BOTH
118	Children and Families	HHPAY	Holiday Pay	YES	LEGACY	YES	YES	BOTH
118	Children and Families	LSB	Lump Sum Bonus Payment - Legacy Employees	YES	LEGACY	NO	YES	LEGACY
118	Children and Families	LSBP	Lump Sum Bonus Payment - PEPRA Employees	NO	PEPRA	NO	NO	PEPRA
118	Children and Families	MCPAY	Comp Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
118	Children and Families	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
118	Children and Families	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	LEGACY	NO	NO	BOTH
118	Children and Families	RE	Retroactive Pay	YES	LEGACY	YES	YES	BOTH
118	Children and Families	VACPY	Vacation Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
118	Children and Families	VPTPY	Vacation Payoff - Termination	NO	LEGACY	NO	NO	BOTH
101	County of Orange	ACP	Advance Certification Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	ALAPY	Annual Leave Payoff - Annual	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
101	County of Orange	ALTPY	Annual Leave Payoff - Termination	NO	BOTH	NO	NO	BOTH
101	County of Orange	ARMA	Armed Assignment Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	AS	Attorney Special Duty Pay	YES	LEGACY	NO	YES <sup>1</sup>	LEGACY
101	County of Orange	ASE4	Auto Srvc Excln 4-7	YES	BOTH	YES	YES	BOTH
101	County of Orange	ASE8	Auto Srvc Excln 8+	YES	BOTH	YES	YES	BOTH
101	County of Orange	ASOP	Air Support Operations Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	AUTO\$	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
101	County of Orange	AUTO1	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
101	County of Orange	BC	Bilingual Pay for Counselors	YES	BOTH	YES	YES	BOTH
101	County of Orange	BCP1	Board Certification Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	BCP2	Board Certification Pay	YES	LEGACY	YES	YES	BOTH

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				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
101	County of Orange	BCP3	Board Certification Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	BCP4	Board Certification Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	BFCP	Backflow Certification Pay for Craft and Plant emp	YES	BOTH	YES	YES	BOTH
101	County of Orange	BL	Bilingual Pay for Counselors	YES	BOTH	YES	YES	BOTH
101	County of Orange	BS	Bilingual Pay (BS)	YES	BOTH	YES	YES	BOTH
101	County of Orange	BX	Bilingual Pay (BX)	YES	BOTH	YES	YES	BOTH
101	County of Orange	BXEW	EW Exception Bilingual Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	BZ	Community Services Bilingual Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	BZSW	Bilingual Social Worker	YES	BOTH	YES	YES	BOTH
101	County of Orange	CAPP1	Ride Share Incentive	NO	BOTH	NO	NO	BOTH
101	County of Orange	CBA	Call Back	NO	LEGACY	NO	NO	BOTH
101	County of Orange	CC	Communications Coordinator Supplemental Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	CDL	Commercial Drivers License	YES	BOTH	YES	YES	BOTH
101	County of Orange	CEP	Confidential Executive Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	CESP	Confidential Executive Secretary Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	CF	Confined Space Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	CFCP	Confined Space Pay for Craft and Plant employees	YES	LEGACY	YES	YES	BOTH
101	County of Orange	CFOS	Confined Space Unit OS	YES	LEGACY	YES	YES	BOTH
101	County of Orange	CO	Helicopter Pilot Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	CPPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
101	County of Orange	CPTY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
101	County of Orange	CW	Water Craft Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	CY	Motorcycle Officer Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	DFTO	DA Training Officer Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	DP	Diver Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	EDIP	Education Incentive Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	EW	Elevated Work Differential	YES	LEGACY	YES	YES	BOTH
101	County of Orange	FWPO	Fixed Wing Pilot/Observer Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	GHLTQ	Sharewell - General	YES	BOTH	YES	YES	BOTH
101	County of Orange	GRV	Grievance Settlement Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	GRVNR	Grievance Settlement Pay	YES	BOTH	NO	NO	BOTH
101	County of Orange	HA	Height Premium Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	HAP	Harbor Assignment Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	HCPAY	Mandatory Holiday Comp Payout	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
101	County of Orange	HD	Hazardous Devices	YES	LEGACY	YES	YES	BOTH
101	County of Orange	HLP	High Lift Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	HM	Hazardous Materials	YES	LEGACY	YES	YES	BOTH
101	County of Orange	HSN	Hostage Negotiator Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	IT	Inmate Transportation Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	JA	Jail Assignment Pay	YES	BOTH	YES	YES	BOTH

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Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
101	County of Orange	JFTO	Jail Training Officer Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	JS	Jail Assignment Supplemental Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	K9PAY	Sheriff's Canine Pay	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
101	County of Orange	LD	Licensure Differential Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	LDP	Licensure Differential Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	LSB	Lump Sum Bonus Payment - Legacy Employees	YES	BOTH	NO	YES	LEGACY
101	County of Orange	LSBP	Lump Sum Bonus Payment - PEPRA Employees	NO	BOTH	NO	NO	BOTH
101	County of Orange	MA	Mounted Assignment	YES	LEGACY	YES	YES	BOTH
101	County of Orange	MCPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	BOTH
101	County of Orange	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
101	County of Orange	MDSA	Special Assignment Pay for MD	YES	BOTH	YES	YES	BOTH
101	County of Orange	MFTO	Master Field Training Officer Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	MI\$NT	Mileage Reimbursement	NO	LEGACY	NO	NO	BOTH
101	County of Orange	MI\$TX	Taxable Mileage Reimbursement	NO	LEGACY	NO	NO	BOTH
101	County of Orange	ML	Military Leave	YES	LEGACY	YES	YES	BOTH
101	County of Orange	MLOPY	Military Leave Without pay	NO	LEGACY	NO	NO	BOTH
101	County of Orange	MR	Major Accident Reconstruction/Resp Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	NJ	Nurse - Jail	YES	BOTH	YES	YES	BOTH
101	County of Orange	NL	Nurse - Late Shift	YES	BOTH	YES	YES	BOTH
101	County of Orange	NP	Nurse Premium	YES	BOTH	YES	YES	BOTH
101	County of Orange	OBPAD	OBP Payment For AD&D Insurance	NO	LEGACY	NO	NO	BOTH
101	County of Orange	OBPDC	OBP Lump Sum Payment	NO	LEGACY	NO	NO	BOTH
101	County of Orange	OBPLS	Opt Ben Plan Lump Sum Payment	NO	LEGACY	NO	NO	BOTH
101	County of Orange	OC	On Call	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
101	County of Orange	OCDR	On Call for Doctors	YES	LEGACY	NO	YES <sup>1</sup>	LEGACY
101	County of Orange	OR	FLSA Premium OT Rate Adj	NO	LEGACY	NO	NO	BOTH
101	County of Orange	OT	OVERTIME	NO	LEGACY	NO	NO	BOTH
101	County of Orange	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	BOTH	NO	NO	BOTH
101	County of Orange	OV	Helicopter Observer Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	PAC	Plant Air Conditioning Mechanic Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	PFTO	Patrol Training Officer Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	PIPPO	PIP Leave Payoff	YES	LEGACY	NO	YES	LEGACY
101	County of Orange	PIPPY	Performance Incentive Pay	NO	LEGACY	NO	NO	BOTH
101	County of Orange	PIPTR	PIP Leave Payoff - Termination	YES	LEGACY	NO	YES	LEGACY
101	County of Orange	PLS	Professional Land Surveyor License Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	PM	PM Shift Differential	YES	BOTH	YES	YES	BOTH
101	County of Orange	POST	Post Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	PSC	Police Services Chief Premium	YES	LEGACY	YES	YES	BOTH
101	County of Orange	RO	Relief Operator Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	SOT	Straight Overtime	NO	BOTH	NO	NO	BOTH

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				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
101	County of Orange	SPA	Specialty Assignment Pay	YES	BOTH	YES	YES	BOTH
101	County of Orange	SXPAY	Sick leave Payoff - Termination	NO	LEGACY	NO	NO	BOTH
101	County of Orange	SZPAY	Sick leave Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
101	County of Orange	TC	Tactical Support Team Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	TI	Toxic Investigator	YES	LEGACY	YES	YES	BOTH
101	County of Orange	TO	Training Officer - Sheriff	YES	BOTH	YES	YES	BOTH
101	County of Orange	TOJ	Training Officer - Jail Assignment	YES	BOTH	YES	YES	BOTH
101	County of Orange	TTU	Taxable Tuition Reimbursement	NO	LEGACY	NO	NO	BOTH
101	County of Orange	UGSTO	Underground Storage Tank Op Certification Pay	YES	LEGACY	YES	YES	BOTH
101	County of Orange	VACPY	Vacation Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
101	County of Orange	VOTE	Invalid pay item - people who work on elections	NO	LEGACY	NO	NO	BOTH
101	County of Orange	VPTPY	Vacation Payoff - Termination	NO	BOTH	NO	NO	BOTH
119	LAFCO	AUTO\$	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
119	LAFCO	CPTPY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
119	LAFCO	GHLTQ	Sharewell - General	YES	LEGACY	YES	YES	BOTH
119	LAFCO	HHPAY	Holiday Pay	YES	LEGACY	YES	YES	BOTH
119	LAFCO	MCPAY	Comp Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
119	LAFCO	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
119	LAFCO	RE	Retroactive Pay	YES	LEGACY	YES	YES	BOTH
119	LAFCO	VACPY	Vacation Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
119	LAFCO	VPTPY	Vacation Payoff - Termination	NO	LEGACY	NO	NO	BOTH
103	Law Library	ALAPY	Annual Leave Payoff - Annual	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
103	Law Library	BL	Bilingual Pay for Counselors	YES	BOTH	YES	YES	BOTH
103	Law Library	GHLTQ	Sharewell - General	YES	LEGACY	YES	YES	BOTH
103	Law Library	SS	Shift Supervision	YES	BOTH	YES	YES	BOTH
105	OCERS	ALAPY	Annual Leave Payoff - Annual	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
105	OCERS	ALTPY	Annual Leave Payoff - Termination	NO	BOTH	NO	NO	BOTH
105	OCERS	AUTO\$	Automobile Allowance	YES	LEGACY	NO	YES	LEGACY
105	OCERS	CAPP1	Ride Share Incentive	NO	BOTH	NO	NO	BOTH
105	OCERS	CPPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
105	OCERS	CPTPY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
105	OCERS	ECP	Employee Certification Pay	YES	BOTH	YES	YES	BOTH
105	OCERS	GHLTQ	Sharewell - General	YES	BOTH	YES	YES	BOTH
105	OCERS	HCPAY	Mandatory Holiday Comp Payout	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
105	OCERS	HHPAY	Holiday Pay	YES	LEGACY	YES	YES	BOTH
105	OCERS	LSB	Lump Sum Bonus Payment - Legacy Employees	YES	LEGACY	NO	YES	LEGACY
105	OCERS	MCPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
105	OCERS	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
105	OCERS	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	BOTH	NO	NO	BOTH
105	OCERS	SOT	Straight Overtime	NO	BOTH	NO	NO	BOTH

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				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
105	OCERS	ZMT	Mgr's Incentive Pay Based on Performance	YES	LEGACY	NO	YES	LEGACY
106	OCFA	1AR	Staff Aircraft Rescue	YES	LEGACY	YES	YES	BOTH
106	OCFA	1BE	Staff Firefighter Bilingual/Spanish Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	1BF	Staff Bilingual Firefighter	YES	BOTH	YES	YES	BOTH
106	OCFA	1BM	Staff FM Bilingual (Bilingual pay for Fire Mgmt in	YES	LEGACY	YES	YES	BOTH
106	OCFA	1CO	Crane Operator Pay - Staff	YES	BOTH	YES	YES	BOTH
106	OCFA	1EM	Staff EMT Bonus	YES	BOTH	YES	YES	BOTH
106	OCFA	1HM	Staff Hazmat Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	1HP	Staff Hazmat Medic Pay	YES	LEGACY	YES	YES	BOTH
106	OCFA	1HS	Staff Hazmat Specialty Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	1MP	Staff Manpower Coordinator Pay - 7.5%	YES	BOTH	YES	YES	BOTH
106	OCFA	1PI	Paramedic Incentive Pay - Staff FAE	YES	LEGACY	YES	YES	BOTH
106	OCFA	1PT	Staff Paramedic Pay	YES	LEGACY	YES	YES	BOTH
106	OCFA	1TT	Staff Tech Rescue Truck Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	1UM	USAR Medic Pay	YES	LEGACY	YES	YES	BOTH
106	OCFA	1US	USAR - Staff Bonus	YES	LEGACY	YES	YES	BOTH
106	OCFA	2HS	Staff Overtime Hazmat Specialty Pay	YES	BOTH	NO	NO	BOTH
106	OCFA	2TT	Staff Overtime Tech Rescue Truck Pay	YES	BOTH	NO	NO	BOTH
106	OCFA	AP	Supplementary Assignment Pay	YES	LEGACY	YES	YES	BOTH
106	OCFA	APC	Supp Assign Pay - Staff BC	YES	LEGACY	YES	YES	BOTH
106	OCFA	ARF	Aircraft Rescue Firefighter	YES	LEGACY	YES	YES	BOTH
106	OCFA	BFM	Bilingual Fire Management	YES	LEGACY	YES	YES	BOTH
106	OCFA	BS	Bilingual Pay (BS)	YES	BOTH	YES	YES	BOTH
106	OCFA	BSE	Field Firefighter Bilingual/Spanish Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	CC	Comp Time Conversion	YES	LEGACY	NO	NO	BOTH
106	OCFA	CDS	Canine Disaster Search Specialist	YES	BOTH	YES	YES	BOTH
106	OCFA	CE	Comp. Earnable for FLSA	YES	BOTH	YES	YES	BOTH
106	OCFA	CO	Crane Operator Pay - Shift	YES	BOTH	YES	YES	BOTH
106	OCFA	CPE	California Professional Engineer Specialty Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	CPO	California Professional Engineer Specialty Pay - Overtime	NO	BOTH	NO	NO	BOTH
106	OCFA	DO	DUTY OFFICER PAY - DC ONLY	YES	LEGACY	YES	YES	BOTH
106	OCFA	DT	Dispatcher Trainer Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	E6	Education Pay FF - 2.5%	YES	BOTH	YES	YES	BOTH
106	OCFA	E9	Education Pay FF - 5%	YES	BOTH	YES	YES	BOTH
106	OCFA	EM	Equipment Mechanic Pay/Fire EMT	YES	BOTH	YES	YES	BOTH
106	OCFA	EMD	Emergency Medical Dispatch	YES	BOTH	YES	YES	BOTH
106	OCFA	ES1	Education Pay SEIU \$25.00	YES	BOTH	YES	YES	BOTH
106	OCFA	FOM	ECC Forced OT Meal Stipend	NO	BOTH	NO	NO	BOTH
106	OCFA	FS5	FSS Supp Assignment Pay - 5%	YES	LEGACY	YES	YES	BOTH
106	OCFA	FS7	FSS Sup Assignment Pay - 7.5%	YES	LEGACY	YES	YES	BOTH

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				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
106	OCFA	GE6	Education Pay - GE - 2.5%	YES	BOTH	YES	YES	BOTH
106	OCFA	GE9	Education Pay - GE - 5%	YES	BOTH	YES	YES	BOTH
106	OCFA	GME	Education Pay - ME - 5.5%	YES	BOTH	YES	YES	BOTH
106	OCFA	HC	Holiday Comp	YES	BOTH	<b>YES<sup>2</sup></b>	<b>YES<sup>2</sup></b>	BOTH
106	OCFA	HCP	Fire Holiday Pay/Earnable	YES	BOTH	<b>YES<sup>2</sup></b>	<b>YES<sup>2</sup></b>	BOTH
106	OCFA	HEM	Hand Crew Firefighter Emergency Medical Technical	YES	BOTH	YES	YES	BOTH
106	OCFA	HH	OCFA Invalid Pay Item	NO	LEGACY	NO	<b>YES<sup>2</sup></b>	LEGACY
106	OCFA	HM	Hazardous Materials	YES	BOTH	YES	YES	BOTH
106	OCFA	HP	Field Hazmat Medic Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	HS	Field Hazmat Specialty Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	HSO	Field Overtime Hazmat Specialty Pay	YES	BOTH	NO	NO	BOTH
106	OCFA	K9	Canine Pay	YES	LEGACY	YES	<b>YES<sup>1</sup></b>	LEGACY
106	OCFA	MCA	EXECUTIVE MGMT CAR ALLOWANCE	YES	LEGACY	NO	YES	LEGACY
106	OCFA	ME	EDUCATION PAY - 7.5%	YES	BOTH	YES	YES	BOTH
106	OCFA	MPC	Manpower Coordinator Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	MPO	Manpower Coordinator OT	NO	BOTH	NO	NO	BOTH
106	OCFA	MU	Move-Up for Dispatchers	YES	LEGACY	YES	YES	BOTH
106	OCFA	OC	On Call	YES	LEGACY	NO	<b>YES<sup>1</sup></b>	LEGACY
106	OCFA	PI	Paramedic Incentive Pay - Shift FAE	YES	LEGACY	YES	YES	BOTH
106	OCFA	PT	Paramedic Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	RHC	Retro Holiday Comp	YES	BOTH	YES	<b>YES<sup>2</sup></b>	BOTH
106	OCFA	RHP	Retro Holiday Comp	YES	BOTH	YES	<b>YES<sup>2</sup></b>	BOTH
106	OCFA	RMP	Reimbursement of medical premium	NO	BOTH	NO	NO	BOTH
106	OCFA	RVE	Retro Vacation Earnings	NO	BOTH	NO	YES	LEGACY
106	OCFA	SC	Sick Leave Conversion - Annualized Rate	NO	LEGACY	NO	NO	BOTH
106	OCFA	SH	Staff Hazmat Incentive Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	SHO	Staff Overtime Hazmat Incentive Pay	NO	BOTH	NO	NO	BOTH
106	OCFA	SI	Staff Incentive Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	SIO	Staff Overtime Incentive Pay	NO	BOTH	NO	NO	BOTH
106	OCFA	SM	Staff Medic Incentive Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	SMO	Staff Overtime Medic Incentive Pay	NO	BOTH	NO	NO	BOTH
106	OCFA	SPP	Spring Premium Pay (Comp)	YES	BOTH	YES	YES	BOTH
106	OCFA	SU	Staff USAR Medic Incentive Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	SUO	Staff Overtime USAR Medic Incentive Pay	NO	BOTH	NO	NO	BOTH
106	OCFA	SX	Sick Leave Payoff - Termination	NO	LEGACY	NO	NO	BOTH
106	OCFA	TRT	Field Tech Rescue Truck Pay	YES	BOTH	YES	YES	BOTH
106	OCFA	TTO	Field Overtime Tech Rescue Truck Pay	YES	BOTH	NO	NO	BOTH
106	OCFA	UM	USAR MEDIC BONUS	YES	LEGACY	YES	YES	BOTH
106	OCFA	US	USAR Bonus	YES	LEGACY	YES	YES	BOTH
106	OCFA	VC	Vacation Conversion - Annualized Rate	NO	LEGACY	NO	<b>YES<sup>2</sup></b>	LEGACY

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Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPR	Pensionable LEGACY	Plan Class
106	OCFA	VE	Vacation Payoff (Excess)	NO	BOTH	NO	YES	LEGACY
106	OCFA	VP3	Vacation Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
106	OCFA	VPT	Vacation PayOff - Termination	NO	BOTH	NO	NO	BOTH
106	OCFA	WSS	Workers Comp Safety Supp	YES	LEGACY	YES	YES	BOTH
112	OCTA	AT	ASE cert pay on holiday hours worked	YES	BOTH	YES	YES	BOTH
112	OCTA	AU	ASE- Non Overtime	YES	BOTH	YES	YES	BOTH
112	OCTA	CA	Car Allowance	YES	LEGACY	NO	YES	LEGACY
112	OCTA	CM	Commuter Club	YES	LEGACY	NO	YES	LEGACY
112	OCTA	CP	Cell Phone Allowance	YES	LEGACY	NO	YES	LEGACY
112	OCTA	DLS	Lump Sum Payments	YES	LEGACY	NO	YES	LEGACY
112	OCTA	ER	Employee Referral	YES	LEGACY	NO	YES	LEGACY
112	OCTA	GR	Grievance Settlement	YES	BOTH	YES	YES	BOTH
112	OCTA	HN	HOL - NO RETIRE	YES	BOTH	YES	YES	BOTH
112	OCTA	HW	Holiday Worked	YES	BOTH	YES	YES	BOTH
112	OCTA	IN	Instruction Pay	YES	BOTH	YES	YES	BOTH
112	OCTA	LP	Lead Pay	YES	BOTH	YES	YES	BOTH
112	OCTA	LS2	Lump Sum Payments	YES	LEGACY	NO	YES	LEGACY
112	OCTA	ML	Military Leave	YES	BOTH	YES	YES	BOTH
112	OCTA	NS	Night Shift Differential	YES	BOTH	YES	YES	BOTH
112	OCTA	OS	Scheduled - Overtime	YES	BOTH	YES	YES	BOTH
112	OCTA	PB	Productivity Bonus	YES	LEGACY	NO	YES	LEGACY
112	OCTA	PM	PM Shift Differential	YES	BOTH	YES	YES	BOTH
112	OCTA	RB	RETRO BEREAVE	YES	BOTH	YES	YES	BOTH
112	OCTA	RC	Retro Commute	YES	BOTH	YES	YES	BOTH
112	OCTA	RF	Retro Administrative Leave	YES	BOTH	YES	YES	BOTH
112	OCTA	RG	Regular Hours	YES	BOTH	YES	YES	BOTH
112	OCTA	RH	RETRO HOL - RET	YES	BOTH	YES	YES	BOTH
112	OCTA	RHP	Retro Holiday Pay	YES	BOTH	YES	YES	BOTH
112	OCTA	RHW	Retro Holiday Hours Worked	YES	BOTH	YES	YES	BOTH
112	OCTA	RI	Retro Scheduled Travel Overtime	YES	BOTH	YES	YES	BOTH
112	OCTA	RJ	Retro Jury Duty	YES	BOTH	YES	YES	BOTH
112	OCTA	RL	Retro Long Term Disability - 80%	YES	BOTH	YES	YES	BOTH
112	OCTA	RM	Retro Military	YES	BOTH	YES	YES	BOTH
112	OCTA	RN	Retro Holiday	YES	BOTH	YES	YES	BOTH
112	OCTA	RO	RETRO SCHED OT	YES	BOTH	YES	YES	BOTH
112	OCTA	RP	RETRO SK PAYOFF	YES	LEGACY	NO	NO	BOTH
112	OCTA	RQ	Retro Vacation Payoff	YES	LEGACY	NO	NO	BOTH
112	OCTA	RR	Retro Regular	YES	BOTH	YES	YES	BOTH
112	OCTA	RS	RETRO SICK	YES	BOTH	YES	YES	BOTH
112	OCTA	RU	Retro Unprovoked Attack	YES	BOTH	YES	YES	BOTH



## Master Pay Item Spreadsheet

Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPPRA	Pensionable LEGACY	Plan Class
112	OCTA	RV	Retro Vacation	YES	BOTH	YES	YES	BOTH
112	OCTA	SP	SICK PAYOFF - Termination	YES	LEGACY	NO	NO	BOTH
112	OCTA	SPO	Sick Leave Payout - Annual Pay Option	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
112	OCTA	SW	Special Merit	YES	LEGACY	NO	YES	LEGACY
112	OCTA	SW2	Special Merit	YES	LEGACY	NO	YES	LEGACY
112	OCTA	TS	Scheduled Travel Overtime	YES	BOTH	YES	YES	BOTH
112	OCTA	VAN	VAN POOL INCENTIVE	YES	LEGACY	NO	NO	BOTH
112	OCTA	VP	VACATION PAYOFF - Termination	NO	BOTH	NO	NO	BOTH
112	OCTA	VSB	Vacation Sell Back - Hardship	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	015	Overtime	NO	BOTH	NO	NO	BOTH
110	San Juan Capistrano	020	Double Overtime	NO	BOTH	NO	NO	BOTH
110	San Juan Capistrano	023	Standby	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
110	San Juan Capistrano	101	Bilingual Pay	YES	BOTH	YES	YES	BOTH
110	San Juan Capistrano	105	Car Allowance	YES	BOTH	NO	YES	LEGACY
110	San Juan Capistrano	137	Cell Phone Allowance	YES	LEGACY	NO	YES	LEGACY
110	San Juan Capistrano	140	Uniform Allowance	YES	BOTH	NO	YES	LEGACY
110	San Juan Capistrano	141	Utility Certification	YES	BOTH	YES	YES	BOTH
110	San Juan Capistrano	142	General Certification Pay	YES	BOTH	YES	YES	BOTH
110	San Juan Capistrano	144	Sewer Certification Pay	YES	BOTH	YES	YES	BOTH
110	San Juan Capistrano	202	Vacation Cashout	YES	LEGACY	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	203	Vacation Pay-out	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	205	Sick Leave Cashout	YES	LEGACY	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	206	Sick Pay-out	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	212	Comp Time Cashout	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
110	San Juan Capistrano	220	Management Cashout	YES	LEGACY	NO	NO	BOTH
110	San Juan Capistrano	221	Management Payout	NO	BOTH	NO	NO	BOTH
111	Sanitation	ACT	Acting Pay	YES	BOTH	YES	YES	BOTH
111	Sanitation	AUTO1	Auto Allowance - Executive Management	YES	LEGACY	NO	YES	LEGACY
111	Sanitation	CPPAY	Comp Payoff	NO	LEGACY	NO	YES <sup>2</sup>	LEGACY
111	Sanitation	CTERM	CTERM	NO	BOTH	NO	NO	BOTH
111	Sanitation	DB	Development Benefits	YES	BOTH	YES	YES	BOTH
111	Sanitation	GRV	Grade V Certification Pay	YES	BOTH	YES	YES	BOTH
111	Sanitation	IISF	Investment Incentive Salary - Fixed	YES	BOTH	YES	YES	BOTH
111	Sanitation	IISP	Investment Incentive Salary - Percent	YES	BOTH	YES	YES	BOTH
111	Sanitation	OC	On Call	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
111	Sanitation	OT	OVERTIME	NO	BOTH	NO	NO	BOTH
111	Sanitation	PLPY	Personal Leave Payoff	YES	BOTH	NO	YES <sup>2</sup>	LEGACY
111	Sanitation	PM	PM Shift Differential	YES	BOTH	YES	YES	BOTH
111	Sanitation	PTERM	PTERM	NO	BOTH	NO	NO	BOTH
111	Sanitation	RETRN	RETRN	NO	BOTH	NO	NO	BOTH



## Master Pay Item Spreadsheet

Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPRA	Pensionable LEGACY	Plan Class
111	Sanitation	RETRP	Retro Pay	YES	BOTH	YES	YES	BOTH
111	Sanitation	RETRS	Non-Base Building Lump Sum Payment	YES	BOTH	NO	YES	LEGACY
111	Sanitation	RO	Relief Operator Pay	YES	BOTH	YES	YES	BOTH
111	Sanitation	SO	Scheduled Overtime Amount	YES	BOTH	YES	YES	BOTH
111	Sanitation	STERM	STERM	NO	LEGACY	NO	NO	BOTH
111	Sanitation	SZPAY	Sick Leave Payoff	YES	LEGACY	NO	YES <sup>2</sup>	LEGACY
111	Sanitation	VACPY	Vacation Payoff	YES	BOTH	NO	YES <sup>2</sup>	LEGACY
111	Sanitation	VTERM	VTERM	NO	BOTH	NO	NO	BOTH
121	Superior Court	BL	Bilingual Pay for Counselors	YES	BOTH	YES	YES	BOTH
121	Superior Court	BX	Bilingual Pay (BX)	YES	BOTH	YES	YES	BOTH
121	Superior Court	BXC	Court Exceptional Bilingual Pay	YES	BOTH	YES	YES	BOTH
121	Superior Court	CAPP1	Ride Share Incentive	NO	BOTH	NO	NO	BOTH
121	Superior Court	CPPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
121	Superior Court	CPTPY	Track FCOMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
121	Superior Court	CRR	Real Time Certified Reporters Pay	YES	BOTH	YES	YES	BOTH
121	Superior Court	GHLTQ	Sharewell - General	YES	BOTH	YES	YES	BOTH
121	Superior Court	HCPAY	Mandatory Holiday Comp Payout	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
121	Superior Court	HHPAY	Holiday Pay	YES	LEGACY	YES	YES	BOTH
121	Superior Court	LONG	Longevity	NO	LEGACY	NO	NO	BOTH
121	Superior Court	MCPAY	Comp Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
121	Superior Court	MCTPY	Track COMP bucket payout when employee separates	NO	BOTH	NO	NO	BOTH
121	Superior Court	OBPDC	Optional Benefit Plan Bonus Payment	NO	LEGACY	NO	NO	BOTH
121	Superior Court	OBPLS	Opt Ben Plan Lump Sum Payment	NO	LEGACY	NO	NO	BOTH
121	Superior Court	OC	On Call	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
121	Superior Court	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	BOTH	NO	NO	BOTH
121	Superior Court	PM	PM Shift Differential	YES	BOTH	YES	YES	BOTH
121	Superior Court	QRR	REAL TIME QUALIFIED REPORTERS PAY	YES	BOTH	YES	YES	BOTH
121	Superior Court	SOT	Straight Overtime	NO	BOTH	NO	NO	BOTH
121	Superior Court	VACPY	Vacation Payoff	NO	BOTH	NO	YES <sup>2</sup>	LEGACY
121	Superior Court	VPTPY	Vacation Payoff - Termination	NO	BOTH	NO	NO	BOTH
109	TCA	ALAN4	Annual Leave Payoff	YES	BOTH	NO	YES <sup>2</sup>	LEGACY
109	TCA	ALTPY	Annual Leave Payoff - Termination	NO	LEGACY	NO	NO	BOTH
109	TCA	AUTO1	Automobile Allowance	YES	BOTH	NO	YES	LEGACY
109	TCA	HHPAY	Holiday Pay	YES	BOTH	YES	YES	BOTH
109	TCA	HPS	Holiday Work Straight	YES	LEGACY	YES	YES	BOTH
109	TCA	RE	Retroactive Pay	YES	BOTH	YES	YES	BOTH
109	TCA	SB	Stand-by Statistical	YES	BOTH	NO	YES <sup>1</sup>	LEGACY
109	TCA	SM	Special Merit	YES	LEGACY	NO	YES	LEGACY



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Emp Code	Employer	Pay Code	Pay Code Description	Current Configuration		Analysis Results		
				Pensionable	Plan Class	Pensionable PEPR	Pensionable LEGACY	Plan Class

**FOOTNOTES:**

<sup>1</sup> This type of pay has historically been Compensation Earnable. Amendments to the definition enacted as part of PEPR potentially alter that classification. A final determination will be made after pending litigation regarding PEPR is resolved.

<sup>2</sup> Based on the legal criteria, the final decision is Comp Earnable = YES, however, the pay code will be configured in V3 so there will be no contributions expected on these pay items. - Current Configuration should be equal to Pensionable = NO, Plan Class = BOTH