



MASTER PAY ITEM LIST

Orange County Employees Retirement System

Employer	Pay Code	Pay Code Description	PEPRA Pensionable	Comp Earnable
OCERS	ALAPY	Annual Leave Payoff - Annual	NO	YES2
OCERS	ALTPY	Annual Leave Payoff - Termination	NO	NO
OCERS	AUTO\$	Automobile Allowance	NO	YES
OCERS	CAPP1	Ride Share Incentive	NO	NO
OCERS	CPPAY	Comp Payoff	NO	YES2
OCERS	CPTPY	Track FCOMP bucket payout when employee separates	NO	NO
OCERS	ECP	Employee Certification Pay	YES	YES
OCERS	GHLTQ	Sharewell - General	YES	YES
OCERS	HCPAY	Mandatory Holiday Comp Payout	NO	YES2
OCERS	HHPAY	Holiday Pay	YES	YES
OCERS	LSB	Lump Sum Bonus Payment - Legacy Employees	NO	YES
OCERS	MCPAY	Comp Payoff	NO	YES2
OCERS	MCTPY	Track COMP bucket payout when employee separates	NO	NO
OCERS	OTPAY	Overtime Mandatory Payoff - Exceeds Comp Allowable	NO	NO
OCERS	SOT	Straight Overtime	NO	NO
OCERS	ZMT	Managers Incentive Pay Based on Performance	NO	YES

FOOTNOTES:

¹ This type of pay has been changed to NOT Pensionable for both PEPRA and LEGACY members as a result of the Alameda decision. Pay Items must pass additional 3 prong test to be Pensionable / Comp Earnable.

² Based on the legal criteria, the pay is Compensation Earnable, however, the pay code will be configured in OCERS Pension Administration System (V3) so there will be no contributions expected on these pay items. All applicable pay will be reconciled, as appropriate, at the time of retirement.