

MASTER PAY ITEM LIST

Orange County Sanitation District

Emp Code	Employer	Pay Code	Pay Code Description	PEPRA Pensionable	Comp Earnable
111	Sanitation	ACT	Acting Pay	YES	YES
111	Sanitation	AUTOP	Auto Allowance - Exec Mgmt. PEPRA ONLY	NO	NO
111	Sanitation	AUTO1	Auto Allowance - Executive Management	NO	YES
111	Sanitation	CEL	Cell Phone Stipend	NO	YES
111	Sanitation	CELP	Cell Phone Stipend - PEPRA ONLY	NO	NO
111	Sanitation	CPPAY	Comp Payoff	NO	YES ²
111	Sanitation	CTERM	CTERM	NO	NO
111	Sanitation	DB	Development Benefits	YES	YES
111	Sanitation	GRV	Grade V Certification Pay	YES	YES
111	Sanitation	IISF	Investment Incentive Salary - Fixed	N/A	YES
111	Sanitation	IISFP	Investment incentive salary - Fixed PEPRA ONLY	NO	NO
111	Sanitation	IISP	Investment Incentive Salary - Percent	N/A	YES
111	Sanitation	IISPP	Investment incentive salary Percentage PEPRA ONLY	NO	NO
111	Sanitation	MED	Medical Allowance	NO	NO
111	Sanitation	OC	On Call	NO	NO ¹
111	Sanitation	OT	OVERTIME	NO	NO
111	Sanitation	PLPY	Personal Leave Payoff	NO	YES ²
111	Sanitation	PM	PM Shift Differential	YES	YES
111	Sanitation	PTERM	PTERM	NO	NO
111	Sanitation	RETRN	RETRN	NO	NO
111	Sanitation	RETRP	Retro Pay	YES	YES
111	Sanitation	RETRS	Non-Base Building Lump Sum Payment (Certification Pay)	YES	YES
111	Sanitation	RO	Relief Operator Pay	YES	YES
111	Sanitation	RSI	Rideshare Incentive	NO	NO
111	Sanitation	SO	Scheduled Overtime Amount	NO	YES
111	Sanitation	STERM	STERM	NO	NO
111	Sanitation	TEC	Technology Allowance	NO	YES
111	Sanitation	TECP	Technology Allowance - PEPRA ONLY	NO	NO
111	Sanitation	SZPAY	Sick Leave Payoff	NO	YES ²
111	Sanitation	VACPY	Vacation Payoff	NO	YES ²

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.

Emp Code	Employer	Pay Code	Pay Code Description	PEPRA Pensionable	Comp Earnable
111	Sanitation	VTERM	VTERM	NO	NO
111	Sanitation	WEL	Wellness Stipend	NO	NO

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