

# MASTER PAY ITEM LIST

City of San Juan Capistrano

| Emp Code | Employer            | Pay Code | Pay Code Description      | PEPRA Pensionable | Comp Earnable    |
|----------|---------------------|----------|---------------------------|-------------------|------------------|
| 110      | San Juan Capistrano | 015      | Overtime                  | NO                | NO               |
| 110      | San Juan Capistrano | 020      | Double Overtime           | NO                | NO               |
| 110      | San Juan Capistrano | 033      | Standby                   | NO                | NO <sup>1</sup>  |
| 110      | San Juan Capistrano | 101      | Bilingual Pay             | YES               | YES              |
| 110      | San Juan Capistrano | 105      | Car Allowance             | NO                | YES              |
| 110      | San Juan Capistrano | 137      | Cell Phone Allowance      | NO                | YES              |
| 110      | San Juan Capistrano | 140      | Uniform Allowance         | NO                | YES              |
| 110      | San Juan Capistrano | 141      | Utility Certification     | YES               | YES              |
| 110      | San Juan Capistrano | 142      | General Certification Pay | YES               | YES              |
| 110      | San Juan Capistrano | 144      | Sewer Certification Pay   | YES               | YES              |
| 110      | San Juan Capistrano | 202      | Vacation Cash out         | NO                | YES <sup>2</sup> |
| 110      | San Juan Capistrano | 203      | Vacation Pay out          | NO                | YES <sup>2</sup> |
| 110      | San Juan Capistrano | 205      | Sick Leave Cash-out       | NO                | YES <sup>2</sup> |
| 110      | San Juan Capistrano | 206      | Sick Pay-out              | NO                | YES <sup>2</sup> |
| 110      | San Juan Capistrano | 212      | Comp Time Cash-out        | NO                | YES <sup>2</sup> |
| 110      | San Juan Capistrano | 220      | Management Cash-out       | NO                | NO               |
| 110      | San Juan Capistrano | 221      | Management Pay-out        | NO                | NO               |

## FOOTNOTES:

<sup>1</sup> 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.

<sup>2</sup> 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.