



# MASTER PAY ITEM LIST

Orange County Fire Authority

| Employer | Pay Code | Pay Code Description                                      | PEPRA Pensionable | Comp Earnable |
|----------|----------|---|-------------------|---------------|
| OCFA     | 1AI      | Staff Arson Investigator Haz Duty Pay                     | YES               | YES           |
| OCFA     | 1AO      | Staff Airops Hazardous Duty Pay                           | YES               | YES           |
| OCFA     | 1AR      | Staff Aircraft Rescue                                     | YES               | YES           |
| OCFA     | 1BE      | Staff Firefighter Bilingual/Spanish Pay                   | YES               | YES           |
| OCFA     | 1BF      | Staff Bilingual Firefighter                               | YES               | YES           |
| OCFA     | 1BM      | Staff FM Bilingual (Bilingual pay for Fire Mgmt in        | YES               | YES           |
| OCFA     | 1CD      | Canine Disaster Specialist - Staff Employee               | YES               | YES           |
| OCFA     | 1CO      | Crane Operator Pay - Staff                                | YES               | YES           |
| OCFA     | 1EM      | Staff EMT Bonus   | YES               | YES           |
| OCFA     | 1HM      | Staff Hazmat Pay  | YES               | YES           |
| OCFA     | 1HP      | Staff Hazmat Medic Pay                                    | YES               | YES           |
| OCFA     | 1HS      | Staff Hazmat Specialty Pay                                | YES               | YES           |
| OCFA     | 1MP      | Staff Manpower Coordinator Pay - 7.5%                     | YES               | YES           |
| OCFA     | 1PI      | Paramedic Incentive Pay - Staff FAE                       | YES               | YES           |
| OCFA     | 1PT      | Paramedic Pay - Staff                                     | YES               | YES           |
| OCFA     | 1TT      | Staff Tech Rescue Truck Pay                               | YES               | YES           |
| OCFA     | 1UM      | USAR Medic Pay  | YES               | YES           |
| OCFA     | 1US      | USAR - Staff Bonus  | YES               | YES           |
| OCFA     | 2AI      | Staff Arson Investigator Haz Duty Pay Overtime            | NO                | NO            |
| OCFA     | 2AO      | Staff Airops Hazardous Duty Pay Overtime                  | NO                | NO            |
| OCFA     | 2HS      | Staff Overtime Hazmat Specialty Pay                       | NO                | NO            |
| OCFA     | 2TT      | Staff Overtime Tech Rescue Truck Pay                      | NO                | NO            |
| OCFA     | ACT      | Acting Pay  | YES               | YES           |
| OCFA     | AI       | Shift Arson Investigator Haz Duty Pay                     | YES               | YES           |
| OCFA     | AIO      | Shift Arson Investigator Haz Duty Pay Overtime            | NO                | NO            |
| OCFA     | AM       | Airops Rescuer Hazardous Duty Pay                         | YES               | YES           |
| OCFA     | AMO      | Airops Rescuer Hazardous Duty Pay Overtime                | NO                | NO            |
| OCFA     | AO       | Shift Airops Hazardous Duty Pay                           | YES               | YES           |
| OCFA     | AOO      | Shift Airops Hazardous Duty Pay Overtime                  | NO                | NO            |
| OCFA     | AP       | Staff Supplementary Assignment Pay                        | YES               | YES           |
| OCFA     | APC      | Supp Assign Pay - Staff BC                                | YES               | YES           |
| OCFA     | APE      | Assignment Pay - ECC Battaliion Chief                     | YES               | YES           |
| OCFA     | ARF      | Aircraft Rescue Firefighter                               | YES               | YES           |
| OCFA     | BFM      | Bilingual Fire Management                                 | YES               | YES           |
| OCFA     | BS       | Bilingual Pay (BS)  | YES               | YES           |
| OCFA     | BSE      | Field Firefighter Bilingual/Spanish Pay                   | YES               | YES           |
| OCFA     | CC       | Comp Time Conversion                                      | NO                | NO            |
| OCFA     | CDS      | Canine Disaster Search Specialist                         | YES               | YES           |
| OCFA     | CE       | Comp. Earnable for FLSA                                   | YES               | YES           |
| OCFA     | CO       | Crane Operator Pay - Shift                                | YES               | YES           |
| OCFA     | CPE      | California Professional Engineer Specialty Pay            | YES               | YES           |
| OCFA     | CPO      | California Professional Engineer Specialty Pay - Overtime | NO                | NO            |
| OCFA     | DO       | DUTY OFFICER PAY - DC ONLY                                | YES               | YES           |
| OCFA     | DT       | Dispatcher Trainer Pay                                    | YES               | YES           |
| OCFA     | E6       | Education Pay FF - 2.5%                                   | YES               | YES           |
| OCFA     | E9       | Education Pay FF - 5%                                     | YES               | YES           |
| OCFA     | ECP      | Executive Mgmt Car Allowance                              | NO                | N/A           |
| OCFA     | EM       | Equipment Mechanic Pay/Fire EMT                           | YES               | YES           |
| OCFA     | EMC      | Emergency Medical Tech - Chief Officers                   | YES               | YES           |
| OCFA     | EMD      | Emergency Medical Dispatch                                | YES               | YES           |
| OCFA     | ES1      | Education Pay SEIU \$25.00                                | YES               | YES           |
| OCFA     | FME      | COA Education - Masters (Chief Officers Association)      | YES               | YES           |
| OCFA     | FOM      | ECC Forced OT Meal Stipend (non-retirement)               | NO                | NO            |
| OCFA     | FS5      | FSS Supp Assignment Pay - 5%                              | YES               | YES           |
| OCFA     | FME      | COA Education - Masters (Chief Officers Association)      | YES               | YES           |
| OCFA     | FOM      | ECC Forced OT Meal Stipend (non-retirement)               | 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.

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|----------|----------|--|-------------------|---------------|
| OCFA     | FS5      | FSS Supp Assignment Pay - 5%                         | YES               | YES           |
| OCFA     | FS7      | FSS Sup Assignment Pay - 7.5%                        | YES               | YES           |
| OCFA     | GE6      | Education Pay - GE - 2.5%                            | YES               | YES           |
| OCFA     | GE9      | Education Pay - GE - 5%                              | YES               | YES           |
| OCFA     | GME      | Education Pay - ME - 5.5%                            | YES               | YES           |
| OCFA     | HC       | Holiday Comp   | YES               | YES           |
| OCFA     | HCP      | Fire Holiday Pay/Earnable                            | YES               | YES           |
| OCFA     | HEM      | Hand Crew Firefighter Emergency Medical Technical    | YES               | YES           |
| OCFA     | HH       | Holiday Pay  | YES               | YES           |
| OCFA     | HM       | Hazardous Materials                                  | YES               | YES           |
| OCFA     | HP       | Field Hazmat Medic Pay                               | YES               | YES           |
| OCFA     | HS       | Field Hazmat Specialty Pay                           | YES               | YES           |
| OCFA     | HSO      | Field Overtime Hazmat Specialty Pay                  | NO                | NO            |
| OCFA     | K9       | Canine Pay   | YES               | YES           |
| OCFA     | LF5      | COA Longevity - 5 years (Chief Officers Association) | NO                | YES           |
| OCFA     | LFM      | Longevity  | NO                | YES           |
| OCFA     | LM4      | OCFAMA Longevity - 4 years (Managers Association)    | NO                | YES           |
| OCFA     | LM9      | OCFAMA Longevity - 9 years (Managers Association)    | NO                | YES           |
| OCFA     | MCA      | EXECUTIVE MGMT CAR ALLOWANCE                         | NO                | YES           |
| OCFA     | ME       | EDUCATION PAY - 7.5%                                 | YES               | YES           |
| OCFA     | MPC      | Manpower Coordinator Pay                             | YES               | YES           |
| OCFA     | MPO      | Manpower Coordinator OT                              | NO                | NO            |
| OCFA     | MU       | Move-Up for Dispatchers                              | YES               | YES           |
| OCFA     | OC       | On Call  | NO                | NO1           |
| OCFA     | PI       | Paramedic Incentive Pay - Shift FAE                  | YES               | YES           |
| OCFA     | PIM      | Shift Incentive Pay - MEDIC/PIO                      | YES               | YES           |
| OCFA     | PIO      | Shift Incentive Pay - PIO OVERTIME                   | NO                | NO            |
| OCFA     | PIP      | Shift Incentive Pay - PIO                            | YES               | YES           |
| OCFA     | PMB      | ECC Night Assignment Pay                             | YES               | YES           |
| OCFA     | PMO      | Shift Incentive Pay - MEDIC/PIO OVERTIME             | NO                | NO            |
| OCFA     | PT       | Paramedic Pay - Shift                                | YES               | YES           |
| OCFA     | PTE      | Paid Annual Leave Payout (Term) - EM                 | NO                | NO            |
| OCFA     | REV      | Retro Pay - Ventura Ruling                           | YES               | YES           |
| OCFA     | RHC      | Retro Holiday Comp                                   | YES               | YES           |
| OCFA     | RHP      | Retro Holiday Comp                                   | YES               | YES           |
| OCFA     | RMP      | Reimbursement of Medical Premium                     | NO                | NO            |
| OCFA     | RVE      | Retro Vacation Earnings - Legacy                     | N/A               | YES           |
| OCFA     | RVE-P    | Retro Vacation Earnings - PEPRA                      | NO                | N/A           |
| OCFA     | SAO      | Shift Assignment Pay - PIO OVERTIME                  | NO                | NO            |
| OCFA     | SAP      | Shift Assignment Pay - PIO                           | YES               | YES           |
| OCFA     | SC       | Sick Leave Conversion - Annualized Rate              | NO                | NO            |
| OCFA     | SCV      | Sick Leave - COVID19                                 | YES               | YES           |
| OCFA     | SGP      | Accrual Garden Grove Separation Payout               | NO                | NO            |
| OCFA     | SH       | Staff Hazmat Incentive Pay                           | YES               | YES           |
| OCFA     | SHO      | Staff Overtime Hazmat Incentive Pay                  | NO                | NO            |
| OCFA     | SI       | Staff Incentive Pay                                  | YES               | YES           |
| OCFA     | SIO      | Staff Overtime Incentive Pay                         | NO                | NO            |
| OCFA     | SM       | Staff Medic Incentive Pay                            | YES               | YES           |
| OCFA     | SMO      | Staff Overtime Medic Incentive Pay                   | NO                | NO            |
| OCFA     | SPP      | Spring Premium Pay (Comp)                            | YES               | YES           |
| OCFA     | SU       | Staff USAR Medic Incentive Pay                       | YES               | YES           |
| OCFA     | SUO      | Staff Overtime USAR Medic Incentive Pay              | NO                | NO            |
| OCFA     | SX       | Sick Leave Payoff - Termination                      | NO                | NO            |
| OCFA     | TRT      | Field Tech Rescue Truck Pay                          | YES               | YES           |
| OCFA     | TTO      | Field Overtime Tech Rescue Truck Pay                 | NO                | NO            |
| OCFA     | UM       | USAR MEDIC BONUS                                     | YES               | YES           |
| OCFA     | US       | USAR Bonus   | YES               | YES           |
| OCFA     | VC       | Vacation Conversion - Annualized Rate                | NO                | YES2          |
| OCFA     | VE       | Vacation Payoff - Legacy (Excess)                    | NO                | YES           |
| OCFA     | VE-P     | Vacation Payoff - PEPRA (Excess)                     | NO                | N/A           |
| OCFA     | VP3      | Vacation Payoff                                      | NO                | YES2          |
| OCFA     | VPT      | Vacation PayOff - Termination                        | NO                | NO            |
| OCFA     | WSS      | Workers Comp Safety Supp                             | YES               | YES           |

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