



# 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	AMS	Air Ops Medic Specialist Level Pay	YES	YES
OCFA	AO	Shift Airops Hazardous Duty Pay	YES	YES
OCFA	AOO	Shift Airops Hazardous Duty Pay Overtime	NO	NO
OCFA	AOS	AIR OPS SPECIALIST LEVEL PAY	YES	YES
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	ASP	ARFF SPEC	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	CO	COMPANY OFFICER PAY	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

**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	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	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	HD	HAZARDOUS DUTY PAY	YES	YES
OCFA	HEM	Hand Crew Firefighter Emergency Medical Technical	YES	YES
OCFA	HH	Holiday Pay	YES	YES
OCFA	HHC	HFE0 APPRENTICE PAY – HC	YES	YES
OCFA	HM	Hazardous Materials	YES	YES
OCFA	HP	Field Hazmat Medic Pay	YES	YES
OCFA	HPS	HAZMAT MEDIC SPECIALIST	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	LHC	LEAD HELICOPTER CREW CHIEF PAY	YES	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	RCE	RETRO COMPENSATION EARNABLE	YES	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	SSL	Staff Specialist Level Pay 5%	YES	YES
OCFA	STL	Staff Technician Level Pay 2.5%	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	T10	Temporary Special Assignment Pay - 10%	YES	YES
OCFA	TRS	TRT SPECIALIST PAY	YES	YES

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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	UMS	USAR MEDIC SPECIALIST PAY	YES	YES
OCFA	US	USAR Bonus	YES	YES
OCFA	USP	USAR SPECIALIST PAY	YES	YES
OCFA	VC	Vacation Conversion - Annualized Rate	NO	YES <sup>2</sup>
OCFA	VE	Vacation Payoff - Legacy (Excess)	NO	YES
OCFA	VE-P	Vacation Payoff - PEPRA (Excess)	NO	N/A
OCFA	VP3	Vacation Payoff	NO	YES <sup>2</sup>
OCFA	VPT	Vacation PayOff - Termination	NO	NO
OCFA	WSS	Workers Comp Safety Supp	YES	YES

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