

## Alameda Health System Pay Items

As of 09-12-2019

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
100	REGULAR	Yes	Yes	
101	EXEMPT EXTRA HOURS 1.5	No	No	
102	REGULAR CONTRACTOR	No	No	
103	PHYSICIAN EXTRA HOURS	No	No	
104	MEET & CONFER	Yes	Yes	
105	MODIFIED DUTY	Yes	Yes	
106	STEWARD LEAVE	Yes	Yes	
107	PHYSICIAN CONTRACT PAY	No	No	
109	SITTER PAY	Yes	Yes	
111	MEETING PAY	Yes	Yes	
114	MAGNET ACTIVITY	Yes	Yes	Approved 6/7/17
125	ADMINISTRATIVE LEAVE	Yes	Yes	
126	BEREAVEMENT	Yes	Yes	
127	COMP TIME	Yes	Yes	
128	EDUCATIONAL LEAVE	Yes	Yes	
129	JURY DUTY	Yes	Yes	
130	MANAGERS PAID LEAVE	Yes	Yes	
131	MILITARY LEAVE	Yes	Yes	
132	WORKERS COMP LEAVE	Yes	Yes	
133	WORKERS COMP LEAVE APPTS	Yes	Yes	
134	HOME STUDY EDUCATION LEAVE	Yes	Yes	
135	IN SERVICE EDUCATIONAL TRAINING	Yes	Yes	
137	ADMINISTRATIVE DUTIES	Yes	Yes	Effective 10/8/17 Approved 2/23/18
140	ORIENTATION PAY	Yes	Yes	
141	PSYCHIATRISTS EVENING FLAT RATE	Yes	Yes	Effective 5/8/16 Approved 1/19/17
142	WORKERS COMP TEMP DISABILITY	No	No	
150	HOLIDAY BASE NON-ACCRUED	No	No	
151	HOLIDAY BASE ACCRUED	Yes	Yes	
155	FLOATING HOLIDAY	Yes	Yes	
160	HOLIDAY IN LIEU	Yes	Yes	
161	HOLIDAY BANK	No	No	
162	COMP TIME BANK	No	No	
165	HOLIDAY IN LIEU PAYOUT	No	No	
175	MAJOR MEDICAL	Yes	Yes	
176	VACATION PAY OUT	Yes	No	Effective 7/20/14
177	SICK LEAVE	Yes	Yes	
178	VACATION	Yes	Yes	
179	VACATION BUY BACK	No	No	
180	VACATION SELL	Yes	No	Effective 7/20/14
181	VACATION SELL OTHER (LTD)	Yes	No	Effective 7/20/14
182	SICKLEAVE INTERMITTENT	Yes	Yes	
183	SICK LEAVE EXTENDED	Yes	Yes	
186	PAID TIME OFF PAY OUT	Yes	No	

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		Tiers 1 & 2	Tier 4	
188	PAID TIME OFF	Yes	Yes	
189	PAID TIME OFF EMERGENCY	Yes	Yes	
190	PAID TIME OFF SELL	Yes	No	Effective 7/20/14
191	PAID TIME OFF SELL (LTD)	Yes	No	Effective 7/20/14
196	MGT TIME OFF PAY OUT	Yes	No	
198	MGT TIME OFF	Yes	Yes	
199	MGT TIME OFF SELL	Yes	No	Effective 7/20/14
200	STANDBY 1/2 RATE	Yes	No	Effective 7/20/14
201	12HR SHIFT PAY	Yes	Yes	
202	STANDBY 3/4 RATE	Yes	No	
203	CALL BACK	No	No	
204	FIRST ON-CALL	No	No	
205	HIGHER ITEM	Yes	Yes	
206	OFF DUTY PAY 1/10	No	No	
207	OFF DUTY PAY 1/20	No	No	
208	PRE-SHIFT CALL BACK	No	No	
209	SECOND ON-CALL	No	No	
210	STANDBY 1/8 RATE	Yes	No	Effective 7/20/14
211	STANDBY 1/4 RATE	Yes	No	Effective 7/20/14
212	ON-CALL ORTHO	Yes	No	
213	DTR REGISTRATION	Yes	Yes	
219	UAPD EXTRA SHIFT \$30 PH	Yes	Yes	Effective 12/14/17
220	TRAINING PAY GROUP 1	Yes	Yes	Effective 4/1/17
221	TRAINING PAY GROUP 2	Yes	Yes	Effective 4/1/17
222	TRAINING PAY GROUP 3	Yes	Yes	Effective 4/1/17
229	MID-LEVEL PRACTITIONER SPECIALTY FOOTNOTE 3%	Yes	Yes	
23T	EVENING \$12.00 PER HOUR	Yes	Yes	Effective 6/21/2015
23U	NIGHT \$27.00 PER HOUR	Yes	Yes	Effective 6/21/2015
230	BILINGUAL	Yes	Yes	
231	CLINICAL NURSE SUBSTITUTE/LVN IV THERAPY	Yes	Yes	
232	MULTI-LINGUAL	Yes	Yes	
233	ALTERNATE RANGE	Yes	Yes	
234	LEAD OR CHARGE DIFFERENTIAL 5%	Yes	Yes	
235	BARBER DUTIES	Yes	Yes	
237	NURSING WARD DUTIES	Yes	Yes	
238	LEAD OR CHARGE DIFFERENTIAL 10%	Yes	Yes	
239	RESP HIGH RISK INFANT/SA DIFF	Yes	Yes	
240	PRECEPTOR	Yes	Yes	
241	RN PRECEPTOR	Yes	Yes	
242	SEIU MULTI-LINGUAL	Yes	Yes	
243	SEIU BILINGUAL	Yes	Yes	
245	EMERGENCY PAY BOARD CERTIFIED	No	No	
246	EMERGENCY PAY NON CERTIFIED	No	No	
247	BILINGUAL PAY 4%	No	No	
248	JGP WEEKEND DAY 11%	Yes	Yes	

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		Tiers 1 & 2	Tier 4	
249	JGP WEEKEND NIGHT 22%	Yes	Yes	
250	EVENING 7%	Yes	Yes	
251	EVENING NURSE 11%	Yes	Yes	
252	NIGHT 9%	Yes	Yes	
253	NIGHT NURSE 15.5%	Yes	Yes	
254	NIGHT NURSE 17%	Yes	Yes	
256	WEEKEND 5%	Yes	Yes	
258	WEEKEND NURSE EXCESS 20%	Yes	Yes	
259	EVENING 15%	Yes	Yes	
26I	EVENING PREMIUM \$32.97 PER HOUR	Yes	Yes	Effective 6/21/2015
26J	EVENING PREMIUM \$48.27 PER HOUR	Yes	Yes	Effective 6/21/2015
26M	EVENING \$11.00 PER HOUR	Yes	Yes	Effective 6/5/2016 Approved 1/19/2017
260	NIGHT 30%	Yes	Yes	
261	STANDBY EVENING 7% 1/2 RATE	Yes	No	Effective 7/20/2014
262	STANDBY EVENING 11% 3/4 RATE	Yes	No	Effective 7/20/2014
263	STANDBY EVENING 15% 1/8 RATE	Yes	No	Effective 7/20/2014
264	STANDBY NIGHT 9% 1/2 RATE	Yes	No	Effective 7/20/2014
265	STANDBY NIGHT 15.5% 3/4 RATE	Yes	No	Effective 7/20/2014
266	STANDBY NIGHT 30% 1/8 RATE	Yes	No	Effective 7/20/2014
267	STANDBY EVENING 17% 1/2 RATE	Yes	No	Effective 7/20/2014
268	STANDBY NIGHT 17% 3/4 RATE	Yes	No	Effective 7/20/2014
269	STANDBY EVENING 11% 1/2 RATE	Yes	No	Effective 7/20/2014
270	STANDBY NIGHT 15.5% 1/2 RATE	Yes	No	Effective 7/20/2014
271	STANDBY EVENING 7% 1/8 RATE	Yes	No	Effective 7/20/2014
272	STANDBY NIGHT 9% 1/8 RATE	Yes	No	Effective 7/20/2014
273	STANDYBY EVENING 7% 1/4 RATE	Yes	No	Effective 7/20/2014
274	STANDYBY EVENING 9% 1/4 RATE	Yes	No	Effective 7/20/2014
275	JGP RN WEEKEND NIGHT 26%	Yes	Yes	
276	JGP RN WEEKEND NIGHT 33%	Yes	Yes	
277	BILINGUAL OT	No	No	
278	CLINICAL NURSE SUBSTITUTE OT	No	No	
279	MULTI-LINGUAL OT	No	No	
280	ALTERNATE RANGE OT	No	No	
281	LEAD OR CHARGE DIFFERENTIAL 5% OT	No	No	
282	BARBER DUTIES OT	No	No	
283	NURSING WARD DUTIES OT	No	No	
284	LEAD OR CHARGE DIFFERENTIAL 10% OT	No	No	
285	RESP HIGH RISK INFANT/SA DIFF OT	No	No	
286	PRECEPTOR OT	No	No	
287	RN PRECEPTOR OT	No	No	
288	SEIU MULTI-LINGUAL OT	No	No	
289	SEIU BILINGUAL OT	No	No	
290	BILINGUAL PAY 4% OT	No	No	

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		Tiers 1 & 2	Tier 4	
291	EVENING 7% OT	No	No	
292	EVENING NURSE 11% OT	No	No	
293	NIGHT 9% OT	No	No	
294	NIGHT NURSE 15.5% OT	No	No	
295	NIGHT NURSE 17% OT	No	No	
296	WEEKEND 5% OT	No	No	
297	WEEKEND NURSE EXCESS 20% OT	No	No	
298	EVENING 15% OT	No	No	
299	NIGHT 30% OT	No	No	
300	OVERTIME	No	No	
301	OVERTIME FLSA	No	No	
302	DOUBLE OVERTIME F/T 2.0	No	No	
303	PART TIME EXTRA SHIFT 2.0	No	No	
304	DOUBLE OVERTIME FLSA	No	No	
305	PART TIME EXTRA SHIFT 1.5	No	No	
350	HOLIDAY 1.5 BASE NON-ACCRUED	No	No	
351	HOLIDAY 1.5 BASE ACCRUED	Yes	Yes	
360	DTR REGISTRATION OT	No	No	
400	BONUS - HIRING OR RETENTION	No	No	
401	REFERRAL INCENTIVE	No	No	
402	RELOCATION ALLOWANCE	No	No	
403	CHIEF RESIDENT DIFF BONUS	No	No	
404	HOUSING ALLOWANCE EARNINGS	Yes	No	
405	AUTO ALLOWANCE EARNINGS	Yes	No	
406	SEVERANCE PAY	No	No	
407	SETTLEMENT-P	Yes	Yes	
408	SETTLEMENT-NP	No	No	
409	GROSS UP-P	No	No	
410	GROSS UP -NP	No	No	
420	BONUS INCENTIVE	No	No	
450	RETRO	Yes	Yes	
451	RETRO HOLIDAY	Yes	Yes	
453	AIP (ANNUAL INCENTIVE PLAN) LUMP SUM	No	No	Effective 9/6/19
500	DOMESTIC PARTNER	No	No	
501	GROUP TERM LIFE	No	No	
505	BENEFIT DEPENDENT	No	No	
506	BRIDGE LOAN FORGIVE	No	No	
600	FAMILY CARE LEAVE - LWOP	No	No	
601	LEAVE WITHOUT PAY	No	No	
602	LWOP FMLA/SDI/WC	No	No	
603	INTERMITTENT LEAVE-BENEFITS	No	No	
604	12 HOUR NON-CALC	No	No	
607	Ineligible - HR Compliance	No	No	Effective 4/16/19 For tracking purpose only

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As of 09-12-2019

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
700	FLEX CREDITS	No	No	
701	FLEX SHARED SAVINGS	No	No	
800	MANAGEMENT REIMBURSEMENT	No	No	
801	VISION REIMBURSEMENT	No	No	
802	MILEAGE REIMBURSEMENT	No	No	
803	EDUCATION REIMBURSEMENT	No	No	
804	ACERA REFUND ACRRFP	No	No	
805	ESTATE EARNINGS DECEASED EE	Yes	Yes	
811	BOARD OF TRUSTEE PAY	No	No	Effective 9/6/19 Not ACERA Members
900	VOLUNTARY TIME OFF	No	No	
906	HISTORY EARNINGS UNSPECIFIED- PHYSICIAN FEES	No	No	
950	FOOTNOTE	No	No	
951	PREMIUM FOOTNOTE	No	No	
955	HISTORY DOM PRTNR(DO NOT USE)	No	No	