

Alameda Health System Pay Items

As of 12/18/2025

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/Exempt Extra Hours 2.0	No	No	
103	Physician Extra Hours/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	
108	Loan Union	Yes	Yes	Effective 8/2019 Approved 10/15/2020
109	Sitter Pay	Yes	Yes	
110	AHD Birthday*	No	No	
111	Meeting Pay	Yes	Yes	
112	Training>2 Hours*	No	No	
113	SEIU Extra Shift*	No	No	
114	Magnet Activity	Yes	Yes	Approved 6/7/2017
124	Educ Leave SLH*	No	No	
125	Administrative Leave	Yes	Yes	
126	Bereavement	Yes	Yes	
127	Comp Time	Yes	Yes	Inactive 4/9/2020
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	
136	AHS Deposition*	No	No	
137	AHD Administrative Duties	Yes	Yes	Effective 10/8/2017 Approved 2/23/2018
138	AHD Echo Tech Orientation*	No	No	
139	AHD Diretory Pay*	No	No	
140	Oriention Pay	Yes	Yes	
141	Psychs Eve Flat Rate	Yes	Yes	Effective 5/8/2016 Approved 1/19/2017
142	Workers Comp Temp Disability	No	No	
143	ACERA Adj Negative	Yes	Yes	
144	ACERA Adj Positive	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	Inactive 4/9/2020

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		Tiers 1 & 2	Tier 4	
165	Holiday In Lieu Payout	No	No	
174	CIR Paid Time Off	No	No	
175	Major Medical	Yes	Yes	
176	Vacation Pay Out	Yes	No	Effective 7/20/2014
177	Sick Leave	Yes	Yes	
178	Vacation	Yes	Yes	
179	Vacation Buy Back	No	No	
180	Vacation Sell	Yes	No	Effective 7/20/2014
181	Vacation Sell Other (LTD)	Yes	No	Effective 7/20/2014 4/9/2020 Inactive
182	Sick Leave Intermittent	Yes	Yes	
183	Sick Leave Extended	Yes	Yes	
186	Paid Time Off Pay Out	Yes	No	
188	Paid Time Off	Yes	Yes	
189	PTO Emergency	Yes	Yes	
190	Paid Time Off Sell	Yes	No	Effective 7/20/2014
191	Paid Time Off Sell (LTD)	Yes	No	Effective 7/20/2014 4/9/2020 Inactive
192	Discretionary Time Off (DTO)	Yes	Yes	Effective 8/9/2020
196	Mgt Time Off Pay Out	Yes	No	
198	Mgt Time Off	Yes	Yes	
199	Mgt Time Off Sell	Yes	No	Effective 7/20/2014
200	Standby 1/2 Reate	Yes	No	Effective 7/20/2014
201	12HR Shift Pay	Yes	Yes	Inactive 4/9/2020
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 7/20/2014
211	Standby 1/4 Rate	Yes	No	Effective 7/20/2014
212	On-Call Ortho	Yes	No	Inactive 4/6/2020
213	DTR Registration	Yes	Yes	
214	AHD Physician ER Oncall \$700*	No	No	
215	On Call Ortho \$400.00 Day*	No	No	
216	On Call Ortho AHD*	No	No	
217	On Call Ortho SLH*	No	No	
218	Second On-Call Ortho \$300 Day*	No	No	
219	UAPD Extra Shift \$30 PH	Yes	Yes	Effective 12/14/2017
220	Training Pay Group 1	Yes	Yes	Effective 4/1/2017

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		Tiers 1 & 2	Tier 4	
221	Training Pay Group 2	Yes	Yes	Effective 4/1/2017 Inactive 1/1/2023 Reinstated 11/21/2024
222	Training Pay Group 3	Yes	Yes	Effective 4/1/2017 Inactive 1/1/2023
229	MLP Specialty Footnote 3%	Yes	Yes	
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	
236	Charge \$24 Per Unit*	No	No	
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	
244	Preceptor CNA*	No	No	
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	
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	
255	Weened Diff \$20 Per Shift*	No	No	
256	Weekend 5%	Yes	Yes	
257	12H Relief Chrg \$30 Per Unit*	No	No	
258	Weekend Nurse Excess 20%	Yes	Yes	
259	Evening 15%	Yes	Yes	
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

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		Tiers 1 & 2	Tier 4	
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	Standby Evening 7% 1/4 Rate	Yes	No	Effective 7/20/2014
274	Standby 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/LVN IV Therapy OT	No	No	
279	Multil-Lingual OT	No	No	
280	Alternate Range OT	No	No	
281	Lead OR Charge Differential OT	No	No	
282	Barber Duties OT	No	No	
283	Nursing Ward Duties OT	No	No	
284	Lead OR Charge Differentil 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 4% OT	No	No	
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/Overtime PR132	No	No	
302	Double Overtime F/T 2.0	No	No	
303	Part Time Extra Shift 2.0	No	No	
304	Double Overtime FLSA/Double Overtime PR132	No	No	
305	Part Time Extra Shift 1.5	No	No	
307	Psch SAN Noc Flat Holiday Wk	No	No	
350	Holiday 1.5 Base Non-ACCRUED	No	No	
351	Holiday 1.5 Base Accrued	Yes	Yes	
352	AHD Birthday Worked 1.5 Base*	No	No	
360	DTR Registration OT	No	No	
400	Bonus - Hiring Or Retention	No	No	
401	Referral Incentive	No	No	

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		Tiers 1 & 2	Tier 4	
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	
411	Missed Break*	No	No	
412	Missed Meal*	No	No	
413	Shift Bonus Incentive \$150*	No	No	
414	Additional Shift Bonus Inc*	No	No	
415	SLH RN Year End Bonus*	No	No	
416	AHS Mis Break RN*	No	No	
417	AHS Mis Meal RN 1.5*	No	No	
418	Bonus - Other*	No	No	
419	Emp/Sup of Quarter Award*	No	No	
420	Bonus Incentive - NP	No	No	
421	Missed Meal Penalty	No	No	Effective 1/1/2023 Board of Retirement 1/16/2025 Board of Retirement 3/20/2025
422	Missed Break Penalty	No	No	Effective 1/1/2023 Board of Retirement 1/16/2025 Board of Retirement 3/20/2025
450	Retro	Yes	Yes	
451	Retro Holiday	Yes	Yes	
452	COLA Lump Sum/ACMEA Lump Sum Payment	Yes	No	Effective 9/6/2019
453	AIP (ANNUAL INCENTIVE PLAN) LUMP SUM	No	No	Effective 9/6/2019
454	Pager Pay	No	No	Effective 4/1/2017
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	No	No	
604	12 Hour Non-Calc	No	No	
605	Vacation Unpaid SLH*	No	No	
606	TLO - Temp Layoff*	No	No	
607	Ineligible - HR Compliance	No	No	Effective 4/16/2019 For tracking purpose only
700	Flex Credits	No	No	
701	Flex Shared Savings	No	No	

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Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
702	457F Plan Distribution*	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/ACERA Refund	No	No	
805	Estate Earnings Deceased EE	Yes	Yes	
806	Overpayment*	No	No	
807	Moving Expenses - Qualified*	No	No	
808	AHS Pension Plan Refund*	No	No	
809	Multi ER Pension Plan Refund*	No	No	
810	Uniform Stipend*	No	No	
900	Voluntary Time Off	No	No	
906	History Earnings Unspecified - Physician Fees	No	No	Inactive 4/9/2020
950	Footnote	No	No	Inactive 4/9/2020
951	Premium Footnote	No	No	Inactive 4/9/2020
955	History DOM PRTNR(DO NOT USE)	No	No	Inactive 4/9/2020
999	AP Employee Expense*	No	No	
12A	COVID-19 Admin Leave	Yes	Yes	Effective 4/1/2020
12B	COVID-19 EPSL/PESL (Paid Sick Leave)	Yes	Yes	Effective 4/1/2020
12C	COVID-19 PEFL (FMLA)	Yes	Yes	Effective 4/1/2020
12D	COVID-19 SPSL	Yes	Yes	Effective 1/1/2021 Approved 5/20/2021
12F	COVID -19 FAMILY	Yes	Yes	
20A	Call Back Straight Time*	No	No	
20B	Call Back Not On Stranby \$10 PH*	No	No	
20C	Rest Between Shifts*	No	No	
20D	Standby \$4.00*	No	No	
20E	AHD PB SS Food Handler Cert	No	No	
20F	AHD L6 Lead Pay Diff	No	No	
20G	AHD L6 Imaging Tech Training	No	No	
20J	AHS PBX XTRA SHFT INCENTIVE	No	No	Effective 7/7/2024 Board of Retirement 9/19/2024
20L	AHD PBX EXTRA SHFT INCENTIVE	No	No	Effective 7/7/2024
20M	RCP III DIF 5%	Yes	Yes	Effective 6/1/2024 Board of Retirement 5/22/2025

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Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
21A	Certified or Registered Techs	Yes	Yes	Effective 2012 Board of Retirement 8/19/2021
22F	MHS Escort	Yes	Yes	Effective 9/3/2025 Board of Retirement 12/18/2025
23A	Lead Pay Differential*	No	No	
23B	Split Shift Pay*	No	No	
23C	Stripping And Refinishing Diff*	No	No	
23D	Premium Pay 1.5*	No	No	
23E	Lead Pay \$2.00*	No	No	
23F	CNA Cert Pay*	No	No	
23G	AHD CNA Preceptor *	No	No	
23H	AHD SEIU Preceptor*	No	No	
23I	AHD SEIU Heavy Duty Pay*	No	No	
23J	AHD Central Supply Tech Premiu*	No	No	
23K	AHD Evening \$1.70*	No	No	
23L	AHD Evening \$4.00*	No	No	
23M	AHD Evening \$4.91*	No	No	
23N	AHD Evening \$5.00*	No	No	
23O	AHD Night \$8.54*	No	No	
23P	AHD Night \$9.00*	No	No	
23Q	SLH SEIU PM \$1.50*	No	No	
23R	SLH SEIU Night \$2.25*	No	No	
23S	AHD Wess PM Ngt DF \$.50*	No	No	
23T	Evening \$13.00 Per Hour	Yes	Yes	Effective 6/21/2015
23U	Night \$27.00 Per Hour	Yes	Yes	Effective 6/21/2015
23V	AHD SEIU Weekend Dif \$7.6*	No	No	
23W	SLH L6 Student Coordinator*	No	No	
23X	AHD L6 Weekend Dif \$16 Per Shf*	No	No	
23Y	AHD L6 Preceptor \$10 per Shift*	No	No	
23Z	Level II Multilingual	Yes	Yes	
24A	AHD L29 CB Not On Call 1.5 Base*	No	No	
24B	AHD Weekend \$1.25 Per Hour*	No	No	
24C	AHD Local 29 Evening 9%*	No	No	
24D	AHD Local 29 Night 12%*	No	No	
24E	AHD L29 Relief Chrg \$25 P/D*	No	No	
24F	AHD Local 6 Evening \$2.90*	No	No	
24G	AHD Local 6 Night \$3.63*	No	No	
24H	AHD CNA Evening*	No	No	
24I	AHD CNA Night*	No	No	
24J	AHD SEIU Evening \$1.65*	No	No	
24K	AHD SEIU Night \$1.90*	No	No	
24L	AHD LVN Evening \$2.15*	No	No	

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		Tiers 1 & 2	Tier 4	
24M	AHD LVN Night \$2.60*	No	No	
24N	AHD Weekend SS RN'S \$8.00 PSHF*	No	No	
24O	AHD Weekend LVN \$10.00 Per Hr*	No	No	
24P	AHD SEIU Split Shift*	No	No	
24Q	AHD Local 6 Callback 3 Hrs \$175*	No	No	
24R	AHD Local 39 Director Pay*	No	No	
24S	AHD Tech Procedure*	No	No	
24T	AHD Echo Tech Procedure*	No	No	
24U	AHD Tech Procedure Callback*	No	No	
24V	AHD Echotech Proced Callback*	No	No	
24W	WE Incidntl OT*	No	No	
24X	AHD On Call Pharmancy Unrep \$60*	No	No	
24Y	Evening \$1.25*	No	No	
24Z	Night \$1.50*	No	No	
25A	Weekend Diff Xray \$12 Per Shf*	No	No	
25B	Evening 10%*	No	No	
25C	Night 15%*	No	No	
25D	Evening 13%*	No	No	
25E	Night 18.5%*	No	No	
25F	Eve Night \$1.5 Per Hour*	No	No	
25G	SLH 3rd Consecutive Weekend*	No	No	
25H	Evening \$0.75*	No	No	
25I	Evening \$1.00*	No	No	
25J	Evening \$2.00*	No	No	
25K	Evening \$1.75*	No	No	
25L	Evening \$3.00*	No	No	
25M	Evening \$3.44*	No	No	
25N	Night \$1.00*	No	No	
25O	Night \$2.00*	No	No	
25P	Night \$3.00*	No	No	
25Q	Night \$1.25*	No	No	
25R	Night \$5.15*	No	No	
25S	Night \$5.00*	No	No	
25T	Night 20%*	No	No	
25U	Weekend Dif \$20*	No	No	
25V	Weekend Dif \$5.6*	No	No	
25W	Weekend Dif 12Hr \$30 Per Shift*	No	No	
25X	Extra Shift 25%*	No	No	
25Y	AHD Evening \$1.35*	No	No	
25Z	AHD Night \$2.20*	No	No	
26A	Standby Evening 10% 1/2 Rate*	No	No	
26B	Standby Night 15% 1/2 Rate*	No	No	
26C	Standby Evening 13% 1/2 Rate*	No	No	
26D	Standby Night 18.5% 1/2 Rate*	No	No	
26E	Standby Evening 10% 3/4 Rate*	No	No	

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		Tiers 1 & 2	Tier 4	
26F	Standby Night 15% 3/4 Rate*	No	No	
26G	Standby Evening 13% 3/4 Rate*	No	No	
26H	Standby Night 18.5 3/4 Rate*	No	No	
26I	Evening Premium \$36.8182 Per Hour	Yes	Yes	Effective 6/21/2015
26J	Evening Premium \$48.27 Per Hour	Yes	Yes	Effective 6/21/2015
26K	Emergency Pay - Day Board Cert*	No	No	
26L	Emergency pay - Day NonBrd Cert*	No	No	
26M	Evening \$11.00 Per Hour	Yes	Yes	Effective 6/5/2016 Approved 1/19/2017
26N	Weekend Diff \$15 SL SEIU*	No	No	
26O	Psyc Night 25%	Yes	Yes	Effective 12/1/2018
26P	Psyc Evening 15%	Yes	Yes	Effective 12/1/2018
26Q	AHD L6 Technologist Trainer 10% Maximun 80 Hou	Yes	Yes	
26R	AHD L6 Technologist Trainer 10% Maximun 80 Hou	Yes	Yes	
26S	SLH L39 Chief Relief Pay 25%	No	No	
26T	CEF Comp Extra Shifts	No	No	
28E	AHD L6 Weekend 1.5 Base OT*	No	No	
28F	AHD L29 Weekend \$1.25 Per Hr OT*	No	No	
28G	AHD Local 29 Evening 9% OT*	No	No	
28H	AHD Local 29 Night 12% OT*	No	No	
28J	AHD Local 6 Evening 9% OT*	No	No	
28K	AHD Local 6 Night \$3.63 OT*	No	No	
28L	AHD CNA Evening OT*	No	No	
28M	AHD CNA Night OT*	No	No	
28N	AHD SEIU Eveing 1.65 OT*	No	No	
28O	AHD SEIU Night \$1.90 OT*	No	No	
28P	AHD LVN Evening \$2.15 OT*	No	No	
28Q	AHD LVN Night \$2.60 OT*	No	No	
28R	AHD Weekend SS RN's \$8.00 OT*	No	No	
28S	AHD Weekend LVN \$10.00 OT*	No	No	
28T	AHD SEIU Split Shift OT*	No	No	
28U	AHD Wess PM Ngd DF \$.50 OT*	No	No	
28V	AHD L6 CT Procedure 5%*	No	No	
28W	AHD PB SS Food Handler Cert OT	No	No	
28Y	SEIU RN Specialty Cert Pay 3%	Yes	Yes	Effective 1/1/2025 Board of Retirement 6/18/2025
29A	Evening 10% OT*	No	No	
29B	Night 15% OT*	No	No	
29C	Evening 13% OT*	No	No	
29D	Night 18.5% OT*	No	No	
29E	Eve Night \$1.5 Per Hour OT*	No	No	
29F	3rd Consecutive Weekend OT*	No	No	
29G	Charge \$20 Per Unit OT*	No	No	
29H	Preceptor CNA OT*	No	No	
29I	Weekend Diff \$20 per Shift OT*	No	No	

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		Tiers 1 & 2	Tier 4	
29J	12th Relief \$30 Per Unit OT*	No	No	
29K	Weekend Deff Xray \$12 PU OT*	No	No	
29L	Lead Pay \$3.00 OT*	No	No	
29M	Rest Between Shifts OT*	No	No	
29N	Evening \$12.00 OT*	No	No	
29O	Night \$27.00 OT	No	No	
29P	SLH SEIU PM \$1.5 OT	No	No	
29Q	SLH SEIU Night \$2.25 OT*	No	No	

NOTE * Employer deemed non pensionable