

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                     | Is it pensionable? |        | Notes                                                                          |
|----------|---------------------------------|--------------------|--------|--------------------------------------------------------------------------------|
|          |                                 | Tiers 1 & 2        | Tier 4 |                                                                                |
| 102      | Clerk, BOS                      | Yes                | No     |                                                                                |
| 103      | Countywide Budget Coordinator   | Yes                | No     | Original Determination 1/1/2013<br>Added New Job Code 3/7/2021                 |
| 104      | Finance Analyst                 | Yes                | No     |                                                                                |
| 105      | Asst Exec Ofc for Loc Agcy Com  | Yes                | No     |                                                                                |
| 106      | Supervisor (8215)               | Yes                | No     |                                                                                |
| 107      | Payroll Manager                 | Yes                | No     | Original Determination 1/1/2013<br>Added New Job Code 12/12/2021               |
| 108      | Audit Systems                   | Yes                | No     |                                                                                |
| 10Y      | Longevity Pay                   | Yes                | Yes    | Effective 1/1/2024<br>Board of Retirement 9/21/2023                            |
| 10Z      | Longevity 10 Year Zone 7        | Yes                | Yes    | Effective 6/22/25 for ACMEA & 1/4/26 for SEIU<br>Board of Retirement 7/17/2025 |
| 110      | Lead Coroner                    | Yes                | No     |                                                                                |
| 111      | Secretary/Coordinator-GSA       | Yes                | No     |                                                                                |
| 112      | Recorder                        | Yes                | No     |                                                                                |
| 113      | County Clerk                    | Yes                | No     |                                                                                |
| 116      | Lead Person (1812)              | Yes                | Yes    |                                                                                |
| 118      | Lead Minor Home Repair Program  | Yes                | No     |                                                                                |
| 120      | Secretary - Coliseum Authority  | Yes                | No     |                                                                                |
| 125      | Permits and Variance            | Yes                | No     |                                                                                |
| 141      | Architect/Real Estate Services  | Yes                | Yes    |                                                                                |
| 142      | Lead Responsibility-9240/9220   | Yes                | Yes    |                                                                                |
| 143      | Responsibility for Facilities   | Yes                | Yes    |                                                                                |
| 145      | DA Training Program             | Yes                | Yes    |                                                                                |
| 147      | Secretary - HRS                 | Yes                | No     |                                                                                |
| 148      | Secretary to Administrator      | Yes                | No     |                                                                                |
| 151      | Board of Supervisors            | Yes                | No     |                                                                                |
| 152      | Secretary to CAO                | Yes                | No     |                                                                                |
| 153      | Supervise Teleprocessing        | Yes                | No     |                                                                                |
| 154      | Major Countywide Project        | Yes                | No     |                                                                                |
| 156      | ITD Alt Class                   | Yes                | Yes    | Inactive 5/8/2018                                                              |
| 157      | Lead Responsibility(1131/1240)  | Yes                | No     |                                                                                |
| 159      | Specialist Group                | Yes                | Yes    |                                                                                |
| 161      | Superior Court Officer          | Yes                | Yes    |                                                                                |
| 165      | Peace Officer                   | Yes                | Yes    |                                                                                |
| 171      | Lead Resp. Guidance Clinic      | Yes                | No     |                                                                                |
| 172      | Child Psychiatry                | Yes                | Yes    |                                                                                |
| 174      | Agency-wide Respons for IS      | Yes                | No     |                                                                                |
| 175      | Res. Care Placement Coord.      | Yes                | No     |                                                                                |
| 183      | Weekend Standby                 | Yes                | No     | Effective 7/20/2014                                                            |
| 184      | Asst Supervisor of Buildings    | Yes                | Yes    |                                                                                |
| 185      | Lead Mid Level Practitioner     | Yes                | Yes    |                                                                                |
| 187      | Training Info Systems Division  | Yes                | No     |                                                                                |
| 188      | TB Controller                   | Yes                | No     |                                                                                |
| 189      | SIDS Program Coordinator        | Yes                | No     |                                                                                |
| 190      | Expert Witness Forensic         | Yes                | No     |                                                                                |
| 191      | Communicable Disease Director   | Yes                | No     |                                                                                |
| 192      | Lead Substance Abuse Counselor  | Yes                | No     |                                                                                |
| 128      | Weekend Standby                 | No                 | No     | Effective 7/20/2014                                                            |
| 201      | Manager Substitute Payee        | Yes                | No     |                                                                                |
| 202      | Certification                   | Yes                | Yes    |                                                                                |
| 204      | Associate Repr-Labor Rltns \$70 | Yes                | Yes    |                                                                                |
| 206      | Mid Level Practitioner          | Yes                | Yes    |                                                                                |
| 20Y      | Longevity Pay                   | Yes                | Yes    | Effective 1/1/2024<br>Board of Retirement 9/21/2023                            |
| 213      | Medications                     | Yes                | Yes    |                                                                                |
| 214      | Pre-Vocational Program          | Yes                | No     |                                                                                |

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|          |                                  | Tiers 1 & 2        | Tier 4 |                                                     |
| 218      | Charge Nurse                     | Yes                | Yes    |                                                     |
| 219      | Responsible for HR Functions     | Yes                | No     |                                                     |
| 223      | Dependency Investigation         | Yes                | Yes    |                                                     |
| 230      | Grants Respons- Alcohol & Drug   | Yes                | No     |                                                     |
| 232      | On-call Duty                     | Yes                | No     | Effective 7/20/2014                                 |
| 236      | Lead Responsibility(1122/0269)   | Yes                | Yes    |                                                     |
| 237      | Group Counselor                  | Yes                | Yes    |                                                     |
| 238      | Inst. Sup II Extra Shift Stipend | No                 | No     | Effective 2/9/2022<br>Board of Retirement 3/17/2022 |
| 239      | Supervisor-Library Driver Clrk   | Yes                | No     |                                                     |
| 240      | Cost Workers                     | Yes                | Yes    |                                                     |
| 241      | MSW or MA Degree (6730,6792)     | Yes                | Yes    |                                                     |
| 242      | Disability Director              | Yes                | No     |                                                     |
| 244      | Supervisor - ET (1473)           | Yes                | Yes    |                                                     |
| 246      | Administer Data Base             | Yes                | No     |                                                     |
| 248      | CCBA Grant -Intake Unit          | Yes                | Yes    |                                                     |
| 249      | Coord Oakland Homeless Fam Prg   | Yes                | No     |                                                     |
| 250      | Court Officer                    | Yes                | No     |                                                     |
| 252      | Quality Assurance                | Yes                | Yes    |                                                     |
| 254      | Supervise Team                   | Yes                | Yes    |                                                     |
| 255      | Adult Aging Department           | Yes                | No     |                                                     |
| 256      | State Contract                   | Yes                | No     |                                                     |
| 257      | Lead Responsibility(0280/0284)   | Yes                | Yes    |                                                     |
| 260      | Outreach Program                 | Yes                | Yes    |                                                     |
| 262      | Intermediate POST Certificate    | Yes                | Yes    |                                                     |
| 263      | Advanced POST Certificate        | Yes                | Yes    |                                                     |
| 264      | MS or MA Degree                  | Yes                | Yes    |                                                     |
| 265      | Adv.Post Cert. & MA/MS Degree    | Yes                | Yes    |                                                     |
| 266      | Education/Physical Fitness Pgm   | Yes                | Yes    |                                                     |
| 270      | AAP Case Assignment              | Yes                | Yes    |                                                     |
| 271      | Foster Care Elig Unit            | Yes                | Yes    |                                                     |
| 274      | MSW or MA Degree (6730)          | Yes                | Yes    |                                                     |
| 275      | MSW or MA Degree (6715)          | Yes                | Yes    |                                                     |
| 276      | MSW or MA Degree (6720)          | Yes                | Yes    |                                                     |
| 279      | Plans Checker-Comm Bldg Permit   | Yes                | No     |                                                     |
| 280      | Public Works Supervisor          | Yes                | No     |                                                     |
| 281      | Supervisor of Spec.Svcs(6120)    | Yes                | No     |                                                     |
| 282      | Associate Repr-Labor Relations   | Yes                | Yes    |                                                     |
| 284      | Emergency Response               | Yes                | No     | Effective 7/20/2014                                 |
| 288      | Bilingual (\$40) - 75 Hr         | Yes                | Yes    |                                                     |
| 289      | Bilingual (\$40) - 80 Hr         | Yes                | Yes    |                                                     |
| 28B      | Bilingual (\$55) – 75 Hr         | Yes                | Yes    | Effective 3/13/2016                                 |
| 291      | Lead Surveyor                    | Yes                | Yes    |                                                     |
| 293      | Hoseman Raker                    | Yes                | Yes    |                                                     |
| 295      | Inspector                        | Yes                | Yes    |                                                     |
| 296      | Crane Operator                   | Yes                | No     |                                                     |
| 297      | County Public Works Inspector    | Yes                | No     |                                                     |
| 298      | Paint Truck                      | Yes                | No     |                                                     |
| 299      | Excess Caseload                  | Yes                | Yes    |                                                     |
| 29B      | Bilingual (\$55) – 80 Hr         | Yes                | Yes    | Effective 3/13/2016                                 |
| 2B8      | Bilingual (\$60) – 75 Hr         | Yes                | Yes    | Effective 1/7/2024                                  |
| 2B9      | Bilingual (\$60) – 80 Hr         | Yes                | Yes    | Effective 1/7/2024                                  |
| 223      | On-call Duty                     | No                 | No     | Effective 7/20/2014                                 |
| 228      | Emergency Response - CPEPRA      | No                 | No     | Effective 7/20/2014                                 |
| 229      | Paint Truck - CPEPRA*            | No                 | No     |                                                     |
| 300      | Word Processing 1X Payment       | Yes                | No     | No Longer Used (6/15/2018)                          |
| 311      | Warehouse Coordinator            | Yes                | Yes    |                                                     |
| 312      | Supervisor (10 or more)          | Yes                | Yes    |                                                     |
| 313      | Supervise 10+ (5%)               | Yes                | Yes    |                                                     |

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|          |                                  | Tiers 1 & 2        | Tier 4 |                                                                 |
| 314      | Supervise 20+ (10%)              | Yes                | Yes    |                                                                 |
| 316      | Water Quality Analyst Cert       | No                 | No     |                                                                 |
| 317      | Number 3                         | Yes                | No     | Original Determination 1/1/2013<br>Amended Job Code 4/4/2021    |
| 318      | Chief Assist Coroner Pub Admin   | Yes                | No     |                                                                 |
| 320      | Training Supervisor-Dispatch Ctr | Yes                | No     |                                                                 |
| 321      | Supervising Coroner              | Yes                | No     |                                                                 |
| 322      | Coroner-Public Administration    | Yes                | No     |                                                                 |
| 324      | Explosive Ord. Detail            | Yes                | Yes    |                                                                 |
| 326      | Field Training Officer           | Yes                | Yes    |                                                                 |
| 330      | Canine Handler                   | Yes                | No     | Board of Retirement 11/21/2024                                  |
| 331      | Check Desk Responsibility        | Yes                | Yes    |                                                                 |
| 332      | Civil HQ-So County Marshal Ofc   | Yes                | No     |                                                                 |
| 334      | Records Section-Dublin Police    | Yes                | Yes    |                                                                 |
| 335      | AA Degree/Intermediate POST      | Yes                | Yes    |                                                                 |
| 336      | BA or BS Degree/Adv POST Cert    | Yes                | Yes    |                                                                 |
| 337      | MA or MS Degree                  | Yes                | Yes    |                                                                 |
| 338      | Education Requirement            | Yes                | Yes    |                                                                 |
| 339      | Alternate Work Schedule          | Yes                | Yes    | Original Determination 1/1/2013<br>Expanded Job Codes 9/19/2021 |
| 343      | Supervise Badge Personnel        | Yes                | No     |                                                                 |
| 345      | Additonal Sheriff Tech           | Yes                | Yes    |                                                                 |
| 347      | Investment Duties                | Yes                | No     |                                                                 |
| 350      | Rcruit/Retntion Resp_SwornPers   | Yes                | No     | Inactive 5/8/2018<br>Re-activated 3/20/2022                     |
| 353      | Emergency Compensation           | Yes                | Yes    | Effective 7/5/2015                                              |
| 359      | Combination Certification        | Yes                | Yes    |                                                                 |
| 361      | Performing Plans Review          | Yes                | Yes    |                                                                 |
| 369      | Pay for Performance              | No                 | No     |                                                                 |
| 370      | Senior Right of Way              | Yes                | Yes    |                                                                 |
| 372      | Relief Operator                  | Yes                | Yes    |                                                                 |
| 375      | Board/Commission Preparation     | Yes                | Yes    |                                                                 |
| 377      | Registered Engineer              | Yes                | No     |                                                                 |
| 378      | Alternate Range                  | Yes                | Yes    |                                                                 |
| 37P      | Registered Engineer-(CPEPRA)     | No                 | No     |                                                                 |
| 380      | Word Processing-Mgmt (5% same)   | Yes                | Yes    |                                                                 |
| 381      | Word Processing-Mgmt (10%same)   | Yes                | Yes    |                                                                 |
| 382      | Multilingual (\$45) - 75 Hr      | Yes                | Yes    |                                                                 |
| 383      | 25% Non-English Csld - 75 Hr     | Yes                | Yes    |                                                                 |
| 384      | Word Processing -as of 1/1/95    | Yes                | Yes    |                                                                 |
| 385      | Word Processing (\$40) 75 Hr     | Yes                | Yes    |                                                                 |
| 388      | Bilingual (\$21) - 80 Hr         | Yes                | Yes    |                                                                 |
| 38M      | Multilingual (\$60) – 75 Hr      | Yes                | Yes    | Effective 3/13/2016                                             |
| 390      | Bilingual (\$30) - 80 Hr         | Yes                | Yes    |                                                                 |
| 392      | Multilingual (\$35) - 80 Hr      | Yes                | Yes    |                                                                 |
| 393      | 25% Non-English Csld - 80 Hr     | Yes                | Yes    |                                                                 |
| 394      | Word Processing (\$40) 80 Hr     | Yes                | Yes    |                                                                 |
| 3M8      | Multilingual (\$65) – 75 Hr      | Yes                | Yes    | Effective 1/7/2024                                              |
| 401      | Surplus Property Administrator   | Yes                | No     |                                                                 |
| 402      | Equity Adjustment                | Yes                | No     |                                                                 |
| 403      | Election Poll Worker             | No                 | No     |                                                                 |
| 404      | Hayward Maintenance Facility     | Yes                | No     |                                                                 |
| 405      | Emergency Call Coverage          | Yes                | No     | Effective 7/20/2014                                             |
| 406      | Lead Resp - Admin (HRS)          | Yes                | No     |                                                                 |
| 408      | HRMS/PREQ Training               | Yes                | No     |                                                                 |
| 409      | Agency Policy Director           | Yes                | No     |                                                                 |
| 40A      | Pest Preventn/Mgmt Sv Division   | Yes                | No     |                                                                 |
| 40B      | Sup Legal Clerk Sup staff > 9    | Yes                | Yes    |                                                                 |
| 40C      | Lead Resp - BHCS Finance Unit    | Yes                | No     |                                                                 |

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|----------|----------------------------------|--------------------|--------|-----------------------------------------------------------------------------------------------------------|
|          |                                  | Tiers 1 & 2        | Tier 4 |                                                                                                           |
| 40D      | Canine Handler-75 HR             | Yes                | No     |                                                                                                           |
| 40E      | Lead Resp-Records/Wara Section   | Yes                | No     |                                                                                                           |
| 40F      | Grade 2 (D2) Certificate-CDPH    | Yes                | Yes    | Amended Effective 2/20/2025<br>Board of Retirement 2/20/2025                                              |
| 40G      | Lead Resp - CY Secured Unit      | Yes                | No     |                                                                                                           |
| 40H      | Bnkruptcy Proc Ovrsght Assign    | Yes                | No     |                                                                                                           |
| 40I      | Speclized/Indep-Cmplx Corr Tsk   | Yes                | Yes    | Amended Effective 3/20/2025<br>Board of Retirement 3/20/2025                                              |
| 40J      | HCSA PH Dept - GIS Assignment    | Yes                | No     |                                                                                                           |
| 40K      | Heavy Equipment Operator, Zn 7   | Yes                | No     |                                                                                                           |
| 40L      | Ashland Youth Center (HCSA)      | Yes                | No     |                                                                                                           |
| 40M      | O/L Recruitmnt Systm Adm/Supp    | Yes                | No     | Original Determination 1/1/2013<br>Added New Job Code 6/13/2021<br>Board of Retirement 7/12/2021          |
| 40N      | Sect.Mgr & Supvsing Resp(4967)   | Yes                | Yes    |                                                                                                           |
| 40R      | Develop/Perform Trng (CW work)   | Yes                | Yes    |                                                                                                           |
| 40S      | Medical Director, BHCS           | Yes                | No     | Effective 4/28/2013                                                                                       |
| 40T      | CalHEERS Leader (CCCL)           | Yes                | No     | Effective 6/23/2013                                                                                       |
| 40U      | PHR Certification (Zone 7)       | Yes                | Yes    | Effective 6/23/2013                                                                                       |
| 40V      | Oversee Multi-Year Projects      | Yes                | Yes    | Effective 9/29/2013                                                                                       |
| 40W      | Mgmt of County Def Comp Prog     | Yes                | No     | Effective 1/1/2014                                                                                        |
| 40X      | Broad Safety Program Functions   | Yes                | No     | Effective 11/10/2013                                                                                      |
| 40Y      | Lead Trng/Guidance-SCADA Systm   | Yes                | Yes    | Effective 2/16/2014<br>Board of Retirement 1/16/2025<br>Amended Effective 6/2/2019                        |
| 40Z      | Lead Procure & Contracts Unit    | Yes                | Yes    | Effective 2/16/2014                                                                                       |
| 410      | Niles Branch Library             | Yes                | No     |                                                                                                           |
| 411      | Supervisor Field Trng Officer    | Yes                | Yes    |                                                                                                           |
| 412      | County Capital Investment Plan   | Yes                | Yes    |                                                                                                           |
| 413      | Womens Svcs Program Mgr          | Yes                | No     |                                                                                                           |
| 415      | VSB In Lieu                      | Yes                | No     |                                                                                                           |
| 416      | VSB In Lieu                      | Yes                | No     |                                                                                                           |
| 41A      | LRA - Dept HR OR Supvn           | Yes                | Yes    | Effective 1/19/2014<br>Amended Effective 10/6/2016<br>Approved 1/19/2017<br>Amended Description 4/22/2018 |
| 41B      | Regional Ombudsman Coordinator   | Yes                | No     | Effective 4/13/2014                                                                                       |
| 41C      | Team Leader (DA)                 | Yes                | Yes    | Effective 12/21/2014                                                                                      |
| 41D      | Inspections of Trucks/Others     | Yes                | Yes    | Effective 2/1/2015                                                                                        |
| 41E      | Mgmt of Two Branch Libraries     | Yes                | No     | Effective 4/3/2015                                                                                        |
| 41F      | Cnty Re-entry Prog Responsibil   | Yes                | No     | Effective 7/5/2015<br>Amended Job Code 3/11/2018<br>Effective 8/2/2015                                    |
| 41G      | Lead/Trng Resp (PD Office)       | Yes                | Yes    | Board of Retirement 4/18/2024<br>Amended 1/28/2024                                                        |
| 41H      | Supervise Prof Standards Unit    | Yes                | No     | Effective 8/2/2015                                                                                        |
| 41I      | Suprv/Coord Support Staff Work   | Yes                | No     | Effective 8/2/2015                                                                                        |
| 41J      | Day-To-Day Supervising Assgmt    | Yes                | No     | Effective 7/5/2015                                                                                        |
| 41K      | Manage/Coord. Work Assignment    | Yes                | No     | Effective 11/22/2015                                                                                      |
| 41L      | Sup/Coord. Wrk-SSA Pub Info Off  | Yes                | No     | Effective 11/22/2015                                                                                      |
| 41M      | MR Tech Lead Duties in PHCCS     | Yes                | No     | Effective 12/6/2015                                                                                       |
| 41N      | Clinical Supervision Assignmnt   | Yes                | No     | Effective 3/17/2016                                                                                       |
| 41P      | Complex Pension Assignments      | Yes                | Yes    | Effective 7/21/2016<br>Effective 9/15/2016                                                                |
| 41Q      | Lead Duties-CAO Assessment Units | Yes                | Yes    | Board of Retirement 11/17/2022<br>Amended 10/30/2022                                                      |
| 41R      | BOS Chief of Staff               | Yes                | Yes    | Effective 9/25/2016                                                                                       |
| 41S      | Overseeing OAP Unit              | Yes                | No     | Effective 4/9/2017                                                                                        |
| 41T      | Zone 7 Treasurer                 | Yes                | No     | Effective 1/1/2017                                                                                        |

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|          |                                  | Tiers 1 & 2        | Tier 4 |                                                                                     |
| 41U      | Ag. Comm/Sealer of Wts Meas      | Yes                | No     | Effective 5/7/2017                                                                  |
| 41V      | Trng/Consult to HCSA/CBO Staff   | Yes                | No     | Effective 9/24/2017                                                                 |
| 41W      | Det/Cor Pers Attend Syst Admin   | Yes                | No     | Effective 11/5/2017                                                                 |
| 41X      | Care Connect/Whel PersCare Proj. | Yes                | No     | Effective 11/19/2017<br>Expires 11/14/2020                                          |
| 41Y      | Medical Facilities Dev. Project  | Yes                | No     | Effective 12/17/2017<br>Expires 12/14/2019                                          |
| 41Z      | ChldPsy Cert & Supvsing Duties   | Yes                | Yes    | Effective 3/18/2018                                                                 |
| 425      | SHRF OPD/State Sheriff Member    | Yes                | No     |                                                                                     |
| 42A      | Capital Programs Project         | Yes                | No     | Effective 5/20/2018<br>Expires 1/26/2019                                            |
| 42B      | Dept HR & Supervision Assignmt   | Yes                | Yes    | Effective 4/22/2018<br>Effective 6/3/2018                                           |
| 42C      | Ovrsight Staff Dev SSA-HCSA      | Yes                | Yes    | Added New Job Code7/11/2021<br>Board of Retirement 9/16/2021                        |
| 42D      | Janitor-Santa Rita Jail Loc      | Yes                | Yes    | Effective 7/1/2018                                                                  |
| 42E      | Creation/Revsion-Job Code/Spec   | Yes                | No     | Effective 8/12/2018                                                                 |
| 42F      | Ovrsight/Resp-Dis. Svcs (PD Off) | Yes                | No     | Effective 8/12/2018<br>Effective 9/23/2018                                          |
| 42G      | Lead/Off Mgr-Bus. Tax Lic Unit   | Yes                | No     | Expired 9/19/2020<br>Reinstated 7/25/2021<br>Expires 7/23/2022                      |
| 42H      | PH Emergency Response Function   | Yes                | No     | Effective 7/29/2018                                                                 |
| 42I      | Childrn & Famly Svcs Dept Asgn   | Yes                | Yes    | Effective 7/29/2018                                                                 |
| 42J      | Lead Resp. - Child Suppt Atty    | Yes                | No     | Effective 12/30/2018                                                                |
| 42K      | Process Training Duites          | Yes                | Yes    | Effective 2/10/2019<br>Expires 8/31/2019<br>Effective 10/4/2020                     |
| 42L      | Direct Supervise Lead Carpenter  | Yes                | Yes    | Board of Retirement 11/19/2020<br>Expires 12/26/2020                                |
| 42M      | Clinician w PPUF Assignmt at SRJ | Yes                | Yes    | Effective 12/27/2020                                                                |
| 42N      | PPUF Assignmt at SRJ by MHSpec   | Yes                | Yes    | Effective 12/27/2020                                                                |
| 42P      | PPUF Assignmt at SRJ w Suprvisn  | Yes                | Yes    | Effective 12/27/2020<br>Effective 12/27/2020<br>Board of Retirement 5/20/2021       |
| 42Q      | Cntywide-Resp-Wkplce-Sfty&proj   | Yes                | No     | Expires 12/31/2021<br>Amended 12/7/2021<br>Expires 6/26/2022<br>Effective 7/25/2021 |
| 42R      | Training & Compliance Coord      | Yes                | No     | Board of Retirement 8/19/2021<br>Effective 7/25/2021                                |
| 42S      | Lead Water Facilities Suprv      | Yes                | No     | Board of Retirement 8/19/2021<br>Effective 10/3/2021                                |
| 42T      | EOD Team-Bomb Tech & Spec Duties | Yes                | No     | Board of Retirement 12/16/2021<br>Effective 1/23/2022                               |
| 42U      | Oversee PsyCare Oper (CJMH-SRJ)  | Yes                | No     | Board of Retirement 4/21/2022<br>Expires 12/31/2025                                 |
| 42V      | Lead Resp-ACBH Voc.Svcs Divisn   | Yes                | No     | Effective 6/12/2022<br>Board of Retirement 8/18/2022                                |
| 42W      | Legal Proc. Clerk-War/Rec Unit   | Yes                | Yes    | Effective 10/16/2022<br>Board of Retirement 11/17/2022                              |
| 42X      | HCSA Emrgncy Disaster Planning   | Yes                | No     | Effective 11/13/2022<br>Board of Retirement 12/15/2022                              |
| 42Y      | Duty Officr Prog-Trng/Ovrsight   | Yes                | No     | Effective 1/9/2022<br>Board of Retirement 4/20/2023                                 |
| 42Z      | Qual. Improv Rsp & PH Infrastr   | Yes                | No     | Effective 2/19/2023<br>Board of Retirement 4/20/2023                                |
| 430      | ACNTF Commander                  | Yes                | No     |                                                                                     |
| 431      | Grade IV Cert - CDHS             | Yes                | Yes    |                                                                                     |

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|          |                                 | Tiers 1 & 2        | Tier 4 |                                                        |
| 432      | Grade V Cert - CDHS             | Yes                | Yes    |                                                        |
| 433      | K-9 Explosive Handlers          | Yes                | Yes    |                                                        |
| 434      | Secretary Staff Coordinator     | Yes                | No     |                                                        |
| 435      | HRMS Sal Adm/Val Proc Unit Sup  | Yes                | No     |                                                        |
| 436      | CA Brd Reg.Architect/Prof.Eng.  | Yes                | Yes    |                                                        |
| 437      | Paralegal Duties (ACERA)        | Yes                | No     |                                                        |
| 43A      | Second In Command (A/C)         | Yes                | No     | Effective 10/1/2023<br>Board of Retirement 10/19/2023  |
| 43B      | Certified Access Spec (CASp)    | Yes                | Yes    | Effective 11/12/2023<br>Board of Retirement 4/18/2024  |
| 43C      | Prog Pol ACH Soc Hlth Info Exc  | Yes                | No     | Effective 06/23/2024<br>Board of Retirement 8/16/2024  |
| 43D      | WBA Oversight                   | Yes                | No     | Effective 09/29/2024<br>Board of Retirement 11/21/2024 |
| 43E      | Lead Resp – Ben Accountant EBC  | Yes                | No     | Effective 3/2/2025<br>Board of Retirement 3/20/2025    |
| 43F      | Suprv Duties Exec Asst CAO      | Yes                | No     | Effective 3/2/2025<br>Board of Retirement 3/20/2025    |
| 43G      | Chief Deputy CAO                | Yes                | No     | Effective 5/11/2025<br>Board of Retirement 7/17/2025   |
| 443      | Info System-Data Base Admin     | Yes                | Yes    |                                                        |
| 444      | Work as Lead for Prop&Salv Mgr  | Yes                | No     |                                                        |
| 446      | Des/Assigned Lead Resp. (5139)  | Yes                | Yes    |                                                        |
| 447      | Full Range Supervsr Resp(0420)  | Yes                | Yes    |                                                        |
| 448      | Longevity Pay                   | Yes                | No     |                                                        |
| 449      | Real Estate/Loan Doc Resp(CDA)  | Yes                | No     |                                                        |
| 451      | Canine Unit Supervisor          | Yes                | Yes    |                                                        |
| 452      | Canine Care                     | No                 | No     |                                                        |
| 453      | Training Officers-Dispatch Ctr  | Yes                | Yes    |                                                        |
| 454      | Perform Special/Indepndnt Work  | Yes                | No     |                                                        |
| 455      | Community Outreach Functions    | Yes                | Yes    |                                                        |
| 456      | Distinct Svcs-SSA Pilot Progrm  | Yes                | Yes    |                                                        |
| 458      | Assignment to Senior Services   | Yes                | No     |                                                        |
| 459      | Lead&Trng Responsibility(DCSS)  | Yes                | No     |                                                        |
| 461      | Registrar of Voters             | Yes                | No     |                                                        |
| 463      | Wellfield Supervisor (Zone 7)   | Yes                | Yes    |                                                        |
| 464      | CWW 10-Yr Service               | Yes                | Yes    |                                                        |
| 466      | Lead Resp (1129) - SSA HR       | Yes                | No     |                                                        |
| 467      | Ld Resp at Veh Svc Ctr w/o Sup  | Yes                | Yes    |                                                        |
| 468      | Dir Pub Hlth/Cnty Hlth Officer  | Yes                | No     |                                                        |
| 469      | Lead Responsibility-Sheriff HR  | Yes                | No     |                                                        |
| 470      | Duties utilizing Adv Comp Tech  | Yes                | No     |                                                        |
| 471      | Sup/Ovrsee-EntrpriseGISMapSys   | Yes                | No     |                                                        |
| 472      | Management Incentive            | Yes                | Yes    |                                                        |
| 473      | Engineering Section - Zone 7    | Yes                | No     |                                                        |
| 474      | Lead Resp. (1314) -DCSS         | Yes                | No     |                                                        |
| 475      | Auditor Associate Lead Resp     | Yes                | No     |                                                        |
| 476      | Budget/Special Projects (HCSA)  | Yes                | No     |                                                        |
| 477      | HR/Safety Respons. (Zone 7)     | Yes                | No     |                                                        |
| 478      | Reg.Dental Assistant with Cert  | Yes                | No     |                                                        |
| 479      | C/P P/R Clerk Sal Adj (A/C)     | Yes                | Yes    |                                                        |
| 480      | C&I Lib Assignmt wth Lead Resp  | Yes                | No     |                                                        |
| 481      | Manager(Prob.Satelite Offices)  | Yes                | Yes    |                                                        |
| 482      | Multilingual (\$45) - 80 Hr     | Yes                | Yes    |                                                        |
| 483      | Lead Responsibilities           | Yes                | No     |                                                        |
| 484      | Special Projects/Duties/Respon  | Yes                | No     |                                                        |
| 485      | Supervisory Responsibilities    | Yes                | No     |                                                        |
| 486      | Suprvise/Oversee Vote Count Rm  | No                 | No     |                                                        |
| 487      | Resp.Assigned by Cnty Librarian | Yes                | No     |                                                        |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                         | Is it pensionable? |        | Notes                                                                                                                 |
|----------|-------------------------------------|--------------------|--------|-----------------------------------------------------------------------------------------------------------------------|
|          |                                     | Tiers 1 & 2        | Tier 4 |                                                                                                                       |
| 488      | County Health Officer               | Yes                | No     |                                                                                                                       |
| 489      | Ld Hlth Examiner-ClaimsPrCtr        | Yes                | No     |                                                                                                                       |
| 48M      | Multilingual (\$60) – 80 Hr         | Yes                | Yes    | Effective 3/13/2016                                                                                                   |
| 490      | Agricultural Oversight Assignmt     | Yes                | No     |                                                                                                                       |
| 492      | Multilingual (\$40) - 80 Hr         | Yes                | Yes    |                                                                                                                       |
| 493      | Lead & Trng Resp-Library            | Yes                | No     |                                                                                                                       |
| 494      | ETS Assignment (Lieutenant)         | Yes                | Yes    |                                                                                                                       |
| 495      | Spec.Operations Grp Assignment      | Yes                | Yes    |                                                                                                                       |
| 496      | Asthma Start Program-Lead Resp      | Yes                | No     |                                                                                                                       |
| 497      | K9 Inspect-Agricultural Shipmt      | Yes                | Yes    | Original Determination 1/1/2013<br>Amended Effective 5/26/2024<br>Board of Retirement 8/15/2024<br>Added New Job Code |
| 498      | Acting Deputy Director-EBEDA        | Yes                | No     |                                                                                                                       |
| 499      | HRS - HR Trainee Prg & Tech Suprt   | Yes                | No     | Effective 9/19/2010<br>Amended Description 4/22/2018                                                                  |
| 4B1      | Regional Ombudsman Coord-CPEP       | No                 | No     | Effective 4/13/2014                                                                                                   |
| 4C0      | Lead Resp BHCS Fin Unit (CPEP)      | No                 | No     | Effective 2/23/2020                                                                                                   |
| 4D0      | Canine Handler - 75 HR (CPEP)       | No                 | No     | Effective 5/26/2024                                                                                                   |
| 4E1      | Mgmt of Two Branches Lib. -CPEPRA * | No                 | No     |                                                                                                                       |
| 4G0      | Lead Resp - CY Sec. Unir - CPEP*    | No                 | No     | Effective 3/29/2011<br>Amended Effective 6/15/2020<br>Effective 8/4/2024                                              |
| 4I0      | Spec/Indep-Cmplx Corr Tsk(PEP)      | Yes                | Yes    | Amended Effective 3/20/2025<br>Board of Retirement 3/20/2025                                                          |
| 4J1      | Day-to-Day Supr Assgmt (PEPRA)*     | No                 | No     |                                                                                                                       |
| 4M8      | Multilingual (\$65) – 80 Hr         | Yes                | Yes    | Effective 1/7/2024                                                                                                    |
| 4P1      | VSB In Lieu (CPEPRA)*               | No                 | No     |                                                                                                                       |
| 4P3      | Lead Responsibilities (CPEPRA)*     | No                 | No     |                                                                                                                       |
| 4P4      | Hayward Maint Facility (CPEP)       | No                 | No     | Effective 4/14/2024                                                                                                   |
| 4P5      | Auditor Assoc. Lead Resp - CPEPRA*  | No                 | No     |                                                                                                                       |
| 4P6      | Lead Resp (1129) - SSAHR (CPEP)*    | No                 | No     |                                                                                                                       |
| 4P9      | HRS – HR Trainee Prg & Tech Suprt   | No                 | No     | Effective 4/22/2018                                                                                                   |
| 4S0      | Medical Director, BHCS (CPEPRA)     | No                 | No     | Effective 4/28/2013                                                                                                   |
| 4S1      | Overseeing OAP Unit (CPEPRA)*       | No                 | No     |                                                                                                                       |
| 4T0      | CalHEERS Leader (CCCL)-CPEPRA       | No                 | No     | Effective 6/23/2013                                                                                                   |
| 4W0      | Mgmt of Cnty Def Cmp Prog-CPEP      | No                 | No     | Effective 1/1/2014                                                                                                    |
| 4W1      | 41W Det/Cor Pers Attend Syst Admin  | No                 | No     | Effective 11/5/2017                                                                                                   |
| 4X0      | Broad Safety Prog Funct (CPEPRA)    | No                 | No     | Effective 11/10/2013                                                                                                  |
| 4Y0      | Lead Trng/Guid-SCADA CPEPRA         | No                 | No     | Effective 2/16/2014                                                                                                   |
| 4Z4      | Wrkas Ld for Prop&Sal Mgr - CPEP*   | No                 | No     |                                                                                                                       |
| 4Z5      | Emergency Call Coverage-CPEPRA      | No                 | No     | Effective 7/20/2014                                                                                                   |
| 4Z6      | Lead Resp - Sheriff HR (CPEP)       | No                 | No     | Effective 12/25/2022                                                                                                  |
| 585      | Clean Commute Credit Refund         | No                 | No     | Effective 4/26/2018                                                                                                   |
| 5YZ      | Longevity 5 Year Zone 7             | Yes                | Yes    | Effective 6/22/25 for ACMEA & 1/4/26<br>for SEIU<br>Board of Retirement 7/17/2025                                     |
| 705      | Vehicle Allowance                   | Yes                | No     |                                                                                                                       |
| 715      | EE Referral Incentive (ERIP)        | No                 | No     | Description Changed<br>Effective 8/6/2023                                                                             |
| 716      | OneTime Payment SLFRF               | No                 | No     |                                                                                                                       |
| 717      | OneTime Payment                     | No                 | No     |                                                                                                                       |

**Alameda County Pay Items**

As of 7/17/2025

| Pay Code | Description                      | Is it pensionable? |        | Notes                                                                                                                                                                                                                                                                       |
|----------|----------------------------------|--------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|          |                                  | Tiers 1 & 2        | Tier 4 |                                                                                                                                                                                                                                                                             |
| 718      | One Time Special Payment         | Yes                | No     | Effective 7/12/2022<br>Board of Retirement 8/18/2022<br>Amended Effective 7/1/2022<br>Board of Retirement 9/15/2022<br>Amended 9/7/2022<br>Amended 12/20/2022<br>Included Additional Employee<br>Category/Job Codes                                                         |
| 719      | One-Time Special Payment SLFRF   | Yes                | No     |                                                                                                                                                                                                                                                                             |
| 725      | Uniform Allowance                | Yes                | No     |                                                                                                                                                                                                                                                                             |
| 726      | Uniform Allowance (CPEPRA)       | No                 | No     |                                                                                                                                                                                                                                                                             |
| 7P5      | Vehicle Allowance (CPEPRA)*      | No                 | No     |                                                                                                                                                                                                                                                                             |
| 741      | Deputy Sheriff Recruit Incentive | No                 | No     | Effective 8/9/2020<br>Board of Retirement 8/20/2020 (Tier 4)<br>Board of Retirement 12/17/2020 (Tiers 1 & 2)                                                                                                                                                                |
| 742      | Deputy Sheriff I Incentive       | No                 | No     | Effective 8/9/2020<br>Board of Retirement 8/20/2020 (Tier 4)<br>Board of Retirement 12/17/2020 (Tiers 1 & 2)                                                                                                                                                                |
| 743      | Deputy Sheriff II Incentive      | No                 | No     | Effective 8/9/2020<br>Board of Retirement 8/20/2020 (Tier 4)<br>Board of Retirement 12/17/2020 (Tiers 1 & 2)                                                                                                                                                                |
| 744      | Incentive_MHlthSpec/Rehab Cnslr  | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 745      | Incentive_Beh.Clinician Hlth I   | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 746      | Incentive_Beh.Clinician Hlth II  | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 747      | Incentive_BehHlth Clinical Sup   | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 748      | Incentive_BehHlth Clinical Mgr   | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 749      | Incntive_Ast Dir-For/Div/ReEnt   | No                 | No     | Effective 1/23/2022<br>Board of Retirement 5/19/2022<br>Expires 6/30/2023                                                                                                                                                                                                   |
| 74E      | Retention Pay                    | Yes                | No     | Effective 12/20/2022<br>Board of Retirement 3/16/2023<br>Expires 6/30/2025<br>Amended Effective 1/10/2023<br>Board of Retirement 4/20/2023<br>Amended Effective 3/19/2023<br>Added New Job Codes<br>Amended Effective 5/28/2023<br>Added New Job Codes<br>Expires 6/30/2027 |
| 74H      | Hiring Incentive                 | No                 | No     | Effective 6/9/2024<br>Board of Retirement 6/20/2024<br>Expires 11/4/2029                                                                                                                                                                                                    |
| 801      | Bilingual \$40-75 Hr (T/L )      | Yes                | Yes    |                                                                                                                                                                                                                                                                             |
| 802      | Bilingual \$21-80 Hr (T/L)       | Yes                | Yes    |                                                                                                                                                                                                                                                                             |
| 803      | Bilingual \$40-80 Hr (T/L)       | Yes                | Yes    |                                                                                                                                                                                                                                                                             |

**Alameda County Pay Items**

As of 7/17/2025

| Pay Code | Description                      | Is it pensionable? |        | Notes                                                           |
|----------|----------------------------------|--------------------|--------|-----------------------------------------------------------------|
|          |                                  | Tiers 1 & 2        | Tier 4 |                                                                 |
| 806      | Bilingual \$30-80 Hr (T/L)       | Yes                | Yes    |                                                                 |
| 809      | Multilingual \$45-75 Hr (T/L)    | Yes                | Yes    |                                                                 |
| 810      | Multilingual \$35-80 Hr (T/L)    | Yes                | Yes    |                                                                 |
| 811      | Multilingual \$45-80 Hr (T/L)    | Yes                | Yes    |                                                                 |
| 812      | Multilingual \$40-80 Hr (T/L)    | Yes                | Yes    |                                                                 |
| 813      | Certification (T/L)              | Yes                | Yes    |                                                                 |
| 814      | Child Psychiatry (T/L)           | Yes                | Yes    |                                                                 |
| 817      | Medication (T/L)                 | Yes                | Yes    |                                                                 |
| 818      | Mid Level Practitioner (T/L)     | Yes                | Yes    |                                                                 |
| 81B      | Bilingual \$55-75 Hr (T/L)       | Yes                | Yes    | Effective 3/13/2016                                             |
| 81M      | Multilingual \$60-80 Hr (T/L)    | Yes                | Yes    | Effective 3/13/2016                                             |
| 820      | Specialist Group (T/L)           | Yes                | Yes    |                                                                 |
| 821      | Superior Court Officer (T/L)     | Yes                | Yes    |                                                                 |
| 822      | Superior Court Off - WC T/L      | Yes                | Yes    |                                                                 |
| 823      | Alt Work Sch (T/L)               | Yes                | Yes    | Original Determination 1/1/2013<br>Expanded Job Codes 9/19/2021 |
| 824      | Word Processor (T/L)             | Yes                | Yes    |                                                                 |
| 825      | Field Training Off WCT/L         | Yes                | Yes    |                                                                 |
| 826      | 25% Non-Eng. Csld - 75 Hr T/L    | Yes                | Yes    |                                                                 |
| 827      | 25% Non-Eng. Csld - 80 Hr T/L    | Yes                | Yes    |                                                                 |
| 828      | AB945 Qual/Env.Investigations    | Yes                | No     |                                                                 |
| 830      | CWS ERU A-Hrs Shift OnCall Cov   | Yes                | No     | Effective 07/20/2014                                            |
| 831      | Combination Shifts (Zone 7)      | Yes                | Yes    |                                                                 |
| 832      | CWS ERU 24hr Shift OnSite Cov.   | Yes                | Yes    |                                                                 |
| 833      | Suprv Elig Tech 4-6 Hr Shift     | No                 | No     | Effective 01/05/2025<br>Board of Retirement 02/20/2025          |
| 834      | Child Welfare Suprv 8 Hr Shift   | No                 | No     | Effective 01/05/2025<br>Board of Retirement 02/20/2025          |
| 836      | Canine Handler W/C (T/L)         | Yes                | No     | Board of Retirement 11/21/2024                                  |
| 837      | Canine Care W/C (T/L)            | No                 | No     |                                                                 |
| 838      | On Call After Hrs Shift (SRJ)    | Yes                | No     | Effective 5/28/2023<br>Board of Retirement 10/19/2023           |
| 839      | On Call 24 Hrs Shift (SRJ)       | Yes                | No     | Effective 5/28/2023<br>Board of Retirement 10/19/2023           |
| 83B      | Bilingual \$55-80 Hr (T/L)       | Yes                | Yes    | Effective 3/13/2016                                             |
| 840      | On Call FLSA Exempt              | Yes                | No     | Effective 2/16/2025<br>Board of Retirement 7/17/2025            |
| 841      | Trainer - HC Prof. Nursing Staff | Yes                | Yes    | Effective 2/24/2020                                             |
| 843      | Onboard Training-SHRF SA/Tech    | Yes                | No     | Effective 1/19/2025<br>Board of Retirement 3/20/2025            |
| 844      | On Call Suprv Criminalist        | No                 | No     | Effective 6/8/2025<br>Board of Retirement 7/17/2025             |
| 845      | DA-Training Program W/C (T/L)    | Yes                | Yes    |                                                                 |
| 846      | Des/Assigned Lead Resp. (5139)   | Yes                | Yes    |                                                                 |
| 84M      | Clinician w PPUF Assignmt at SRJ | No                 | No     | Effective 12/27/2020                                            |
| 84N      | PPUF Assignmt at SRJ by MHSpec   | No                 | No     | Effective 12/27/2020                                            |
| 851      | Canine Unit Supervisor (WC)      | Yes                | Yes    |                                                                 |
| 852      | K-9 Care Excess                  | No                 | No     |                                                                 |
| 853      | Morgue Assignment                | Yes                | Yes    |                                                                 |
| 860      | Psy Care Duties (CJMHS) T/L      | Yes                | Yes    |                                                                 |
| 861      | Photo/Videography Duties(HCSA)   | Yes                | No     |                                                                 |
| 864      | MA or MS Degree (T/L)            | Yes                | Yes    |                                                                 |
| 865      | Trng Assgn-Civil Sect AC Crts    | Yes                | No     |                                                                 |
| 880      | Advance POST Cert-WC (T/L)       | Yes                | Yes    |                                                                 |
| 881      | Intermediate POST Cert-WC(T/L)   | Yes                | Yes    |                                                                 |
| 882      | Adv.Post & MA/MS Degr-WC (T/L)   | Yes                | Yes    |                                                                 |
| 883      | Alt Work Sch-WC (T/L)            | Yes                | Yes    | Original Determination 1/1/2013<br>Expanded Job Codes 9/19/2021 |
| 886      | Educ/Physical Fitness Pgm(T/L)   | Yes                | Yes    |                                                                 |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                         | Is it pensionable? |        | Notes                                    |
|----------|-------------------------------------|--------------------|--------|------------------------------------------|
|          |                                     | Tiers 1 & 2        | Tier 4 |                                          |
| 888      | BA or BS Dgr/Adv POST Cert-WC       | Yes                | Yes    |                                          |
| 889      | Explosive Ord. Detail-WC (T/L)      | Yes                | Yes    |                                          |
| 891      | Supervisor FTO - W/C T/L            | Yes                | Yes    |                                          |
| 892      | ETS Assignmt (Lt) - W/C T/L         | Yes                | Yes    |                                          |
| 893      | Hoseman Raker (T/L)                 | Yes                | Yes    |                                          |
| 895      | Spec.Oper Grp Asgmt - W/C T/L       | Yes                | Yes    |                                          |
| 896      | Librarian in Charge                 | Yes                | Yes    | Effective 10/22/2017                     |
| 897      | Direct Supervise Crane Operator     | Yes                | Yes    | Effective 10/4/2020<br>Expires 6/25/2022 |
| 89M      | Multilingual \$60-75 Hr (T/L)       | Yes                | Yes    | Effective 3/13/2016                      |
| 8P4      | Onboard Training-SHRF SA/Tech       | No                 | No     | Effective 1/19/2025                      |
| 8Z3      | CWS ERU A-Hrs Shift OnCall Cov      | No                 | No     | Effective 7/20/2014                      |
| 8Z4      | On Call FLSA Exempt                 | No                 | No     | Effective 2/16/2025                      |
| 8Z5      | TrngAssgn-Civil Sec Crts (CPEP)*    | No                 | No     |                                          |
| 905      | Member, Planning Commission         | No                 | No     |                                          |
| 906      | Member, Board of Zoning Adjmnt      | No                 | No     |                                          |
| 910      | Civil Service Commission            | No                 | No     |                                          |
| 912      | Member, LAFC                        | No                 | No     |                                          |
| 913      | Member,Assesment Appeals Board      | No                 | No     |                                          |
| 914      | Member, Retirement Board            | No                 | No     |                                          |
| 917      | Member,Board of Dir-Flood Cntl      | No                 | No     |                                          |
| 920      | Member, Flood Control               | No                 | No     |                                          |
| ADM      | Administrative Leave                | Yes                | Yes    |                                          |
| BRT      | Bereavement - Travel 300 MI         | Yes                | Yes    |                                          |
| BRV      | Bereavement Leave                   | Yes                | Yes    |                                          |
| CAO      | Comp Time Payoff (Alt Wrk Sch)      | No                 | No     |                                          |
| CAT      | Comp Time-Alt Wrk Sch(Str)Used      | Yes                | Yes    |                                          |
| CBL      | Child Bonding Leave                 | Yes                | Yes    | Effective 2/16/2025                      |
| CCT      | Contract-Comp Taken                 | Yes                | Yes    |                                          |
| CTA      | Comp Time A Taken                   | Yes                | Yes    |                                          |
| CTB      | Comp Time B Taken                   | Yes                | Yes    |                                          |
| CTT      | Comp Time Leave Taken               | Yes                | Yes    |                                          |
| CVL      | COVID Adm Lv (COVAL) Used           | Yes                | Yes    | Effective 4/8/2020                       |
| DLB      | DSA Lv Bank Taken                   | Yes                | Yes    |                                          |
| DRF      | Dis Resp - FEMA                     | Yes                | Yes    |                                          |
| DRL      | Dis Resp - Local                    | Yes                | Yes    |                                          |
| EDL      | Educational Leave - LVN             | Yes                | Yes    |                                          |
| EDU      | Educational Leave                   | Yes                | Yes    |                                          |
| EOM      | Employee of the Month (Zone 7)      | No                 | No     |                                          |
| EP2      | Emergency Pd SL - 2/3 Day Max \$200 | Yes                | Yes    | Effective 4/5/2020                       |
| EP5      | Emergency Pd SL (Day Max \$511)     | Yes                | Yes    | Effective 4/5/2020                       |
| EPA      | Emergency Leave Act Pay Adj         | Yes                | Yes    | Effective 4/5/2020                       |
| ERR      | Emergency Response                  | Yes                | Yes    | Effective 7/20/2014                      |
| EZR      | Emergency Response                  | No                 | No     | Effective 7/20/2014<br>1/7/2015 Inactive |
| F56      | WC-Ind.Inj.(Safety) - FMLA          | Yes                | Yes    |                                          |
| F57      | WC Med Appt - FMLA                  | Yes                | Yes    |                                          |
| F58      | WC-Ind.Inj. (100%) - FMLA           | Yes                | Yes    |                                          |
| F59      | WC-Ind. Inj.(80%) - FMLA            | Yes                | Yes    |                                          |
| F5D      | Convrted 5D IL Tken-FMLA            | Yes                | Yes    |                                          |
| F75      | WC-Ind.Inj. (75%) - FMLA            | Yes                | Yes    |                                          |
| FBL      | FMLA Child Bonding Leave            | Yes                | Yes    | Effective 2/16/2025                      |
| FCA      | Comp Time A Tkn - FMLA              | Yes                | Yes    |                                          |
| FCB      | Comp Time B Tkn - FMLA              | Yes                | Yes    |                                          |
| FCC      | Contract-Comp Tkn FMLA              | Yes                | Yes    |                                          |
| FCP      | OCC Paid Lv Tkn - FMLA              | Yes                | Yes    |                                          |
| FCU      | Comp Time Used - FMLA               | Yes                | Yes    |                                          |
| FCV      | FMLA COVID Adm Lv (COVAL) Used      | Yes                | Yes    | Effective 4/8/2020                       |
| FDF      | FLH DSA FML Taken                   | Yes                | Yes    |                                          |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                         | Is it pensionable? |        | Notes                                     |
|----------|-------------------------------------|--------------------|--------|-------------------------------------------|
|          |                                     | Tiers 1 & 2        | Tier 4 |                                           |
| FDU      | In-lieu Vac (DSA) - FMLA            | Yes                | Yes    |                                           |
| FE2      | FML Emerg Pd SL - 2/3 Day Max \$200 | Yes                | Yes    | Effective 4/5/2020                        |
| FE5      | FML Emerg Pd SL (Day Max \$511)     | Yes                | Yes    | Effective 4/5/2020                        |
| FEA      | Emerg Expan - 2/3 Day Max \$200     | Yes                | Yes    | Effective 4/5/2020                        |
| FER      | FMLA Emerg Admi Lv (COVID-19)       | Yes                | Yes    | Effective 3/8/2020                        |
| FEU      | I/L Comp Used Exp-FMLA              | Yes                | Yes    |                                           |
| FFU      | Floating Holiday - FMLA             | Yes                | Yes    |                                           |
| FHO      | Holiday - FMLA                      | Yes                | Yes    |                                           |
| FIU      | Inlieu UsedExp (Crt)-FMLA           | Yes                | Yes    |                                           |
| FLH      | Floating Holiday                    | Yes                | Yes    |                                           |
| FMP      | Management Paid Leave - FMLA        | Yes                | Yes    |                                           |
| FMU      | MajorMed.S/L Used-FMLA              | Yes                | Yes    |                                           |
| FNU      | Inlieu Used NonExp-FMLA             | Yes                | Yes    |                                           |
| FPU      | Paid Leave Used - FMLA              | Yes                | Yes    |                                           |
| FSA      | Sick Lv Med Appt-FMLA               | Yes                | Yes    |                                           |
| FSC      | Family S/L Comb-FMLA                | Yes                | Yes    |                                           |
| FSD      | S/L Dep.Med Appt-FMLA               | Yes                | Yes    |                                           |
| FSF      | S/L Fam. Emrgncy-FMLA               | Yes                | Yes    |                                           |
| FSM      | S/L Maternity - FMLA                | Yes                | Yes    |                                           |
| FST      | FLH DSA Stlmt Taken                 | Yes                | Yes    | Effective 12/31/2017<br>Expires 6/13/2020 |
| FSU      | Sick Leave Self Used - FMLA         | Yes                | Yes    |                                           |
| FVU      | Vacation Used - FMLA                | Yes                | Yes    |                                           |
| FWU      | CT AltWkSchTaken-FMLA               | Yes                | Yes    |                                           |
| HJA      | Higher Job Code Adjustment          | Yes                | Yes    |                                           |
| HJN      | Higher Job Code - No Change         | Yes                | Yes    |                                           |
| HJP      | Higher Job Code Pay                 | Yes                | Yes    |                                           |
| HJS      | Higher Job Code - Suppl Pay         | Yes                | Yes    |                                           |
| HOL      | Holiday                             | Yes                | Yes    |                                           |
| HPT      | Holiday - Part Time (Worked)        | Yes                | Yes    |                                           |
| HS2      | Higher Job Code (Shift 2)           | Yes                | Yes    |                                           |
| HS3      | Higher Job Code (Shift 3)           | Yes                | Yes    |                                           |
| HS6      | Higher Job Code (Shift 6)           | Yes                | Yes    |                                           |
| HS8      | Higher Job Code (Shift 8)           | Yes                | Yes    |                                           |
| HSA      | Higher Job Code (Shift A)           | Yes                | Yes    |                                           |
| HSN      | Higher Job Code (Shift 3)-7.5%      | Yes                | Yes    | Effective 1/7/2024                        |
| HSS      | Higher Job Code (Shift 2)-7.5%      | Yes                | Yes    | Effective 1/7/2024                        |
| HSY      | Higher Job Code (Shift Y)           | Yes                | Yes    |                                           |
| HSZ      | Higher Job Code (Shift Z)           | Yes                | Yes    |                                           |
| ISD      | Converted 5D DSA In-Lieu Taken      | Yes                | Yes    |                                           |
| ISO      | Convrted 5D DSA In-Lieu Payoff      | No                 | No     |                                           |
| ICO      | In-lieu Payoff-Court (Expire)       | No                 | No     |                                           |
| ICT      | In-lieu Taken-Court (Expire)        | Yes                | Yes    |                                           |
| IDO      | DSA In-Lieu Payoff                  | No                 | No     |                                           |
| IDS      | DSA In-lieu Vacation - Used         | Yes                | Yes    |                                           |
| IEO      | In-Lieu Pay Off (Expire)            | No                 | No     |                                           |
| IET      | In-lieu Taken (Expire)              | Yes                | Yes    |                                           |
| INO      | In-lieu Payoff (Non Expiring)       | No                 | No     |                                           |
| INT      | In-lieu Taken (Non Expiring)        | Yes                | Yes    |                                           |
| IPO      | Payoff In Lieu Balance              | No                 | No     |                                           |
| JUR      | Jury or Subpoena Leave              | Yes                | Yes    |                                           |
| LF2      | FML Emerg LWOP - 2/3 Day Max \$200  | No                 | No     | Effective 4/5/2020                        |
| LMC      | Labor Management Comm Leave         | Yes                | Yes    |                                           |
| MCL      | Meet and Confer Leave               | Yes                | Yes    |                                           |
| MIL      | Military Leave (Paid)               | Yes                | Yes    |                                           |
| MNI      | Temp Modified Dty-NonIndustrial     | Yes                | Yes    |                                           |
| MOD      | Temporary Modified Duty             | Yes                | Yes    |                                           |
| MPL      | Management Paid Leave               | Yes                | Yes    |                                           |
| MTP      | Mandatory EmployeeTime Off Pgm      | Yes                | Yes    |                                           |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                   | Is it pensionable? |        | Notes                                       |
|----------|-------------------------------|--------------------|--------|---------------------------------------------|
|          |                               | Tiers 1 & 2        | Tier 4 |                                             |
| OTA      | Overtime-Alt Work Sch (Str)   | Yes                | Yes    |                                             |
| P5D      | Convrted 5D IL Tken-PDL       | Yes                | Yes    |                                             |
| PBL      | PPOA Business Leave Bank      | Yes                | Yes    |                                             |
| PCA      | Comp Time A Taken - PDL       | Yes                | Yes    |                                             |
| PCB      | Comp Time B Taken - PDL       | Yes                | Yes    |                                             |
| PCC      | Contract-Comp Tkn PDL         | Yes                | Yes    |                                             |
| PCP      | OCC Paid Lv Tkn - PDL         | Yes                | Yes    |                                             |
| PCT      | Advisory Duty Leave Taken     | Yes                | Yes    | Description Changed<br>Effective 12/24/2023 |
| PCU      | Comp Time Used - PDL          | Yes                | Yes    |                                             |
| PCV      | PDL COVID Adm Lv (COVAL) Used | Yes                | Yes    | Effective 4/8/2020                          |
| PDU      | In-lieu Vac (DSA) - PDL       | Yes                | Yes    |                                             |
| PEU      | I/L Comp Used Exp - PDL       | Yes                | Yes    |                                             |
| PFU      | Floating Holiday - PDL        | Yes                | Yes    |                                             |
| PHO      | Holiday - PDL                 | Yes                | Yes    |                                             |
| PIU      | Inlieu UsedExp (Crt)-PDL      | Yes                | Yes    |                                             |
| PLU      | Paid Leave - Used             | Yes                | Yes    |                                             |
| PMP      | Mgmt Paid Leave - PDL         | Yes                | Yes    |                                             |
| PMU      | MajorMed.S/L Used-PDL         | Yes                | Yes    |                                             |
| PNU      | Inlieu Used NonExp-PDL        | Yes                | Yes    |                                             |
| PPU      | Paid Leave Used - PDL         | Yes                | Yes    |                                             |
| PRC      | Personal Leave – Comp         | Yes                | Yes    | Effective 6/13/2023                         |
| PRL      | Personal Leave                | Yes                | Yes    |                                             |
| PRN      | Personal Leave – No Ben       | No                 | No     | Effective 6/13/2023                         |
| PSC      | Family S/L Comb - PDL         | Yes                | Yes    |                                             |
| PSD      | S/L Dep.Med Appt-PDL          | Yes                | Yes    |                                             |
| PSF      | S/L Fam. Emrgncy-PDL          | Yes                | Yes    |                                             |
| PSM      | S/L Maternity-PDL             | Yes                | Yes    |                                             |
| PSU      | Sick Leave Self Used -PDL     | Yes                | Yes    |                                             |
| PVU      | Vacation Used - PDL           | Yes                | Yes    |                                             |
| PWU      | CT AltWkSchTaken-PDL          | Yes                | Yes    |                                             |
| REG      | Regular                       | Yes                | Yes    |                                             |
| RRG      | Retroactive Payment - Regular | Yes                | Yes    |                                             |
| RSP      | Retroactive Payment - Suppl   | Yes                | Yes    |                                             |
| RWC      | Retro Payment - WC            | Yes                | Yes    |                                             |
| RWS      | Retro Supplemental Pay - WC   | Yes                | Yes    |                                             |
| S00      | Share the Savings \$100       | No                 | No     |                                             |
| S15      | Share the Savings \$150       | No                 | No     |                                             |
| S20      | Share the Savings \$200       | No                 | No     |                                             |
| S25      | Share the Savings \$250*      | No                 | No     |                                             |
| S27      | Shift 2 - W75                 | Yes                | Yes    |                                             |
| S2P      | Shift 2 Standby (CPEPRA)      | No                 | No     | Effective 7/23/2023                         |
| S2S      | Shift 2 Straight OT           | No                 | No     | Board of Retirement 2/16/2023               |
| S2W      | Shift 2 - W59 (80%)           | Yes                | Yes    |                                             |
| S37      | Shift 3 - W75                 | Yes                | Yes    |                                             |
| S3P      | Shift 3 Standby (CPEPRA)      | No                 | No     | Effective 7/23/2023                         |
| S3W      | Shift 3 - W59 (80%)           | Yes                | Yes    |                                             |
| S50      | Share the Savings \$50        | No                 | No     |                                             |
| S67      | Shift 6 - W75                 | Yes                | Yes    |                                             |
| S6W      | Shift 6 - W59 (80%)           | Yes                | Yes    |                                             |
| S75      | Share the Savings \$75        | No                 | No     |                                             |
| S87      | Shift 8 - W75                 | Yes                | Yes    |                                             |
| S8W      | Shift 8 - W59 (80%)           | Yes                | Yes    |                                             |
| SA7      | Shift A - W75                 | Yes                | Yes    |                                             |
| SAW      | Shift A - W59 (80%)           | Yes                | Yes    |                                             |
| SB2      | Shift Standby - Shift 2       | Yes                | No     | Effective 7/23/2023                         |
| SB3      | Shift Standby - Shift 3       | Yes                | No     | Effective 7/23/2023                         |
| SB6      | Shift Standby - Shift 6       | Yes                | No     | Effective 7/23/2023                         |
| SB8      | Shift Standby - Shift 8       | Yes                | No     | Effective 7/23/2023                         |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                    | Is it pensionable? |        | Notes                                     |
|----------|--------------------------------|--------------------|--------|-------------------------------------------|
|          |                                | Tiers 1 & 2        | Tier 4 |                                           |
| SBP      | Standby (CPEPRA)               | No                 | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SBY      | Standby                        | Yes                | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SFC      | Sick Leave - Family (Combined) | Yes                | Yes    |                                           |
| SH2      | Shift 2 Differential           | Yes                | Yes    |                                           |
| SH3      | Shift 3 Differential           | Yes                | Yes    |                                           |
| SH6      | Shift 6 Differential           | Yes                | Yes    |                                           |
| SH8      | Shift 8 Differential           | Yes                | Yes    |                                           |
| SHA      | Shift A Differential           | Yes                | Yes    |                                           |
| SHY      | Shift Y Differential           | Yes                | Yes    |                                           |
| SHZ      | Shift Z Differential           | Yes                | Yes    |                                           |
| SLA      | Sick Leave - Med Appt (Self)   | Yes                | Yes    |                                           |
| SLC      | Sick Leave - Cash Out 20%      | No                 | No     |                                           |
| SLD      | Sick Leave-Dependent Med Appt  | Yes                | Yes    |                                           |
| SLF      | Sick Leave - Family Emergency  | Yes                | Yes    |                                           |
| SLM      | Sick Leave - Maternity         | Yes                | Yes    |                                           |
| SLS      | Sick Leave-Self Illness/Disab  | Yes                | Yes    |                                           |
| SMM      | Sick Leave - Major Medical     | Yes                | Yes    |                                           |
| SNP      | Short Notice Pay               | No                 | No     | Amended Effective 12/27/2020              |
| SP2      | Shift 2 Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SP3      | Shift 3 Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SP6      | Shift 6 Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014                       |
| SP8      | Shift 8 Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014                       |
| SPA      | Shift A Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014                       |
| SPY      | Shift Y Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014                       |
| SPZ      | Shift Z Standby (CPEPRA)       | No                 | No     | Effective 7/20/2014                       |
| SS2      | Shift Standby - Shift 2        | Yes                | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SS3      | Shift Standby - Shift 3        | Yes                | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SS6      | Shift Standby - Shift 6        | Yes                | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SS8      | Shift Standby - Shift 8        | Yes                | No     | Effective 7/20/2014<br>Inactive 7/22/2023 |
| SSA      | Shift Standby - Shift A        | Yes                | No     | Effective 7/20/2014                       |
| SSY      | Shift Standby - Shift Y        | Yes                | No     | Effective 7/20/2014                       |
| SSZ      | Shift Standby - Shift Z        | Yes                | No     | Effective 7/20/2014                       |
| STB      | Standby                        | Yes                | No     | Effective 7/23/2023                       |
| STL      | Settlement Agreement           | Yes                | Yes    |                                           |
| STP      | Standby (CPEPRA)               | No                 | No     | Effective 7/23/2023                       |
| ST2      | Shift 2 Differential (7.5%)    | Yes                | Yes    | Effective 1/7/2024                        |
| ST3      | Shift 3 Differential (7.5%)    | Yes                | Yes    | Effective 1/7/2024                        |
| ST6      | Shift Standby - Shift 6        | Yes                | No     | Effective 7/23/2023                       |
| ST8      | Shift Standby - Shift 8        | Yes                | No     | Effective 7/23/2023                       |
| SW2      | Shift 2 - WC                   | Yes                | Yes    |                                           |
| SW3      | Shift 3 - WC                   | Yes                | Yes    |                                           |
| SY2      | Shift 2 Standby (CPEPRA)       | No                 | No     | Effective 7/23/2023                       |
| SY3      | Shift 3 Standby (CPEPRA)       | No                 | No     | Effective 7/23/2023                       |
| SY7      | Shift Y - W75                  | Yes                | Yes    |                                           |
| SZ7      | Shift Z - W75                  | Yes                | Yes    |                                           |
| SZW      | Shift Z - W59 (80%)            | Yes                | Yes    |                                           |
| T27      | Shift 2 (7.5%) – W75           | Yes                | Yes    | Effective 1/7/2024                        |
| T2S      | Shift 2-Straight OT (7.5%)     | No                 | No     | Effective 1/7/2024                        |
| T37      | Shift 3 (7.5%) – W75           | Yes                | Yes    | Effective 1/7/2024                        |
| TW2      | Shift 2 (7.5%) – WC            | Yes                | Yes    | Effective 1/7/2024                        |
| TW3      | Shift 3 (7.5%) – WC            | Yes                | Yes    | Effective 1/7/2024                        |

# Alameda County Pay Items

As of 7/17/2025

| Pay Code | Description                         | Is it pensionable? |        | Notes                                                                                                    |
|----------|-------------------------------------|--------------------|--------|----------------------------------------------------------------------------------------------------------|
|          |                                     | Tiers 1 & 2        | Tier 4 |                                                                                                          |
| TEL      | Telework                            | Yes                | Yes    | Effective 5/9/2023                                                                                       |
| UNI      | Union Shop Steward Leave            | Yes                | Yes    |                                                                                                          |
| UNL      | Union SS/Officers Extended LOA      | Yes                | Yes    | Effective 3/7/2022<br>Board of Retirement 9/15/2022                                                      |
| VAC      | Vacation                            | Yes                | Yes    |                                                                                                          |
| VAM      | Vacation Annual Max                 | Yes                | No     | Effective 1/5/2021<br>Board of Retirement 2/17/2022<br>Expires 8/16/2025                                 |
| VBN      | Vacation Buy Taken - No Ben         | No                 | No     |                                                                                                          |
| VMC      | Vacation Maximum Cashout            | Yes                | No     | Effective 7/20/2014<br>Amended Effective 12/31/2021<br>Board of Retirement 2/17/2022<br>Expires 1/7/2023 |
| VPO      | Vacation Payoff                     | Yes                | No     | Effective 7/20/2014                                                                                      |
| VPP      | Vacation Payoff (CPEPRA)            | No                 | No     | Effective 7/20/2014                                                                                      |
| VSF      | Vacation Sell Back                  | Yes                | No     | Effective 7/20/2014                                                                                      |
| VSO      | Vacation Sell Back - Other          | Yes                | No     | Effective 7/20/2014                                                                                      |
| VZB      | Vacation Sell Back- CPEPRA          | No                 | No     | Effective 7/20/2014                                                                                      |
| VZO      | Vacation Sell Back - Other (CPEPRA) | No                 | No     | Effective 7/20/2014                                                                                      |
| W56      | WC-Industrial Injury (Safety)       | Yes                | Yes    |                                                                                                          |
| W57      | WC-Medical Appointment              | Yes                | Yes    |                                                                                                          |
| W58      | WC-Industrial Injury (100%)         | Yes                | Yes    |                                                                                                          |
| W59      | WC-Industrial Injury (80%)          | Yes                | Yes    |                                                                                                          |
| W75      | WC-Industrial Injury (75%)          | Yes                | Yes    |                                                                                                          |
| WCA      | Worker's Comp Adjust (Non-Tax)      | Yes                | Yes    |                                                                                                          |
| Y56      | Retro 4850 Prior to 12/08/02        | Yes                | Yes    |                                                                                                          |
| YRG      | Retro Pay Reg Prior to 12/8/02      | Yes                | Yes    |                                                                                                          |
| YSP      | Retro Suppl Prior to 12/08/02       | Yes                | Yes    |                                                                                                          |
| Z56      | Adj W56 Pay                         | Yes                | Yes    |                                                                                                          |
| ZAD      | Adj Admin Pay                       | Yes                | Yes    |                                                                                                          |
| ZMS      | Misc Earn Adj                       | Yes                | Yes    |                                                                                                          |
| ZRG      | Adj Reg Pay                         | Yes                | Yes    |                                                                                                          |
| ZSP      | Adj Suppl Pay                       | Yes                | Yes    |                                                                                                          |
| ZSS      | Shift Adjustment                    | Yes                | Yes    |                                                                                                          |

NOTE \* Employer deemed non pensionable