Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
102	Clerk, BOS	Yes	No	
103	Counytwide Budget Coordinator	Yes	No	Original Determination 1/1/2013 Added New Job Code 3/7/2021
104	Finance Analyst	Yes	No	
105	Asst Exec Ofc for Loc Agy Com	Yes	No	
106	Supervisor (8215)	Yes	No	
107	Payroll Manager	Yes	No	Original Determination 1/1/2013 Added New Job Code 12/12/2021
108	Audit Systems	Yes	No	
10Y	Longevity Pay	Yes	Yes	Effective 1/1/2024 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 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 Facilitites	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 Practioner	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	
1Z8	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 Board of Retirement 9/21/2023
213	Medications	Yes	Yes	
214	Pre-Vocational Program	Yes	No	

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		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 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 Asignment	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
2Z3	On-call Duty	No	No	Effective 7/20/2014
2Z8	Emergency Response - CPEPRA	No	No	Effective 7/20/2014
2Z9	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	

Alameda County Pay Items

As of 10/15/2026

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		Tiers 1 & 2	Tier 4	
314	Supervise 20+ (10%)	Yes	Yes	
316	Water Quality Analyst Cert	No	No	
317	Number Three	Yes	No	Original Determination 1/1/2013 Amended Job Code 4/4/2021 Taxable wages Related to pay code 887
318	Chief Assist Coroner Pub Admin	Yes	No	
320	Training Supvisor-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 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 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	

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
40B	Sup Legal Clerk Sup staff > 9	Yes	Yes	
40C	Lead Resp - BHCS Finance Unit	Yes	No	
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 Board of Retirement 2/20/2025
40G	Lead Resp - CY Secured Unit	Yes	No	
40H	Bnkruptcy Proc Ovrsight Assign	Yes	No	
40I	Speclized/Indep-Cmplx Corr Tsk	Yes	Yes	Amended Effective 3/20/2025 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 Added New Job Code 6/13/2021 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 Board of Retirement 1/16/2025 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 Amended Effective 10/6/2016 Approved 1/19/2017 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	Mgnt of Two Branch Libraries	Yes	No	Effective 4/3/2015
41F	Cnty Re-entry Prog Respomsibil	Yes	No	Effective 7/5/2015 Amended Job Code 3/11/2018
41G	Lead/Trng Resp (PD Office)	Yes	Yes	Effective 8/2/2015 Board of Retirement 4/18/2024 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 Assgmnt	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
41Q	Lead Duties-CAO Assessment Units	Yes	Yes	Effective 9/15/2016 Board of Retirement 11/17/2022 Amended 10/30/2022
41R	BOS Chief of Staff	Yes	Yes	Effective 9/25/2016

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
41S	Overseeing OAP Unit	Yes	No	Effective 4/9/2017
41T	Zone 7 Treasurer	Yes	No	Effective 1/1/2017
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 Expires 11/14/2020
41Y	Medical Facilities Dev. Project	Yes	No	Effective 12/17/2017 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 Expires 1/26/2019
42B	Dept HR & Supervision Assignmt	Yes	Yes	Effective 4/22/2018
42C	Ovrsight Staff Dev SSA-HCSA	Yes	Yes	Effective 6/3/2018 Added New Job Code7/11/2021 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
42G	Lead/Off Mgr-Bus. Tax Lic Unit	Yes	No	Effective 9/23/2018 Expired 9/19/2020 Reinstated 7/25/2021 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 Expires 8/31/2019
42L	Direct Supervise Lead Carpenter	Yes	Yes	Effective 10/4/2020 Board of Retirement 11/19/2020 Expires 12/26/2020
42M	Clinician w PPUF Asignmt at SRJ	Yes	Yes	Effective 12/27/2020
42N	PPUF Asignmt at SRJ by MHSpec	Yes	Yes	Effective 12/27/2020
42P	PPUF Asignmt at SRJ w Suprvisn	Yes	Yes	Effective 12/27/2020
42Q	Cntywide-Resp-Wkplce-Sfty&proj	Yes	No	Effective 12/27/2020 Board of Retirement 5/20/2021 Expires 12/31/2021 Amended 12/7/2021 Expires 6/26/2022
42R	Training & Compliance Coord	Yes	No	Effective 7/25/2021 Board of Retirement 8/19/2021
42S	Lead Water Facilities Suprv	Yes	No	Effective 7/25/2021 Board of Retirement 8/19/2021
42T	EOD Team-Bomb Tech & Spec Duties	Yes	No	Effective 10/3/2021 Board of Retirement 12/16/2021
42U	Oversee PsyCare Oper (CJMH-SRJ)	Yes	No	Effective 1/23/2022 Board of Retirement 4/21/2022 Expires 12/31/2025 Effective 9/27/2026 Expires 12/31/2028
42V	Lead Resp-ACBH Voc.Svcs Divisn	Yes	No	Effective 6/12/2022 Board of Retirement 8/18/2022
42W	Legal Proc. Clerk-War/Rec Unit	Yes	Yes	Effective 10/16/2022 Board of Retirement 11/17/2022
42X	HCSA Emrgncy Disaster Planning	Yes	No	Effective 11/13/2022 Board of Retirement 12/15/2022
42Y	Duty Officr Prog-Trng/Ovrsight	Yes	No	Effective 1/9/2022 Board of Retirement 4/20/2023

Alameda County Pay Items

As of 10/15/2026

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		Tiers 1 & 2	Tier 4	
42Z	Qual. Improv Rsp & PH Infrastr	Yes	No	Effective 2/19/2023 Board of Retirement 4/20/2023
430	ACNTF Commander	Yes	No	
431	Grade IV Cert - CDHS	Yes	Yes	
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 Board of Retirement 10/19/2023
43B	Certified Access Spec (CASp)	Yes	Yes	Effective 11/12/2023 Board of Retirement 4/18/2024
43C	Prog Pol ACH Soc Hlth Info Exc	Yes	No	Effective 06/23/2024 Board of Retirement 8/16/2024
43D	WBA Oversight	Yes	No	Effective 09/29/2024 Board of Retirement 11/21/2024
43E	Lead Resp – Ben Accountant EBC	Yes	No	Effective 3/2/2025 Board of Retirement 3/20/2025
43F	Suprv Duties Exec Asst CAO	Yes	No	Effective 3/2/2025 Board of Retirement 3/20/2025
43G	Chief Deputy CAO	Yes	No	Effective 5/11/2025 Board of Retirement 7/17/2025
43H	Cybersecurity/AI Oversight	Yes	No	Effective 8/3/2025
43J	Recruit/Supervising Recruit Training	Yes	Yes	Effective 10/12/2025 Board of Retirement 11/20/2025
43K	Coroner Assignment	Yes	Yes	Effective 10/12/2025 Board of Retirement 12/18/2025
43L	Attorney of Record	Yes	No	Effective 11/23/2025 Board of Retirement 1/15/2026 Expires 3/27/2027
43M	Child Psychiatry	Yes	Yes	Effective 2/25/2026 Board of Retirement 3/19/2026 Expires on the effective date of reclassification
43N	Adult Psychiatry	Yes	Yes	Effective 2/25/2026 Board of Retirement 3/19/2026 Expires on the effective date of reclassification
43P	Nurse Practitioner SRJ	Yes	No	Effective 2/15/2026 Board of Retirement 3/19/2026
43Q	Forensic Psychiatrist w/ Child Psychiatry Specialty	Yes	Yes	Effective 2/15/2026 Board of Retirement 3/19/2026
43R	Nurse Practitioner Cert 103NP	Yes	Yes	Effective 2/15/2026 Board of Retirement 3/19/2026
43S	FAA Part 107 Drone License	Yes	No	Effective 4/12/2026 Board of Retirement 5/21/2026
43T	Property Salvage Operations	Yes	No	Effective 6/21/2026 Board of Retirement 7/16/2026
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	

Alameda County Pay Items
As of 10/15/2026

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		Tiers 1 & 2	Tier 4	
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.Asigned by Cnty Librarian	Yes	No	
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 Asignmt	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 Asignment	Yes	Yes	
496	Asthma Start Program-Lead Resp	Yes	No	
497	K9 Inspect-Agricultural Shipmt	Yes	Yes	Original Determination 1/1/2013 Amended Effective 5/26/2024 Board of Retirement 8/15/2024 Added New Job Code
498	Acting Deputy Director-EBEDA	Yes	No	
499	HRS - HR Trainee Prg & Tech Suprt	Yes	No	Effective 9/19/2010 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 Amended Effective 6/15/2020
4I0	Spec/Indep-Cmplx Corr Tsk(PEP)	Yes	Yes	Effective 8/4/2024 Amended Effective 3/20/2025 Board of Retirement 3/20/2025
4J1	Day-to-Day Supr Assgmnt (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	

Alameda County Pay Items
As of 10/15/2026

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		Tiers 1 & 2	Tier 4	
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	Det/Cor Pers Attend Syst Admin	No	No	Effective 11/5/2017 Updated Effective 7/20/2025
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 for SEIU Board of Retirement 7/17/2025
705	Vehicle Allowance	Yes	No	
715	EE Referral Incentive (ERIP)	No	No	Description Changed Effective 8/6/2023
716	OneTime Payment SLFRF	No	No	
717	OneTime Payment	No	No	
718	One Time Special Payment	Yes	No	Effective 7/12/2022 Board of Retirement 8/18/2022 Amended Effective 7/1/2022 Board of Retirement 9/15/2022 Amended 9/7/2022 Amended 12/20/2022 Included Additional Employee 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 Board of Retirement 8/20/2020 (Tier 4) Board of Retirement 12/17/2020 (Tiers 1 & 2)
742	Deputy Sheriff I Incentive	No	No	Effective 8/9/2020 Board of Retirement 8/20/2020 (Tier 4) Board of Retirement 12/17/2020 (Tiers 1 & 2)
743	Deputy Sheriff II Incentive	No	No	Effective 8/9/2020 Board of Retirement 8/20/2020 (Tier 4) Board of Retirement 12/17/2020 (Tiers 1 & 2)
744	Incentive_MHlthSpec/Rehab Cnslr	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023
745	Incentive_Beh.Clinician Hlth I	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023
746	Incentive_Beh.Clinician Hlth II	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
747	Incentive_BehHlth Clinical Sup	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023
748	Incentive_BehHlth Clinical Mgr	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023
749	Incntive_Ast Dir-For/Div/ReEnt	No	No	Effective 1/23/2022 Board of Retirement 5/19/2022 Expires 6/30/2023
74E	Retention Pay	Yes	No	Effective 12/20/2022 Board of Retirement 3/16/2023 Expires 6/30/2025 Amended Effective 1/10/2023 Board of Retirement 4/20/2023 Amended Effective 3/19/2023 Added New Job Codes Amended Effective 5/28/2023 Added New Job Codes Expires 6/30/2027
74H	Hiring Incentive	No	No	Effective 6/9/2024 Board of Retirement 6/20/2024 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	
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 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 Board of Retirement 02/20/2025
834	Child Welfare Suprv 8 Hr Shift	No	No	Effective 01/05/2025 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 Board of Retirement 10/19/2023
839	On Call 24 Hrs Shift (SRJ)	Yes	No	Effective 5/28/2023 Board of Retirement 10/19/2023

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
83B	Bilingual $55-80 Hr (T/L)	Yes	Yes	Effective 3/13/2016
83K	Coroner Assignment	Yes	Yes	Effective 10/12/2025 Board of Retirement 12/18/2025
840	On Call FLSA Exempt	Yes	No	Effective 2/16/2025 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	Yes	Effective 1/19/2025 Board of Retirement 3/20/2025 Amended Effective 3/2/2025
844	On Call Suprv Criminalist	No	No	Effective 6/8/2025 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 Asignmt at SRJ	No	No	Effective 12/27/2020
84N	PPUF Asignmt 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 Expanded Job Codes 9/19/2021
886	Educ/Physical Fitness Pgm(T/L)	Yes	Yes	
887	Number Three	Yes	No	Effective 12/24/2023 Non-Tax wages Related to pay code 317
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 Asigmt - 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 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

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes	
		Tiers 1 & 2	Tier 4		
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 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	Convrtd 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		
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 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		

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
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	
I5D	Converted 5D DSA In-Lieu Taken	Yes	Yes	
I5O	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	
INE	Pay Off Non-Expiring In Lieu Balance	No	No	Board of Retirement 10/15/2026 Effective 8/16/2026
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-NonIndstrial	Yes	Yes	
MOD	Temporary Modified Duty	Yes	Yes	
MPL	Management Paid Leave	Yes	Yes	
MTP	Mandatory EmployeeTime Off Pgm	Yes	Yes	
OTA	Overtime-Alt Work Sch (Str)	Yes	Yes	
P5D	Convrtd 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 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	

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
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
SBP	Standby (CPEPRA)	No	No	Effective 7/20/2014 Inactive 7/22/2023
SBY	Standby	Yes	No	Effective 7/20/2014 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 Inactive 7/22/2023
SP3	Shift 3 Standby (CPEPRA)	No	No	Effective 7/20/2014 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

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
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 Inactive 7/22/2023
SS3	Shift Standby - Shift 3	Yes	No	Effective 7/20/2014 Inactive 7/22/2023
SS6	Shift Standby - Shift 6	Yes	No	Effective 7/20/2014 Inactive 7/22/2023
SS8	Shift Standby - Shift 8	Yes	No	Effective 7/20/2014 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
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 Board of Retirement 9/15/2022
VAC	Vacation	Yes	Yes	
VAM	Vacation Annual Max	Yes	No	Effective 1/5/2021 Board of Retirement 2/17/2022 Expires 8/16/2025 Updated - Expired 1/2/2026, with the exception of BTC, SEIU and Teamsters
VBN	Vacation Buy Taken - No Ben	No	No	
VMC	Vacation Maximum Cashout	Yes	No	Effective 7/20/2014 Amended Effective 12/31/2021 Board of Retirement 2/17/2022 Expires 1/7/2023
VPO	Vacation Payoff	Yes	No	Effective 7/20/2014
VPP	Vacation Payoff (CPEPRA)	No	No	Effective 7/20/2014
VSB	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	

Alameda County Pay Items

As of 10/15/2026

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
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