Pay Code	Description	Is it pensio Tiers 1 & 2	nable? Tier 4	Notes
1E	Regular - Early Connections	Yes	Yes	No Longer Used 4/2/2019
1H	Regular - Hayward Promise Neighborhood	Yes	Yes	No Longer Used 4/2/2019
1L	Regular - Launch	Yes	Yes	No Longer Used 4/2/2019
15	Regular - SART	Yes	Yes	No Longer Used 4/2/2019
1T	Regular- TEMP	Yes	Yes	No Longer Used 4/2/2019
3N	VAC NP	No	No	No Longer Used 4/2/2019
311	Vicini	110	110	Effective 1/1/2021
6CL	CA COVID Supplemental Sick	Yes	Yes	
81	Incurance Pay	No	No	Approved 5/20/2021
	Insurance Pay			No Longer Used 4/2/2019
AML	Administrative Leave	Yes	Yes	Effective 4/16/2019
BER	Bereavement	Yes	Yes	
BIL	Bilingual Pay	Yes	Yes	
BNS	Bonus	No	No	
CMB	Commuter Benefit	No	No	Inactive 1/2020
CPA	Cell Phone	No	No	
CPT	Comp Time	Yes	Yes	
СТО	СТО	Yes	Yes	Inactive 1/2020
CTP	Comp Time Term	No	No	mactive 1/2020
CIF	Comp time term	INU	INU	Eff 1: - 4 /4 /2022
	2022 CA COVID Other Reasons	Yes		Effective 1/1/2022
C7E			Yes	Board 3/17/2022
				Expires 9/30/2022
	2022 CA COVID Positive Test			Effective 1/1/2022
C8E		Yes	Yes	Board 3/17/2022
				Expires 9/30/2022
DBL	Double time	No	No	, ,
		110	110	Effective 1/1/2020 for tax
DPE	Domestic Partner CA Exempt*	No	No	* *
				purpose only
FL1	Flexin Beneit	No	No	Inactive 1/2020
FLX	Flex Credit	No	No	Inactive 1/2020
FTS	Footnote Salary	Yes	Yes	Effective 7/1/2020
FXS	Election of the Chark	NI-	N	Effective 1/1/2020 to replac
	Flex Credit SM*	No	No	FLX
GT2	Group Term Life*	No	No	For tax purposes only
HOL	Holiday	Yes	Yes	· o. tan parposes oy
HON	,			
	Honorarium	No	No	La artica 4/2020
INS	Insurance Allowance Severance	No	No	Inactive 1/2020
IPI	Imputed Income - Dom. Partner*	No	No	Effective 1/1/2020 for tax
	P			purpose only
JRY	Jury Duty	Yes	Yes	
LTS	3PSP LTD	No	No	Inactive 1/2020
MAA	MMA - Tracking	No	No	
				Effective 1/1/2016
MRY	Parental Leave	Yes	Yes	Board Approved 11/17/2016
0	Overtime	No	No	Bodia / (ppioved 11/11/2010
	Overtime	INU	INU	F#F==+i:= 4/1/2020
PFL	Emergency Family & Medical Leave	Yes	Yes	Effective 4/1/2020
116	Emergency ranning & inicultar Leave			Expires 12/31/2020
PLS	Pav-In-Lieu SM*	No	Nο	Effective 1/1/2020 to replace
PLS	Pay-In-Lieu SM*	No	No	Effective 1/1/2020 to replace PNL
PLS PNL	Pay-In-Lieu SM* Pay In Lieu	No No	No No	
PNL	Pay In Lieu	No	No	PNL
	,			PNL Inactive 1/1/2020 Effective 4/1/2020
PNL	Pay In Lieu	No	No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020
PNL	Pay In Lieu	No	No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020
PNL PSF	Pay In Lieu Emergency Paid Sick Time Family	No Yes	No Yes	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020
PNL PSF	Pay In Lieu Emergency Paid Sick Time Family	No Yes	No Yes	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Expires 12/31/2020 Effective 4/16/2020
PNL PSF PSS	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self	No Yes Yes	No Yes Yes	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020
PNL PSF PSS PT2	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell	No Yes Yes	No Yes Yes N/A	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020
PNL PSF PSS	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self	No Yes Yes	No Yes Yes	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020
PNL PSF PSS PT2	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell	No Yes Yes	No Yes Yes N/A	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020
PNL PSF PSS PT2 PT4	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off Sell	No Yes Yes Yes N/A	No Yes Yes N/A	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020
PNL PSF PSS PT2 PT4 PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term	Yes Yes N/A Yes No	Yes Yes N/A No Yes No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 6/30/2020
PNL PSF PSS PT2 PT4 PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off Sell  Paid Time Off - Regular Used/Taken	No Yes Yes Yes N/A Yes	Yes Yes N/A No Yes	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 4/15/2020 Effective 4/16/2020 Effective 4/16/2020
PNL PSF PSS PT2 PT4 PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term	Yes Yes N/A Yes No	Yes Yes N/A No Yes No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020  Inactive 4/15/2020 Effective 4/16/2020 Inactive 6/30/2020
PNL PSF PSS PT2 PT4 PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term	Yes Yes N/A Yes No	Yes Yes N/A No Yes No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020  Inactive 4/15/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 7/1/2020
PNL PSF PSS PT2 PT4 PTO PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	Yes Yes N/A Yes No Yes	Yes Yes N/A No Yes No No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020  Inactive 4/15/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 7/1/2020 Inactive 7/1/2020 Inactive 10/4/2020
PNL PSF PSS PT2 PT4 PTO PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	Yes Yes N/A Yes No Yes	Yes Yes N/A No Yes No No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020  Inactive 4/15/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 7/1/2020
PNL PSF PSS PT2 PT4 PTO PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	Yes Yes N/A Yes No Yes	Yes Yes N/A No Yes No No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 6/30/2020 Inactive 4/15/2020 Inactive 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 10/4/2020 Effective 10/4/2020 Effective 10/4/2020
PNL PSF PSS PT2 PT4 PTO PTO PTO	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	No Yes Yes Yes N/A Yes No Yes No	No Yes Yes N/A No Yes No No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 6/30/2020 Inactive 4/15/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 1/1/2020 Inactive 10/4/2020 Effective 10/4/2020 Effective 10/4/2020
PNL PSF PSS PT2 PT4 PT0 PT0 PT0	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	No Yes Yes Yes N/A Yes No Yes No	No Yes Yes N/A No Yes No No	PNL Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 4/15/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 10/4/2020 Effective 7/1/2020 Inactive 10/4/2020 Effective 10/4/2020 Replaces PTO Paid Time Off Term
PNL PSF PSS PT2 PT4 PT0 PT0 PT0	Pay In Lieu  Emergency Paid Sick Time Family  Emergency Paid Sick Time Self  Paid Time Off Sell  Paid Time Off - Regular Used/Taken  Paid Time Off - Term  Paid Time Off - Term	No Yes Yes Yes N/A Yes No Yes No	No Yes Yes N/A No Yes No No	Inactive 1/1/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/1/2020 Expires 12/31/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Inactive 4/15/2020 Inactive 6/30/2020 Effective 4/16/2020 Inactive 6/30/2020 Effective 7/1/2020 Inactive 10/4/2020 Effective 10/4/2020 Effective 10/4/2020 Replaces PTO Paid Time Off

## First 5 Alameda County Pay Items

As of 3/17/2022

Pay Code	Description	Is it pensio	nable?	Notes
Pay Code		Tiers 1 & 2	Tier 4	
R	Regular	Yes	Yes	
R	Regular - Race to the Top	Yes	Yes	Inactive 1/1/2017
R12	Reimbursement 120 days	No	No	
RED	Regular - Pay Deceased	Yes	Yes	Inactive 1/1/2017
REJ	Jury Duty	Yes	Yes	Inactive 1/2020
RRT	Retro Pay	Yes	Yes	
S	Sick Pay	Yes	Yes	
SEV	Severance Pay	No	No	
SPA	Spec A	No	No	
SPB	Spec B	No	No	
SPC	Spec C*	No	No	Effective 6/19/2019
ST3	3PSP STD	No	No	Inactive 1/2020
SVH	Severance Hours	No	No	Inactive 1/2020
TEM	Temp	No	No	Inactive 1/2020
UTO	Unpaid Time Off*	No	No	Effective 10/8/2019
V	VAC - Regular Used/Taken	Yes	Yes	Effective 1/2020 to replace VAC
VAC	VAC - Regular Used/Taken	Yes	Yes	Inactive 1/2020
VAN	Vacation Pay Out Non Pensionab	No	No	Inactive 1/2020
VAP	Vacation Sell	Yes	No	Inactive 1/2020
VCT	Vacation Temp	No	No	Inactive 1/2020
VSL/VPN	Vacation Sell	Yes	No	
VTO/V4N	VAC term	Yes	No	

<sup>\*</sup> Employer deemed non pensionable