

First 5 Alameda County Pay Items

As of 3/17/2022

Pay Code	Description	Is it pensionable?		Notes
		Tiers 1 & 2	Tier 4	
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
1S	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
6CL	CA COVID Supplemental Sick	Yes	Yes	Effective 1/1/2021 Approved 5/20/2021
8I	Insurance Pay	No	No	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	
CTO	CTO	Yes	Yes	Inactive 1/2020
CTP	Comp Time Term	No	No	
C7E	2022 CA COVID Other Reasons	Yes	Yes	Effective 1/1/2022 Board 3/17/2022 Expires 9/30/2022
C8E	2022 CA COVID Positive Test	Yes	Yes	Effective 1/1/2022 Board 3/17/2022 Expires 9/30/2022
DBL	Double time	No	No	
DPE	Domestic Partner CA Exempt*	No	No	Effective 1/1/2020 for tax purpose only
FL1	Flexin Benefit	No	No	Inactive 1/2020
FLX	Flex Credit	No	No	Inactive 1/2020
FTS	Footnote Salary	Yes	Yes	Effective 7/1/2020
FXS	Flex Credit SM*	No	No	Effective 1/1/2020 to replace FLX
GT2	Group Term Life*	No	No	For tax purposes only
HOL	Holiday	Yes	Yes	
HON	Honorarium	No	No	
INS	Insurance Allowance Severance	No	No	Inactive 1/2020
IPI	Imputed Income - Dom. Partner*	No	No	Effective 1/1/2020 for tax purpose only
JRY	Jury Duty	Yes	Yes	
LTS	3PSP LTD	No	No	Inactive 1/2020
MAA	MMA - Tracking	No	No	
MRY	Parental Leave	Yes	Yes	Effective 1/1/2016 Board Approved 11/17/2016
O	Overtime	No	No	
PFL	Emergency Family & Medical Leave	Yes	Yes	Effective 4/1/2020 Expires 12/31/2020
PLS	Pay-In-Lieu SM*	No	No	Effective 1/1/2020 to replace PNL
PNL	Pay In Lieu	No	No	Inactive 1/1/2020
PSF	Emergency Paid Sick Time Family	Yes	Yes	Effective 4/1/2020 Expires 12/31/2020
PSS	Emergency Paid Sick Time Self	Yes	Yes	Effective 4/1/2020 Expires 12/31/2020
PT2	Paid Time Off Sell	Yes	N/A	Effective 4/16/2020 Inactive 6/30/2020
PT4	Paid Time Off Sell	N/A	No	Effective 4/16/2020 Inactive 6/30/2020
PTO	Paid Time Off - Regular Used/Taken	Yes	Yes	
PTO	Paid Time Off - Term	No	No	Inactive 4/15/2020
PTO	Paid Time Off - Term	Yes	No	Effective 4/16/2020 Inactive 6/30/2020
PTO	Paid Time Off - Term	No	No	Effective 7/1/2020 Inactive 10/4/2020
PP2	PTO Term Payout T2	No	N/A	Effective 10/4/2020 Replaces PTO Paid Time Off - Term
PP4	PTO Term Payout T4	N/A	No	Effective 10/4/2020 Replaces PTO Paid Time Off - Term

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		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	

* Employer deemed non pensionable
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