

COUNTY OF SANTA BARBARA PAY ITEMS: REVIEWED AND APPROVED

Earning Code	Earning Code Title	Earn Code Type	Compensation	Pensionable	Pensionability	BOR
			Earnable for Current Employees as of 1/1/2013	Compensation for New Employees as of 1/1/2013	Determination Date	Resolution
ADC	Adjustment Contractor Rate	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
ADM	Admin Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
ADR	Adjustment On Salary	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
ADS	Adjustment Special Duty	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
AUT	Auto Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
BLA	Bilingual - Unit 14, 15, 44, 45 (\$30.00 per pp)	Allowance	Y	Y	Dec-12	BOR 12-5
BLB	Bilingual - Local 620 (\$42.64 per pp)	Allowance	Y	Y	Dec-12	BOR 12-5
BLC	Bilingual - Unit 21, 22 (\$57.68 per pp)	Allowance	Y	Y	Dec-12	BOR 12-5
BLD	Bilingual (\$25.44 per pp)	Allowance	Y	Y	Dec-12	BOR 12-5
BLP	Bilingual Unit 18, 19 (\$46.16 per pp)	Allowance	Y	Y	Dec-12	BOR 12-5
BUG	Pest Control Advisor License (per payperiod)	Certificate/License	Y	Y	Dec-12	BOR 12-5
CAR	Car Allowance - Dept Heads (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
CAX	Car Allowance - Asst Dept Heads (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
CFL	Chief Pilot Allowance	Allowance	Y	Y	Jun-23	BOR 23-04
CHR	Chairperson (per payperiod)	Allowance	Y	Y	Dec-12	BOR 12-5
CLO	Clothing Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
CPA	Certified Public Accountant Allowance	Certificate/License	Y	Y	Dec-12	BOR 12-5
CPL	Contractor Paid Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
CSR	Contractor (Retirement)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
CSU	Unit Cash Allowance	Benefit Allowance	Y	Y	Dec-12	BOR 12-5
DAC	Deputy Agricultural Commissioner Special Duty Pay: License	Certificate/License	Y	Y	May-18	BOR 18-02
DAP	D.A. Deputy Duty (per unit)	Standby/Outside Regular Hours	Y	N	Dec-12	BOR 12-5
DDD	Destructive Devices Duty (per payperiod)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DEP	Deputy Duty (per unit)	Standby/Outside Regular Hours	Y	N	Dec-12	BOR 12-5
DFB	Shift Diff - SBPOA (cents per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DIF	Evening Shift Differential (cents per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DIV	Dive Team Duty (per payperiod)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DOG	K-9 Handler Duty (per payperiod)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DSK	Staff/Desk Duty (per payperiod)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DSM	Graveyard Shift Differential DSA	Skill/Assignment	Y	Y	Aug-22	BOR 22-7
DSP	Graveyard Shift Differential (factor)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
DTO	Dispatch Training Off Shrf (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
EDA	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EDB	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EDF	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EDG	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EDH	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EDJ	Education Allowance (per payperiod)	Education Allowance	Y	Y	Dec-12	BOR 12-5
EMD	Emergency Med Duty (1% of base salary)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
EMT	Emergency Medical Tech Sp/Dut (per payperiod)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
EXM	Extra Help Shift Differential -	Skill/Assignment	N	N	Aug-22	BOR 22-7
FAA	Education Allowance Associate of Arts/Science	Education Allowance	Y	Y	Oct-13	BOR 13-2
FBA	Education Allowance Bachelor of Arts/Science	Education Allowance	Y	Y	Oct-13	BOR 13-2
FBW	Fire Biweekly Salary (hours-per payperiod)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
FCC	Education Allowance OSFM Chief Officer Certification	Education Allowance	Y	Y	Oct-13	BOR 13-2

COUNTY OF SANTA BARBARA PAY ITEMS: REVIEWED AND APPROVED

Earning Code	Earning Code Title	Earn Code Type	Compensation	Pensionable	Pensionability Determination Date	BOR Resolution
			Earnable for Current Employees as of 1/1/2013	Compensation for New Employees as of 1/1/2013		
FCO	Fire-Vacation Convers.	Unused Leave	Y*	N	Dec-12	BOR 12-5
FEF	Education Allowance National Fire Academy Executive Fire Officer (EFO)	Education Allowance	Y	Y	Oct-13	BOR 13-2
FEM	Education Allowance Emergency Medical Tech (EMT)	Education Allowance	Y	Y	Oct-13	BOR 13-2
FEP	Fire Educ Pay (per payperiod)	Education Allowance	Y	N	Dec-12	BOR 12-5
FIC	Education Allowance OSFM Chief Officer Certification	Education Allowance	Y	Y	Oct-13	BOR 13-2
FIL	Fire Holiday in Lieu (hours-per occurrence)	In Lieu Payments	Y	Y	Dec-12	BOR 12-5
FLS	Aviation D.S.A. Air Support Unit Supervisor Pay (\$920.00 per payperiod)	Allowance	Y	Y	Aug-22	BOR 22-7
FLT	Aviation D.S.A. Air Support Tactical Pay (\$425.00 per payperiod)	Allowance	Y	Y	Aug-22	BOR 22-7
FLY	Aviation D.S.A. AIR SUPPORT PILOT (\$350.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	BOR 22-07
FMA	Education Allowance Masters of Arts/Science	Education Allowance	Y	Y	Oct-13	BOR 13-2
FOL	Fire Other Leave W/Pay	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
FTO	Field Training Officer Shrf (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
FTT	Overtime Fire 24 Day	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
FWK	Fire Workers Comp	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
HIL	Holiday in Lieu (hours per occurrence)	In Lieu Payments	Y	Y	Dec-12	BOR 12-5
HLB	Holiday Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
HOL	Holiday Taken Off	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
JBM	Jail Building Maintenance (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
JTO	Jail Training Officer Shrf (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
JUR	Jury Duty Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
LDR	Leader Heavy Equipment (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
LMP	Lump Sum Pay: non-discretionary	Skill/Assignment	Y	N	Jun-18	BOR 18-02
LON	Longevity Pay	Skill/Assignment	Y	N	May-18	BOR 18-02
MDP	Emergency Medical Dispatch Certification	Certificate/License	Y	Y	Sep-16	BOR 16-03
MHE	Mechanics Heavy Equipment (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
MIL	Military Duty Leave (Employee's hourly rate)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
MLN	Military Leave No Pay (tracks military leave)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
MLS	Military Leave Supplement (flat dollar amount)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
MOD	Motorcycle Duty	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
MSW	Master of Social Work	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
MUD	Mounted Unit Duty	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
OLV	Other Leave With Pay (ee's hourly rate)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
OTT	Overtime Taken Payout (ee's hourly rate)	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
PAC	Psychiatry, Child & Adolescent 5% (5 of base)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
PAR	Paramedic Allowance (per pay period)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
PBI	Performance Based Incentive	Skill/Assignment	Y**	N	Dec-12	BOR 12-5
PNC	Paramedic Non-Core	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
PSL	Personal Sick Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
PTL	Paid Time Leave	Regular/Base Pay	Y	Y	Apr-20	BOR 20-2
PTO	Paramedic Training Officer (per pay period)	Skill/Assignment	Y	Y	Sep-16	BOR 16-03
REG	Regular	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
RGS	Registration - 5% (% of base salary)	Certificate/License	Y	Y	Dec-12	BOR 12-5
SAA	Special Assignment Arson Investigation - Pensionable (\$265.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAI	Special Assignment Sheriff Cuyama - Pensionable (\$400.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAJ	Special Assignment Performance Improvement Coordinators- Pensionable (\$410.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAK	Special Assignment Laguna Sanitation/Jalama Rangers - Pensionable (\$220.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAL	Salaried	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5

COUNTY OF SANTA BARBARA PAY ITEMS DETERMINED NOT COMPENSATION EARNABLE OR PENSIONABLE COMPENSATION

Earning Code	Earning Code Title	Earn Code Type	Amount	Compensation Earnable for		Pensionability	
				Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Date	BOR Resolution
ACR	Adjustment CSR			N	N	Jun-18	18-02
ADE	Adjustment Extra Help Rate			N	N	Jun-18	18-02
ADF	Adjustment for Overtime			N	N	Jun-18	18-02
ADG	Adjustment - No Retire - Normal Taxing			N	N	Jun-18	18-02
ADJ	FLSA Adjustment			N	N	Jun-18	18-02
ADP	Adjustment - No FICA/RTR/SDI			N	N	Jun-18	18-02
ALN	Authorized Leave of Absence			N	N	Jun-18	18-02
AST	Additional Straight Time (ee's hourly rate)			N	N	Jun-18	18-02
CAL	Overtime FLSA Callback (factor)		1.5	N	N	Jun-18	18-02
CBS	Callback - Straight (ee's hourly rate)			N	N	Jun-18	18-02
CLB	Call Back FLSA Social Services PS/L (factor)		1.5	N	N	Jun-18	18-02
CON	Contractor			N	N	Jun-18	18-02
COT	Overtime FLSA Contractor (factor)		1.5	N	N	Jun-18	18-02
CPO	Contractor Leave Bal Payoff			N	N	Jun-18	18-02
CSD	Contractor Stand-By Daily (per unit)		\$67.00	N	N	Jun-18	18-02
CSW	Contractor Stand-By Weekend (per unit)		\$140.00	N	N	Jun-18	18-02
CUF	Concrete Urban Forestry Unit Special Duty Pay		0.1	N	N	May-18	18-02
DEL	Deliveries By OB Phys (per unit)		\$481.00	N	N	Jun-18	18-02
EOM	Employee of the Month (flat amount)		\$100.00	N	N	Jun-18	18-02
EOT	Overtime FLSA Extra Help (factor)		1.5	N	N	Jun-18	18-02
EVA	Eval Mntl I-lith-6-1159PM (per unit)		\$200.00	N	N	Jun-18	18-02
EVM	Eval Mntl I-lith-12AM-559 (per unit)		\$250.00	N	N	Jun-18	18-02
EXB	Extra Help Shif Diff SBPOA (cents per hour)		0.75	N	N	Jun-18	18-02
EXD	Extra Help Shift Dif (cents per hour)		0.75	N	N	Jun-18	18-02
EXH	Extra Help			N	N	Jun-18	18-02
EXN	Examination Nurse SART (per unit)		\$170.00	N	N	Jun-18	18-02
EXO	Extra Help Exchange: Off-PD			N	N	Jun-18	18-02
EXP	Examination Physician SART (per unit)		\$250.00	N	N	Jun-18	18-02
EXS	Extra Help Standby (per hour)		\$2.00	N	N	Jun-18	18-02
EXT	Examination Assist Training SART (per unit)		\$90.00	N	N	Jun-18	18-02
FAD	Fire Admin Leave			N	N	Jun-18	18-02
FEX	Fire Shift Exchange			N	N	Jun-18	18-02
FHL	Fire Holiday Leave			N	N	Jun-18	18-02
FIR	Fire Shift			N	N	Jun-18	18-02
FJU	Fire Jury Duty			N	N	Jun-18	18-02
FMI	Fire Military Leave			N	N	Jun-18	18-02
FNA	Fire Auth Lv W/O Pay			N	N	Jun-18	18-02
FPL	Fire Personal Leave			N	N	Jun-18	18-02
FSL	Fire Sick Leave			N	N	Jun-18	18-02
FSS	Fire Staff on Shift (factor)		0.715	N	N	Jun-18	18-02
FTD	Fire Temp Disability			N	N	Jun-18	18-02
FVL	Fire Vacation			N	N	Jun-18	18-02
HCO	Holiday Conversion			N	N	Jun-18	18-02
HFL	Floating Holiday			N	N	Jun-18	18-02
HOA	Holiday Accrual			N	N	Jun-18	18-02
HPO	Term Holiday Payoff			N	N	Jun-18	18-02
HWK	Holiday Half Time			N	N	Jun-18	18-02
HWN	Holiday Half Time Nurse			N	N	Jun-18	18-02
LUM	Lump Sum Pay: discretionary			N	N	Jun-18	18-02
MED	Med Leave W/O Pay			N	N	Jun-18	18-02

COUNTY OF SANTA BARBARA PAY ITEMS DETERMINED NOT COMPENSATION EARNABLE OR PENSIONABLE COMPENSATION

Earning Code	Earning Code Title	Earn Code Type	Amount	Compensation Earnable for		Pensionability Determination	
				Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Date	BOR Resolution
MEM	Memo Hours			N	N	Jun-18	18-02
MNR	Moving Expense Reversal for MNT Only			N	N	Jun-18	18-02
MNT	Moving Expense Reimburse Non-Taxable			N	N	Jun-18	18-02
MOV	Moving Expense Reimburse Taxable			N	N	Jun-18	18-02
MPR	Military Pay Recovery			N	N	Jun-18	18-02
OFC	Overtime FLSA Cash Out (ee's hourly rate)			N	N	Jun-18	18-02
OOF	Overtime FLSA Payoff Termination (ee's hourly rate)			N	N	Jun-18	18-02
OPF	Overtime FLSA Payout Scheduled per MOU (ee's hourly rate)			N	N	Jun-18	18-02
OTA	Overtime - Accrue (factor)		1.5	N	N	Jun-18	18-02
OTE	Overtime Emergency Paid Immed (factor)		1.5	N	N	Jun-18	18-02
OTM	Overtime Mgmt. Eligible (factor)		1.5	N	N	Jun-18	18-02
OTP	Overtime Payout Scheduled per MOU (ee's hourly rate)			N	N	Jun-18	18-02
OTR	Overtime FLSA (factor)		1.5	N	N	Jun-18	18-02
OTS	Overtime Straight (ee's hourly rate)			N	N	Jun-18	18-02
OTX	Overtime Emergency (OT, Straight, Exempt) (ee's hourly rate)			N	N	Jun-18	18-02
PAD	Psychiatry, Addiction 5% (% of base salary)		0.05	N	N	Jun-18	18-02
PFL	Paid Family Leave-EDD			N	N	Jun-18	18-02
PFO	Pschyiatry, Forensic 5% (% of base salary)		0.05	N	N	Jun-18	18-02
SAD	SART Administrative Duties-Hourly (per hour)		\$30.00	N	N	Jun-18	18-02
SEP	Separation/Settlement			N	N	Jun-18	18-02
SIP	Succession Incentive Pay		0.05	N	N	May-18	18-02
SMV	Overtime Sheriff Mgmt Voluntary (factor)		1.5	N	N	Jun-18	18-02
SPO	Term Sick Leave Payoff			N	N	Jun-18	18-02
STC	Per Call Standby \$10 (per hour/unit)		\$10.00	N	N	Jun-18	18-02
SVR	Overtime Sheriff Voluntary (factor)		1.5	N	N	Jun-18	18-02
TDM	TDM Alternative Commute		0.62	N	N	Jun-18	18-02
TLC	Telecommuting			N	N	Jun-18	18-02
ULN	Unauth Leave W/O Pay			N	N	Jun-18	18-02
VPO	Term Vacation Payoff			N	N	Jun-18	18-02
WKC	Workers Comp. Leave			N	N	Jun-18	18-02
SBF	Standby Firefighters	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
SBY	Standby 2.6 (per hour)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
SSB	Sheriff Standby (per hour)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
SST	SART Standby per Week (per unit)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STA	Standby 2 (per hour)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STB	Standby 3 (per hour)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STC	Per Call Standby \$10 (per hour/unit)			N	N	Jan-21	BOR 21-01
STD	Physicians Daily Standby (per unit)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STE	Standby 4	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STP	Physicians Screening Standby (per unit)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
STW	Physicians Weekend Standby (per unit)	Standby/Outside Regular Hours		N	N	Jan-21	BOR 21-01
EXM	Extra Help Shift Differential (\$3.00 per hour)			N	N	Aug-22	BOR 22-07

Board of Retirement June 26, 2019 review

CARPINTERIA-SUMMERLAND FIRE PROTECTION DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
ACTPY	Acting Pay	Standard	Additional pay for fire staff working out of class, ex: engineer serving as Captain	Variable percentage of base pay, depends on what acting task is being performed	Y	Y	6/26/2019	19-01
BRVMT	BEREAVEMENT	Standard	Draws down Sick accrual balance	\$ per hour	Y	Y	6/26/2019	19-01
COMP	COMP TIME	Standard	Admin Staff: Paid at regular pay rate, like County OTT Overtime Taken Payout	\$ per hour	Y	Y	6/26/2019	19-01
COMP	COMP TIME MEMO	Standard	Firefighters: Paid at regular pay rate, like County OTT Overtime Taken Payout	\$ per hour	Y	Y	6/26/2019	19-01
CONED	Continued Education	Standard	Educational stipend: 1.5% for AA degree, 3% for BA degree	variable percentage of base pay, depends on type of degree	Y	Y	6/26/2019	19-01
EXECCM	Executive Leave	Standard	56 hours per year of Admin Leave for Chief only, does not roll year to year	\$ per hour	Y	Y	6/26/2019	19-01
FLSA	FLSA 207(K) Pay	Standard	Regularly scheduled shift time at premium rate within the definition of 29 U.S.C. Section 207(k).	5 hours of straight pay	Y	Y	6/26/2019	19-01
HOL	HOLIDAY	Standard	Administrative Staff Holiday Taken off	\$ per hour	Y	Y	6/26/2019	19-01
HVINL	Hol/Vac In-Lieu	Standard	Regular pay	\$ per hour	Y	Y	6/26/2019	19-01
HZDIF	HAZMAT Differential	Standard	If you are part of the Haz Mat team, you get an additional 1.5%	1.50%	Y	Y	6/26/2019	19-01
INSRE	Ins. Reimburse	Standard	If firefighter not elect CSFPD insurance, they receive a \$500/month stipend	\$500/month	Y*	N	6/26/2019	19-01
JURY	JURY DUTY	Standard	Paid at regular pay rate	\$ per hour	Y	Y	6/26/2019	19-01
LGVTY	Longevity	Standard	\$10 a year for each year of service credit, paid monthly	\$10 x years of service each month	Y	Y	6/26/2019	19-01
MISCE	MISCELLANEOUS EARNS	Standard	Adjustment on pay for retro pay	adjustment amount: varies	Y	Y	6/26/2019	19-01
PERS	PERSONAL TIME OFF	Standard	Administrative PTO : Two Days A Year	\$ per hour	Y	Y	6/26/2019	19-01
PERSM	PERSONAL TIME MEMO	Standard	Firefighter PTO: Two Days A Year	\$ per hour	Y	Y	6/26/2019	19-01
PHYS	Employee Physicals	Standard	4 Hours Of Regular Hourly Pay When They Get Their Physical	\$ per hour	Y	Y	6/26/2019	19-01
PRDIF	Paramedic Diff	Standard	If a firefighter advances to an engineer position, but maintains paramedic certification, receives this differential.	0.1	Y	Y	6/26/2019	19-01
REG	REGULAR	Standard	Regular Pay	\$ per hour	Y	Y	6/26/2019	19-01
RETRO	RETRO PAY	Standard	Retro Pay	adjustment amount: varies	Y	Y	6/26/2019	19-01
SICK	SICK	Standard	Sick	\$ per hour	Y	Y	6/26/2019	19-01
SICKM	SICK MEMO	Standard	Firefighter Sick	\$ per hour	Y	Y	6/26/2019	19-01
SWIM	SWIM	Standard	Members of the Water Rescue Swim Team receive a special duty allowance	variable	Y	Y	6/26/2019	19-01
VAC	VACATION	Standard	Vacation	\$ per hour	Y	Y	6/26/2019	19-01
VACM	VACATION MEMO	Standard	Firefighter Vacation	\$ per hour	Y	Y	6/26/2019	19-01
UNFRM	Uniform Allowance	Standard	Uniform Allowance	variable	Y	N	6/26/2019	19-01
BOARD	Board Meeting Pay	Standard	\$100 stipend per meeting, for Board Members only	\$100 per meeting	N	N	6/26/2019	19-01
COMPA	COMP TIME ADD	Memo	Accrual Code, increases OT balance	Accrual	N	N	6/26/2019	19-01
CONST	Constant Staffing	OT	REGULAR OT	1.5 hourly rate	N	N	6/26/2019	19-01
HOLM	HOLIDAY MEMO	Memo	Holiday accrued: this is an accrual bucket and not the use of the hours as a paid code	Accrual	N	N	6/26/2019	19-01
OT	OVERTIME	OT	OT for non-Safety CSFPD employees	1.5	N	N	6/26/2019	19-01
REIOT	Reimbursable OT	OT	Regular OT Worked On Fires Out Of District, tracked separately for reimbursement	1.5 hourly rate	N	N	6/26/2019	19-01

* Although generally includable, may be excluded if elected for the first time at or close to the Final Average Salary period.

Board of Retirement April 3, 2019 Table 2 - Resolution 19-02

SANTA BARBARA COUNTY ASSOCIATION OF GOVERNMENTS PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
A	Admlea	Hours	Administrative Leave/Comp Time	hourly pay, like CO ADM	Y	Y		
B	Hlb	Hours	Floating Holiday	hourly pay	Y	Y		
H	Holiday	Hours	Holiday	hourly pay	Y	Y		
J	Jury	Hours	Jury duty	hourly pay	Y	Y		
M	Mildou	Hours	Military duty	not currently in use	Y	Y		
OTB	Overtime Bank	Hours	Overtime banked and used at future time	OT balance utilized for time off to meet FTE hours per Pay Period	Y	Y		
S	Sk/psl	Hours	Sick or Personal leave	hourly pay	Y	Y		
V	Vacation	Hours	Vacation	hourly pay	Y	Y		
I	Cellphone Stipn	Earning	Cell Phone Stipend: Legacy employees are eligible for this allowance, PEPRA are not per employee handbook	flat dollar amount	Y	N		
11	Retire in Lieu	Earning	Cash in Lieu of Retirement Offset: Executive Director Only	flat dollar amount in employment contract	N	N		
12	Health in Lieu	Earning	Cash in Lieu of Health insurance: Executive Director Only who does not take Dept. Insurance	flat dollar amount in employment contract	N	N		
C	Adcash	Earning	Additional Cash benefit	flat dollar amount	N	N		
D	Defcsh	Earning	Cash in Lieu of contribution to 457 Plan: Executive Director Only	flat dollar amount in employment contract	N	N		
E	Earns	Earning	Other Earnings: used for Board Members paid a stipend	variable dollar amount based on use	N	N		
F	Hoa	Hours	Holiday Accrual	accrual code to bank, drawn down by HLB, which is an active hours code	N	N		
G	Carcsh	Earning	Car allowance: Executive Director Only	flat dollar amount in employment contract	N	N		
L	A-loa	Hours	Authorized Leave no pay	no pay	N	N		
OTR	Overtime Reserve	Hours	Use of overtime that was banked	hours code that banks overtime, not paid when coded to OTR	N	N		
U	Unloa	Hours	Unauthorized leave no pay	no pay	N	N		
W	Vacation Cash out	Hours	Vacation Cash out	hourly pay	N	N		

Board of Retirement April 3, 2019 Table 3.1 - Resolution 19-03

SANTA MARIA CEMETERY DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
REG	Reg Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VAC	Vacation Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SICK	Sick Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
HOL	Holiday Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VCO	Vacation Payout - Conversion	Unused Leave	Paid to extent earned and payable in each 12 month period during the final average salary period	\$ per hour	Y	N		
VPO	Vacation Payout - Termination	Unused Leave	VAC balance paid upon termination	\$ per hour	N	N		
SAT SVS	Saturday Services	Regular/Base Pay	Time worked over standard scheduled hours, assisting with weekend funerals or services	\$ per hour	N	N		
ALL CONTRIBUTIONS ARE POST TAX, PER AGREEMENT WITH SBCERS								

Board of Retirement April 3, 2019 Table 3.2 - Resolution 19-03

GOLETA CEMETERY DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
REG	Reg Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SAL	Salary Pay	Regular/Base Pay	Paid to General Manager per contract	Fixed amount	Y	Y		
VAC	Vacation Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SICK	Sick Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
HOL	Holiday Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VCO	Vacation Payout - Conversion	Unused Leave	Paid to extent earned and payable in each 12 month period during the final average salary period	\$ per hour	Y	N		
VPO	Vacation Payout - Termination	Unused Leave	VAC balance paid upon termination	\$ per hour	N	N		
SAT SVS	Saturday Services	Regular/Base Pay	Time worked over standard scheduled hours, assisting with weekend funerals or services	\$ per hour	N	N		

Item of note: per 2017 contract, General Manager receives \$400 monthly auto allowance. It is included in regular pay.

Board of Retirement April 3, 2019 Table 3.3 - Resolution 19-03

OAK HILL CEMETERY DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
REG	Reg Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VAC	Vacation Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SICK	Sick Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
HOL	Holiday Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VCO	Vacation Payout - Conversion	Unused Leave	Paid to extent earned and payable in each 12 month period during the final average salary period	\$ per hour	Y	N		
VPO	Vacation Payout - Termination	Unused Leave	VAC balance paid upon termination	\$ per hour	N	N		
SAT SVS	Saturday Services	Regular/Base Pay	Time worked over standard scheduled hours, assisting with weekend funerals or services	\$ per hour	N	N		
ALL CONTRIBUTIONS ARE POST TAX, PER AGREEMENT WITH SBCERS								

Board of Retirement April 3, 2019 Table 3.4 - Resolution 19-03

CARPINTERIA CEMETERY DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
REG	Reg Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VAC	Vacation Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SICK	Sick Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
HOL	Holiday Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VCO	Vacation Payout - Conversion	Unused Leave	Paid to extent earned and payable in each 12 month period during the final average salary period	\$ per hour	Y	N		
VPO	Vacation Payout - Termination	Unused Leave	VAC balance paid upon termination	\$ per hour	N	N		

Board of Retirement April 3, 2019 Table 3.6 - Resolution 19-03

MOSQUITO AND VECTOR MANAGEMENT DISTRICT PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	percentage, \$ per hour, or fixed amount allowance	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Pensionability Determination Date	BOR Resolution
REG	Reg Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VAC	Vacation Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
SICK	Sick Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
HOL	Holiday Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	Y		
VAC CASH	Vacation cash out	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	Y	N		
VAC SEP	Vacation Termination Pay	Regular/Base Pay	Paid to all regular employees at hourly rate of pay	\$ per hour	N	N		
BLG	Bilingual Pay	Allowance	Paid to qualified employees who provide bilingual services	\$57.69 a Pay Period	Y	Y		

SUPERIOR COURT FOR THE COUNTY OF SANTA BARBARA PAY ITEMS: REVIEW AND APPROVE

Earning Code	Earning Code Title	Earn Code Type	Description	Compensation Earnable for	Pensionable	Pensionability	BOR Resolution
				Current Employees as of 1/1/2013	Compensation for New Employees as of 1/1/2013	Determination Date	
BLG	Bilingual Courts Only	Allowance	a fixed amount paid per PP	Yes	Yes	Dec-12	BOR 12-5
BLX	Bilingual - Court Exotic	Allowance	a dollar amount for each hour coded to task	Yes	Yes	26-Sep-18	2018-03
D1M	D1 Allowance	Allowance	Data allowance plan reimbursement	Yes	No	26-Sep-18	2018-03
P1M	P1 Allowance	Allowance	Data package allowance reimbursement	Yes	No	26-Sep-18	2018-03
SEC	Courts Secretary Allowance	Allowance	a fixed amount paid per PP	Yes	Yes	26-Sep-18	2018-03
T1M	T1 Allowance	Allowance	reimbursement for texting plan	Yes	No	26-Sep-18	2018-03
V1C	V1 Allowance	Allowance	reimbursement for voice plan level 1	Yes	No	26-Sep-18	2018-03
V2C	V2 Allowance	Allowance	reimbursement for voice plan level 2	Yes	No	26-Sep-18	2018-03
V3C	V3 Allowance	Allowance	Reimbursement for voice plan level 3	Yes	No	26-Sep-18	2018-03
CSU	Unit Cash Allowance	Benefit Allowance	Unit Cash	Yes	Yes	Dec-12	BOR 12-5
ADM	Admin Leave	Regular/Base Pay	Administrative Leave	Yes	Yes	Dec-12	BOR 12-5
ADR	Adjust Salary	Regular/Base Pay	Former County Adjustment code	Yes	Yes	Dec-12	BOR 12-5
DCA	Deferred compensation adjustment	Regular/Base Pay	Court version of ADR adjust on salary	Yes	Yes	26-Sep-18	2018-03
FRL	Furlough	Regular/Base Pay	Furlough hours worked, deduction taken via MFD	Yes	Yes	Dec-12	BOR 12-5
GFH	Grandfathered Holiday	Regular/Base Pay	Grandfathered Holiday usage	Yes	Yes	26-Sep-18	2018-03
HAT	Holiday accrued taken	Regular/Base Pay	Holiday accrued taken	Yes	Yes	26-Sep-18	2018-03
HFA	Holiday Float Additional	Regular/Base Pay	Holiday Float Additional	Yes	Yes	26-Sep-18	2018-03
HFL	Floating Holiday	Regular/Base Pay	Floating Holiday	Yes	Yes	26-Sep-18	2018-03
HFT	Floating Furlough Holiday Taken	Regular/Base Pay	Floating Furlough Holiday Taken	Yes	Yes	26-Sep-18	2018-03
HLB	Holiday Leave - Float Holiday	Regular/Base Pay	Holiday Leave - Float Holiday	Yes	Yes	26-Sep-18	2018-03
HOL	Holiday Taken Off	Regular/Base Pay	Holiday Taken Off	Yes	Yes	26-Sep-18	2018-03
JUR	Jury Duty Leave	Regular/Base Pay	Jury Duty Leave	Yes	Yes	Dec-12	BOR 12-5
OLV	Other Leave With Pay	Regular/Base Pay	Other Leave With Pay	Yes	Yes	Dec-12	BOR 12-5
REG	Regular	Regular/Base Pay	all regular employees use other than judges	Yes	Yes	Dec-12	BOR 12-5
SBR	Sick Bereavement	Regular/Base Pay	designated balance of leave used for bereavement	Yes	Yes	26-Sep-18	2018-03
SDI	SDI Sick Leave	Regular/Base Pay	SDI Sick Leave integrating with SDI	Yes	Yes	26-Sep-18	2018-03
SEB	Sick Employee Bereavement	Regular/Base Pay	sick balance used for bereavement	Yes	Yes	26-Sep-18	2018-03
SEE	Sick Leave	Regular/Base Pay	sick employee	Yes	Yes	26-Sep-18	2018-03
SEH	Sick Employee Holiday	Regular/Base Pay	employee using holiday balance for sick	Yes	Yes	26-Sep-18	2018-03
SEM	Sick Employee Medical: dr. appt, etc	Regular/Base Pay	employee using sick for dr. appt.	Yes	Yes	26-Sep-18	2018-03
SEV	Sick Employee Vacation	Regular/Base Pay	employee using vac balance for sick	Yes	Yes	26-Sep-18	2018-03
SFH	Sick Family Holiday	Regular/Base Pay	employee using holiday bal for sick family	Yes	Yes	26-Sep-18	2018-03
SFM	Sick Family Member	Regular/Base Pay	employee using sick bal for sick family	Yes	Yes	26-Sep-18	2018-03
SFV	Family Sick Vacation	Regular/Base Pay	employee using VAC bal for sick family	Yes	Yes	26-Sep-18	2018-03
VAC	Vacation Taken	Regular/Base Pay	Vacation	Yes	Yes	Dec-12	BOR 12-5
CAR	Car Allowance - Dept Heads	Reimbursement	Car allowance for department heads	Yes	No	Dec-12	BOR 12-5
CAX	Car Allowance - Asst Dept Heads	Reimbursement	Car allowance for asst. department heads	Yes	No	Dec-12	BOR 12-5
RT5	Real Time Pay - Court Reporter 5%	Skill/Assignment	Court reporter special duty pay of 5%	Yes	Yes	26-Sep-18	2018-03
SPD	Special Duty Pay 5%	Skill/Assignment	Special Duty Pay 5%	Yes	Yes	Dec-12	BOR 12-5
SPE	Special Duty Pay 10%	Skill/Assignment		Yes	Yes	Dec-12	BOR 12-5
VCO	Vacation Payout - Conversion	Unused Leave	Vacation Payout - Conversion	Yes*	No	Dec-12	BOR 12-5
LMPSUM	Lump Sum Pay	Lump Sum Pay	Lump Sum Pay	Yes**	No	26-Sep-18	2018-03
HAM	Milestone Anniversary - Lump Payment	Lump Sum Pay	Milestone Anniversary Pay	Yes**	No	26-Jun-19	2019-01
HMA	Milestone Anniversary - Floating Holiday	Regular/Base Pay	Floating holiday for Milestone Anniversary	Yes	Yes	26-Jun-19	2019-01
ZFE	Paid Time Leave	Regular/Base Pay	Emergency Sick Leave paid per HR 6201 - self	Yes	Yes	24-Jun-20	2020-05
ZFF	Emergency Family Leave	Regular/Base Pay	Emergency Sick Leave paid per HR 6201 - dependent	Yes	Yes	24-Jun-20	2020-05
ZFA	Expanded Emergency Family Leave	Regular/Base Pay	Emergency FMLA Extension per HR 6201 - dependent	Yes	Yes	24-Jun-20	2020-05
1XX	CA SUP PSL	Regular/Base Pay	California Supplemental Paid Sick Leave	Yes	Yes	24-Jun-20	2020-05

Judges are not members of SBCERS and do not accrue service credit or a pension benefit. Though they are paid a stipend through the Court payroll system, and they sometimes are paid cell or data allowances, the pensionability of these items do not impact judges.

Y* To extent earned and payable in each 12 month period during the final average salary period.

Y** A lump sum payment would be deemed compensation earnable only if paid to all similarly situated members in the member's group or class.