

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		
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

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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
FCO	Fire-Vacation Convers.	Unused Leave	Y*	N	Dec-12	BOR 12-5
FEF	Education Allowance National Fire Academy Executive Fire Officer	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	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

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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
SAM	Special Assignment Animal Control Officers - Pensionable (\$110.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAN	Safety Allowances Non Taxable	Skill/Assignment	Y	Y	Sep-16	BOR 16-03
SAO	Special Assignment I - Dispatch Duty Officer/Fire Crew - Pensionable (\$325.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAP	Special Assignment PIO - Pensionable (\$840.00 per payperiod)	Skill/Assignment	Y	Y	Aug-22	2022-06
SAT	Safety Allowances Taxable	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
SAW	Special Assignment Waste Water Plant Operators - Pensionable	Skill/Assignment	Y	Y	Aug-22	2022-06
SCK	Sick Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5

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SDI	SDI Sick Leave	Regular/Base Pay	Y	Y	Sep-16	BOR 16-03
SET	Special Enforcement Team (per payperiod)	Skill/Assignment	Y	Y	May-17	BOR 17-01
SPA	Special Duty Allowance, Physician On Call	Standby/Outside Regular Hours	Y	N	Dec-12	BOR 12-5
SPC	3% Special Duty Pay Public Works Certified Crane Operator	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
SPD	Special Duty Pay 5% (% of base salary)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
SPE	Special Duty Pay 10% (% of base salary)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
SPF	Special Duty Pay 8% (% of base salary)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
SPS	Supplemental Sick Pay	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
SRD	Special Ops Response Team Duty	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
STF	Standby Firefighters - P (\$4 Hour)	Standby/Outside Regular Hours	Y	N	Mar-21	BOR 21-01
STG	Standby 3 (per hour) - P (\$4 hour)	Standby/Outside Regular Hours	Y	N	Mar-22	BOR 21-01
SWC	Safety Work Comp Leave	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
TRK	Truck Differential (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
TRP	Los Prietos Travel (per unit)	Reimbursement	Y	N	Dec-12	BOR 12-5
UFA	Uniform Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
UFB	Uniform Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
UFC	Uniform Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
UFE	Annual Uniform Allowance (\$260 per year)	Allowance	Y	N	Aug-22	BOR 22-7
UFF	Uniform Allowance Fire (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
UFP	Uniform Allowance (per payperiod)	Reimbursement	Y	N	Dec-12	BOR 12-5
VAC	Vacation	Regular/Base Pay	Y	Y	Dec-12	BOR 12-5
VCO	Vacation Payout - Conversion	Unused Leave	Y*	N	Dec-12	BOR 12-5
WEK	Weekend Shift Differential (per hour)	Skill/Assignment	Y	Y	Dec-12	BOR 12-5
XFL	Emergency Family Leave	Regular/Base Pay	Y	Y	Apr-20	BOR 20-2
SPB	DSS License Pay	Skill/Assignment	Y	Y	Sep-24	BOR 24-04
IPD	DITA and POST Incentive Pay	Skill/Assignment	Y	Y	Sep-24	BOR 24-04
TRI	Language Allowance: Trilingual	Skill/Assignment	Y	Y	Sep-24	BOR 24-04
	Y* To extent earned and payable in each 12 month period during the final average salary period.					
	Y** A bonus would be deemed compensation earnable only if paid to all similarly situated members in the member's group or class.					