

**Contra Costa County Employees' Retirement Association**  
**Compensation for Retirement Purposes**  
**September 3, 2025**  
**Employer: Contra Costa County Employees' Retirement Association**

		<b>Legacy Pensionable Compensation Membership (\$31461) BEFORE 1/1/2013</b>	<b>PEPRA Pensionable Compensation (\$7522.34) Membership AFTER 1/1/2013</b>
<b>Pay Code Description</b>	<b>Pay Code</b>	<b>INCLUDED/EXCLUDED</b>	<b>INCLUDED/EXCLUDED</b>
Accounting Differential 5%	C38	INCLUDED	EXCLUDED
Adjustment non-ret	AND	EXCLUDED	EXCLUDED
Adjustment ret	ADJ	INCLUDED	INCLUDED*
Administrative Leave Taken (within base pay)	ALP	INCLUDED	INCLUDED
Base Salary (within base pay)	REG	INCLUDED	INCLUDED
Board Stipend	M58	EXCLUDED	EXCLUDED
Comp Pay off	OCS	EXCLUDED	EXCLUDED
Comp Taken (within base pay)	OCP	INCLUDED	INCLUDED
Families First-FMLA (within base pay)	FFFMEX	INCLUDED	INCLUDED
Families First-Paid Sick Leave-EE (within base pay)	FFPSLE	INCLUDED	INCLUDED
Families First-Paid Sick Leave-FAM (within base pay)	FFPSLF	INCLUDED	INCLUDED
Flexible Compensation Taken (within base pay)	FWP	INCLUDED	INCLUDED
Holiday (within base pay)	E10	INCLUDED	INCLUDED
Jury Duty (within base pay)	JRYDTY	INCLUDED	INCLUDED
Longevity 2.5%	L05	INCLUDED	EXCLUDED
Longevity 5%	L06	INCLUDED	EXCLUDED
Longevity 7%	L07	INCLUDED	EXCLUDED
Lump Sum	LSP	INCLUDED	EXCLUDED
Negotiations (within base pay)	T03	INCLUDED	INCLUDED
Non-productive (within base pay)	T01	INCLUDED	INCLUDED
OT Adjustment	OTADJ	EXCLUDED	EXCLUDED
Personal Holiday no ret	PHN	EXCLUDED	EXCLUDED
Personal Holiday no-ret 2.5%	PLN	EXCLUDED	EXCLUDED
Personal Holiday ret	PHP	EXCLUDED	EXCLUDED
Personal Holiday Taken (within base pay)	PLP	INCLUDED	INCLUDED
Prior Period Overtime	POT	EXCLUDED	EXCLUDED
Severance	SEV	EXCLUDED	EXCLUDED
Sick Leave Taken (within base pay)	SCK-2RS	INCLUDED	INCLUDED
Vacation (within base pay)	VAC	INCLUDED	INCLUDED
Vacation pay off with 2.5% and no ret	V03	EXCLUDED	EXCLUDED
Vacation payoff with 5% and no ret	V23	EXCLUDED	EXCLUDED
Vacation payoff with no ret	V03	EXCLUDED	EXCLUDED
Vacation Sale	V01	INCLUDED	EXCLUDED
Vacation Sale 2.5% Long	V11	INCLUDED	EXCLUDED
Vacation Sale 5% Long	V21	INCLUDED	EXCLUDED
Workers Comp Doc Appt (within base pay)	T02	INCLUDED	INCLUDED

\* - Included with additional review at the time of retirement based on policy