

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

		Legacy Pensionable Compensation Membership (\$31461) BEFORE 1/1/2013	PEPRA Pensionable Compensation (\$7522.34) Membership AFTER 1/1/2013
Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Base Salary (within base pay)	REG	INCLUDED	INCLUDED
Bilingual Pay	CBP	INCLUDED	EXCLUDED
CAFETERIA PLAN CASH - GENERAL	CC1	INCLUDED	EXCLUDED
Call Out Pay Premium		EXCLUDED	EXCLUDED
Capital Overtime Premium		EXCLUDED	EXCLUDED
Capital Regular	REG	INCLUDED	INCLUDED
Capital Regular Retro Active	REG	INCLUDED	INCLUDED
Capital Relief Ops Differential	ROD	INCLUDED	EXCLUDED
Capital Relief Ops Overtime Premium		EXCLUDED	EXCLUDED
Capital Swing Shift Overtime Premium		EXCLUDED	EXCLUDED
CC Earnings Balance for Absences	REG	INCLUDED	INCLUDED
Cell Phone Stipend		EXCLUDED	EXCLUDED
CLASS A/B LICENSE PAY	CAB	INCLUDED	EXCLUDED
COVID Telework Capital Regular	REG	INCLUDED	INCLUDED
COVID Telework OM Regular	REG	INCLUDED	INCLUDED
COVID Telework Regular	REG	INCLUDED	INCLUDED
Crane/Boom Truck Pay	CCR	INCLUDED	EXCLUDED
Double OT Premium		EXCLUDED	EXCLUDED
Excess Holiday Comp Payout		EXCLUDED	EXCLUDED
Fatigue Time Worked		EXCLUDED	EXCLUDED
Holiday Pay	REG	INCLUDED	INCLUDED
Holiday Premium	HP2	INCLUDED*	EXCLUDED
Holiday Premium 2x	C31	INCLUDED*	EXCLUDED
Holiday Premium Night	C32	INCLUDED*	EXCLUDED
Holiday Premium Swing	C26	INCLUDED*	EXCLUDED
Longevity Pay	L05	INCLUDED*	EXCLUDED
Make-up Time Worked	REG	INCLUDED	INCLUDED
Meal Allowance - Local 1	CMA	INCLUDED	EXCLUDED
Meal Allowance - MSCG	CMA	INCLUDED	EXCLUDED
Night Shift Differential	SNS	INCLUDED*	EXCLUDED
Night Shift Overtime		EXCLUDED	EXCLUDED
Night Shift Overtime Premium		EXCLUDED	EXCLUDED
Out of Class	COC	INCLUDED*	EXCLUDED
OUT OF CLASS OVERTIME		EXCLUDED	EXCLUDED
Paid Overtime OM Premium		EXCLUDED	EXCLUDED
Paid Overtime Premium		EXCLUDED	EXCLUDED
Provisional Pay		EXCLUDED	EXCLUDED
Registration Differential	CRD	INCLUDED	EXCLUDED
Regular Pay	REG	INCLUDED	INCLUDED
Regular Pay OM	REG	INCLUDED	INCLUDED
Relief Ops Differential	ROD	INCLUDED	EXCLUDED
Relief Ops Overtime		EXCLUDED	EXCLUDED
Relief Ops Overtime OM		EXCLUDED	EXCLUDED
Relief Ops Overtime OM Premium		EXCLUDED	EXCLUDED
Relief Ops Overtime Premium		EXCLUDED	EXCLUDED
Stand By Pay	C13	EXCLUDED	EXCLUDED
Stand By Pay Voluntary		EXCLUDED	EXCLUDED
Swing Shift Differential	C04	INCLUDED*	EXCLUDED
Swing Shift Overtime Premium		EXCLUDED	EXCLUDED
Telework Capital Regular	REG	INCLUDED	INCLUDED
Telework Regular Pay	REG	INCLUDED	INCLUDED
Telework Regular Pay OM	REG	INCLUDED	INCLUDED

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

Telework Reserve Capital	REG	INCLUDED	INCLUDED
Telework Reserve OM	REG	INCLUDED	INCLUDED
Telework Reserve Regular	REG	INCLUDED	INCLUDED
Vacation Payout	V01	INCLUDED*	EXCLUDED

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