

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

**Employer: Contra Costa County & Districts included in County payroll
 (Contra Costa County Fire Protection District, Contra Costa County LAFCO, Contra Costa County In-Home Support Services, Contra Costa County Children & Families Commission)**

		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
350 Offset Adjustment	RX3	EXCLUDED	EXCLUDED
Absent without Leave	R27	EXCLUDED	EXCLUDED
Absent without Pay	R26	EXCLUDED	EXCLUDED
Access Incentive Bonus	M21	INCLUDED	EXCLUDED
Additional Duty Emergency	ADE	EXCLUDED	EXCLUDED
Additional Duty Pay - base hrly rate	ADD	EXCLUDED	EXCLUDED
Additional Duty Residents	ADR	EXCLUDED	EXCLUDED
Additional Pay - Elections	REP	INCLUDED	EXCLUDED
Additional Pay County Fair	RSF	INCLUDED	EXCLUDED
Adjustment Sale of Vacation	VAD	INCLUDED*	EXCLUDED
Adjustment Shift Pay	SHA	INCLUDED*	EXCLUDED
Adjustment to SDI Earnings	SDA	EXCLUDED	EXCLUDED
Adjustment Uniform Allowance	A99	INCLUDED	EXCLUDED
Admin Leave Hours Taken (within base pay)	ALP	INCLUDED	INCLUDED
Advance	ADV	EXCLUDED	EXCLUDED
Agreed Upon Temp Abs Hrs Taken	ATA	EXCLUDED	EXCLUDED
Agreed Upon Temp Ded'n Adj	ATJ	EXCLUDED	EXCLUDED
Annual Registrar Stipnd	M49	INCLUDED	EXCLUDED
Assesmt Appeals Brd Stipend	M52	INCLUDED	EXCLUDED
ATA Deduction	ATD	EXCLUDED	EXCLUDED
Auto Allow Department Heads	AU3	INCLUDED*	EXCLUDED
Auto Allow Elected Dept Head	AUT	INCLUDED	EXCLUDED
Auto Allowance	AU1	INCLUDED*	EXCLUDED
Auto Allowance 2	AU2	INCLUDED*	EXCLUDED
Benefit Replace Plan Retiree	BRP	EXCLUDED	EXCLUDED
Bi Lingual Pay \$80	M80	INCLUDED	EXCLUDED
Bilingual Pay	M65	INCLUDED	EXCLUDED
Bi-Lingual Pay	M57	INCLUDED	EXCLUDED
Bi-Lingual Pay Safety	M85	INCLUDED	EXCLUDED
Bldg Supv Diff 9%	D50	INCLUDED	EXCLUDED
Bonus Hazard Matl Response TM	B95	INCLUDED	EXCLUDED
Bonus Lateral Hire Incentive	B55	INCLUDED	EXCLUDED
Bonus RN Special Assignment	B60	INCLUDED*	EXCLUDED
Bonus Special Pay	B79	INCLUDED*	EXCLUDED
Call Back @ 1.50 Local 1230	N77	EXCLUDED	EXCLUDED
Call-Back	N52	EXCLUDED	EXCLUDED
Callback @ 1.50 CNA	N62	EXCLUDED	EXCLUDED
Callback @ 1.50 DSA	N42	EXCLUDED	EXCLUDED
Callback @ 1.50 Local 1021	N32	EXCLUDED	EXCLUDED
Callback @ 1.50 Local 2700	N34	EXCLUDED	EXCLUDED
Callback @ 1.50 Local 512	N33	EXCLUDED	EXCLUDED
Callback @ 1.50 Local One	N35	EXCLUDED	EXCLUDED
Callback @ 1.50 PPOA	N37	EXCLUDED	EXCLUDED
Callback @ 1.50 Public Def Inv	N30	EXCLUDED	EXCLUDED
Callback @ 1.50 RNs in OR	N64	EXCLUDED	EXCLUDED
Callback @ 1.50 T856	N38	EXCLUDED	EXCLUDED
Callback @ 1.50 T856 SterIProc	N36	EXCLUDED	EXCLUDED
Callback @ 1.50 WCE	N31	EXCLUDED	EXCLUDED
Callback @1.5 Loc 21 and Unrep	N73	EXCLUDED	EXCLUDED
Callback Additional 1 Hour	N1H	EXCLUDED	EXCLUDED
Callback Adjustment	NAD	EXCLUDED	EXCLUDED
Callback CNA Comp Time	N67	EXCLUDED	EXCLUDED
Callback CNA Comp Time RNs OR	N68	EXCLUDED	EXCLUDED
Callback Minimum Guarantee	NMG	EXCLUDED	EXCLUDED
CALWORKS Differential	M19	INCLUDED	EXCLUDED
Canine Care Agriculture	E09	EXCLUDED	EXCLUDED
CERA Cert Diff 2.5%	C74	INCLUDED	EXCLUDED
Cert Elect/Regist Admin Diff 5%	C73	INCLUDED	EXCLUDED
Cert PD CCCERA 5.0%	C38	INCLUDED	EXCLUDED
Certificate Agriculture Commn	C11	INCLUDED	EXCLUDED
Certificate Ca Prof Engineer	C25	INCLUDED	EXCLUDED
Certificate Hazardous Materials	C28	INCLUDED	EXCLUDED
Certificate Prof Accounting	C39	INCLUDED	EXCLUDED

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Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Certificate Prof Dev Tr/TaxCol	C15	INCLUDED	EXCLUDED
Certificate Weights/Measures	C12	INCLUDED	EXCLUDED
Charge Nurse Relief	D44	INCLUDED	EXCLUDED
Charge Nurse Relief Per Diem	D79	EXCLUDED	EXCLUDED
Charge Pay Clinical Lab Sci II	D43	INCLUDED	EXCLUDED
Charge Pay LVN Psych Tech	D47	INCLUDED	EXCLUDED
Chief Fire EMS Differential	F11	INCLUDED	EXCLUDED
Clinical On Call	N56	EXCLUDED	EXCLUDED
CNA Code Grey Team Assgn 10%	D87	INCLUDED	EXCLUDED
CNA Code Grey Team Assgn 5%	D88	INCLUDED	EXCLUDED
CNA Emergency Dept Diff	HZE	INCLUDED	EXCLUDED
CNA Grievance Meetings Stipend	OGM	EXCLUDED	EXCLUDED
CNA Weekend Only Shift 1	E08	EXCLUDED	EXCLUDED
CNA Weekend Only Shift 2	E20	EXCLUDED	EXCLUDED
CNA Weekend Shift Bonus	B14	INCLUDED*	EXCLUDED
Code Gray Loc 2700 10 Pct	D96	INCLUDED	EXCLUDED
Code Gray Loc 2700 5 Pct	D99	INCLUDED	EXCLUDED
Code Gray Loc One 5 Pct	D92	INCLUDED	EXCLUDED
Code Gray NSC 10 Pct	E78	INCLUDED	EXCLUDED
Code Gray Staff NursePD 10 Pct	E52	EXCLUDED	EXCLUDED
Code Gray T856 LVN 10 Pct	D91	INCLUDED	EXCLUDED
Comm Staff Tower Climbing	E70	INCLUDED	EXCLUDED
Commute Vehicle Taxable Fringe	Z01	EXCLUDED	EXCLUDED
Countywide Acctng Diff	C37	INCLUDED	EXCLUDED
Court Appearance Pay	OSH	EXCLUDED	EXCLUDED
COVID19 Worker Retention Payment	MSC	EXCLUDED	EXCLUDED
COVID Admin Lv Taken	COV	EXCLUDED	EXCLUDED
Custodian Wrk Trng Juv Program	E31	INCLUDED	EXCLUDED
DAIA AWI Comp	N49	EXCLUDED	EXCLUDED
DAIA AWI Pay	N47	EXCLUDED	EXCLUDED
Deputy Recruit Hiring Incentive	B57	INCLUDED	EXCLUDED
Detent Facility Clerical Supvr	HZS	INCLUDED	EXCLUDED
Detention Assign Staff NursePD	E50	EXCLUDED	EXCLUDED
Detention Assignment	HZX	INCLUDED	EXCLUDED
Detention Assignment CNA	E80	INCLUDED	EXCLUDED
Detention Assignment T856	HZT	INCLUDED	EXCLUDED
Detention Division Diff NonSw	HZ5	INCLUDED	EXCLUDED
Detention Nurse Adv Level Pay	E85	INCLUDED	EXCLUDED
DI Services Lead Pay 5%	D13	INCLUDED	EXCLUDED
Diff Appr Std Div Lead 5%	D70	INCLUDED	EXCLUDED
Diff Longevity Law Enf 7%	D74	INCLUDED	EXCLUDED
Diff RPA Sr Memb Cert 5%	D14	INCLUDED	EXCLUDED
Differential Adjustment	D01	INCLUDED*	EXCLUDED
Differential Adjustment - NIR	D02	EXCLUDED	EXCLUDED
Differential Appr Standard Div 2.5%	D10	INCLUDED	EXCLUDED
Differential Assessor Educ Ach	D09	INCLUDED	EXCLUDED
Differential Bldg Management	D85	INCLUDED	EXCLUDED
Differential BOMI Certificate	D03	INCLUDED	EXCLUDED
Differential Call Back	D15	EXCLUDED	EXCLUDED
Differential Call Back @ 1.5	D19	EXCLUDED	EXCLUDED
Differential CNA Psych Assignm	E84	INCLUDED	EXCLUDED
Differential Comp Ops Supv	D53	INCLUDED	EXCLUDED
Differential DA Office Mngr	D54	INCLUDED	EXCLUDED
Differential Driver Clerk	E71	INCLUDED	EXCLUDED
Differential DSA NonSworn Trng	D30	INCLUDED	EXCLUDED
Differential DSA Training 5%	D29	INCLUDED	EXCLUDED
Differential EHSD Spec Proj	D76	INCLUDED*	EXCLUDED
Differential Exec Assist CAO	D83	INCLUDED	EXCLUDED
Differential FACS	D62	INCLUDED	EXCLUDED
Differential Hazard Mat	E72	INCLUDED	EXCLUDED
Differential Heavy Equip Op/In	D84	INCLUDED	EXCLUDED
Differential HM Prog Coord	E41	INCLUDED	EXCLUDED
Differential HM Program Leader	E42	INCLUDED	EXCLUDED

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Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Differential Hospital PSO	D67	INCLUDED	EXCLUDED
Differential Hourly Prem 12.5%	D06	EXCLUDED	EXCLUDED
Differential Hourly Prem 15%	D07	EXCLUDED	EXCLUDED
Differential Hourly Prem 17.5%	D08	EXCLUDED	EXCLUDED
Differential Hourly Prem 5%	D05	EXCLUDED	EXCLUDED
Differential Investigative Dut	D27	INCLUDED*	EXCLUDED
Differential K9 Premium	DK9	EXCLUDED	EXCLUDED
Differential Lieut On-Call	D25	EXCLUDED	EXCLUDED
Differential Longevity Law Enf	D73	INCLUDED	EXCLUDED
Differential M S W II Lead	D22	INCLUDED	EXCLUDED
Differential Mgmt Struct Eng	D86	INCLUDED	EXCLUDED
Differential Office of Emg Svc	D41	EXCLUDED	EXCLUDED
Differential On Call	D33	EXCLUDED	EXCLUDED
Differential On Call DSA/DAI	D26	EXCLUDED	EXCLUDED
Differential On Call Local 1	D36	EXCLUDED	EXCLUDED
Differential On Call Pay @ 1.0	D32	EXCLUDED	EXCLUDED
Differential Phone Call Back	D21	EXCLUDED	EXCLUDED
Differential Police Manager 3%	D66	INCLUDED	EXCLUDED
Differential Police Manager 6%	D68	INCLUDED	EXCLUDED
Differential Police Manager 9%	D69	INCLUDED	EXCLUDED
Differential Police Mgr 15%	D72	INCLUDED	EXCLUDED
Differential Police Mgr 4.5%	D65	INCLUDED	EXCLUDED
Differential Police Svcs 10%	D61	INCLUDED	EXCLUDED
Differential PS Project Manger	D55	INCLUDED	EXCLUDED
Differential RPA Sr Memb Cert 10%	D04	INCLUDED	EXCLUDED
Differential Spec Proj 10%	D49	INCLUDED*	EXCLUDED
Differential Special Proj 5%	D48	INCLUDED*	EXCLUDED
Differential Sterile Process	E25	INCLUDED	EXCLUDED
Differential Training Assignmt	E29	INCLUDED	EXCLUDED
Differential Unit Leader 5%	D18	INCLUDED	EXCLUDED
Differential Recordble Docs Tech	D40	INCLUDED	EXCLUDED
Dir of Safety and Perf Improv Diff	E44	INCLUDED	EXCLUDED
Dispatcher Hiring Incentive	B56	INCLUDED	EXCLUDED
Double Shift Premium T856	SHC	INCLUDED*	EXCLUDED
DSA Forensic Services	D12	INCLUDED	EXCLUDED
DSA Invest & Spec Invest Unit	D11	INCLUDED	EXCLUDED
DSA Prob Training Diff	B90	INCLUDED	EXCLUDED
DSA Prob Training Diff NIR	B91	EXCLUDED	EXCLUDED
DSA School Security Detail	RSD	INCLUDED	EXCLUDED
DSA Training Days	T08	EXCLUDED	EXCLUDED
DSW-Non Essential	T04	EXCLUDED	EXCLUDED
DSW-Not Available	T05	EXCLUDED	EXCLUDED
Earnings Adj-Worker Comp	WCA	EXCLUDED	EXCLUDED
Education Allow Annual 2.5%	AC3	INCLUDED	EXCLUDED
Employee Recognition Awards	Z92	EXCLUDED	EXCLUDED
ER Assignment CNA	E82	INCLUDED	EXCLUDED
ER Staff Nurse PD	E51	EXCLUDED	EXCLUDED
Exchange Day Off	EXO	EXCLUDED	EXCLUDED
Exchange Day Worked	EXW	EXCLUDED	EXCLUDED
Fire Crck-Carq Differentials	F70	EXCLUDED	EXCLUDED
Fire Differential ALSEC Param	F27	INCLUDED	EXCLUDED
Fire Dispatchers FLSA Addl Pay	F22	INCLUDED	EXCLUDED
Fire EMT Diff Rodeo Fire Only	F33	INCLUDED	EXCLUDED
Fire Investigation Standby	F68	EXCLUDED	EXCLUDED
Fire Mgmt Educ Incent Conting	F07	INCLUDED	EXCLUDED
Fire Mgmt Educ Incentive	F05	INCLUDED	EXCLUDED
Fire Mgmt Educ Incentive	F06	INCLUDED	EXCLUDED
Fire Mgmt Longevity @ 5%	F18	INCLUDED	EXCLUDED
Fire Mgmt Longevity @ 7.5%	F28	INCLUDED	EXCLUDED
Fire Mgmt Longevity Pay	F08	INCLUDED	EXCLUDED
Fire Recall & Standby @ 5%	F67	EXCLUDED	EXCLUDED
Fire Sched FLSA-Additnl 24 day	F21	INCLUDED	EXCLUDED
Fire Scheduled FLSA Pay	F20	INCLUDED	EXCLUDED

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Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Fire Temp Training Diff 40hr	F78	INCLUDED	EXCLUDED
Fire Traing/Prevnt Captains	F77	INCLUDED	EXCLUDED
Fire Vol/Reserve Firefighters	F40	EXCLUDED	EXCLUDED
Flex Hours in Excess	FWE	EXCLUDED	EXCLUDED
Flex Hours Pay Off	FWS	EXCLUDED	EXCLUDED
Flexible Hours Earned	FW1	EXCLUDED	EXCLUDED
Flexible Hours Used	FWP	EXCLUDED	EXCLUDED
Flexible Work Pay @ 1.00	FWM	EXCLUDED	EXCLUDED
Flexible Work Pay Adjustment	FWA	EXCLUDED	EXCLUDED
FLSA Adjustment	OFA	EXCLUDED	EXCLUDED
FLSA Overtime	OTF	EXCLUDED	EXCLUDED
FMLA+	T07	EXCLUDED	EXCLUDED
FNP Wknd Diff Hosp-Clinics	B31	INCLUDED*	EXCLUDED
FNP Wknd Hosp-Clinics	B32	INCLUDED*	EXCLUDED
Furlough	R29	EXCLUDED	EXCLUDED
Geographical Info Sys Differential	E10	INCLUDED	EXCLUDED
Graveyard Shift Differential	SHG	INCLUDED*	EXCLUDED
Hazard Duty Pay	HZ2	INCLUDED	EXCLUDED
Hazard Pay Adjustment	HZA	INCLUDED	EXCLUDED
Health Services Manager Diff	HZ4	INCLUDED	EXCLUDED
Hiring Incentive	B51	INCLUDED	EXCLUDED
HMRT Differential 5%	F75	INCLUDED	EXCLUDED
Holiday Comp Excess Hours Pay	HCE	INCLUDED	EXCLUDED
Holiday Comp Hours Earned @1.0	HCM	EXCLUDED	EXCLUDED
Holiday Comp Hours Earned@1.50	HCR	EXCLUDED	EXCLUDED
Holiday Comp Hours Pay Off	HPO	EXCLUDED	EXCLUDED
Holiday Comp Hours Taken	HCP	EXCLUDED	EXCLUDED
Holiday Pay @ 1.50	HP2	INCLUDED	EXCLUDED
Holiday Pay Adjustment	HOA	INCLUDED	EXCLUDED
Holiday Pay for PS Table	HOT	INCLUDED	EXCLUDED
Holiday Pay @ 1.00	HP1	INCLUDED	EXCLUDED
Hourly Paid Leave Accrual Use	RAU	EXCLUDED	EXCLUDED
Housing Allowance	ALH	EXCLUDED	EXCLUDED
HS Education Leave Hours	T06	EXCLUDED	EXCLUDED
In Lieu of Def Comp Bene-Elect	M43	INCLUDED*	EXCLUDED
ISW - Relief Pay	B97	INCLUDED*	EXCLUDED
ISW Gen-Spec-Relief Cook	B73	INCLUDED*	EXCLUDED
Jury Duty Hours Reported	JRY	EXCLUDED	EXCLUDED
Lateral Incentive Bonus	B58	INCLUDED	EXCLUDED
Law School SLRP	M32	EXCLUDED	EXCLUDED
Lead Juvenile Inst Officer	B96	INCLUDED	EXCLUDED
Long Term Disability Pay	M59	EXCLUDED	EXCLUDED
Longevity Exempt @ 7.5 %	L09	INCLUDED	EXCLUDED
Longevity 10 Years	L31	INCLUDED	EXCLUDED
Longevity 15 Years	L32	INCLUDED	EXCLUDED
Longevity 6 years	L30	INCLUDED	EXCLUDED
Longevity CNA 10 years	L16	INCLUDED	EXCLUDED
Longevity CNA 15 years	L17	INCLUDED	EXCLUDED
Longevity CNA 20 Years	L18	INCLUDED	EXCLUDED
Longevity CNA 7 years	L15	INCLUDED	EXCLUDED
Longevity Nurs Mgmt 10 yrs	L26	INCLUDED	EXCLUDED
Longevity Nurs Mgmt 15 yrs	L27	INCLUDED	EXCLUDED
Longevity Nurs Mgmt 20 yrs	L28	INCLUDED	EXCLUDED
Longevity Nurs Mgmt 7 yrs	L25	INCLUDED	EXCLUDED
Longevity Pay @ 2.00%	L04	INCLUDED	EXCLUDED
Longevity Pay @ 2.5%	L05	INCLUDED	EXCLUDED
Longevity Pay @ 3.5%	L13	INCLUDED	EXCLUDED
Longevity Pay @ 4.50%	L10	INCLUDED	EXCLUDED
Longevity Pay @ 5%	L06	INCLUDED	EXCLUDED
Longevity Pay @ 6.50%	L11	INCLUDED	EXCLUDED
Longevity Pay @ 7.00%	L07	INCLUDED	EXCLUDED
Longevity Pay @ 8%	L14	INCLUDED	EXCLUDED
Longevity/Mgmt Inc Exempt @ 5%	L08	INCLUDED	EXCLUDED

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Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Longevity 20 Years	L33	INCLUDED	EXCLUDED
LTD FICA EXEMPT	M68	EXCLUDED	EXCLUDED
Lump Sum Differential	DPR	INCLUDED	EXCLUDED
Lump Sum Pay	LSP	INCLUDED	EXCLUDED
Lump Sum Pay	RPR	INCLUDED	EXCLUDED
LVN Weekend Bonus	B25	INCLUDED*	EXCLUDED
Merit Board Stipend	M54	EXCLUDED	EXCLUDED
MH Assigned Lead T856	E18	INCLUDED	EXCLUDED
MH Program Chief Differential	E43	INCLUDED	EXCLUDED
MH Weekend Shift Bonus	B15	INCLUDED*	EXCLUDED
Military Salary Augmentation	MSA	EXCLUDED	EXCLUDED
Missed Break	M11	EXCLUDED	EXCLUDED
Month Work Hour	MWH	EXCLUDED	EXCLUDED
Moving Allowance	MAL	EXCLUDED	EXCLUDED
Moving Expense Taxable	MTX	EXCLUDED	EXCLUDED
Moving Expenses NonTaxable	MNT	EXCLUDED	EXCLUDED
Negotiations Time Off	T03	EXCLUDED	EXCLUDED
Nocturnist Pay	B86	INCLUDED	EXCLUDED
Nocturnist Pay - NIR	B87	EXCLUDED	EXCLUDED
Non-Productive Hours	T01	EXCLUDED	EXCLUDED
On Call CNA 1for2	N65	EXCLUDED	EXCLUDED
On Call CNA 1for4	N66	EXCLUDED	EXCLUDED
On Call DAI	N48	EXCLUDED	EXCLUDED
On Call DSA Lieut	N44	EXCLUDED	EXCLUDED
On Call DSA Rank & File	N43	EXCLUDED	EXCLUDED
On Call Local 1021	N12	EXCLUDED	EXCLUDED
On Call Local 21 and Unrep	N71	EXCLUDED	EXCLUDED
On Call Local 2700	N14	EXCLUDED	EXCLUDED
On Call Local 512	N13	EXCLUDED	EXCLUDED
On Call Local One	N15	EXCLUDED	EXCLUDED
On Call T856	N18	EXCLUDED	EXCLUDED
On Call T856 Cardio-Rad	N17	EXCLUDED	EXCLUDED
On Call T856 Sterile Proc	N16	EXCLUDED	EXCLUDED
On Call WCE	N11	EXCLUDED	EXCLUDED
OT Comp Hours Earned @ 1.00	OCM	EXCLUDED	EXCLUDED
OT Comp Hours Earned @ 1.50	OCR	EXCLUDED	EXCLUDED
OT Comp Hours Taken	OCP	EXCLUDED	EXCLUDED
OT DepSheriff AssignCoronerDiv	OSC	EXCLUDED	EXCLUDED
OT Earnings @ 1.50 Exempt Excl	OPE	EXCLUDED	EXCLUDED
OT Sgt Work as Deputy Sheriff	OSD	EXCLUDED	EXCLUDED
OT UCOA @ 40 hour rate	OTU	EXCLUDED	EXCLUDED
Overtime - Straight Time Rate	OTS	EXCLUDED	EXCLUDED
Overtime Adjustment	OTA	EXCLUDED	EXCLUDED
Overtime After Holiday Pay	OSN	EXCLUDED	EXCLUDED
Overtime Comp Excess Hrs Pay	OTE	EXCLUDED	EXCLUDED
Overtime Comp Hours Pay Off	OCS	EXCLUDED	EXCLUDED
Overtime Earnings @ 1.50	OPT	EXCLUDED	EXCLUDED
Overtime NormalWork Scheduled	ORS	EXCLUDED	EXCLUDED
Paid Military Leave	MLX	EXCLUDED	EXCLUDED
Pandemic Service Relief Payment	CPP	INCLUDED	EXCLUDED
Paramedic Differential Rodeo	F35	INCLUDED	EXCLUDED
Patient Exp Incentive Bonus	M22	EXCLUDED	EXCLUDED
Payroll Adjustment-Retirement	ADJ	INCLUDED	INCLUDED*
Payroll Adjust-NonRetirement	ADN	EXCLUDED	EXCLUDED
Performance Stipend	M48	INCLUDED	EXCLUDED
Pers Hol Pay Off L 5% NIR	PN5	EXCLUDED	EXCLUDED
Pers Hol Pay Off L 10% NIR	PN1	EXCLUDED	EXCLUDED
Pers Hol Pay Off L 7.0% NIR	PN3	EXCLUDED	EXCLUDED
Pers Hol Pay Off L 7.5% NIR	PN7	EXCLUDED	EXCLUDED
Pers Holiday PO L 4.50% NIR	PN4	EXCLUDED	EXCLUDED
Pers Holiday PO L 6.50% NIR	PN6	EXCLUDED	EXCLUDED
PersHoliday PayOff - L 2.5%	PLN	EXCLUDED	EXCLUDED
Personal Hol Hours Taken (within base pay)	PHL	INCLUDED	INCLUDED

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Pay Code Description	Pay Code	INCLUDED/EXCLUDED	INCLUDED/EXCLUDED
Personal Holiday Hrs Pay Off	PHN	EXCLUDED	EXCLUDED
Phys Callback Min Guarantee	NPG	EXCLUDED	EXCLUDED
Planning Comm Stipend	M53	EXCLUDED	EXCLUDED
POST Cert Allow 2.5%	AC1	INCLUDED	EXCLUDED
POST Cert Allow 5%	AC2	INCLUDED	EXCLUDED
POST Cert Allow Advanced	AC5	INCLUDED	EXCLUDED
POST Cert Allow Intermed	AC4	INCLUDED	EXCLUDED
Preceptor Pay	E01	INCLUDED	EXCLUDED
Preceptor Pay - NIR	E02	EXCLUDED	EXCLUDED
PTO Accrual Hours Pay Off	PTP	EXCLUDED	EXCLUDED
PTO Taken	PTO	EXCLUDED	EXCLUDED
Public Works Emergency Diff	E35	EXCLUDED	EXCLUDED
Public Works Seasonal Diff	E36	EXCLUDED	EXCLUDED
Quality Incentive Bonus	M23	EXCLUDED	EXCLUDED
RDA Meeting Stipend	M51	INCLUDED	EXCLUDED
REACH Partnership Helicopter Diff	F79	INCLUDED	EXCLUDED
Regular Pay - Labor Distrib	LBD	EXCLUDED	EXCLUDED
Regular Pay (within base pay)	REG	INCLUDED	INCLUDED
Reserved Hospital	R	EXCLUDED	EXCLUDED
Retention Incentive	B52	INCLUDED	EXCLUDED
Retirement Board Stipend	M58	INCLUDED	EXCLUDED
Retirement CompRate (within base pay)	RXX	INCLUDED	INCLUDED
Rodeo Fire Acting Overtime Pay	F48	EXCLUDED	EXCLUDED
Rodeo Fire Acting Pay	F47	INCLUDED	EXCLUDED
Rodeo Fire Chief Longevity	F45	INCLUDED	EXCLUDED
Rodeo Fire Longevity	F34	INCLUDED	EXCLUDED
Sabbatical Leave Hours Taken	SBL	EXCLUDED	EXCLUDED
Sabbatical Leave PayOff	SBN	EXCLUDED	EXCLUDED
Sale of Vacation	V01	INCLUDED*	EXCLUDED
Sale of Vacation L 2.5%	V11	INCLUDED*	EXCLUDED
Sale of Vacation L 5.0%	V21	INCLUDED*	EXCLUDED
Sale of Vacation L 7.5%	V31	INCLUDED*	EXCLUDED
Sale of Vacation L 10.0%	V41	INCLUDED*	EXCLUDED
Sale of Vacation L 4.50%	V51	INCLUDED*	EXCLUDED
Sale of Vacation L 6.5%	V61	INCLUDED*	EXCLUDED
Sale of Vacation L 7.00%	V71	INCLUDED*	EXCLUDED
SDI SickLeave BuyBack	SDI	EXCLUDED	EXCLUDED
Search Warrant Dep Dir Animal	D63	INCLUDED	EXCLUDED
Search Warrant Loc 21	D60	INCLUDED	EXCLUDED
Search Warrant Loc One	D58	INCLUDED	EXCLUDED
Settlement Pay	M15	EXCLUDED	EXCLUDED
Sheriff Scheduled FLSA Pay	OSF	INCLUDED	EXCLUDED
Shift @ 3 pct DSA Dspth Morn	SWM	INCLUDED*	EXCLUDED
Shift @ 5.00 pct DSADspth Eve	SWE	INCLUDED*	EXCLUDED
Shift Clerical Grave Yard PI	SHF	EXCLUDED	EXCLUDED
Shift CNA Double Premium	SHD	INCLUDED*	EXCLUDED
Shift Night @ 10.00 pct T856	SNS	INCLUDED*	EXCLUDED
Shift Pay @ 10%	SH4	INCLUDED*	EXCLUDED
Shift Pay @ 12%	SH5	INCLUDED*	EXCLUDED
Shift Pay @ 15%	SH7	INCLUDED*	EXCLUDED
Shift Pay @ 5%	SH2	INCLUDED*	EXCLUDED
Shift Pay @ 7.5%	SH3	INCLUDED*	EXCLUDED
Sick Leave Hours Pay Off	S01	EXCLUDED	EXCLUDED
Sick Leave Hours Taken (within base pay)	SCK	INCLUDED	INCLUDED
Sick Leave Pay Off L 2.5%	S11	EXCLUDED	EXCLUDED
Sick Leave Pay Off L 5%	S12	EXCLUDED	EXCLUDED
Spec Procedure Angio T856	D51	INCLUDED	EXCLUDED
Spec Procedure Mammo-CT T856	D52	INCLUDED	EXCLUDED
Special Circumstance OT Pay	OTC	EXCLUDED	EXCLUDED
Special Procedure Angio Loc 21	D59	INCLUDED	EXCLUDED
State Comp Doctor Appointments	T02	EXCLUDED	EXCLUDED
Straight Time Pay	OVT	EXCLUDED	EXCLUDED
Supp Pd Sck Lv1	SP1	EXCLUDED	EXCLUDED

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

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

**Employer: Contra Costa County & Districts included in County payroll
 (Contra Costa County Fire Protection District, Contra Costa County LAFCO, Contra Costa County In-Home Support Services, Contra Costa County Children & Families Commission)**

		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
Supp Pd Sck Lv2	SP2	EXCLUDED	EXCLUDED
Tax Vehicle Usage	Z02	EXCLUDED	EXCLUDED
Taxable Elections Stipend	ZET	EXCLUDED	EXCLUDED
Taxable Other Reimbursement	ZOT	EXCLUDED	EXCLUDED
Taxable Professional Developmnt	ZPT	EXCLUDED	EXCLUDED
Telehealth Visit	B49	EXCLUDED	EXCLUDED
Telephone Callback @ 1.50	N76	EXCLUDED	EXCLUDED
Truck Allowance	A58	INCLUDED	EXCLUDED
Uniform Allow - Fire Mgmt	A83	INCLUDED	EXCLUDED
Uniform Allow Sher Mgmt	A82	INCLUDED	EXCLUDED
Uniform Allowance	A80	INCLUDED	EXCLUDED
Uniform Allowance - Fire	A79	INCLUDED	EXCLUDED
Uniform Allowance \$25	A64	INCLUDED	EXCLUDED
Uniform Allowance Rodeo Fire	A76	INCLUDED	EXCLUDED
Uniform Allowance Sheriff	A81	INCLUDED	EXCLUDED
Vacation Hours Pay Off	V02	INCLUDED*	EXCLUDED
Vacation Hours Pay Off	V03	EXCLUDED	EXCLUDED
Vacation Hours Taken (within base pay)	VAC	INCLUDED	INCLUDED
Vacation Pay Off L 2.5%	V12	INCLUDED*	EXCLUDED
Vacation Pay Off L 2.5% NIR	V13	EXCLUDED	EXCLUDED
Vacation Pay Off L 5.0%	V22	INCLUDED*	EXCLUDED
Vacation Pay Off L 5.0% NIR	V23	EXCLUDED	EXCLUDED
Vacation Pay Off L 7.5%	V32	INCLUDED*	EXCLUDED
Vacation Pay Off L 7.5% NIR	V33	EXCLUDED	EXCLUDED
Vacation Pay Off L 4.50%	V52	INCLUDED*	EXCLUDED
Vacation Pay Off L 4.50% NIR	V53	EXCLUDED	EXCLUDED
Vacation Pay Off L 6.50%	V62	INCLUDED*	EXCLUDED
Vacation Pay Off L 6.50% NIR	V63	EXCLUDED	EXCLUDED
Vacation Pay Off L 7.0% NIR	V73	EXCLUDED	EXCLUDED
Vacation Pay Off L 7.00%	V72	INCLUDED*	EXCLUDED
Vacation Pay Off L10.0%	V42	INCLUDED*	EXCLUDED
Vacation Pay Off L10.0% NIR	V43	EXCLUDED	EXCLUDED
Voluntary Salary Waiver (within base pay)	VSW	INCLUDED	INCLUDED
Voluntary Temporary Waiver	VTW	INCLUDED	EXCLUDED
Witness Pay	WPY	EXCLUDED	EXCLUDED
Workers Comp Pay @ 70%	WCB	EXCLUDED	EXCLUDED
Workers Comp Pay @ 75%	WC9	EXCLUDED	EXCLUDED
Workers Comp Pay @ 80%	WC8	EXCLUDED	EXCLUDED
Workers Comp Pay @ 86%	WC6	EXCLUDED	EXCLUDED
Workers Comp Pay @ 87%	WC2	EXCLUDED	EXCLUDED
Workers Comp Pay @ 88%	WC3	EXCLUDED	EXCLUDED
Workers Comp Pay @ 94%	WC4	EXCLUDED	EXCLUDED
Workers Comp Prior Period Adj	WC5	EXCLUDED	EXCLUDED
Wrkr Comp Full 4850 Safety EE	WC1	EXCLUDED	EXCLUDED

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