

Resolution 2023-04- Chart 2

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

Earning Code	Earning Code Title	Compensation Earnable for		Pensionability	
		Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013	Determination 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)	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)	N	N	Jun-18	18-02
CON	Contractor	N	N	Jun-18	18-02
COT	Overtime FLSA Contractor (factor)	N	N	Jun-18	18-02
CPO	Contractor Leave Bal Payoff	N	N	Jun-18	18-02
CSD	Contractor Stand-By Daily (per unit)	N	N	Jun-18	18-02
CSW	Contractor Stand-By Weekend (per unit)	N	N	Jun-18	18-02
CUF	Concrete Urban Forestry Unit Special Duty Pay	N	N	May-18	18-02
DEL	Deliveries By OB Phys (per unit)	N	N	Jun-18	18-02
EOM	Employee of the Month (flat amount)	N	N	Jun-18	18-02
EOT	Overtime FLSA Extra Help (factor)	N	N	Jun-18	18-02
EVA	Eval Mntl I-lith-6-1159PM (per unit)	N	N	Jun-18	18-02
EVM	Eval Mntl I-lith-12AM-559 (per unit)	N	N	Jun-18	18-02
EXB	Extra Help Shift Diff SBPOA (cents per hour)	N	N	Jun-18	18-02
EXD	Extra Help Shift Dif (cents per hour)	N	N	Jun-18	18-02
EXH	Extra Help	N	N	Jun-18	18-02
EXN	Examination Nurse SART (per unit)	N	N	Jun-18	18-02
EXO	Extra Help Exchange: Off-PD	N	N	Jun-18	18-02
EXP	Examination Physician SART (per unit)	N	N	Jun-18	18-02
EXS	Extra Help Standby (per hour)	N	N	Jun-18	18-02
EXT	Examination Assist Training SART (per unit)	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)	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

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		Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013		
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
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)	N	N	Jun-18	18-02
OTE	Overtime Emergency Paid Immed (factor)	N	N	Jun-18	18-02
OTM	Overtime Mgmt. Eligible (factor)	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)	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)	N	N	Jun-18	18-02
PFL	Paid Family Leave-EDD	N	N	Jun-18	18-02
PFO	Psyciatry, Forensic 5% (% of base salary)	N	N	Jun-18	18-02
SAD	SART Administrative Duties-Hourly (per hour)	N	N	Jun-18	18-02
SEP	Separation/Settlement	N	N	Jun-18	18-02
SIP	Sucession Incentive Pay	N	N	May-18	18-02
SMV	Overtime Sheriff Mgmt Voluntary (factor)	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)	N	N	Jun-18	18-02
SVR	Overtime Sheriff Voluntary (factor)	N	N	Jun-18	18-02
TDM	TDM Alternative Commute	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	N	N	Jan-21	BOR 21-01
SBY	Standby 2.6 (per hour)	N	N	Jan-21	BOR 21-01
SSB	Sheriff Standby (per hour)	N	N	Jan-21	BOR 21-01
SST	SART Standby per Week (per unit)	N	N	Jan-21	BOR 21-01
STA	Standby 2 (per hour)	N	N	Jan-21	BOR 21-01
STB	Standby 3 (per hour)	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)	N	N	Jan-21	BOR 21-01
STE	Standby 4	N	N	Jan-21	BOR 21-01
STP	Physicians Screening Standby (per unit)	N	N	Jan-21	BOR 21-01
STW	Physicians Weekend Standby (per unit)	N	N	Jan-21	BOR 21-01
EXM	Extra Help Shift Differential (\$3.00 per hour)	N	N	Aug-22	BOR 22-07
FLR	Family Leave for Retirement Service Buyback	N ⁽²⁾	N ⁽²⁾	Jun-23	BOR 23-04

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Regular Earnings: earning associated with hours that are required to meet Full Time Equivalent pay. Total never exceeds Full Time Equivalent.					
Normal Hours: these hours count towards Full Time equivalent hours. Must be coded actively on a timesheet to be paid, is not hard coded to an employee's profile. Total never exceeds Full Time equivalent pay.					
Retirement Wage: Retirement Contributions are calculated on these earnings. These components of pay are considered Compensation Earnable or Pensionable Compensation.					
1. Eligible for FAS buyback Legacy or PEPRA: these are codes for allowances and other forms of pay that would have occurred within payroll had the member not been on leave and had worked a full FTE. During the buy back calculation process, we identify these amounts of money that, when paid, will not increase service credit, but will increase contributions, which in turn will increase the Final Average Salary. PEPRA impacts the eligibility of these allowances, therefore there are two columns: one for Legacy and one for PEPRA.					
2. Eligible for FAS buyback Legacy or PEPRA Family Leave: This earns code is a placeholder for service that was not worked and the member was unpaid during a Family Leave, but is eligible for purchase. During the buy back calculation process, we identify these amounts of money that, when paid, will increase service credit, but will increase contributions, which in turn will increase the Final Average Salary. PEPRA impacts the eligibility of these codes, therefore there are two columns: one for Legacy and one for PEPRA.					