

Ventura County Employees' Retirement Association
Impacted Pay Codes
Ventura Regional Sanitation District

Legacy Members: Legacy members joined VCERA prior to 1/1/2013 and/or had reciprocal service with another agency prior to 1/1/2013. These include General Tiers 1 and 2 and Safety Tier 1.

PEPRA Members: PEPRA members joined VCERA on or after 1/1/2013 and do not have reciprocal service prior to 1/1/2013. These include General Tiers 5, 6 and 8, and Safety Tier 7.

PEPRA Exclusions	Alameda Exclusions
Payments for 1) <u>services rendered outside of normal working hours</u> , such as standby pay, call-back pay and shift differentials on overtime; and 2) <u>leave redemptions (vacation buydowns)</u> in excess of what is both earned and payable in each 12-month period.	In-kind benefits not paid in cash that the employee is not able to elect to receive directly in cash, such as 1) <u>leave donations</u> and 2) <u>flex credits</u> in excess of amounts that the employee can receive in unrestricted cash.

IMPACTED PAY CODES		LEGACY MEMBERS		PEPRA MEMBERS		CATEGORY
Pay Code	Pay Code Description	Pre-Alameda	Post-Alameda	Pre-Alameda	Post-Alameda	Exclusion Category
01NITE	01NITE-(R) NIGHT SHIFT	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
CALBUYPENS	CALBUYPENS-CAL BUY OUT PENSIONABLE	Included	Limited ⁽¹⁾	Excluded	Excluded	PEPRA Exclusion
R-NITE	R-NITE-(A) RETRO-NIGHT SHIFT	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
R-SBHL	R-SBHL-(A) RETRO-STANDBY HOLIDAY	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
R-SBSU	R-SBSU-(A) RETRO-STAND BY-SEIU	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
R-SBWD	R-SBWD-(A) RETRO-STAND BY WEEK DAY	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
R-SBWE	R-SBWE-(A) RETRO-STANDBY WEEK END	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
R-VACB	R-VACB R-VACBUY - (A) CAL BUY OUT	Included	Limited ⁽¹⁾	Excluded	Excluded	PEPRA Exclusion
SSTAND	SSTAND-(R) STAND BY-SEIU	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
STNDHL	STNDHL-(R) STANDBY HOLIDAY	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
STNDWD	STNDWD-(R) STAND BY WEEK DAY	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
STNDWE	STNDWE-(R) STANDBY WEEK END	Included	Excluded	Excluded	Excluded	PEPRA Exclusion
VACBUY	VACBUY-(R) CAL BUY OUT	Included	Limited ⁽¹⁾	Excluded	Excluded	PEPRA Exclusion

⁽¹⁾ Leave redemptions (vacation buydowns) are limited to the hours earned and payable in each 12-month period.