



THE CITY OF SAN DIEGO

MEMORANDUM

DATE: September 14, 2022

TO: Julie Rasco, Human Resources Department Director
Douglas Edwards, Personnel Department Director

FROM: Rolando Charvel, Department of Finance Director & City Comptroller

SUBJECT: Annual Listing of Wage Types Included in and Excluded from Pensionable Wage Base to be Filed with FY 2023 Salary Ordinance

In accordance with the San Diego Municipal Code, Section 24.0103, we have compiled a list of SAP wage types included in Pensionable Wage Base for FY 2023 (Exhibit A). Also attached is a list of the wage types excluded from Pensionable Wage Base for FY 2023 (Exhibit B). Added wage types are reflected with an "X".

There are eight added **pensionable wage** types to be included for FY 2023:

| CODE | EXHIBIT A TITLE | ACTION |
|------|-------------------------------------|--|
| 18HD | 2022 COVID SPSL - EMPLOYEE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) |
| 18HE | 2022 COVID SPSL - FAMILY | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) |
| 18HF | 2022 COVID SPSL - CHILD | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) |
| 18HG | 2022 COVID SPSL - EMPLOYEE POSITIVE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) |
| 18HH | 2022 COVID SPSL - FAMILY POSITIVE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) |
| 1ARF | AIRCRAFT RESCUE FIREFIGHTER | L145 R-314187 |
| 1PGP | POOL GUARD PAY | MEA R-313568 Temporary through 6/30/22 |
| 1PWD | PUBLIC WORKS DISPATCHER | MEA R-314067 Temporary through 6/30/22 |

There is one update to previously reported pensionable wage type:

| CODE | EXHIBIT B TITLE | ACTION |
|------|--------------------------|---|
| 1RRI | RIVER RESCUE 09/15-04/15 | Title change, previously "RIVER RESCUE 11/15-04/15". Title change to reflect the updated River Rescue season dates per Local 911 FY23 MOU |

There are three added **non-pensionable** wage types to be included for FY 2023:

| CODE | EXHIBIT B TITLE | ACTION |
|------|--------------------------------|---------------|
| 18DB | ESD DRIVER BONUS PROGRAM | L127 R-313808 |
| 18DR | ESD DRIVER REFERRAL PROGRAM | L127 R-313808 |
| 1X30 | HOMELESS OUTREACH TEAM UNIFORM | POA R-314185 |

There is one update to previously reported non-pensionable wage type:

| CODE | EXHIBIT B TITLE | ACTION |
|------|--------------------------|--|
| 1RRT | RIVER RESCUE 04/16-09/14 | Title change, previously "RIVER RESCUE 04/16-11/14". Title change to reflect the updated dates outside of River Rescue season per Local 911 FY23 MOU |

Your review is requested for the attached exhibits to confirm you are in agreement with the determination of whether these Wage Types should be included (Exhibit A) or not included (Exhibit B) in the Pensionable Wage Base. **Please sign and return the attached acknowledgement to Nhi Ly by Friday, September 23rd, 2022.**

If you have any questions, please feel free to contact Nhi Ly at NLy@sandiego.gov.

Sincerely,



Rolando Charvel
Department of Finance Director and City Comptroller

RC/nl

- Attachments:
1. Acknowledgement of Wage Types
 2. Exhibit A Wage Types Included in Pensionable Wage Base
 3. Exhibit B Wage Types Not Included in Pensionable Wage Base

cc: Jay Goldstone, Chief Operating Officer
Matthew Vespi, Chief Financial Officer
Gregg Rademacher, Chief Executive Officer, SDCERS

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Julie Rasco, Human Resources Department Director

Douglas Edwards, Personnel Department Director

September 14, 2022

Marcelle Rossman, Deputy Chief Executive Officer, SDCERS

Sally Rubi, Financial Operations Manager, Department of Finance

Luis Mateos, Payroll Manager, Department of Finance

Abby Jarl-Veltz, Assistant Director, Human Resources

Jeremy Culuko, Assistant Director, Human Resources

Nicole Rao, Administrative Aide II, Human Resources

ACKNOWLEDGEMENT OF WAGE TYPES

I have reviewed the Annual Listing of Earnings Codes Included and Excluded from Pensionable Wage Base for Fiscal Year 2023 and:

- I **Agree** that the wage types as listed are consistent with City Council approved memoranda of understanding between the City and its recognized employee organizations and applicable laws and regulations, including ordinances adopted by the City Council, Civil Service Rules and Personnel Regulations.

- I **Disagree** that the wage types as listed are consistent with City Council approved memoranda of understanding between the City and its recognized employee organizations and applicable laws and regulations, including ordinances adopted by the City Council, Civil Service Rules and Personnel Regulations.

I have indicated on the Exhibits, which I am returning to you, which wage types I do not agree with.

Julie Rasco

Name

9.22.2022

Date

Please return by Friday, September 23rd, 2022 to Nhi Ly at NLy@sandiego.gov.

ACKNOWLEDGEMENT OF WAGE TYPES

I have reviewed the Annual Listing of Earnings Codes Included and Excluded from Pensionable Wage Base for Fiscal Year 2023 and:

- I **Agree** that the wage types as listed are consistent with City Council approved memoranda of understanding between the City and its recognized employee organizations and applicable laws and regulations, including ordinances adopted by the City Council, Civil Service Rules and Personnel Regulations.

- I **Disagree** that the wage types as listed are consistent with City Council approved memoranda of understanding between the City and its recognized employee organizations and applicable laws and regulations, including ordinances adopted by the City Council, Civil Service Rules and Personnel Regulations.

I have indicated on the Exhibits, which I am returning to you, which wage types I do not agree with.

I agree with the accuracy of the wage types listed on the attached exhibits A&B based on my knowledge and belief.



Name

9/19/2022

Date

Please return by Friday, September 23rd, 2022 to Nhi Ly at NLy@sandiego.gov.

EXHIBIT A
WAGE TYPES INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|-------------------------------------|--|----------------|
| 1911 | 911 DISPATCHER | | |
| 8002 | MISC ADJUSTMENT PRETAX PENSIONABLE | | |
| 12SP | 2ND WATCH SHIFT | | |
| 12WM | 2-WHEEL MOTORCYCLE | | |
| 12WP | 2ND SHIFT DIFFERENTIAL | | |
| 13SP | 3RD WATCH SHIFT | | |
| 13WM | 3-WHEEL MOTORCYCLE | | |
| 13WP | 3RD WATCH SHIFT CONV | | |
| 18AB | A/L BEREAVEMENT | | |
| 18AD | MANAGEMENT ADMINISTRATIVE LEAVE | | |
| 18AH | Earned Sick Leave | BENEFITTED EE ONLY | |
| 18AL | A/L VACATION | | |
| 18AO | A/L SICK LEAVE (OLD) | | |
| 18AP | PARENTAL LEAVE | | |
| 18AS | ANNUAL LEAVE SICK | | |
| 18AV | A/L SCHOOL VOLUNTEER | | |
| 18CB | CATASTROPHIC LEAVE-AL | | |
| 18CC | CHILD CARE VACATION EXCHANGE | Leave-Sharing Plans - Child Care Vacation Exchange | |
| 18CD | COURT LEAVE JURY DUTY | | |
| 18CH | COMP TIME TAKEN SCHOOL | | |
| 18CS | COMP TIME TAKEN SICK | | |
| 18CT | COMP TIME TAKEN | | |
| 18CW | COURT LEAVE WITNESS DUTY | | |
| 18DF | D/L FURLOUGH | | |
| 18DL | D/L DEPARTMENT AWARD | | |
| 18DP | CITY DL POA | | |
| 18DS | D/L STANDBY | | |
| 18F8 | FIRE 8HR COMP TIME | | |
| 18FC | CYCLE TIME EARNED | | |
| 18FH | FLOATING HOLIDAY | | |
| 18FL | FIRE HOLIDAY | | |
| 18FY | CYCLE TIME TAKEN | | |
| 18HA | 2021 COVID-19 SPSL-Emp | California Senate Bill 95 – Supplemental Paid Sick Leave (SPSL) | |
| 18HB | 2021 COVID-19 SPSL-Othe | California Senate Bill 95 – Supplemental Paid Sick Leave (SPSL) | |
| 18HC | 2021 COVID-19 SPSL-Child | California Senate Bill 95 – Supplemental Paid Sick Leave (SPSL) | |
| 18HD | 2022 COVID SPSL - EMPLOYEE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) | X |
| 18HE | 2022 COVID SPSL - FAMILY | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) | X |
| 18HF | 2022 COVID SPSL - CHILD | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) | X |
| 18HG | 2022 COVID SPSL - EMPLOYEE POSITIVE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) | X |
| 18HH | 2022 COVID SPSL - FAMILY POSITIVE | Senate Bill (SB) 114: COVID-19 Supplemental Paid Sick Leave (SPSL) | X |
| 18HL | HOLIDAY PAY | | |
| 18HR | HR APPROVED PAID LEAVE | | |
| 18HS | FFCRA-Leave-Employee | Federal Families First Coronavirus Relief Act (FFCRA) | |
| 18HT | FFCRA-Leave-Care of Other | Federal Families First Coronavirus Relief Act (FFCRA) | |
| 18HU | FFCRA-Leave-Child Care | Federal Families First Coronavirus Relief Act (FFCRA) | |
| 18HV | FFCRA-LEAVE-EXPANDED CHILD CARE | Federal Families First Coronavirus Relief Act (FFCRA) | |
| 18HW | SDFFCRA-Leave-Employee | | |
| 18HX | SDFFCRA-Leave-Care-Other | | |
| 18HY | SDFFCRA-Leave-Child Care | | |
| 18HZ | SDFFCRA-Lve-Exp Child Car | | |
| 18IL | INDUSTRIAL LEAVE | | |
| 18IN | INDUSTRIAL 4850 | | |
| 18J1 | CFRA ANNUAL LEAVE | | |
| 18J2 | CFRA COMP TIME OFF | | |
| 18J3 | CFRA FLOATING HOLIDAY | | |
| 18J4 | CFRA FIRE HOLIDAY | | |
| 18J5 | CFRA SICK LV OLD | | |
| 18K1 | PREG DISABL ACT ANNL LVE | | |
| 18K2 | PREG DIS AC COMP TIME OFF | | |
| 18K3 | PRG DIS FLOATING HOLIDAY | | |
| 18K4 | PREG DIS ACT FIRE HOLIDAY | | |
| 18K5 | PRG DIS AC SICK LEAVE OLD | | |
| 18LT | FIRE LIGHT DUTY | | |
| 18ME | EXTENDED MILITARY LV-2001 | | |

EXHIBIT A
WAGE TYPES INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|--|---|----------------|
| 18ML | MILITARY LV LESS 31 DAYS | | |
| 18MO | MANDATORY LEAVE PAID | | |
| 18OC | OUT OF CLASS ASSIGNMENT (OCA) PAY | | |
| 18PD | D/L HOLIDAY POA | | |
| 18PE | POLICE ADMINISTRATIVE LEAVE | | |
| 18RE | Paid Admin Leave-COVID19 | | |
| 18RH | CIVIL SERVICE COMMISSION REINSTATEMENT | Civil Service Commission decisions to overturn an employee's termination in which they determine back pay is required | |
| 18RN | DISASTER LV-NON-REIMB | | |
| 18SA | SA TRNG RTRN STATION | | |
| 18SB | SA STRAIGHT DAYS | | |
| 18SF | SA ST WORKED DEPLOYED | For Standard Hours only | |
| 18SL | SA STRT DAY DEPLOYED | For Standard Hours only | |
| 18SM | SA DEPLOYED SPEC OPS | For Standard Hours only | |
| 18ST | SHIFT TRADE OFF | | |
| 18TG | TERM LV RETIREE-EXTENDED | L145 ONLY | |
| 18VL | VOLUNTARY LEAVE PAID | | |
| 18VT | TIME OFF TO VOTE | | |
| 18XA | SUSPENSION PAID | | |
| 1AC1 | ASBESTOS CONTAINMENT PAY MEA | | |
| 1ACH | FIRE CANINE HANDLER | | |
| 1ACT | ABESTOS CONTAINMENT PAY 127 | | |
| 1ADM | ADMINISTRATIVE ASSIGNMENT PAY-POA | | |
| 1AFS | AIRPORT FIRE STATION | | |
| 1ALP | ARCHITECT LICENSE PAY | | |
| 1AOP | AIR OP PAY 145 | | |
| 1AP1 | ADV POST CERT CONV | | |
| 1APP | ADVANCE POST | | |
| 1APT | ANNUAL PUMP TEST | | |
| 1ARF | AIRCRAFT RESCUE FIREFIGHTER | L145 R-314187 | X |
| 1ARP | ACCIDENT RECONSTRUCTION | | |
| 1AS1 | ASE1-AUTO/TRUCK | | |
| 1AS2 | ASE2 AUTO/TRUCK | | |
| 1AS3 | ASE3 AUTO/TRUCK | | |
| 1ASC | ASE MASTER AUTO | | |
| 1AST | AIR SUPPORT TNR | | |
| 1ATP | ACADEMY TRNG | | |
| 1AW3 | ADV WATER TREATMENT GRD 3 | | |
| 1AW4 | ADV WATER TREATMENT GRD 4 | | |
| 1AW5 | ADV WATER TREATMENT GRD 5 | | |
| 1BAR | BREATHING APPARATUS REPAIR | | |
| 1BC2 | BACKFLOW/CROSS CONN 2 YR | | |
| 1BC3 | BACKFLOW/CROSS CONN 3 YR | | |
| 1BFC | BACKFLOW CERT | | |
| 1BID | BILINGUAL-DISPATCHER | | |
| 1BIF | BILINGUAL FIRE | | |
| 1BIP | BILINGUAL POA | | |
| 1BIR | BILINGUAL PAY | | |
| 1BMO | BATTALION MEDICAL OFFICER | | |
| 1CAD | CADD CERT PAY | | |
| 1CB2 | CLASS B-LICENSE ONGOING | | |
| 1CBO | ICBO CERT PAY | | |
| 1CCP | CORROSION CONTROL PAINT | | |
| 1CDO | CHIEF DISTRIBUTION OPER | | |
| 1CEG | CERTIFIED ENG GEOLOGIST | | |
| 1CGL | COAST GUARD LICENSE PAY | | |
| 1CIA | CORE INSTRUCTOR-AMT | | |
| 1CIP | CORE INSTRUCTOR | | |
| 1CPO | CHIEF PLANT OPERATOR | | |
| 1CR1 | COLLISON REPAIR CERT 1 | | |
| 1CR2 | COLLISON REPAIR CERT 2 | | |
| 1CR3 | COLLISON REPAIR CERT 3 | | |
| 1CRC | CROSS CONNECTION CERT | | |
| 1CRI | CLIFF RESCUE INSTRUCTOR | | |

EXHIBIT A
WAGE TYPES INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|--|--------|----------------|
| 1CRM | COLLISON REPAIR | | |
| 1CRO | COMMUNITY RELATIONS OFFICER | | |
| 1CRP | CHEMICAL ENGINEER | | |
| 1CS1 | CONFINED SPACE 127 | | |
| 1CS2 | CONFINED SPACE MEA | | |
| 1DAE | DAMAGE ANALYSIS | | |
| 1DCP | DISPATCHER CERT PAY | | |
| 1DCR | DEPUTY CHIEF ROLE | | |
| 1DDP | POST ACADEMY TRNG STSTN | | |
| 1DEC | DOCUMENTS EXAMINER | | |
| 1DET | DETECTIVE PAY | | |
| 1DIV | DIVE TEAM PAY | | |
| 1DLS | DEPUTY LEAD/SUPV ROLE | | |
| 1DMO | DIVISION MEDICAL OFFICER PAY | | |
| 1DO3 | DISTRIBUTION OPERATOR CERT GRADE 3 | | |
| 1DO4 | DISTRIBUTION OPERATOR CERT GRADE 4 | | |
| 1DO5 | DISTRIBUTION OPERATOR CERT GRADE 5 | | |
| 1DPC | DISPATCH CERT PAY | | |
| 1DSR | DISPATCHER SHIFT ROTATION | | |
| 1DT3 | DISTRIBUTION OPER GRADE 3 | | |
| 1DT4 | DISTRIBUTION OPER GRADE 4 | | |
| 1DT5 | DISTRIBUTION OPER GRADE 5 | | |
| 1DTP | DISPATCHER TRAINING | | |
| 1EGI | ENG GEOLOGIST INFRASTRUCTURE | | |
| 1EGR | ENGINEERING GEOLOGIST | | |
| 1EIP | EDUCATIONAL INCENTIVE PAY | | |
| 1ELC | ELECTRICIAN CERT PAY | | |
| 1EM2 | EMT LIFEGUARD | | |
| 1EMD | EMERGENCY MEDICAL DISPATCH (EMD) CERT PAY | | |
| 1EMS | EMERGENCY MEDICAL SERVICE (EMS) SPLTY PAY | | |
| 1EMT | EMERGENCY MEDICAL TECHNICIAN (EMT) PAY | | |
| 1ENP | EMERGENCY NEGOTIATOR | | |
| 1EOD | EXPLOSIVE ORD SQUAD(Fire) | | |
| 1ERP | REGISTRATION PAY | | |
| 1ESR | STRUCTURAL REGISTRATION PAY | | |
| 1FAA | FIRE ADMINISTRATION ASSIGNMENT | | |
| 1FBO | FIRE BOAT OPERATOR CERT PAY | | |
| 1FLP | FLIGHT PAY POA | | |
| 1FMA | FIRE MECH CERT (127) | | |
| 1FPS | FIRE PAYROLL SPECIALIST | | |
| 1FTA | FTO ADMINISTRATIVE TRAINING | | |
| 1FTC | PSO(POLICE SERVICE OFFICER) FIELD TRAINING PAY | | |
| 1FTO | FIELD TRAINING OFFICER (FTO) PAY | | |
| 1G3C | GRADE 3 CERT | | |
| 1G4C | GRADE 4 CERT | | |
| 1G5C | GRADE 5 CERT | | |
| 1GEI | GEOTECHNICAL ENG INFRSTR | | |
| 1GGS | GMS & GREENSKEEPER SUPERVISOR PAY | | |
| 1GIP | GEOLOGIST INFRASTRUCTURE | | |
| 1GIS | GEOGRAPHIC INFORMATION SYSTEM (GIS) CERT PAY | | |
| 1GRP | GEOLOGIST REGISTRATION PAY | | |
| 1GSK | GREENSKEEPER PAY | | |
| 1HBU | HARBOR UNIT PAY | | |
| 1HR1 | HEAVY RESCUE 1 | | |
| 1HR2 | HEAVY RESCUE 2 | | |
| 1HSR | HOSE REPAIR | | |
| 1HT1 | ASE1 MED/HVY TK | | |
| 1HT2 | ASE2 MED/HVY TK | | |
| 1HT3 | ASE3 MED/HVY TK | | |
| 1HZM | HAZARDOUS MATERIALS SQUAD | | |
| 1HZS | HAZMAT-SPEC | | |
| 1IIT | INFRASTRUC IN-TRAINING | | |
| 1IP1 | INTER POST CERT CONV | | |

EXHIBIT A
WAGE TYPES INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|---|---|----------------|
| 1IPP | INTERMEDIATE POST CERT | | |
| 1IRP | INFRASTRUC REG'N PREMIUM | | |
| 1IRW | SR/WA CERT PAY | | |
| 1IST | IN-SERVICE TRAINING (POA) | | |
| 1K9C | CANINE UNIT | | |
| 1K9T | K9 TRAINING PAY | | |
| 1LAL | LANDSCAPE ARCHITECT | | |
| 1LDR | LADDER REPAIR | | |
| 1LPE | IAI (INTERNTL ASSN FOR IDENTIFICATION) CERT PAY | | |
| 1M1C | MULT CERT PAY 1 MEA | | |
| 1M2C | MULT CERT PAY 2 MEA | | |
| 1M3C | MULT CERT PAY 3 MEA | | |
| 1MC1 | MULT CERT PAY 1 127 | | |
| 1MC2 | MULT CERT PAY 2 127 | | |
| 1MC3 | MULT CERT PAY 3 127 | | |
| 1MC4 | MULT CERT PAY 4 | | |
| 1MC5 | MULT CERT PAY 5 | | |
| 1MCO | MOBILE CRANE OP LICENSE | | |
| 1MHT | ASE MASTER TRK | | |
| 1MLS | MASTER LIBRARY SCIENCE MLS) DEGREE | | |
| 1MMC | ASE MASTER MECHANIC CERT | | |
| 1MPP | MOUNTED PATROL | | |
| 1MPT | MOUNTED PATROL TRAINER | | |
| 1MST | METRO ARSON STRIKE TEAM (MAST) PAY | | |
| 1MT2 | MECHANICAL TECH GRADE 2 | | |
| 1MT3 | MECHANICAL TECH GRADE 3 | | |
| 1MT4 | MECHANICAL TECH GRADE 4 | | |
| 1NGR | NURSERY GARDENER PAY | | |
| 1NSP | NIGHT SHIFT | | |
| 1PAL | PESTICIDE LICENSE | | |
| 1PAR | PARAMEDIC PAY | | |
| 1PGP | POOL GUARD PAY | MEA R-313568 Temporary through 6/30/22 | X |
| 1PMS | PARAMEDIC 12 HR | | |
| 1PSP | PARAMEDIC SPECIALTY PAY | | |
| 1PTO | PARAMEDIC TRAINING OFFICER | | |
| 1PWC | PERSONAL WATERCRAFT FTO | | |
| 1PWD | PUBLIC WORKS DISPATCHER | MEA R-314067 Temporary through 6/30/22 | X |
| 1RBO | BAY RESCUE BOAT OPER CERT | | |
| 1REG | HOURLY PAY | | |
| 1RIP | RESERVE TRAINER | | |
| 1RRI | RIVER RESCUE 09/15-04/15 | Title change, previously "RIVER RESCUE 11/15-04/15". Title change to reflect the updated River Rescue season dates per Local 911 FY23 MOU | |
| 1RTP | RANGE TRNG | | |
| 1SA2 | SALARY | | |
| 1SAL | SALARY | | |
| 1SBO | SURF BOAT OPERATOR CERT PAY | | |
| 1SE1 | STATIONARY ENGINEER GRD 1 | | |
| 1SE2 | STATIONARY ENGINEER GRD 2 | | |
| 1SEC | STATIONARY ENGINEER CHIEF | | |
| 1SEQ | SMALL EQUIPMENT REPAIR | | |
| 1SPS | SWORN POLICE SERVICE PAY | | |
| 1SRT | SPECIAL RESPONSE | | |
| 1SSP | SPLIT SHIFT | | |
| 1STR | STAR TEAM | | |
| 1SWR | SWAT TRAINER | | |
| 1SWS | SWAT SNIPER | | |
| 1SWT | SWAT TEAM | | |
| 1T1C | TECH CERT PAY 1 MEA | | |
| 1T2C | TECH CERT PAY 2 MEA | | |
| 1T3C | TECH CERT PAY 3 MEA | | |
| 1TAC | TACTICAL FLIGHT OFFICER | | |

EXHIBIT A
WAGE TYPES INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|---------------------------------|--------------|----------------|
| 1TC1 | TECH CERT PAY 1 | | |
| 1TC2 | TECH CERT PAY 2 | | |
| 1TC3 | TECH CERT PAY 3 | | |
| 1TO3 | TREATMENT OPER GRADE 3 | | |
| 1TO4 | TREATMENT OPER GRADE 4 | | |
| 1TO5 | TREATMENT OPER GRADE 5 | | |
| 1TWR | TOWER CLIMBING PAY | | |
| 1UAV | UNSTAFFED AERIAL VEHICLE | | |
| 1WC1 | AMERICAN WELDING SOCIETY CERT 1 | | |
| 1WC2 | AMERICAN WELDING SOCIETY CERT 2 | | |
| 1WC3 | AMERICAN WELDING SOCIETY CERT 3 | | |
| 1WE2 | WATER ENVIRON ASSO GRD 2 | | |
| 1WE3 | WATER ENVIRON ASSO GRD 3 | | |
| 1WE4 | WATER ENVIRON ASSO GRD 4 | | |
| 1WT5 | WTO GRADE 5 PAY | | |
| 1WWS | WATER/WASTEWATER SAFETY | | |
| 1X50 | BACK PAY ADJUST | EXCLUDING OT | |
| 1X51 | SALARY ORDINACE ADJUSTMENT | | |
| 1X52 | PAY CORRECTION | | |
| 1XAE | RETRO PAY ADJ PENSIONABLE | | |
| 1XOC | RETRO OCA | | |
| 1XPR | RETRO PROMOTION | | |
| 1XRA | RETRO ADDON PAY | | |
| 1XRM | RETRO MERIT INC | | |
| 1XRP | RETRO PROMOTION | EXCLUDING OT | |
| 1Y30 | OVERPAID PARAM ADDON PAY | | |
| 1Y31 | UNDERPAID PARAM PAYMENT | | |

EXHIBIT B
WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|---------------------------|--------|----------------|
| 1701 | PPE CONV STRAIGHT O/T | | |
| 1702 | PPE CONV O/T PREM | | |
| 1703 | PPE CONV SPSP MANDATORY | | |
| 1704 | PPE CONV SPSP VOLUNTARY | | |
| 1705 | PPE CONV MEDICARE | | |
| 1706 | PPE CERS OFFSET LEGISLATI | | |
| 1707 | PPE CERS OFFSET GENERAL | | |
| 1708 | PPE CERS OFFSET SAFETY | | |
| 1709 | PPE OFFSET SP SAFETY | | |
| 1710 | PPE 1981 OFFSET GENERAL | | |
| 1711 | PPE CERS LEGISLATIVE | | |
| 1712 | PPE CERS GENERAL | | |
| 1713 | PPE CERS SAFETY | | |
| 1714 | PPE CERS SPEC SAFETY | | |
| 1715 | PPE 1981 RET GENERAL | | |
| 2003 | CITY FBP CREDITS | | |
| 2013 | CITY FBP CREDITS | | |
| 2023 | CITY FBP CREDITS | | |
| 2033 | City FBP Credits | | |
| 2043 | CITY FBP CREDITS | | |
| 2053 | CITY FBP CREDITS | | |
| 2063 | CITY FBP CREDITS | | |
| 2073 | CITY FBP CREDITS | | |
| 2083 | CITY FBP CREDITS | | |
| 101C | JAN-C MLGE | | |
| 101D | JAN-D MLGE | | |
| 101F | JAN-FED MLGE | | |
| 101P | JAN-PARKING | | |
| 102C | FEB-C MLGE | | |
| 102D | FEB-D MLGE | | |
| 102F | FEB-FED MLGE | | |
| 102P | FEB-PARKING | | |
| 103C | MAR-C MLGE | | |
| 103D | MAR-D MLGE | | |
| 103F | MAR-FED MLGE | | |
| 103P | MAR-PARKING | | |
| 104C | APR-C MLGE | | |
| 104D | APR-D MLGE | | |
| 104F | APR-FED MLGE | | |
| 104P | APR-PARKING | | |
| 105C | MAY-C MLGE | | |
| 105D | MAY-D MLGE | | |
| 105F | MAY-FED MLGE | | |
| 105P | MAY-PARKING | | |
| 106C | JUN-C MLGE | | |
| 106D | JUN-D MLGE | | |
| 106F | JUN-FED MLGE | | |
| 106P | JUN-PARKING | | |
| 107C | JUL-C MLGE | | |
| 107D | JUL-D MLGE | | |
| 107F | JUL-FED MLGE | | |
| 107P | JUL-PARKING | | |
| 108C | AUG-C MLGE | | |
| 108D | AUG-D MLGE | | |
| 108F | AUG-FED MLGE | | |
| 108P | AUG-PARKING | | |
| 109C | SEP-C MLGE | | |
| 109D | SEP-D MLGE | | |
| 109F | SEP-FED MLGE | | |
| 109P | SEP-PARKING | | |
| 110C | OCT-C MLGE | | |
| 110D | OCT-D MLGE | | |
| 110F | OCT-FED MLGE | | |
| 110P | OCT-PARKING | | |

EXHIBIT B
WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|------------------------------------|--|----------------|
| 111C | NOV-C MLGE | | |
| 111D | NOV-D MLGE | | |
| 111F | NOV-FED MLGE | | |
| 111P | NOV-PARKING | | |
| 112C | DEC-C MLGE | | |
| 112D | DEC-D MLGE | | |
| 112F | DEC-FED MLGE | | |
| 112P | DEC-PARKING | | |
| 18A0 | FLSA OVERTIME | | |
| 18A1 | OT PAY/STRAIGHT | | |
| 18A2 | COMP PAY - PREMIUM | | |
| 18A3 | LIFEGUARD INTERRUPTION | | |
| 18A4 | SA FLSA OT | | |
| 18A5 | FLSA CARRYOVER PAY | | |
| 18A6 | FLSA MANUAL | | |
| 18A7 | HOLIDAY CREDIT | | |
| 18AA | OT PAY/ PREMIUM | | |
| 18AH | SA STRT DAY DEPLOYED | FOR NON BENEFITTED | |
| 18CA | CATASTROPHIC DONATION | | |
| 18CE | CHILD CARE AL EXCHANGE-DONOR | Leave-Sharing Plans - Child Care Vacation Exchange: Donor taxable contributions tracking | |
| 18CF | CHILD CARE TERM PAY | Leave-Sharing Plans - Child Care Vacation Exchange: Termination Cash Outs | |
| 18CM | COMPTIME ADDONS FLSA | | |
| 18CN | COMPTIME ADDONS NON-FLSA | | |
| 18CP | CATASTROPHIC LEAVE PAYOUT | Catastrophic Leave Termination Cash Outs R-309638 | |
| 18DB | ESD DRIVER BONUS PROGRAM | L127 R-313808 | X |
| 18DR | ESD DRIVER REFERRAL PROGRAM | L127 R-313808 | X |
| 18FP | FIRE HOLIDAY PREMIUM RATE | | |
| 18FS | SPECIAL ASSIGNMENT HOURS | | |
| 18FT | SPECIAL ASSIGNMENT HOURS | | |
| 18H5 | H5 GRIEVANCE SETTLEMENT | Personnel Manual Index Code H-5 settlement of wages for Field Representatives in the Public Utilities Department | |
| 18HP | HOLIDAY WORKED | | |
| 18L3 | LTD REGULAR | | |
| 18L5 | LTD PERMANENT | | |
| 18LA | LTD BENEFIT | | |
| 18LD | LTD Industrial Disability | | |
| 18LH | TOTAL TEMP DISABILITY | | |
| 18LI | TOTAL PART DISABILITY | | |
| 18LJ | PERM TOTAL DISABILITY | | |
| 18LK | PERM PART DISABILITY | | |
| 18LZ | TTD ADJUSTMENTS | | |
| 18O1 | OT PAY/PREMIUM-1 | | |
| 18O2 | OT PAY/PREMIUM-2 | | |
| 18O3 | OT PAY/PREMIUM-3 | | |
| 18OH | OCA- HOLIDAY ON DAY OFF | | |
| 18PA | PAYPERIOD ADVANCE COLLECT | | |
| 18PB | COMPTIME PAYOUT BASE | | |
| 18PC | COMPTIME PAYOUT FLSA | | |
| 18PF | FIRE 8HR COMP CONV TO PAY | | |
| 18PH | HOLIDAY CONVERSION TO PAY | | |
| 18PK | TAP PARKING REIMBURSEMENT- LIBRARY | | |
| 18PL | PRESIDENT LEAVE | | |
| 18PP | PAY-IN-LIEU | | |
| 18PQ | TAP PARKING REIMBURSEMENT- CCP | | |
| 18PR | TAP PARKING REIMBURSEMENT- PARKADE | | |
| 18PT | CYCLE TIME CONV TO PAY | | |
| 18R1 | FLSA OVERTIME-RR1 | | |
| 18R2 | FLSA OVERTIME-RR2 | | |
| 18RR | FLSA OVERTIME-RR1 | | |
| 18SC | SPECIAL ASSIGN NON-MANDATORY | | |
| 18SD | SPECIAL ASSIGN TRNG OT MANDATORY | | |

EXHIBIT B
WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|--|--|----------------|
| 18SE | SPECIAL ASSIGN STRAIGHT DAY TO SUPPRESS OT | | |
| 18SF | SA ST WORKED DEPLOYED | For Premium Hours only | |
| 18SG | SA ST WORKED | | |
| 18SH | SA ST OFF OT NON-MAND | | |
| 18SI | SA ST OFF OT MANDATORY | | |
| 18SJ | SA FIRE HOL OT NON-MAND | | |
| 18SK | SA FIRE HOL OT MANDATORY | | |
| 18SL | SA STRT DAY DEPLOYED | For Premium Hours only | |
| 18SM | SA DEPLOYED SPEC OPS | For Premium Hours only | |
| 18SN | SA OT COMP PREMIUM | | |
| 18SO | SA SD TO SUPP PREM | | |
| 18T1 | TERMINATION PAY A/L | | |
| 18T2 | TERM PAY COMP FLSA | | |
| 18T3 | TERMINATION SICK LV OLD | | |
| 18T4 | TERMIN SICK LV OLD 25% | | |
| 18T8 | TERMIN SICK LV OLD 0% | | |
| 18TA | TERM PAY CYCLE TIME | | |
| 18TB | TERM PAY FIRE 8HR COMP | | |
| 18TC | TERM FIRE HOLIDAY | | |
| 18TD | TERM PAY FLOATING HOLIDAY | | |
| 18TE | TERM FIRE SHIFT TRADE | | |
| 18TF | TERM VOLUNTARY LV PAYBACK | | |
| 18TG | SA STRT DAY DEPLOYED | FOR ALL EXCEPT L145 | |
| 18TH | TERM NEGOTIATED LV PAYOFF | | |
| 18TJ | TERM PAY COMP NON- FLSA | | |
| 18XB | SPECIAL ASSIGN STRAIGHT DAY TO SUPPRESS COMP | | |
| 18Z8 | TTD Retro | | |
| 1AFT | AIRPORT FIRE STATION - TEMP | | |
| 1AHT | FIRE K9 TEMP | | |
| 1AOL | AIR OP - TEMP LIFEGUARDS | | |
| 1AOT | AIR OP PAY- TEMP 145 | | |
| 1BIT | BILINGUAL-TEMP POA & L145 | | |
| 1BTM | BILINGUAL-TEMP | | |
| 1CLB | CLASS A/B DR LI MEA/127 | | |
| 1DTT | DISPATCHER TEMP TRNG | | |
| 1EDP | EMERGENCY DUTY PAY | | |
| 1EOT | EXPLOSIVE ORD FIRE TEMP | | |
| 1ESS | ENG SHIFT DIFF | | |
| 1FLS | FLSA MANUAL ADJ | | |
| 1HR5 | HEAVY RESCUE 5 TEMP | | |
| 1HR6 | HEAVY RESCUE 6 TEMP | | |
| 1HZT | HAZARDOUS MAT SQD TEMP | | |
| 1ILP | LATERAL INCENTIVE POA | | |
| 1K9A | CANINE CARE | | |
| 1LAA | LIGHT AND AIR PAY | | |
| 1LPA | LEAD PAINT ABAT | | |
| 1MCC | MOTORCYCLE CARE | | |
| 1MSY | MAST PAY TEMP | | |
| 1PDB | POLICE DISP BIL TEMP | | |
| 1PMI | MANAGEMENT INCENTIVE POA | | |
| 1PMT | PARAMEDIC PREM | | |
| 1PRI | RECRUITMENT INCENTIVE POA | | |
| 1PTT | PAR TRNING TEMP | | |
| 1RRT | RIVER RESCUE 04/16-09/14 | Title change, previously "RIVER RESCUE 04/16-11/14". Title change to reflect the updated dates outside of River Rescue season per Local 911 FY23 MOU | |
| 1SBP | STANDBY PAY | | |
| 1SCP | SHIFT COMMANDER PAY | | |
| 1SDE | SR DATA ENTRY | | |
| 1SDT | SAN DRIVER-T | | |
| 1SMA | SEWER MAINT PAY | | |
| 1SRP | SINGLE ROLE PARAMEDIC | Temporary through 7/12/19 | |
| 1UAT | UNSTAFFED AERIAL VEH-TEMP | | |
| 1VCT | VECT CONT TECH | | |

EXHIBIT B
WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|---|---|----------------|
| 1X01 | REGIONAL UNIFORM PD | | |
| 1X02 | BEACH UNIFORM | | |
| 1X03 | BIKE PATROL UNIFORM | | |
| 1X04 | BOAT SAFETY UNIFORM | | |
| 1X05 | CANINE UNIFORM | | |
| 1X06 | STAR UNIFORM | | |
| 1X07 | SWAT UNIFORM | | |
| 1X08 | ANNUAL UNIFORM | | |
| 1X09 | US&R UNIFORM | | |
| 1X10 | FEMALE UNIFORM | | |
| 1X11 | HARBOR UNIFORM | | |
| 1X12 | HELICOPTER UNIFORM | | |
| 1X13 | HORSE UNIFORM | | |
| 1X14 | HEAVY RESCUE UNIFORM | | |
| 1X15 | INITIAL UNIFORM | | |
| 1X16 | MOTORCYCLE UNIFORM | | |
| 1X17 | MAST UNIFORM | | |
| 1X18 | COLOR GUARD UNIFORM | | |
| 1X19 | UNIFORM POA 8+ | | |
| 1X20 | NEIGHBORHOOD POLICING UNIFORM | | |
| 1X30 | HOMELESS OUTREACH TEAM UNIFORM | POA R-314185 | X |
| 1X53 | PAY REDUCTION CORRECTION | | |
| 1X60 | BID TO GOAL PAY WATER | | |
| 1X61 | BID TO GOAL PAY | | |
| 1X62 | PAY FOR PRFM WD | | |
| 1X63 | PAY 4 PRFM ADM | | |
| 1X64 | PAY 4 PRFM COLL | | |
| 1X65 | PAY 4 PRFM ENG | | |
| 1X66 | PAY 4 PRFM OPER | | |
| 1X67 | PAY 4 PRFM PGM | | |
| 1X68 | PAY 4 PRFM SERV | | |
| 1X69 | PAY 4 PRFM TECH | | |
| 1X70 | PAY FOR PERFORMANCE | | |
| 1X91 | BID TO GOAL PAY-REG | | |
| 1X92 | PAY FOR PERF REG | | |
| 1XAD | RETRO PAY ADJ Non-Pension | | |
| 1XFS | FLSA OT SETTLEMENT | Settlements on calculating overtime within the Fair Labor Standards Act (FLSA) R-312916 | |
| 1XIR | INTEREST ON RETRO PAY ADJ | | |
| 1XMO | RETRO MERIT ADJ OVERTIME | | |
| 1XOT | RETRO OCA OT | | |
| 1XPA | RETRO OT PAY ADJUSTMENT | | |
| 1XRO | RETRO ADDON OT | | |
| 1XRT | RETRO ADDON TD | | |
| 1XUN | RETRO UNIFORM | | |
| 1Y01 | HEALTH INSURANCE REFUND | | |
| 1Y02 | FBP CASH OPTION- TAXED AT SUPPLEMENTAL RATE | | |
| 1Y03 | FBP DEP/CHILD CARE PRIOR | | |
| 1Y04 | FBP DEP/CHILD CARE REIMB | | |
| 1Y05 | FBP DMV PRIOR FY | | |
| 1Y06 | FBP D/M/V REIMBURSEMENT | | |
| 1Y07 | FLEX BENEFIT ADJUSTMENT | | |
| 1Y08 | FBP ADJUSTMENT TAXABLE | | |
| 1Y12 | CASH OPTION PAYMENT-TAXED AT REGULAR RATE | | |
| 1Y20 | MEDICARE REFUND ADJ | | |
| 1Y21 | ADVANCE EARNED INCOME | | |
| 1Y22 | NONTAXABLE EARNING ADJ | | |
| 1Y32 | PARAMEDIC CERT BONUS MEA | | |
| 1Y33 | PARAMEDIC CERT COST REIMB | | |
| 1Y50 | CITY VEHICLE | | |
| 1Y51 | PARKING ADJUST | | |
| 1Y52 | AUTO ALLOWANCE | | |
| 1Y53 | MILEAGE ADJ NON-TAXABLE | | |
| 1Y54 | MILEAGE ADJUSTMENT TAXABLE | | |

EXHIBIT B
WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|---------------------------------------|--------|----------------|
| 1Y55 | OUT OF TOWN MILEAGE TAXABLE | | |
| 1Y56 | OUT OF TOWN MILEAGE RMB | | |
| 1Y57 | TAXABLE MILEAGE | | |
| 1Y60 | CRIME SCENE RESPONSE PAY | | |
| 1Y61 | DISINTERMENT PAY | | |
| 1Y62 | POA NEGOTIATED SETTLEMENT | | |
| 1Y63 | NEGOTIATED LEAVE | | |
| 1Y64 | VOLUNTARY FURLOUGH OFF PAYBACK | | |
| 1Y67 | MOVING ALLOWANCE ACCOUNTABLE | | |
| 1Y68 | MOVING ALLOWANCE | | |
| 1Y70 | TRAVEL REIMBURSEMENT | | |
| 1Y71 | INTOWN MILEAGE | | |
| 1Y72 | EE RECOGNITION NON TAXABLE | | |
| 1Y73 | CERT RENEWAL | | |
| 1Y74 | MEMBERSHIP | | |
| 1Y75 | VANPOOL | | |
| 1Y76 | UNIFORM REIMBURSEMENT | | |
| 1Y77 | PERSONAL DAMAGE | | |
| 1Y79 | EE REIMB NON TAXABLE | | |
| 1Y80 | TOOL ALLOWANCE | | |
| 1Y81 | TUITION REIMBURSEMENT NON TAXABLE | | |
| 1Y82 | TUITION REIMBURSEMENT TAXABLE | | |
| 1Y83 | TACTICAL FLIGHT OFFICER (TFO) TUITION | | |
| 1Y84 | MANDATORY FURLOUGH OFF PAYBACK | | |
| 1Y85 | DCAA PROF DEVELOPMENT | | |
| 1Y89 | REWARD/RECOG AR 95.91 | | |
| 1Y90 | EE RECOGNITION TX-Gross Reult | | |
| 1Y91 | CELL PHONE STIPEND-VOICE | | |
| 1Y92 | CELL PHONE STIPEND- VOICE/DATA | | |
| 1Y93 | TRAINING IN TOWN (REIMBURSEMENT) | | |
| 1Y94 | TRAINING OUT OF TOWN (REIMBURSEMENT) | | |
| 1Y95 | TRAVEL- TRAINING (REIMBURSEMENT) | | |
| 1Y98 | SD WORKS NOMINAL AWARD | | |
| 1Y99 | SD WORKS AWARD | | |
| 1Y9A | MEALS WITH CITY EES | | |
| 1YBX | CASH BONUS UNC-Gross Result | | |
| 1YEI | EXECUTIVE LIFE INSURANCE | | |
| 1YHI | EXECUTIVE HEALTH INSURANCE | | |
| 1YPI | PORTABLE LIFE INSURANCE IMPUTED | | |
| 1YPQ | EXC PAY PERF-Gross Result | | |
| 1YPR | EXCEP MERIT AR 95.91 | | |
| 1YPY | PAY PERF UNC-Gross Result | | |
| 21NH | CITY FBP CREDITS-MED WAIVE | | |
| 23NH | CITY FBP CREDITS | | |
| 901C | JAN-C MLGE Taxable | | |
| 901D | JAN-D MLGE Taxable | | |
| 901F | JAN-F MLGE Taxable | | |
| 902C | FEB-C MLGE Taxable | | |
| 902D | FEB-D MLGE Taxable | | |
| 902F | FEB-F MLGE Taxable | | |
| 903C | MAR-C MLGE Taxable | | |
| 903D | MAR-D MLGE Taxable | | |
| 903F | MAR-F MLGE Taxable | | |
| 904C | APR-C MLGE Taxable | | |
| 904D | APR-D MLGE Taxable | | |
| 904F | APR-F MLGE Taxable | | |
| 905C | MAY-C MLGE Taxable | | |
| 905D | MAY-D MLGE Taxable | | |
| 905F | MAY-F MLGE Taxable | | |
| 906C | JUN-C MLGE Taxable | | |
| 906D | JUN-D MLGE Taxable | | |
| 906F | JUN-F MLGE Taxable | | |
| 907C | JUL-C MLGE Taxable | | |
| 907D | JUL-D MLGE Taxable | | |

EXHIBIT B
 WAGE TYPES NOT INCLUDED IN PENSIONABLE WAGE BASE
 FY 2023

| CODE | EXHIBIT A TITLE | ACTION | Added Code "X" |
|------|--------------------|--------|----------------|
| 907F | JUL-F MLGE Taxable | | |
| 908C | AUG-C MLGE Taxable | | |
| 908D | AUG-D MLGE Taxable | | |
| 908F | AUG-F MLGE Taxable | | |
| 909C | SEP-C MLGE Taxable | | |
| 909D | SEP-D MLGE Taxable | | |
| 909F | SEP-F MLGE Taxable | | |
| 910C | OCT-C MLGE Taxable | | |
| 910D | OCT-D MLGE Taxable | | |
| 910F | OCT-F MLGE Taxable | | |
| 911C | NOV-C MLGE Taxable | | |
| 911D | NOV-D MLGE Taxable | | |
| 911F | NOV-F MLGE Taxable | | |
| 912C | DEC-C MLGE Taxable | | |
| 912D | DEC-D MLGE Taxable | | |
| 912F | DEC-F MLGE Taxable | | |