

**City of San Jose**  
**Pensionability of Active Time Reporting and Earning Codes**

Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
ACBFR	-	Add to Comp Time Bal (Fire)	No		FIRE ONLY
HC2	-	Higher Class - Shift Present	No		FIRE ONLY
NTG	-	No Time Generated	No		FEDERATED ONLY
SCBFR	-	Sub from Com Time Bal (Fire)	No		FIRE ONLY
ACB	ACB	Add to Comp Time Balance	No		ALL
-	ADA	Administrative Assignment (Premium)	No		FIRE ONLY
-	ADF	Administrative Assignment %	No		Fire Only
ADM	ADM	Administrative Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	ADV	Advance	No		ALL
-	AEP	Alternate Employment Pay (Premium)	No		ALL
-	AJ1	Taxable Adjustment 1	No		ALL
-	AJ2	Taxable Adjustment 2	No		ALL
-	AJ3	Taxable non-pay adjustment	No		ALL
-	APA	Apparel Allowance	No		MEF
AST	AST	Animal Service Ofcr Trng Pay	No		MEF
AT1	AT1	FIRE Anti-Terrorism Training	Yes	MuniCode 3.36.020.3(F)	FIRE ONLY
AT3	AT3	ATT Management Pay	Yes	MuniCode 3.36.020.3(F)	FIRE ONLY
BL3	BL3	MEF Bilingual Pay PT Unbenefit	No		FEDERATED ONLY
-	BL4	Fire Bilingual Pay	No		FIRE ONLY
-	BL5	Police Bilingual Pay	No		POA ONLY

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<b>Time Reporting Code</b>	<b>Earning Code</b>	<b>Description</b>	<b>Pensionable Earnings</b>	<b>Pensionability Basis</b>	<b>Unions Where TRC / Earn Code is Available</b>
-	BL6	ABMEI Oral Bilingual Pay	No		FEDERATED ONLY
-	BL7	ABMEI Oral & Written Bilingual	No		FEDERATED ONLY
-	BLF	Oral Bilingual Pay - Full Time	No		FEDERATED ONLY
-	BLP	Oral Bilingual Pay Part Time	No		FEDERATED ONLY
BMB	BMB	Bomb Pay	No		POA ONLY
BNS	BNS	Bonus Pay	No		ALL
-	BPA	Backflow Prevention Pay	No		OE#3
CAG	CAG	Aged Comp Time Hours	No		FIRE & FED ONLY
-	CAR	\$350.00 Automobile Allowance	No		FEDERATED ONLY
CBA	CBA	Comp-Time Balance Adjustment	No		ALL
CC1	CC1	Call Back for Comp @ 1.0	No		FEDERATED ONLY
CCJ	CC1	Call Back for Comp @ 1.5	No		ALL
CC2	CC2	Addl California COVID Leave	Yes		ALL
-	CCI	Crane Certification Incentive	No		OE#3
CCL	CCL	California COVID Leave	Yes		ALL
-	CEL	Cell Phone Stipend - Non Taxbl	No		ALL
-	CET	Cellular Phone Stipend-Taxable	No		ALL
CIT	CIT	Crisis Intervention Trng Pay	No		POA ONLY
CLO	CLO	Closure-Furlough	No		FEDERATED ONLY
-	CMH	Comp Time (Holiday)	No		FEDERATED ONLY

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CM2	CMP	Overtime for Comp @ 2.0	No		FEDERATED ONLY
CMH	CMP	Comp Time Holiday (Not Worked)	No		FEDERATED ONLY
CMJ	CMP	Overtime for Comp @ 1.5	No		ALL
CMP	CMP	Overtime for Comp @ 1.0	No		ALL
CN1	CN1	Call Back for Comp Not Worked	No		FEDERATED ONLY
CNC	CN1	Call Back Comp Not Worked@1.5	No		FEDERATED ONLY
-	CNJ	Call Back for Pay NotWrked@1.5	No		ALL
CNJ	CNP	Call Back for Pay NotWrked@1.5	No		FEDERATED ONLY
CNP	CNP	Call Back for Pay Not Worked	No		FEDERATED ONLY
CNVCC	COM	Comp-Time Taken	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
CNVCR	COM	Comp-Time Taken	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
COM	COM	Comp-Time Taken	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
COP	COP	Comp-time Adj NonTx prior Year	No		ALL
CP1	CP1	Call Back for Pay @ 1.0	No		FEDERATED ONLY
CPJ	CPJ	Call Back for Pay @ 1.5	No		ALL
CPO	CPO	Comp-Time Payoff - Police	No		POA ONLY
CQP	CQP	COVID Quarantine Pay	Yes		ALL
-	CR0	CAR Allowance Prorated	No		ALL
-	CR1	\$100 Automobile Allowance	No		FEDERATED ONLY
-	CR2	\$200 Automobile Allowance	No		FEDERATED ONLY

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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
-	CR4	\$500 Automobile Allowance	No		FEDERATED ONLY
-	CR6	\$600 Automobile Allowance	No		FEDERATED ONLY
CRU	CRU	Covert Response Unit (CRU) Pay	No		Police Only
CSR	CSR	Cancer Screening Release Time	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
CST	CST	Community Serv Ofcr Trng Pay	No		FEDERATED ONLY
CTP	CTP	Aged Comp-Time Paid	No		FED & FIRE ONLY
CTX	CTX	Comp Time Extended	No		ALL
-	CV2	Commuter Check Program	No		ALL
DF2	DF2	Disability En NTx Fr-FMLA Desg	Yes	MuniCode 3.36.020.3(G)	FIRE ONLY
CNVEC	DH2	Disability Hr NTx Fr-FMLA Desg	No		FIRE ONLY
CNVER	DH2	Disability Hr NTx Fr-FMLA Desg	No		FIRE ONLY
DH2	DH2	Disability Hr NTx Fr-FMLA Desg	No		FIRE ONLY
DHP	DHP	Disability Hr NonTx Prior Year	No		ALL
-	DIL	Dental In Lieu-Standard	No		ALL
DIS	DIS	DisabilityLeave@100%-FMLA Desg	Yes	MuniCode 3.36.020.3(A)	POA & FIRE ONLY
-	DLC	Dental-in-Lieu with Child(ren)	No		ALL
-	DLP	Dental-in-Lieu with Spouse/DP	No		ALL
-	DLS	Dental-in-Lieu Single	No		ALL
DMP	DMP	POL Misc Disability Prior Yr	No		POA ONLY
DOG	DOG	Canine Unit Premium	No		POA ONLY

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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
-	DPN	Data Plan Stipend - Non Taxbl	No		ALL
-	DPT	Data Plan Stipend - Taxable	No		ALL
DS2	DS2	Disability Leave NTx-FMLA Desg	Yes	MuniCode 3.36.020.3(G)	POA & FIRE ONLY
DSF	DSF	Disability En FireLn-FMLA Desg	Yes	MuniCode 3.36.020.3(G)	FIRE ONLY
CNVDC	DSH	Disability Hr FireLn-FMLA Desg	No		FIRE ONLY
CNVDR	DSH	Disability Hr FireLn-FMLA Desg	No		FIRE ONLY
DSH	DSH	Disability Hr FireLn-FMLA Desg	No		FIRE ONLY
DST	DST	Pol Data Speclist Training Pay	No		FEDERATED ONLY
ECI	ECI	Electrician Cert Incentive	No		IBEW
-	EDT	Education & Training Pay	No		FIRE ONLY
EER	EER	Non Taxable Empl Exp Reimburse	No		ALL
EFL	EFL	Extended Family Leave	Yes		ALL
-	EMT	Emergency Medical Technician	Yes	MuniCode 3.36.020.3(E)	FIRE ONLY
ER1	ER1	Non Taxable Safety Shoe Reimb	No		FEDERATED ONLY
ER2	ER2	Food and Beverage Reimb	No		ALL
ER3	ER3	Non Tax Safety Glasses Reimb	No		POA & FED ONLY
ER4	ER4	Non Tax Rain Gear Reimb	No		POA ONLY
ER5	ER5	Membership or License Fees	No		ALL
-	ERC	Employee Recognition Award Adj	No		ALL
-	ESP	MEF CEO Svce Perfor Pilot Prog	No		FEDERATED ONLY

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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
-	EXA	Executive Leave Adjustment	No		FEDERATED ONLY
EXE	EXE	Executive Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
-	F93	CRU Back Pay	No		Police Only
-	F94	CTO Back Pay	No		FEDERATED ONLY
-	F95	Health/Dental in Lieu Back Pay	No		ALL
FCO	FCO	FMLA Comp-Time Taken	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	FEI	Fire Education Incentive	No		FIRE ONLY
FEX	FEX	FMLA Executive Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
-	FFL	FLSA OT Adjustment - Fire	Yes	Internal Adjustment Code	FIRE ONLY
FHO	FHO	FMLA Holiday Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
FIT	FIT	Fitness Programs	Yes	MuniCode 3.36.020.3(A)	POA ONLY
-	FLR	FLSA - Fire Pensionable	Yes	MuniCode 3.36.020.3(C)	FIRE ONLY
-	FLS	FLSA Overtime Adjustment	No		ALL
FLT	FLT	FMLA Lost Time	No		ALL
CNVFC	FNL	FIRE FNL CONVERSION	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
CNVFR	FNL	Fire FNL REG	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
FNL	FNL	Funeral Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
FPE	FPE	FMLA Personal Leave	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
FPL	FPL	Parental Leave Protected	Yes		ALL
FRW	FRW	Reduced Work Wk Hrs Protected	No		FEDERATED ONLY

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FSF	FSF	Sic Lv Family Camp Protected	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
FSI	FSI	FMLA Sick Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
FVA	FVA	FMLA Vacation Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	GNT	Misc. Earnings - Non Taxable	No		ALL
-	H10	Higher Class Management 5.39%	No		FEDERATED ONLY
-	H11	Higher Class Management 10.69%	No		FEDERATED ONLY
-	HC1	Higher Class Management 7.43%	No		FEDERATED ONLY
-	HC2	Higher Class Management 9.10%	No		FEDERATED ONLY
-	HC3	Higher Class Management 18.47%	No		FEDERATED ONLY
-	HC4	Higher Class Management 19.07%	No		FEDERATED ONLY
-	HC5	Higher Class Management 10.00%	No		FEDERATED ONLY
-	HC6	Higher Class Management 1.01%	No		FEDERATED ONLY
-	HC7	Higher Class Management 13.28%	No		FEDERATED ONLY
-	HC8	Higher Class Management 4.97%	No		FEDERATED ONLY
-	HC9	Higher Class Management 13.93%	No		FEDERATED ONLY
-	HCB	Health Care Lump Sum	No		All
HCL	HCL	Higher Class Pay	No		ALL
-	HCM	Higher Class Management	No		ALL
-	HCP	Management Higher Class Unit99	No		Unit 99
-	HCS	Higher Class Management 4.61%	No		FEDERATED ONLY

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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
HIL	HIL	Holiday In-Lieu Pay	Yes	MuniCode 3.36.020.3(B)	FIRE ONLY
-	HLC	Health-in-Lieu with Child(ren)	No		ALL
-	HLF	Health In Lieu-Family	No		ALL
-	HLP	Health-in-Lieu with Spouse/DP	No		ALL
-	HLS	Health In Lieu-Single	No		ALL
HOL	HOL	Holiday Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
-	HPI	Hiring Pay- Incentive	No		ALL
-	HPN	Hiring Pay Next Level	No		ALL
-	HPP	Hiring Pay- Probation	No		ALL
-	HRP	Hiring Referral Program	No		ALL
HTP	HTP	Hazard Incidents Team (Relief)	No		FIRE ONLY
-	HTR	Hazardous Incidents Team (Reg)	No		FIRE ONLY
JUR	JUR	Jury Duty	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
LBP	LBP	Vacation Balance Payoff	No		ALL
-	LI2	Class A/B License Pay \$75	No		OE#3
-	LIC	Class A/B License Pay	No		FEDERATED ONLY
-	LSR	Lump Sum Retro	No		FEDERATED ONLY
CNVLC	LST	Lost Time	No		FIRE ONLY
CNVLR	LST	Lost Time	No		FIRE ONLY
LST	LST	Lost Time	No		ALL



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M05	M05	Mngmt Performance Pay - 1/2 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M10	M10	Mngmt Performance Pay - 1.0 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M15	M15	Mngmt Performance Pay - 1.5 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M20	M20	Mngmt Performance Pay - 2.0 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M21	M21	Mngmt Performance Pay - 2.1%	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M25	M25	Mngmt Performance Pay - 2.5 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M30	M30	Mngmt Performance Pay - 3.0 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M35	M35	Mngmt Performance Pay - 3.5 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M40	M40	Mngmt Performance Pay - 4.0 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M45	M45	Mngmt Performance Pay - 4.5 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
M50	M50	Mngmt Performance Pay - 5.0 %	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
MAA	MAA	Management Allowance 5%	No		FEDERATED ONLY
MAB	MAB	Management Allowance 7.5%	No		FEDERATED ONLY
MAC	MAC	Management Allowance 10%	No		FEDERATED ONLY
MAD	MAD	Management Allowance 12.5%	No		FEDERATED ONLY
MAE	MAE	Management Allowance 15%	No		FEDERATED ONLY
MAF	MAF	Management Allowance 17.5%	No		FEDERATED ONLY
MAG	MAG	Management Allowance 5.2%	No		FEDERATED ONLY
MAH	MAH	Management Allowance 6.0%	No		FEDERATED ONLY
MAI	MAI	Management Allowance 7%	No		FEDERATED ONLY

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MAJ	MAJ	Management Allowance 8.71%	No		FEDERATED ONLY
MAK	MAK	Management Allowance Special	No		FEDERATED ONLY
MAM	MAM	Management Allowance 2.5%	No		FEDERATED ONLY
MAN	MAN	Management Allowance 8%	No		FEDERATED ONLY
MAO	MAO	Management Allowance 10.15%	No		FEDERATED ONLY
MAR	MAR	Meal Allowance - Airport Dept	No		MEF
-	MD9	City Paid Deferred Comp - 9%	No		FEDERATED ONLY
-	MDC	City Paid Deferred Comp	No		FEDERATED ONLY
-	MEC	Brake, Lamp and Smog Certificate	No		FEDERATED ONLY
-	MER	Merit Pay - Pensionable	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
-	MFR	Mngmt Perform Pay-Fixed Rate	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
MGE	MGE	MERGE Unit Pay	No		POA ONLY
MLA	MLA	Meal Allowance	No		FEDERATED ONLY
MLN	MLN	Military Leave Non Taxable	No		ALL
MLR	MLR	Military Leave EE	No		ALL
MIL	MLT	Military Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
MNP	MNP	Military Non-Pensionable	No		ALL
-	MO1	Moving Expenses(Box 1-Taxable)	No		ALL
-	MO2	Moving Expense(Box 13-Nontax)	No		ALL
-	MO3	Moving Exp(Adj-Box 13-Nontax)	No		ALL

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MOD	MOD	Manager on Duty	No		AMSP
-	MOV	Moving Exp(Adj-Box 1-Taxable)	No		ALL
MPA	MPA	Military Pay Adjustments	No		ALL
-	MPJ	Military Prior Adj Taxable	No		ALL
-	MPP	Management Performance Bonus	No		FEDERATED ONLY
MLE	MR1	Mileage 1 - Non Taxable	No		ALL
MR1	MR1	Mileage 1 - Non Taxable	No		ALL
-	MRA	MR1 Adjustment Non-Taxable	No		ALL
MRT	MRT	Mileage - Taxable	No		ALL
-	MSC	Miscellaneous Earnings-Taxable	No		ALL
-	MSP	Military Supplementl 1099-MISC	No		ALL
-	MST	Military Supplemental Pay Txbl	No		ALL
-	MSV	City Paid 401(a) Plan	No		ALL
MTR	MTR	Motorcycle Duty Pay	No		POA ONLY
N01	N01	Bi-Weekly Notary Pay	No		FEDERATED ONLY
-	N99	1099 MISCELLANEOUS INCOME	No		ALL
NCA	NCA	5%Non-Pensionable Compensation	No		FEDERATED ONLY
NCF	NCF	1%Non-Pensionable Compensation	No		Fire Only
NCU	NCU	Non Compliance Unpaid Leave	No		ALL
-	NOT	Notary Fee	No		ALL

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-	NTP	Non-Txbl Professnl Development	No		FEDERATED ONLY
-	OHN	Other Hrs - Back Pay Non-Pensn	No		ALL
OHR	OHR	Other Hours - Back Pay	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	OT1	1% One-Time Lump Sum Payment	No		FEDERATED ONLY
-	OT2	2% One-Time Lump Sum Payment	No		FIRE ONLY
-	OT3	2.5% Retention Bonus	No		POA ONLY
-	OT4	1.5% Rentention Bonus	No		FEDERATED ONLY
-	OT5	\$5,000 Retention Bonus	No		POA ONLY
-	OT6	One-Time Lump Sum Payment	No		ALL
-	OT7	LTD Premium Credit	No		ALL
OV1	OV1	Overtime for Pay @ 1.0	No		FEDERATED ONLY
OV2	OV2	Overtime for Pay @ 2.0	No		FEDERATED ONLY
CVTOR	OVC	Overtime Conversion Fire	No		FIRE ONLY
CNVOC	OVT	Overtime for Pay @ 1.5	No		FIRE ONLY
CNVOR	OVT	Overtime for Pay @ 1.5	No		FIRE ONLY
OVT	OVT	Overtime for Pay @ 1.5	No		ALL
OW5	OW5	Bilingual Pay PT Unbenefited	No		FEDERATED
-	OWF	Oral/Written Bilingual F/T	No		FEDERATED ONLY
-	OWP	Oral/Written Bilingual P/T	No		FEDERATED ONLY
PA1	PA1	MEF Prof Achievement Incentive	No		FEDERATED ONLY

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PA2	PA2	AEA Prof Achievement Incentive	No		FEDERATED ONLY
PA3	PA3	AEA Addl Prof ACHIEV Incentive	No		FEDERATED ONLY
PA4	PA4	ABMEIAddl Prof Ach Incentive	No		ABMEI
-	PAR	Paramedic Pay (Regular)	No		FIRE ONLY
PAY	PAY	PAY Earnings Aggregate	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
PCT	PCT	Comp-Time Payoff	No		ALL
-	PDP	Professional Development	No		FEDERATED ONLY
PER	PER	Personal Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
-	PGA	Protective Gear Allowance	No		FEDERATED ONLY
-	PKG	Sustainable Commute Incentive	No		All
-	PLA	Personal Leave Bal Adjustment	No		FEDERATED ONLY
PMP	PMP	AEA Project Mgmt Professional	No		FEDERATED ONLY
PPA	PPA	POST Pay Advanced	Yes	MuniCode 3.36.020.3(H)	POA ONLY
PPI	PPI	POST Pay Intermediate	Yes	MuniCode 3.36.020.3(H)	POA ONLY
-	PRN	Paramedic - Support (5%)	No		FIRE ONLY
-	PRS	Paramedic Pay - Support (8%)	No		FIRE ONLY
PRT	PRT	4% Police Retention Pay	No		POA ONLY
PSC	PSC	PS Radio Dispatcher Cert Pay	No		MEF
PTO	PTO	Paid Time Off	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
-	QAC	Qualified Applicator Pay	No		OE#3

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-	RCG	Employee Recognition Award	No		ALL
CNVRC	REG	Regular	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
CNVRR	REG	Regular	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
RBB	REG	Retirement Board (Regular)	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
REG	REG	Regular	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
URT	REG	Union Release Time (Regular)	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	RFD	Refund	No		ALL
-	RFS	Return Service Purchased - Emp	No		FEDERATED ONLY
RG2	RG2	Regular Time > 40 Hrs per week	No		FEDERATED ONLY
RGC	RGC	Shift Cancellation Pay	No		FEDERATED ONLY
-	RTM	Retroactive Earnings	No		ALL
-	RTN	Retro Pay/Non-Pensionable	No		ALL
-	RTO	Retro Pay/Overtime	No		ALL
-	RTR	Retroactive Pay/Pensionable	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
RW2	RW2	Reduced Work Week - ABMEI	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
RWW	RWW	Reduced Work Week Hours	No		FEDERATED ONLY
-	SAW	Employee Suggestion Award	No		ALL
SC1	SC1	Standby for Comp @ 1.0	No		FEDERATED ONLY
SCJ	SC1	Standby for Comp @ 1.5	No		ALL
SCB	SCB	Subtract from Com Time Balance	No		ALL

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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
-	SEV	Severance Pay	No		ALL
SH2	SH2	Shift Premium 2	No		FEDERATED ONLY
SH3	SH3	Shift Premium - \$1.55	No		FEDERATED ONLY
SH4	SH4	Graveyrd Shift Prem \$1.75	No		FEDERATED ONLY
SH5	SH5	Swing Shift Premium \$2.00	No		OE#3 / MEF
SH6	SH6	Graveyrd Shift Premium \$2.35	No		OE#3 / MEF
SH7	SH7	Shift Premium \$2.25	No		FEDERATED
SH8	SH8	Graveyrd Shift Prem \$2.50	No		FEDERATED
NSH	SHF	Shift Premium 1	No		FEDERATED ONLY
SHF	SHF	Shift Premium 1	No		FEDERATED ONLY
SHG	SHG	Shift Differential Graveyard	No		FEDERATED ONLY
SHR	SHR	Graveyard Shift Premium - \$1.6	No		FEDERATED ONLY
SHW	SHW	Shift Premium - \$1.40	No		FEDERATED ONLY
CNVSC	SIC	Sick Leave	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
CNVR	SIC	Sick Leave	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
SIC	SIC	Sick Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
SIF	SIF	Sick Leave Family Camp	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
SIP	SIP	Sick Lve Adj NonTx Prior Year	No		ALL
-	SKA	Sick Leave Accrual Adjustment	No		ALL
SL2	SL2	Emergency Sick Leave \$200/day	Yes		ALL

**City of San Jose**  
**Pensionability of Active Time Reporting and Earning Codes**

Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
SL5	SL5	Emergency Sick Leave \$511/day	Yes		ALL
-	SLF	Miscellaneous Earnings Adj	No		ALL
SLP	SLP	Sick Leave Balance Payoff	No		ALL
SLS	SLS	SLP Balance Adj only	No		ALL
SP1	SP1	Standby for Pay @ 1.0	No		FEDERATED ONLY
SPI	SP1	Standby for Pay @ 1.0	No		FEDERATED ONLY
SPJ	SPJ	Standby for Pay @ 1.5	No		ALL
ST1	ST1	Stipend (Per Diem Rate)	No		FEDERATED ONLY
-	ST2	Stipend (Per Diem Rate)	No		FEDERATED ONLY
-	SU2	Suspension - POA and IAFF	Yes	MuniCode 3.36.020.3(A)	POA & FIRE ONLY
-	SUG	Suggestion Award (adj)	No		ALL
SUS	SUS	Suspension	No		ALL
TAV1	T01	Travel Advance - In State	No		ALL
TAV2	T02	Travel Advance - Out of State	No		ALL
TAV3	T03	Travel Advance - Local	No		ALL
TDG	TDG	Therapy Dog Handlers Premium	No		SJPDA
-	TEC	Technology Stipend - Taxable	No		ALP / Unit 99
-	TGA	Taxable Gross Adjustment	No		ALL
-	TN4	Travl Exp Non Txbl Out State	No		ALL
-	TPA	TPAC Stipend - Adj	No		FEDERATED ONLY



**City of San Jose**  
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Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
-	TPC	TPAC Stipend	No		FEDERATED ONLY
TRV1	TR1	NonTaxbl Travl Exp Reimb In ST	No		ALL
TRV2	TR2	NonTaxbl Travl Exp Reimb OutST	No		ALL
TRV3	TR3	NonTaxbl Travl Exp Reim Local	No		ALL
TRV4	TR4	Non Taxable Employee Training	No		ALL
-	TR5	Taxable Travel Reimbursement	No		ALL
THD	TRD	Dispatchers Training Pay	No		FEDERATED ONLY
TRD	TRD	Dispatchers Training Pay	No		FEDERATED ONLY
TRN	TRN	Police Field Training Pay	No		POA ONLY
TRP	TRP	Park Ranger Training Pay	No		POPRA
TRV	TRV	Travel Expenses Taxable (Adj)	No		ALL
TSG	TSG	"TSG" Mandatory Testing	Yes		ALL
-	TTR	Taxable Tuition Reimbursement	No		ALL
-	TUI	Tuition Reimbursement - Nontax	No		ALL
UAB	UAB	Uniform Allowance Bi-Weekly	No		POA ONLY
UAF	UAF	Uniform Allowance FIRE Bi-wkly	No		FIRE ONLY
-	UAP	Uniform Allowance Payment	No		ALL
UC1	UC1	CAMP Unif Allw Sr Park Ranger	No		FEDERATED ONLY
UC2	UC2	CAMP Unifm Allw Biwkly Animal	No		FEDERATED ONLY
UCO	UCO	Comp Time Taken (Unprotected)	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL

**City of San Jose**  
**Pensionability of Active Time Reporting and Earning Codes**

<b>Time Reporting Code</b>	<b>Earning Code</b>	<b>Description</b>	<b>Pensionable Earnings</b>	<b>Pensionability Basis</b>	<b>Unions Where TRC / Earn Code is Available</b>
UDF	UDF	PDA FT Unifrm Allowance Biwkly	No		SJPDA
UDM	UDM	Unpaid Disaster Management	No		FEDERATED ONLY
UDP	UDP	PDA PT Unifrm Allowance Biwkly	No		SJPDA
UER	UER	Uniform / Equipment Replacemnt	No		POA & FED ONLY
UEX	UEX	Executive Leave - Unprotected	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
UF2	UF2	Unpaid Furloughs Leaves - 998	No		FEDERATED ONLY
UF3	UF3	Voluntary Unpaid Furlough -RET	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
UFA	UFA	Unpaid Furlough Leave - ALP	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
UFL	UFL	Unpaid Furlough Leaves	No		ALL
UHO	UHO	Holiday Leave Unprotected	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	FEDERATED ONLY
ULS	ULS	Lost Time Unprotected	No		ALL
UMB	UMB	Unpaid Benefited Military Leav	No		ALL
UMF	UMF	MEF FT Unifrm Allowance Biwkly	No		FEDERATED ONLY
UML	UML	Inactive Duty Military Leave	No		ALL
UMP	UMP	MEF PT Unifrm Allowance Biwkly	No		FEDERATED ONLY
UO3	UO3	OE3 Uniform Allowance Biwkly	No		FEDERATED ONLY
UPA	UPA	Unpaid Administrative Leave	No		ALL
UPE	UPE	Personal Leave - Unprotected	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
UPL	UPL	Parental Leave - Unprotected	Yes		ALL
UPM	UPM	Unpaid Military Leave	No		ALL

**City of San Jose**  
**Pensionability of Active Time Reporting and Earning Codes**

Time Reporting Code	Earning Code	Description	Pensionable Earnings	Pensionability Basis	Unions Where TRC / Earn Code is Available
USF	USF	Sic Lv Family Camp Unprotected	Yes	MuniCode 3.28.030.05(A)	FEDERATED ONLY
USI	USI	Sick Leave - Uprotected	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
USP	USP	Urban Search & Rescue (Relief)	No		FIRE ONLY
-	USR	Urban Search & Rescue (Reg)	No		FIRE ONLY
UVA	UVA	Vacation Leave Unprotected	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
CNVVC	VAC	Vacation Leave	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
CNVVR	VAC	Vacation Leave	Yes	MuniCode 3.36.020.3(A)	FIRE ONLY
VAC	VAC	Vacation Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	VAJ	Vacation Accrual Adjustment	No		ALL
VAP	VAP	Vac Lve Adj NonTx Prior Year	No		ALL
-	VEH	Imputed Vehicle Usage (Adj)	No		ALL
VNI	VNI	Vacation Leave Non-Taxable	No		FEDERATED ONLY
-	VSA	Vac Sellback Imputed Inc Adj	No		FEDERATED ONLY
VSB	VSB	Vacation Sellback	No		FEDERATED ONLY
VSI	VSI	Vac Sellback Imputed Income	No		FEDERATED ONLY
-	WCC	Worker's Comp Txbl Income Cr	No		ALL
-	WCO	Worker's Compensation Offset	No		ALL
-	WFH	COVID19 Work From Home Stipend	No		ALL
WIT	WIT	Witness Leave	Yes	MuniCode 3.28.030.05(A) 3.36.020.3(A)	ALL
-	WL1	Wellness Level 1 Incentive	No		ALL

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**Pensionability of Active Time Reporting and Earning Codes**

<b>Time Reporting Code</b>	<b>Earning Code</b>	<b>Description</b>	<b>Pensionable Earnings</b>	<b>Pensionability Basis</b>	<b>Unions Where TRC / Earn Code is Available</b>
-	WL2	Wellness Level 2 Incentive	No		ALL
XCP	XCP	Excess Comp Time Payout	No		ALL
XPY	XPY	For Fire Line Use Only	No		FIRE ONLY