

## SCO Compensation Report Categories for 2018

Summary of pay codes included in each category heading

Regular Salary	Overtime	Lump Sum Pay	Other Pay
Regular Earning	Off Shift Earnings	Annual Leave Cash out	Acting Fire Marshall
Holiday Hours/Earning (observed)	Overtime Earnings	Comp Time Cash out	Adjutant
Floating Holiday	OT-USAR		Bachelor Degree
Annual Leave	OT Call		BC Dep MH Full
Comp Time	OT-OOG		BC Dep OWF Full
Catastrophic Leave	Retro OT		BC Dep OWF Part
Retro Regular	Trade Not Working		Bilingual
Leave with Pay	IP Fire in Callback		CA SDI
Jury Duty	US&R Deployed Reg		Cafe Plan (Adj/Cash in lieu)
Workers Comp Earning	Union Leave		Career Development
			DC Dep OWF Full
			DC Dep OWF Part
			Div. Chief Replace
			EMT
			FLSA Pay
			Holiday Pay in lieu comp
			Notary 2
			OOG-Adjutant
			OOG-Captain
			OOG-Firefighter
			Paramedic
			Residency Stipend
			Tool Allowance
			Training Stipend
			Uniform
			Uniform NO PERS
			Uniform-2400
			US&R OOG

Add'l notes:

**Annual Regular Pay Column:** Amount paid for normal hours worked, including leave times and paid holidays, base salary.

**Overtime Pay Column:** Amount paid for overtime worked.

**Lumpsum Pay Column:** Amount paid for lumpsum pay includes one-time cash outs, such as paid excess vacation/sick leave.

**Other Pay Column:** Amount paid for compensation not reported as regular pay, overtime pay or lump sum pay.

Including, but is not limited to, car allowances, meeting stipends, incentive pay, bonus pay, retention pay, bilingual and on-call pay.