

Exhibit A

**Retirement Eligible Earn Codes
Superior Courts, Fresno County**

Effective January 1, 2013

Tier I - members before January 1, 2013

Earn Code	Report Code	Payroll System Description	Long Description
2	OLD AL	OLD ANNUAL LVE	
3	VAC	VACATION	
9	SICK	SICK	
11	FURUP	FURLOUGH NOPAY	PLACE HOLDER USED TO CAPTURE 8.0 HOURS OF PENSIONABLE TIME PER DAY - COURT REPORTERS
12	OJIAL	OJI ANNUAL LEAVE	HOURS PAID WHEN AN EMPLOYEE IS ON A WORKER'S COMP LEAVE
15	OTJDOI	OJI DATE INJURY	PERIOD WHEN COURT PAYS INJURED EMPLOYEE FOR TIME NOT YET COORDINATED WITH WORKER'S COMP
22	HOL	HOLIDAY PAID	CONTRACT COVERED - STRAIGHT TIME
27	OVRSCH	OVER SCHED HRS	HOURS OVER SCHEDULE FOR LESS THAN FULL TIME EMPLOYEES - PAID AT STRAIGHT TIME - INTERPRETERS ONLY
32	COMP TK	COMP TAKEN	COMP TIME USED (not as accrued)
33	ADMTIM	ADMINP SCSUM	PAID AT THE DISCRETION OF THE CEO IN LIEU OF COMP TIME
34	JURY	JURY DUTY	
36	BEREAV	BEREAVEMENT	
37	UNPAID	UNPAID	COMPARABLE TO "DOCK TIME" AT THE COUNTY. SERVICE CREDIT - GETS EE TO 80 HOURS.
45	AL C/O	A/L CASHOUT	CASHOUT OF ACCRUED ANNUAL LEAVE HOURS, 80 HRS MAX PER YEAR - Not Terminal Pay - Limited to \$'s accruable \ payable in 1 year)
49	CRSICK	CR SICK	COURT REPORTER SICK TIME. GRANDFATHERED PLAN, NO CURRENT ACCRUALS
50	LWOP	LVE W/O PAY	ADMIN LEAVE WITHOUT PAY

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51	ADMLVE	ADMIN LEAVE	ADMIN LEAVE WITH PAY
62	MFLPD	FURLOUGH PAID	MANDATORY FURLOUGH HOURS TAKEN
74	PT HOL	PT HOLIDAY PAY	USED FOR LESS THAN FT EMPLOYEES TO PAY 4 TO 8 HRS HOLIDAY PAY WHEN IT OCCURS ON THEIR NORMAL DAY OFF
AC	CARALL	CAR ALLOWANCE	
ADJ	ADJRET	PAY ADJ-RET	PENSIONABLE ADJUSTMENT TO EARNINGS
AWP	AWOL	ABSENCE W/PAY	ABSENCE WITHOUT PAY
BL	BLPAY	BILINGUAL PAY	
CI	INT TR	INTP TRAVEL PAY	INTERPRETER TRAVEL PAY FOR CROSS COURT ASSIGNMENTS (May in addition to IFT or IHT) Negotiated rate between EE and the away court FOR time spent in the car traveling to the other location
CJ	INT PR	INTP PREMIUM	INTERPRETER PREMIUM PAY FOR CROSS COURT ASSIGNMENTS - HALF OR WHOLE DAY + MILEAGE OVER IRS RATE * UNUSUAL SITUATIONS INDIVIDUAL NEGOTIATED * (May be in addition to IFT or IHT)
-	CT APP	COURT APPRECIATION	CONTRACT PAYMENT FRO CONTRACT (\$500 TO \$1,000) ACCORDING TO FTE. FOR EARLY SETTLEMENT OF CONTRACT. AGAIN IN OCTOBER FOR NEXT 2 YEARS. PAID TO ALL COVERED EE's
-	CT AUG	COURT AUGMENTATION	DISCRETIONARY BONUS - FROM MOU - PAID TO ALL MEMBERS OF CLASS
CT	TRN PAY	TRANSCRIPT PAY	COURT REPORTER TRANSCRIPTION FEES
CU	DIFF1%	1% TIER 1 DIFF	PAID TO REAL TIME COURT REPORTERS WHO AGREE TO BE BOUND TO THE SIDE LETTER AGREEMENT DATED 4/2006 - OBSOLETE
CV	DIFF2%	2% TIER 2 DIFF	PAID TO TIER 1 AND TIER 2 COURT REPORTER WHO HAVE PASSED THE LOCAL TEST
CX	DIFF5%	5.5% NAT'L DIFF	PAID TO TIER 2 COURT REPORTERS WHO HAVE PASSED THE NATIONAL TEST
IFT	INT FT	INTERPRET FT	INTERPRETER FULL DAY. RATE OF PAY FOR PART TIME INTERPRETERS ASSIGNED TO WORK A FULL DAY

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Eam Code	Report Code	Payroll System Description	Long Description
IHT	INT HT	INTERPRET HT	INTERPRETER HALF DAY RATE OF PAY FOR PART TIME INTERPRETERS ASSIGNED TO WORK A HALF DAY
PDO	PER DAY	PERSONAL DAY	EIGHT HOURS OF PAID TIME OFF PER YEAR
PHO	PHOL	PERSNL HOLIDAY	WHEN AN EMPLOYEE WORKS BOTH CHRISTMAS EVE AND NEW YEAR'S EVE THEY ARE ELIGIBLE TO RECEIVE FOUR HOURS OF PAID TIME OFF
RG	REG	REGULAR HOURS	
RSD	RD ST	RED STAFF DAY	MANDATORY FURLOUGH HOURS USED DURING REDUCED STAFFING DAYS
SCH	SCHVIS	SCHOOL VISIT	TIME OFF FOR SCHOOL VISITS. EMPLOYEES USE EXISTING ANNUAL LEAVE OR COMP TIME
SUR	UNION	UNION RELEASE	SHOP STEWARD UNION RELEASE TIME
VFP	VFLPD	VOL FUR PAID	VOLUNTARY FURLOUGH HOURS TAKEN
WKS	WKGSUP	WORKING SUSP	TEMPORARY DEDUCTION FROM GROSS WAGES FOR WORKING SUSPENSION.