

In addition to your base pay, some additional earnings categories are included when calculating your final average compensation (FAC), which is one factor used to determine the amount of your SDCERA benefit. You will receive a percentage of your FAC based on your age at retirement and amount of service credit.

Earnings categories that are included when calculating FAC can be split in two groups, regular pay and premium pay. Below are common earnings categories that are included when calculating your FAC.

Regular Pay Categories

Bereavement leave
 Comp time off
 Educational release time
 Holiday
 Jury duty
 Military leave
 Sick leave
 Sick leave pay down
 Vacation
 Vacation pay down

Premium Pay Categories

30-year award
 Auto allowance
 Bilingual pay
 Inmate supervision
 Locked facility premium
 Master of social work
 Night shift
 Transcribing allowance
 Recognition award
 Uniform allowance

Examples of earnings categories that are not included when calculating your FAC are below.

Employer-paid offset of member contributions to SDCERA
 Flex credits
 Overtime pay
 Terminal pay

Contact your payroll representative to verify the earnings categories you are receiving. For a complete list of earnings categories included when calculating FAC, contact the SDCERA Call Center at 619.515.6800.

Calculating final average compensation**Sandy, Planning and Land Use**

INCLUDED \$45,000 base pay
 INCLUDED \$ 600 recognition award
 INCLUDED \$ 800 uniform allowance
 INCLUDED \$ 1,000 30-year award
 \$47,400/12* = \$3,950 FAC

Marcus, Environmental Health

INCLUDED \$45,000 base pay
 INCLUDED \$ 300 night shift
 \$ 500 overtime
 INCLUDED \$ 300 bilingual pay
 \$45,600/12* = \$3,800 FAC

* For Tier I and Tier A members, the highest one year of earnings (26 consecutive pay periods) is used. Your earnings from this period are divided by 12 (months) and determines a monthly final average compensation amount. For Tier B members, the highest three years of earnings (78 consecutive pay periods) is used. This amount is divided by 36 (months) to determine a monthly final average compensation amount.