

# Earnings Categories

## Tier I, Tier A and Tier B

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
- Armed unit differential

Examples of earnings categories that are not included when calculating your FAC include: Employer-paid offset of member contributions to SDCERA; flex credits; overtime pay; and terminal pay.

Contact your payroll representative to confirm the earnings categories you are receiving. To verify which of your earnings categories are included in your retirement benefit calculation, contact the SDCERA Member Service Center at 619.515.6800 or toll free at 888.4.SDCERA (888.473.2372).