

Examples of Prospective Six-Year Averaging of Overtime when Calculating FAC

Example 1 - Retire at the end of 2012

	2006	2007	2008	2009	2010	2011	2012
BASE SALARY	\$49,891	\$50,390	\$50,390	\$50,894	\$50,894	\$50,894	\$51,403
ACTUAL OVERTIME	\$7,500	\$10,000	\$9,500	\$9,800	\$8,500	\$9,000	\$5,000
ANNUAL LEAVE PAYOUT							\$5,908
TOTAL COMPENSATION STEP 1	\$57,391	\$60,390	\$59,890	\$60,694	\$59,394	\$59,894	\$62,311
FAC PERIOD DETERMINATION			\$59,224	\$60,325	\$59,993	\$59,994	\$60,533
AVERAGED OVERTIME							\$8,075
ADJUSTED TOTAL COMPENSATION	\$57,391	\$60,390	\$59,890	\$60,694	\$59,394	\$59,894	\$65,386
FAC CALCULATION			\$59,224	\$60,325	\$59,993	\$59,994	\$61,558

Example 2 - Retire at the end of 2013

	2006	2007	2008	2009	2010	2011	2012	2013
BASE SALARY	\$49,891	\$50,390	\$50,390	\$50,894	\$50,894	\$50,894	\$51,403	\$51,403
ACTUAL OVERTIME	\$6,000	\$5,500	\$5,100	\$6,300	\$5,000	\$4,500	\$3,000	\$2,500
ANNUAL LEAVE PAYOUT								\$5,908
TOTAL COMPENSATION STEP 1	\$55,891	\$55,890	\$55,490	\$57,194	\$55,894	\$55,394	\$54,403	\$59,811
FAC PERIOD DETERMINATION			\$55,757	\$56,191	\$56,193	\$56,161	\$55,230	\$56,536
AVERAGED OVERTIME							\$4,260	\$4,260
ADJUSTED TOTAL COMPENSATION	\$55,891	\$55,890	\$55,490	\$57,194	\$55,894	\$55,394	\$55,663	\$61,571
FAC CALCULATION			\$ 55,757	\$ 56,191	\$ 56,193	\$ 56,161	\$ 55,650	\$ 57,543

Example 3 - Retire at the end of 2014

	2006	2007	2008	2009	2010	2011	2012	2013	2014
BASE SALARY	\$49,891	\$50,390	\$50,390	\$50,894	\$50,894	\$50,894	\$51,403	\$51,403	\$51,403
ACTUAL OVERTIME	\$6,000	\$5,500	\$5,100	\$6,300	\$5,000	\$4,500	\$3,000	\$2,500	\$4,000
ANNUAL LEAVE PAYOUT									\$5,908
TOTAL COMPENSATION STEP 1	\$55,891	\$55,890	\$55,490	\$57,194	\$55,894	\$55,394	\$54,403	\$53,903	\$61,311
FAC PERIOD DETERMINATION			\$55,757	\$56,191	\$56,193	\$56,161	\$55,230	\$54,567	\$56,539
AVERAGED OVERTIME							\$4,217	\$4,217	\$4,217
ADJUSTED TOTAL COMPENSATION	\$55,891	\$55,890	\$55,490	\$57,194	\$55,894	\$55,394	\$55,620	\$55,620	\$61,528
FAC CALCULATION			\$ 55,757	\$ 56,191	\$ 56,193	\$ 56,161	\$ 55,636	\$ 55,544	\$ 57,589

Example 4 - Retire at the end of 2017, Having Worked Extensive Overtime in Last Three Years

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
BASE SALARY	\$49,891	\$50,390	\$50,390	\$50,894	\$50,894	\$50,894	\$51,403	\$51,403	\$51,403	\$51,917	\$52,436	\$52,960
ACTUAL OVERTIME	\$6,000	\$5,500	\$5,100	\$5,300	\$4,500	\$4,700	\$5,000	\$6,500	\$4,500	\$8,000	\$8,500	\$7,500
ANNUAL LEAVE PAYOUT												\$6,087
TOTAL COMPENSATION STEP 1	\$55,891	\$55,890	\$55,490	\$56,194	\$55,394	\$55,594	\$56,403	\$57,903	\$55,903	\$59,917	\$60,936	\$66,547
FAC PERIOD DETERMINATION			\$55,757	\$55,858	\$55,693	\$55,727	\$55,797	\$56,633	\$56,736	\$57,908	\$58,919	\$62,467
AVERAGED OVERTIME										\$6,667	\$6,667	\$6,667
ADJUSTED TOTAL COMPENSATION	\$55,891	\$55,890	\$55,490	\$56,194	\$55,394	\$55,594	\$56,403	\$57,903	\$55,903	\$58,584	\$59,103	\$65,714
FAC CALCULATION			\$ 55,757	\$ 55,858	\$ 55,693	\$ 55,727	\$ 55,797	\$ 56,633	\$ 56,736	\$ 57,463	\$ 57,863	\$ 61,133

Example 5 - Retire at the end of 2017, Having Worked Less Overtime in Last Three Years

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
BASE SALARY	\$49,891	\$50,390	\$50,390	\$50,894	\$50,894	\$50,894	\$51,403	\$51,403	\$51,403	\$51,917	\$52,436	\$52,960
ACTUAL OVERTIME	\$6,000	\$5,500	\$5,100	\$5,300	\$4,500	\$4,700	\$5,000	\$6,500	\$4,500	\$1,500	\$1,000	\$2,000
ANNUAL LEAVE PAYOUT												\$6,087
TOTAL COMPENSATION STEP 1	\$55,891	\$55,890	\$55,490	\$56,194	\$55,394	\$55,594	\$56,403	\$57,903	\$55,903	\$53,417	\$53,436	\$61,047
FAC PERIOD DETERMINATION			\$55,757	\$55,858	\$55,693	\$55,727	\$55,797	\$56,633	\$56,736	\$55,741	\$54,252	\$55,967
AVERAGED OVERTIME							\$5,083	\$5,083	\$5,083			
ADJUSTED TOTAL COMPENSATION	\$55,891	\$55,890	\$55,490	\$56,194	\$55,394	\$55,594	\$56,486	\$56,486	\$56,486	\$53,417	\$53,436	\$61,047
FAC CALCULATION			\$ 55,757	\$ 55,858	\$ 55,693	\$ 55,727	\$ 55,825	\$ 56,189	\$56,486	\$ 55,463	\$ 54,446	\$ 55,967

Rubric:

- Step 1: Determine Total Compensation (add together Base Salary, Overtime, Annual Leave Payout) for every year
- Step 2: Determine which 3-year period of Step 1's Total Compensation Yields Highest FAC Period
- Step 3: If Step 2 FAC period ends after 1/1/12, then determine average previous six years of overtime from FAC end date (but include no earlier than 2009)
- Step 4: Add the Averaged Overtime in Step 3 to Base Salary for any of the 3 years within the Highest FAC Determined in Step 2 that is after 2011
- Step 5: Calculate FAC for the Same 3-year period in step 1 with New Adjusted Total Compensation Figures