

# High 3

- A retiree's annuity depends primarily upon the retiree's "high-3" average pay and length of service.
- The High-3 average pay is the highest average annual basic pay from any 3 year period of employment (**36 consecutive months** which can include breaks in service).

Included	Not Included
Locality Pay	Overtime
Special salary rates	Awards
Within-grade increases	Bonuses
LEAP*	Allowances***
AUO**	Differentials

- In other words, basic pay is the amount of your earnings from which retirement deductions are taken.

\*LEAP (Law Enforcement Availability Pay) which is a fixed 25% of base pay and paid biweekly.

\*\*AUO (Administratively Uncontrollable Overtime) is for employees who have a lot of irregular, unscheduled overtime work and is based off of a percentage (10-25%) of base pay. It is paid annually.

\*\*\*Comparability allowances for physicians is included, with a max of \$30,000 per year.