

FPPA

Base Salary Definition

by Plan

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Pension
Association
of Colorado

FPPA

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■ Statewide Defined Benefit Plan

■ Statewide Money Purchase Plan

■ Statewide Death & Disability Plan

All above: Base Salary defined by FPPA Rules & Regulations - Chapter 1 - Rule 101.05 (a)

■ Statewide Hybrid Plan

Statewide Hybrid Plan Rules & Regulations - Article 1 - Rule 1.01 (f)

■ Statewide Death & Disability Plan for Local Money Purchase Plans

FPPA Rules & Regulations Chapter 1 - Rule 101.14

■ Colorado Springs New Hire Pension Plan

Colorado Springs New Hire Pension Plan Rules & Regulations Article 1 - Rule 1.01 (m)

Base Salary Includes:

- the total base rate of pay including member contributions to a pension plan (listed above) which are “picked up” by the employer, and shall also include
- longevity pay,
- sick leave pay taken in the normal course of employment,
- vacation leave pay taken in the normal course of employment,
- shift differential,
- and mandatory overtime that is part of the Member’s fixed, periodic compensation.
- Accumulated vacation leave pay if a Member completes his or her service requirement for purposes of Normal retirement while exhausting accumulated vacation leave.
- In the event an employer has established or does establish a Deferred Compensation Plan, the amount of the Member’s salary that is deferred shall be included in the Member’s base salary.
- Any amounts voluntarily contributed to an Internal Revenue Code Section 125 “Cafeteria Plan” shall be included in the Member’s base salary.

Base Salary Shall Not Include:

- overtime pay (except as noted above),
- step-up pay or other pay for temporarily acting in a higher rank
 - A Member is deemed temporarily acting in a higher rank if the appointment to the rank is anticipated to last less than six months,
- uniform allowances,
- accumulated sick leave pay,
- accumulated vacation leave pay (except as noted above),
- and other forms of extra pay (including Member Contributions which are paid by the employer and not deducted from the Member’s salary.)

Visit FPPAco.org / and click on “Governing Documents” for a full review of all of the Rules & Regulations listed above.