

FPPA Salary Definition by Plan

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Colorado Springs New Hire Pension Plan

Salary definition pulled from the
Colorado Springs New Hire Pension Plan Rules & Regulations
effective September 30, 2010.

Article 1 - Definitions and Rules of Construction | Rule 1.01. - Definitions / (mm) Salary

(mm) "Salary" means

- **the total base rate of pay, including Member Contributions** to the Plan, the Statewide Defined Benefit Plan, and the statewide money purchase plan that are "picked up" by the Employer.

The definition of Salary 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,
- **third week pay,**
- and **mandatory overtime** (including Annual Pay in-lieu of Leave*) that is part of the Member's fixed periodic compensation.

- **Accumulated vacation leave pay** shall also be included if a Member completes his/her service requirement for purposes of normal retirement while exhausting accumulated vacation leave.

Salary shall not include

- **overtime pay** (except as noted in the preceding sentence),
- **performance pay,**
- and **other forms of extra pay** (including Member Contributions which are paid by the Employer and not deducted from the Member's salary).

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 Salary.**

Any amounts voluntarily contributed to a Code Section 125 "Cafeteria Plan" shall be included in the Member's Salary.

* "Annual Pay in-lieu of Leave" means payment for a type of mandatory overtime for the Fire Department established in 1996 due to work schedule modification for firefighters on 24-hour schedule.

For a full review of the Colorado Springs New Hire Plan Rules & Regulations visit FPPAco.org and click on the Rules & Statutes blue button in the navigation column on the left side of the page.