

# FPPA Base Salary Definition by Plan

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## Statewide Hybrid Plan

Base Salary definition pulled from the **Statewide Hybrid Plan Rules & Regulations** as amended and restated September 22, 2011.

Article 1 - Definitions and Rules of Construction  
Rule 1.01. - Definitions / (f) Base Salary

(f) "Base Salary" means

- **the total base rate of pay, including Member contributions** to the Defined Benefit System that are "picked up" by the Employer.

The definition of Base Salary is subject to the following conditions:

(1) The definition of Base 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,
- **shift differential,** and
- **mandatory overtime** that is part of the Member's fixed, periodic compensation.

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

(3) Base salary shall not include

- **overtime pay** (except as noted in (1) above),
- **step-up pay or other pay for temporarily acting in a higher rank,**
- **uniform allowances,**
- **accumulated sick leave pay,**
- **accumulated vacation leave pay** (except as noted in (2) above),
- and **other forms of extra pay** (including Member contributions which are paid by the Employer and not deducted from the Member's salary).

A Member is deemed to be temporarily acting in a higher rank if the appointment to the rank is anticipated to last less than six months.

(4) In the event an Employer has established or does establish a deferred compensation plan in addition to the Defined Benefit System, **the amount of the Member's salary that is deferred shall be included in the Member's base salary.**

(5) **Any amounts voluntarily contributed to an Internal Revenue Code Section 125 "Cafeteria Plan" shall be included in the Member's Base Salary.**

*For a full review of the Statewide Hybrid Plan Rules & Regulations visit [FPPAco.org](http://FPPAco.org) and click on the Rules & Statutes blue button in the navigation column on the left side of the page.*