

FPPA Annual Rates by Plan Announced for 2025

Based on the results of annual actuarial valuations of FPPA Plans, the Board of Directors approved the following Contribution Rates, Cost of Living Adjustments, One-Time Lump Sum Payments, and SRA Allocations.

Annual Rates Glossary

Contribution Rates are the percentage of a Member’s pensionable earnings that are contributed to the Plan by both the Member and their Employer. The total rate and how it is split between Member and Employer is defined in the rules of each Plan.

Cost of Living Adjustments (COLAs) are percentage increases to existing retirement benefits to help counteract the effects of economic inflation.

One-Time Lump Sums are single payments to eligible payees, granted in addition to or instead of COLAs.

For more information about any of these Plans or annual rates please refer to FPPAco.org

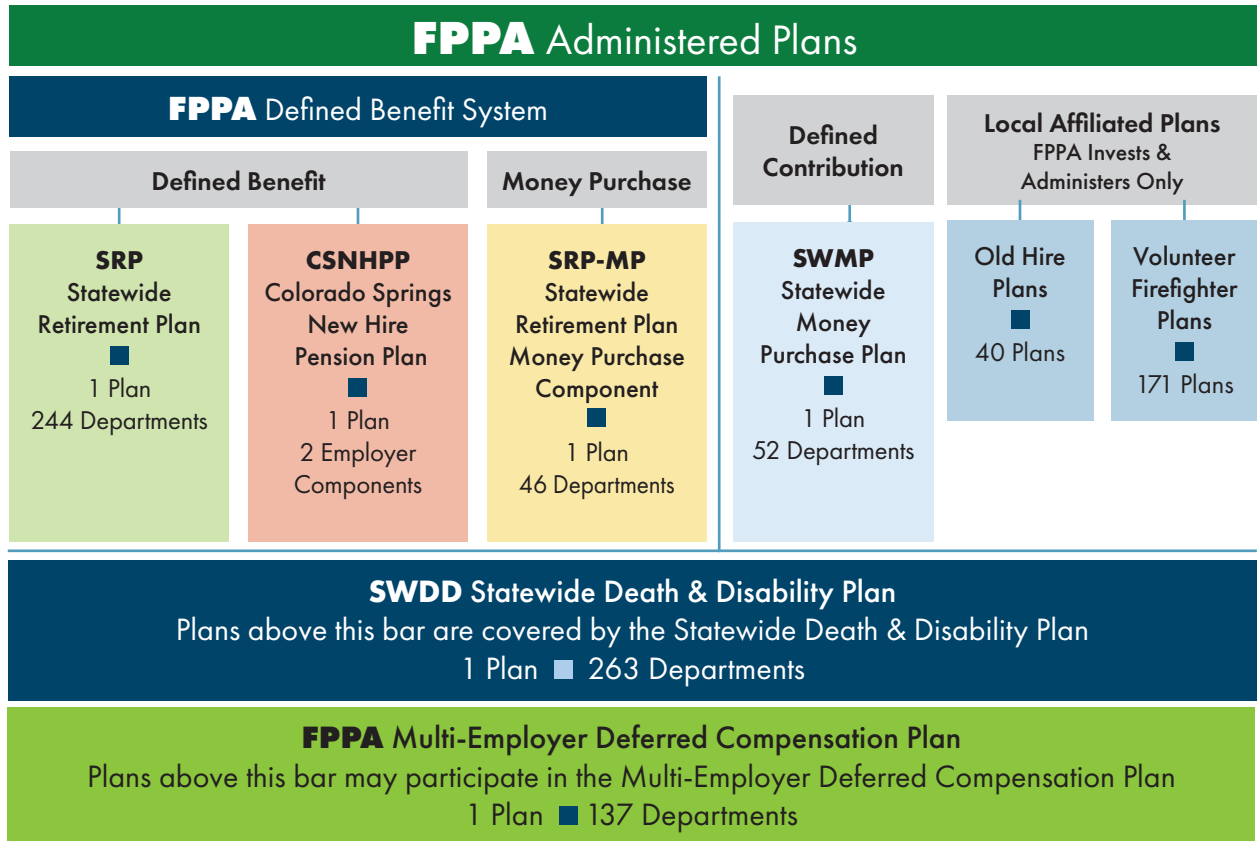
Plan Name		Required Minimum Contribution Rate		Cost of Living Adjustment (COLA)
Statewide Retirement Plan SRP See plan chart on page 2	Defined Benefit Component	22.5% (12.0% Member / 10.5% Employer) effective 1/1/2025 through 12/31/2025		For eligible retirees and beneficiaries: 0.14% effective 10/1/2024 and A one-time, lump sum equal to 3.66% of their annual benefit, included in their October 2024 payment
	Defined Benefit Component: Reentry Group	22.7%* Minimum combined Member and Employer contribution rate effective 1/1/2025 through 12/31/2025 Total contribution rates vary for reentry departments based on their resolution and entry date See rates page at FPPAco.org for more info		
	Social Security Component	11.25% (6.0% Member / 5.25% Employer) effective 1/1/2025 through 12/31/2025		
	Hybrid Defined Benefit & Money Purchase Components	HDB Component: 16.75% effective 1/1/2025 through 12/31/2025. Contribution rates may be in excess of 16.75%. The Member and Employer contribution split is determined by Employer resolution MP Component: After the HDB Component percentage is allocated (14.56% , effective 7/1/2024 through 6/30/2025), the remainder of the total contribution is made to the MP Component		
	Money Purchase Component Only	16.75% effective 1/1/2025 through 12/31/2025. Contribution rates may be in excess of 16.75%. The Member and Employer contribution split is determined by Employer resolution		N/A
Statewide Death & Disability Plan SWDD See plan chart on page 2	Statewide Death & Disability Plan	3.8% effective 1/1/2025 through 12/31/2025		Per state statute, totally disabled Members & their beneficiaries receive a fixed 3.0% COLA on October 1 Occupationally disabled Members and their beneficiaries, and survivors of active duty Members who have been in receipt of a benefit for at least 15 years will receive a 1.0% COLA, effective 10/1/2024 The COLA adjustment will remain at 0% for those receiving of an occupational disability for less than 15 years
Statewide Money Purchase Plan SWMP See plan chart on page 2	Statewide Money Purchase Plan	16.0% minimum (8.0% Member / 8.0% Employer)		N/A
Colorado Springs New Hire Pension Plan CSNHP See plan chart on page 2	Fire Component	SRA Allocation	10.0% Member contribution. Employer pays the remainder of the following annual required contribution, effective 1/1/2025: \$5,194,423	3.0% effective 10/1/2024**
		0%		
	Police Component	SRA Allocation	8.0% Member contribution. Employer pays the remainder of the following annual required contribution, effective 1/1/2025: \$10,176,139	3.0% effective 10/1/2024**
		0%		

* The 22.7% minimum contribution rate only applies to departments that completed the reentry process prior to 1/1/2021

** For both components - Cost of Living Adjustments are defined in the Plan documents and are linked to the CPI-W from the previous year

Cost of Living Adjustment and One-Time Lump Sum Policy

COLAs and One-Time Lump Sums are determined by the FPPA Board of Directors each year, based upon what the Plan can afford while still maintaining a fully funded status. COLAs and One-Time Lump Sums are not fixed, nor are they guaranteed. Within the Statewide Plans, those who retire on or before October 1 will be eligible for COLAs and One-Time Lump Sums, if they are granted, beginning in October of the following year.



FPPA Fire & Police Pension Association of Colorado

(303) 770-3772 ■ toll free (800) 322-3772 ■ fax (303) 771-7622 ■ FPPAco.org