

COMPENSATION FOR PAYROLL REPORTING

Contributions by Pay Type

For PERS Retirement Contributions

Compensation means payment paid out of funds controlled by an employer in payment for the member's services (§ 19-3-108, MCA). It includes:

- Pay for current services rendered.
- Longevity pay.
- Pay for used administrative, compensatory, annual, sick, vacation, or personal leave.
- Any retroactive compensation payments pursuant to court orders, arbitration awards, or litigation and grievance settlements (These amounts are credited for the time period represented by the order, award or settlement.)

Compensation does not include:

- Lump-sum payments for compensatory leave, sick leave, banked holiday time, or annual leave paid without termination of employment.
- In-kind goods provided by the employer such as uniforms, housing, transportation or meals.
- Contributions to group insurance.
- Bonuses that are one-time, temporary payments in addition to and not considered part of base pay.
- Early retirement incentive pay.

If you have questions regarding what is acceptable compensation, please contact MPERA before sending your contribution payment.

For JRS Retirement Contributions

Compensation means payment, as defined in §§ 2-16-403, 3-5-211, and 3-7-222, MCA paid to a member.

Compensation does not include bonuses provided after July 1, 2013 that are one-time, temporary payments in addition to and not considered part of base pay.

For HPORS, SRS, and GWPORS Retirement Contributions

Compensation means payment from funds controlled by an employer in payment for the member's services or for time during which the member is excused from work because the member has taken:

- compensatory leave
- sick leave
- annual leave
- leave of absence before any pretax deductions allowed by state or federal law are made.

Compensation does not include maintenance, allowances, and expenses; or bonuses that are one-time, temporary payments in addition to and not considered part of base pay.

For MPORS Contributions

Compensation means the payment from funds controlled by an employer in payment for the member's services before any pretax deductions allowed by state or federal law are made.

Compensation does ***not*** include overtime, holiday payments (only the additional amount paid over and above the regular wage for Holidays that are worked), shift differential payments, compensatory time payments, and payments in lieu of sick leave and annual leave, maintenance, allowances and expenses, or bonuses provided after July 1, 2013, that are one-time, temporary payments in addition to and not considered part of base pay.

When reporting earnings for an MPORS member who works on a holiday the regular hours should be reported as Pay Type = Regular Pay (contributions apply) and any additional earnings associated with that work should be reported as Pay Type = Holiday Worked (*contributions do not apply*).

For FURS Contributions

Compensation means:

For a full-paid firefighter - the payment paid from funds controlled by an employer in payment for the member's services before any pretax deductions allowed by state and federal law are made.

For a part-paid firefighter employed by a city of the second class:

15% of the regular payment, excluding overtime, holiday payments, shift differential payments, compensatory time payments, and payments in lieu of sick leave, paid on July 1 of each year to a newly confirmed, full-paid firefighter of the city that employs the part-paid firefighter; or if that city does not employ a full-paid firefighter, 15% of the average regular payment, excluding overtime, holiday payments, shift differential payments, compensatory time payments, and payments in lieu of sick leave, paid on July 1 of each year to all newly confirmed, full-paid firefighters employed by cities of the second class.

Compensation for full-paid and part-paid firefighters does ***not*** include overtime, holiday payments (only the additional amount paid over and above the regular wage for Holidays that are worked), shift differential payments, compensatory time payments, payments in lieu of sick leave, maintenance, allowances and expenses, or bonuses provided after July 1, 2013, that are one-time, temporary payments in addition to and not considered part of base pay.

When reporting earnings for FURS member who works on a holiday the regular hours should be reported as Pay Type = Regular Pay (contributions apply) any additional earnings associated with that work should be reported as Pay Type = Holiday Worked (contributions do not apply).