ERE Rates

Effective for the pay period beginning June 29, 2009, ERE will be budgeted and charged based on established rates applicable to all account types; state, local and sponsored. Accounts will no longer be charged ERE based on actual costs, the ERE assessment will be based on the new ERE rates. Each Employee Class in PeopleSoft will be assigned an ERE rate.

Refer to the Commitment Accounting website for a listing of ERE rates.

GRANDFATHERED ERE RATES

Some Sponsored Accounts established prior to July 1, 2011 will be charged the grandfathered ERE rate through the end of the grant. The ASU Dashboard Financial (SuperReport) will indentify the ERE type on the report header. If you have questions regarding ERE rates on Sponsored Accounts, please contact your Sponsored Projects Representative.

GRANDFATHERED ERE RATES			
EMPLOYEE CATEGORY	EMPLOYEE CLASS NAME/CODE	ADVANTAGE OBJECT/SUB OBJECT	GRAND FATHER ED RATE
Faculty	FacAdmAppt (FAA), Faculty (FAC)	7200.70	28.5%
Staff	AcademicProf (ACP),Admin (ADM), ACPrfAdmAp (APA),Classified (CLS),Post Doc (DOC),Srvc Prof (SRP), University Staff (Univ Staff)*	7200.71	34.5%
Non-Benefits Eligible	Can include all employee classes	7200.72	7.2%
Students, excluding RA/TA	Student(STU) and Graduate (GRA) with job codes not equal to 989001,989002,989556,989557	7200.73	1.0%
Research/Teac hing Assistants-Associates RA/TA	All Graduate Students in Job Codes 989001,989002,989556,989557	7200.74	7.5%

*As of 7/1/2013 the Employee Class of SRP is no longer in use.

EMPLOYEE CLASS

An Employee Class is assigned to each position and job. An employee with multiple jobs can have multiple Employee Classes. Each job will be charged the applicable rate per Employee Class. You can look up the Employee Class by employee in PeopleSoft by navigating to

WorkForce Administration – Job Data. Search by Employee ID and in the Job Information Tab refer to the EMPL CLASS field.

NON-BENEFITS ELIGIBLE

Employees in all Employee Classes can fall into the Non-Benefits Eligible ERE rate category. The Benefit Program per employee will determine if the ERE rate is Non-Benefits Eligible or the rate based on Employee Class. Employees in the Benefit Program OTH are assigned to the Non-Benefits Eligible rate.   If an employee has multiple active jobs and some jobs are assigned to the Benefits Program OTH and an additional job is assigned to any other Benefits Program (i.e. BEN) the employee is considered benefits eligible for rate calculation purposes and all jobs will be charged ERE based on the Employee Class. You can look up Benefit Programs by employee in PeopleSoft by navigating to WorkForce Administration – Job Data. Search by Employee ID and in the Work Location Tab click on Benefits Program Participation.

Effective for fiscal year 2011, employees in the Benefit Program LMT will also be included in the Non-Benefits Eligible category.

STATE ACCOUNTS

State accounts will be assessed ERE. Departments will not be allowed to move State ERE budget (appropriation unit "E") to either personal services or operations appropriation units.

EARNINGS CODE EXEMPTED FROM ERE CHARGES

The earnings codes of BNS (Bonus), AWP (Award/Prize Bonus), BNN (Nondiscretionary Bonus), HNR (Honorarium), HPR (Health Insurance Premium Reimbursement), FRD (Fee Refund) and TSN (nontaxable technical subsidy) are exempt from ERE charges. The earnings code TEC (Technical Subsidy) was exempted 9/1/2009, CAR (Car Allowance) was exempted on 7/1/2013 and HSG (Housing) was exempted on 12/1/2013.

PAYROLL EXPENSE REDISTRIBUTION ENTRIES

Payroll expense redistribution transactions will move the ERE amount charged for the selected pay period.

 MYREPORTS AND ADVANTAGE

The myReports queries HR Expenditures by Account and HR Expenditures by Emplid will include both the ERE rate and the actual ERE charges. Only the ERE rate amounts will post to

departmental accounts. New Advantage object/subobjects have been set up in Advantage for each ERE rate.

VACATION/COMPENSATORY PAYOUTS

Effective FY 2010, vacation and compensatory payouts will be centrally funded. The ERE rate includes a component to fund vacation payouts. Please refer to the HR Processes and Procedures website for instructions on how to process a payout.

ERE MAXIMUM CHARGE PER EMPLOYEE

ERE is capped on a fiscal year gross pay of $400,000 per employee.

QUESTIONS

Please contact your accountant in Financial Services for additional questions.