

Arizona State University
 Fringe Benefit (ERE) Expense & Rates
 FY25 Approved

Revised July 18, 2025

Section I: Expense and Rates

	Faculty	Staff	Post Docs	Part-time	Students	RA/TA	Total (all)
Salaries & Wages	546,326,545	840,816,053	18,785,941	51,768,384	95,859,989	75,773,187	1,629,330,099
COMBINED RETIREMENT	8.1%	9.7%		2.1%			7.8%
GROUP HEALTH INSURANCE	10.1%	14.4%	14.8%	0.2%	0.0%	0.0%	11.0%
EMPL TUITION REIMBURSEMENT	0.3%	1.9%	0.0%	0.0%	0.0%	0.0%	1.1%
WORKERS' COMPENSATION INSURANCE	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
RETIREE ACCUMULATED SICK LEAVE	0.3%	0.4%	0.4%	0.0%	0.0%	0.0%	0.3%
UNEMPLOYMENT INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FICA TAX	6.5%	6.9%	6.6%	7.1%	1.3%	0.2%	6.1%
LONG TERM DISABILITY	0.1%	0.2%	0.2%	0.0%	0.0%	0.0%	0.1%
RATA HEALTH INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	9.0%	0.4%
RATA DENTAL INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
GROUP DENTAL INSURANCE	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%
LIFE/ACC DEATH/DISABILITY	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%
DEPENDENT CARE FLEX SPENDING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MEDICAL EXP FLEX SPENDING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SABBATICAL PAYMENTS	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
EMPLOYEE ASSISTANCE	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%
ACCRUED VACATION PAYOUTS	0.2%	0.9%	0.0%	0.3%	0.0%	0.0%	0.6%
FERTILITY/ADOPTION	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GENDER AFFIRMING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sub-total components	28.4%	34.9%	22.4%	10.0%	1.5%	9.5%	28.7%
FY23 (OVER)/UNDER RECOVERY	2.1%	1.9%	2.9%	0.8%	-0.3%	-1.0%	1.7%
Net Fixed Recovery	30.4%	36.8%	25.3%	10.9%	1.2%	8.5%	30.3%
 FY24 DHHS Approved Rates	 27.1%	 34.2%	 21.7%	 10.2%	 1.6%	 11.5%	 27.6%