

**Arizona State University
Fringe Benefit (ERE) Expense & Rates
FY26 Budget (Approved)**

	Faculty	Staff	Post Docs	Part-time	Students	RA/TA
Salary Base	573,642,872	896,309,912	19,725,238	55,185,098	102,186,748	79,561,846
COMBINED RETIREMENT	7.9%	9.4%	0.0%	2.0%	0.0%	0.0%
GROUP HEALTH INSURANCE	10.6%	15.1%	14.8%	0.2%	0.0%	0.0%
EMPL TUITION REIMBURSEMENT	0.2%	1.7%	0.0%	0.0%	0.0%	0.0%
WORKERS' COMPENSATION INSURANCE	0.5%	0.5%	0.5%	0.4%	0.5%	0.5%
RETIREE ACCUMULATED SICK LEAVE	0.4%	0.4%	0.4%	0.0%	0.0%	0.0%
UNEMPLOYMENT INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FICA TAX	6.9%	7.2%	6.5%	7.2%	1.3%	0.3%
LONG TERM DISABILITY	0.1%	0.2%	0.2%	0.0%	0.0%	0.0%
RATA HEALTH INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	7.8%
RATA DENTAL INSURANCE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GROUP DENTAL INSURANCE	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%
LIFE/ACC DEATH/DISABILITY	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%
DEPENDENT CARE FLEX SPENDING	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%
SABBATICAL PAYMENTS	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%
EMPLOYEE ASSISTANCE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ACCRUED VACATION PAYOUTS	0.2%	0.8%	0.0%	0.5%	0.0%	0.0%
FERTILITY/ADOPTION	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%
Sub-total components	29.4%	35.5%	22.6%	10.4%	1.7%	8.6%
FY24 (OVER)/UNDER RECOVERY	1.2%	-0.1%	-0.3%	0.7%	0.2%	-1.2%
Total w/ Carryforward	30.6%	35.5%	22.3%	11.1%	1.9%	7.4%