

Employees' Retirement System

Excess Pension Costs associated with significant non-base pay increases (HRS §88-100)

Example of payroll reported to ERS used in Employer Contribution

For membership dates prior to July 1, 2012

1 Employer Provides to ERS a payroll file with following fields each semi-monthly pay period. The following shows how pay is classified for Excess Pension Costs.

ERS Membership Date Prior to 7/1/2012				Example of how pay is classified for an After the Fact Employee			
Used for Excess Pension Costs?				Employer Pay Period 3/31/2018 Earning Period 3/15/2018			
		ERS NonBase Pay	Not Used for ERS Benefits	Total	ERS Base Pay	NonBase Pay	Not Used for ERS Benefits
Base Pay (information data only used to validate actual pay)				2,500			
Gross Pay				7,533			
Pay Types for ERS							
a	Regular Pay	include		2,500	2,500		
b	Workers Compensation Pay	include		200	200		
c	Sabatical Pay	include		300	300		
d	Retro Pay	include		200	200		
e	Excess Pay	include		50	50		
f	Differential Pay Recurring	include		250	250		
g	Vacation Pay		not used				3,000
h	Other Pay	include		1,000		1,000	
j	Differential Pay Non Recurring	include		33		33	
Total				7,533	3,500	1,033	3,000
Used for AFC					3,500	1,033	
Total actual AFC				4,533			

In this example the Nonbase Pay / Base Pay Ratio for the payroll period is

NonBase Pay	1,033
Base Pay	3,500
NBP Ratio	29.5143%

Notes: Employer is responsible to classify into above pay types for ERS.