

Banner EClasses

In Banner the EClass, or Employee Classification, is a two-character code that identifies employees by groups with common processing characteristics. From an HRS perspective, the EClass can be thought of as a job code on steroids.

For the OSU Banner HR implementation there are 86 EClasses for active employees. This is unusual for a Banner HR implementation as 13 to 17 EClasses are more typical. The reason the OSU Banner HR implementation has 86 is that OSU uses an average fringe benefit rate (referred to as the chargeback method in Banner) to expense benefits to departmental FOAPALs and the rate is tied to an EClass. Since different benefit rates are calculated for the OSU General University (GU), Division of Agricultural Sciences and Natural Resources (DASNR), OSU-IT, Center for Veterinary Health Sciences (CVHS), OSU-Oklahoma City (OKC), OSU-Tulsa, and Center for Health Sciences (CHS), different EClass structures must be generated for each area.

The first character (digit 1 – 8) of the EClass identifies the “Campus” (GU, DASNR, OSU-IT, CVHS, OKC, Tulsa, CHS). This character definition is similar to the FOAPAL chart but is not the chart. The exception is all DASNR EClasses start with ‘2’ as the benefit rate for both the Experiment Station and Extension Division are calculated together.

The second character (alphabetic) of the EClass identifies the employee type, such as, Faculty, Executive, Administrative/Professional, Staff, Temporary, Student, etc. Some of the characteristics that are considered for defining an additional employee type are leave accrual, benefit eligibility, academic year work schedule, eligible earnings, and reporting considerations.

<u>EClass</u>	<u>Description</u>	<u>EClass</u>	<u>Description</u>
1A	OSU Gen University Faculty	2J	OSU DASNR Mo Staff
1B	OSU Gen Univ NonRet Faculty	2N	OSU DASNR Mo Temp
1D	OSU Gen Univ Temp Faculty	2O	OSUDASNR Grad Stdnt
1E	OSU Gen Univ Exec-Allowncs	2P	OSU DASNR Bw Staff (1.0OT)
1F	OSU Gen Univ Exec-No Allowncs	2Q	OSU DASNR Bw Staff (1.5OT)
1G	OSU Gen Univ AdminProf	2R	OSU DASNR Bw Temp (1.0OT)
1J	OSU Gen Univ Mo Staff	2S	OSU DASNR Bw Temp (1.5OT)
1N	OSU Gen Univ Mo Temp	2T	OSU DASNR Bw Stdnt (1.0OT)
1O	OSU Gen Univ Grad Stdnt	2U	OSU DASNR Bw Stdnt (1.5OT)
1Q	OSU Gen Univ Bw Staff (1.5OT)	2W	OSU DASNR WS Stdnt (1.5OT)
1S	OSU Gen Univ Bw Temp (1.5OT)	4A	OSU-IT Faculty
1U	OSU Gen Univ Stdnt (1.5OT)	4D	OSU-IT Temp Faculty
1W	OSU Gen Univ WS Stdnt (1.5OT)	4E	OSU-IT Exec-Allowances
2A	OSU DASNR Faculty	4F	OSU-IT Exec-No Allowances
2B	OSU DASNR NonRet Faculty	4G	OSU-IT AdminProf
2D	OSU DASNR Temp Faculty	4J	OSU-IT Mo Staff
2E	OSU DASNR Exec-Allowncs	4N	OSU-IT Mo Temp
2F	OSU DASNR Exec-No Allwncs	4Q	OSU-IT Bw Staff (1.5OT)
2G	OSU DASNR AdminProf	4S	OSU-IT Bw Temp (1.5OT)

<u>EClass</u>	<u>Description</u>
4U	OSU-IT Bw Stdnt (1.5OT)
4W	OSU-IT WS Stdnt (1.5OT)
5A	CVHS Faculty
5B	CVHS NonRet Faculty
5D	CVHS Temp Faculty
5E	CVHS Exec-Allowances
5F	CVHS Exec-No Allowances
5G	CVHS AdminProf
5J	CVHS Mo Staff
5N	CVHS Mo Temp
5O	CVHS Grad Stdnt
5Q	CVHS Bw Staff (1.5OT)
5S	CVHS Bw Temp (1.5OT)
5U	CVHS Bw Stdnt (1.5OT)
5W	CVHS WS Stdnt (1.5OT)
6A	OSU-OKC Faculty
6D	OSU-OKC Temp Faculty
6E	OSU-OKC Exec-Allowances
6F	OSU-OKC Exec-No Allowncs
6G	OSU-OKC AdminProf
6J	OSU-OKC Mo Staff
6N	OSU-OKC Mo Temp
6Q	OSU-OKC Bw Staff (1.5OT)
6S	OSU-OKC Bw Temp (1.5OT)
6U	OSU-OKC Bw Stdnt (1.5OT)
6W	OSU-OKC WS Stdnt (1.5OT)
7A	CHS Faculty
7B	CHS NonRet Faculty
7D	CHS Temp Faculty
7E	CHS Exec-Allowances
7F	CHS Exec-No Allowances
7G	CHS AdminProf
7J	CHS Mo Staff
7N	CHS Mo Temp
7O	CHS Grad Stdnt
7Q	CHS Bw Staff (1.5OT)
7S	CHS Bw Temp (1.5OT)
7U	CHS Bw Stdnt (1.5OT)
7W	CHS WS Stdnt (1.5OT)
8E	OSU-Tulsa Exec-Allowances
8F	OSU-Tulsa Exec-No Allowances
8G	OSU-Tulsa AdminProf

<u>EClass</u>	<u>Description</u>
8J	OSU-Tulsa Mo Staff
8N	OSU-Tulsa Mo Temp
8Q	OSU-Tulsa Bw Staff (1.5OT)
8S	OSU-Tulsa Bw Temp (1.5OT)
8U	OSU-Tulsa Bw Stdnt (1.5OT)
8W	OSU-Tulsa WS Stdnt (1.5OT)