These guidelines are based on projected or anticipated changes in enrollments, benefit costs and other variables that are subject to change. Where appropriate, the relative volatility of a guideline has been provided.

### Salaries

<table>
<thead>
<tr>
<th>Category</th>
<th>Salary Grade</th>
<th>Volatility FY23</th>
<th>Volatility FY24</th>
<th>Volatility FY25</th>
<th>Volatility FY26</th>
<th>Volatility FY27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unclassified - not represented</td>
<td>Medium</td>
<td>3.5%</td>
<td>3%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Unclassified represented UAOSU</td>
<td>Medium</td>
<td>3.5%</td>
<td>3%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Classified employees</td>
<td>Medium</td>
<td>6.65%</td>
<td>6.65%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

*Note: Volatility reflects the expected change in salary.*

### Student Wages


### Graduate Pay - Minimum full-time equivalent monthly salary

- **Classified employees - Salaries**
  - **Medium:** $6,65% 6.65% TBD TBD TBD
- **Graduate Composite Rate for Health Insurance**
  - **Low:** $522 academic year plus $174 - FY22 rates; FY23 - FY27 estimates a 2% increase

### Graduate Fee Remissions

- **大学年:** $4,162 $4,245 $ TBD TBD TBD

### Retirement Rates

- **PERS - Tier1 / Tier2**
  - **High:** 32.96% 32.96% TBD TBD TBD
- **PERS - Police & Fire Tier 1 Tier 2**
  - **High:** 33.25% 33.25% TBD TBD TBD
- **ORP - Tier1 / Tier2**
  - **High:** 15.63% 15.63% TBD TBD TBD

### Projected Utilities Rate Increases - Per Facilities Services

- **Natural Gas (NW Natural)**
  - **Nov-22:** Third party consultant estimates change of -16%
- **Nov-23:** Third party consultant estimates change of -3%
- **Nov-24:** Third party consultant estimates change of 8%
- **Nov-25:** Third party consultant estimates change of 0%
- **Nov-26:** Third party consultant estimates change of 2%

### Streamline Process

- **July-21:** No change: $19.50 / 1000 lbs steam

### Water & Sewer (City of Corvallis)

- **Feb-22:** Water 4%; Wastewater 4%; Stormwater 3%; Combined 3.9% estimated
- **Feb-23:** Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.3% estimated
- **Feb-24:** Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.3% estimated
- **Feb-25:** Water 4%; Wastewater 4%; Stormwater 5%; Combined 4.1% estimated
- **Feb-26:** Water 3%; Wastewater 4%; Stormwater 5%; Combined 3.8% estimated

### Garbage

- **Low:** 8% 8% 8% 8% 8%

### Service and Supplies (General Inflation)

- **Low:** 2% 2% 2% 2% 2%

### Projected Corvallis Campus Enrollment FTE (SCH)

- **Will update mid October 2021 based on FY22 actuals**

### Projected Incidental Fee FTE

- **Will update mid October 2021 based on FY22 actuals**

*Note: red text indicates rate or amount may change as more information becomes available.*