FY24 Budget Planning Guidelines

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.

	Notes / Comments	Volatility	FY24	FY25	FY26	FY27	FY28
Salaries							
Unclassified - not represented		Medium	3% - 3.5%*	3%	3%	3%	3%
Unclassified represented UAOSU	* bargained .5% equity pool for raises FY24	Medium	3.00%	3%	3%	3%	3%
Classified employees	4.75% full step wage increase + 2.5% COLA effective July 1, 2022 longevity premium (5 years of university service and at top of salary range for at least 1 year) = 2.5% https://hr.oregonstate.edu/orientation/benefits-overview/classified-50-fte-74-fte-benefits/seiu-%E2%80%93-classified-employee-union	Medium	4.75%	4.5%	4.5%	4.5%	4.5%
Student Wages	Oregon Minimum Wage website: https://www.oregon.gov/boli/whd/omw/pages/minimum-wage-rate-summary.aspx	Low	$13.50	Adj annually based on the increase, if any, to the US City average CPI			
Graduate Pay - Minimum full-time equivalent monthly salary	New Graduate Employees 9% increase	Medium	$ 4,447	TBD	TBD	TBD	TBD
Minimum FTE appointment 0.40	Returning employees in 2022 - 4.75% increase		$ 4,274	TBD	TBD	TBD	TBD
	Returning employees in 2023 - 4% increase		$ 4,243	TBD	TBD	TBD	TBD
(Dependent upon contract negotiations)	https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/cge_cba_2020-2024.pdf		Effective September 16th of each year				
Graduate Composite Rate for Health Insurance	$564 academic year plus 1/9 summer $188 - FY23 rates; FY24 - FY28 estimates a 5% increase	Low	$ 752.00	$ 789.60	$ 829.08	$ 870.53	$ 914.06
Graduate Fee Remissions	Base tuition - 9 credits - resident (not Ecampus) - uses a 2% inflationary *estimate only*	Medium	$ 4,572	$ 4,663	$ 4,756	$ 4,851	$ 4,948
	Actual costs vary by program. Please refer to approved Tuition & Fees for actual costs: Tuition & Fees						
	University may remit the following fees pending collective bargaining:						
	-$637/per term						
	-One-time matriculation fee - $350	Low					
	-One-time International Student Orientation Fee - $30 (winter and spring terms) or $50 (fall term)	Low					
	PLEASE NOTE: Tuition and fees are subject to approval by the OSU President, the OSU Board and the Higher Ed Coordinating Commission						
Estimated Other Payroll Expense							
Blended Rates	OPE rate for hires before 8/29/2003		41.66%	41.66%	TBD	TBD	TBD
	OPE rate for hires after 8/29/2003		34.06%	34.06%	TBD	TBD	TBD
	Blended OPE rate		35.41%	35.41%	TBD	TBD	TBD
	Police & Fire - Tier 1 & 2		48.49%	48.49%	TBD	TBD	TBD
	Police & Fire - OPSRP		43.13%	43.13%	TBD	TBD	TBD
Retirement Rates	PERS - Tier1 / Tier2	High	33.38%	33.38%	TBD	TBD	TBD
	PERS - Tier3	High	29.88%	29.88%	TBD	TBD	TBD
	PERS - Police & Fire Tier 1/Tier 2	High	40.03%	40.03%	TBD	TBD	TBD
	PERS - Police & Fire OPSRP	High	34.67%	34.67%	TBD	TBD	TBD
	ORP - Tier1 / Tier2	High	32.68%	32.68%	TBD	TBD	TBD
	ORP - Tier3	High	16.93%	16.93%	TBD	TBD	TBD
	ORP - Tier4 [1]	High	8% plus up to 4% match of 403(b)				
	[1] New employees who are hired after July 1, 2014 and who choose ORP, will be Tier 4. Exceptions would be employees who were previously in the retirement system. Questions? Contact Employee Benefits.						
	Other OPE Percentage rates – 8.46%						
Annual PEBB Estimate	est. 3% annual increase in each January	Low	$ 19,098	$ 19,671	$ 20,261	$ 20,869	$ 21,495
Assessments (fee funded units)							
-General Admin Overhead Charge (28204)	Based on prior FY expenditures		3%	3%	3%	3%	3%
-Business Center Assessment			5%	5%	5%	5%	5%
-Designated Operations			8%	8%	8%	8%	8%
Projected Utilities Rate Increases - Per Facilities Services							
Electricity & Steam (OSU)		Volatility	FY24	FY25	FY26	FY27	FY28
PPL (off-lease electricity): Jan-23	Jan 2023: General rate case 3% for investments in renewable energy & wildfire mitigation, annual fuel cost adjustment (TAM) 11.3% (original 12.2% in FY23 budget request listed)	Medium	12.2% / 12.0%	12%	12%	12%	12%
Jan 2024 - Jan-2028	anticipating 8% - 12% a year, investments in renewable energy, wildfire mitigation, etc. (increased estimate from Fall 2023)						
Energy Center (on-lease electricity):	22% increase July 1, 2023; 12% increase to match off-lease electricity	Medium	22% .1186/kwh	12%	12%	12%	12%
Natural Gas (NW Natural)	Hedged 100% as of February 2023, $3.9650 per MMBTU. FY22/23 NG was 75% hedged at ~$3.75MMBTU.Current rates are trading at $6.38/MMBTU. Markets are watched closely by OSU and contracted purchasing agent. (decreased estimate from Fall 2023)		0%	0%	8%	7.5%	7.5%
Steam (Energy Center)	increase expected: $22.10 / 1000 lbs steam - increasing to gradually match actual costs, tied to natural gas increases and no increases in recent past - no change in estimate from Fall 2023	Medium	13.3% $19.50 / 1000lb	10.9% $22.70 / 1000 lbs	16.3%	14.0%	12.3%
Water & Sewer (City of Corvallis)*	Feb-23 Water 7%; Wastewater 7%; Stormwater 7%; Combined 7% estimated		7% increase July - Feb 3.2% increase Feb - June	3.2% increase July - Feb 3.3% increase Feb - June	3.3% increase July - Feb 4.1% increase Feb - June	4.1% increase July - Feb 3.8% increase Feb - June	3.8% increase July - Feb 3.8% increase Feb - June
	Feb-24 Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.2% estimated						
	Feb-25 Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.3% estimated						
	Feb-26 Water 4%; Wastewater 4%; Stormwater 5%; Combined 4.1% estimated						
	Feb-27 Water 3%; Wastewater 4%; Stormwater 5%; Combined 3.8% estimated						
	Feb-28 Water 3%; Wastewater 4%; Stormwater 5%; Combined 3.8% estimated						
	Feb-29 Water 4%; Wastewater 4%; Stormwater 5%; Combined 4.1% estimated						
Transportation Maintenance Fee (City of Corvallis)	Feb-23 $.099 per trip	Medium	TBD	TBD	TBD	TBD	TBD
Garbage		Low	8%	8%	8%	8%	8%
Service and Supplies (General Inflation)	general inflation	Low	2%	2%	2%	2%	2%
Projected Corvallis Campus Enrollment Headcount		High	TBD	TBD	TBD	TBD	TBD
Projected Incidental Fee Headcount		High	TBD	TBD	TBD	TBD	TBD

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