

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		4.62% full step wage plus COLA rates	Medium	4.62%	4.62%	4.62%	4.62%	4.62%
		longevity premium (5 years of university service and at top of salary range for at least 1 year) = 2.5%		COLA: 6.5% effective 4/1/24; 2.00% effective 11/1/24; 3.50% effective 6/1/25; 3.00% effective 11/1/25				
		https://hr.oregonstate.edu/orientation/benefits-overview/classified-50-fee-74-fee-benefits/seiu-%E2%80%93-classified-employee-union						
		Oregon Minimum Wage website: https://www.oregon.gov/bolli/whd/omw/pages/minimum-wage-rate-summary.aspx						
Student Wages								
			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
		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/cpe_cba_2020-2024.pdf			Effective September 16th of each year			
Graduate Composite Rate for Health Insurance								
		\$600 academic year plus 1/9 summer \$200 - FY24 rates; FY25 - FY28 estimates a 7% increase	Low	\$ 800.00	\$ 856.00	\$ 916.00	\$ 980.00	\$ 1,049.00
Graduate Fee Remissions								
		Base tuition - 9 credits - resident (not Ecampus) - uses a 2% inflationary estimate only	Medium	\$ 4,482	\$ 4,572	\$ 4,663	\$ 4,756	\$ 4,851
		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		41.19%	41.07%	TBD	TBD	TBD
		OPE rate for hires after 8/29/2003		33.61%	33.56%	TBD	TBD	TBD
		Blended OPE rate		34.95%	34.74%	TBD	TBD	TBD
		Police & Fire - Tier 1 & 2		47.89%	47.69%	TBD	TBD	TBD
		Police & Fire - OPSRP		42.53%	42.33%	TBD	TBD	TBD
Retirement Rates								
		PERS - Tier1 / Tier2	High	32.85%	32.58%	TBD	TBD	TBD
		PERS - Tier3	High	29.35%	29.08%	TBD	TBD	TBD
		PERS - Police & Fire Tier 1/Tier 2	High	39.50%	39.23%	TBD	TBD	TBD
		PERS - Police & Fire OPSRP	High	34.14%	33.87%	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 – 8.39%						
		est. 3% annual increase in each March	Low	\$ 18,892	\$ 19,352	\$ 19,933	\$ 20,531	\$ 21,146
Annual PEBB Estimate								
Assessments (fee funded units)								
		-General Admin Overhead Charge (28204)		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	3.2% increase	3.3% increase	4.1% increase	3.8% increase
	Feb-24	Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.2% estimated		- Feb	July - Feb	July - Feb	July - Feb	July - Feb
	Feb-25	Water 3%; Wastewater 3%; Stormwater 5%; Combined 3.3% estimated		3.2% increase	3.3% increase	4.1% increase	3.8% increase	3.8% increase
	Feb-26	Water 4%; Wastewater 4%; Stormwater 5%; Combined 4.1% estimated		Feb - June	Feb - June	Feb - June	Feb - June	Feb - June
	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.