

FY25 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	FY25	FY26	FY27	FY28	FY29
Salaries								
Unclassified - not represented			Medium	3%	3%	3%	3%	3%
Unclassified represented UAOSU			Medium	3%	3%	3%	3%	3%
Classified employees		4.62% full step wage plus COLA rates 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%93classified-employee-union	Medium	4.62%	4.62%	4.62%	4.62%	4.62%
				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				
Student Wages - campus wide		Oregon Minimum Wage website: https://www.oregon.gov/boli/whd/omw/pages/minimum-wage-rate-summary.aspx	Low	\$14.70	Adj annually based on the increase, if any, to the US City average CPI; July 1st rate based on CPI increase of 3.5% from March 2023 to March			
Graduate Pay - Minimum full-time equivalent monthly salary (Dependent upon contract negotiations)		Graduate Employees - minimum FTE appointment 0.40 https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/cge_cba_2020-2024.pdf	Medium	\$ 4,580	TBD	TBD	TBD	TBD
				Effective September 16th of each year				
Graduate Composite Rate for Health Insurance		\$600 academic year plus 1/9 summer \$200 - FY24 rates; FY25 - FY29 estimates a 7% increase	Low	\$ 856.00	\$ 916.00	\$ 980.00	\$ 1,048.00	\$ 1,121.00
Graduate Fee Remissions		Base tuition - 9 credits - resident (not Ecampus) - uses a 2% inflationary estimate only Actual costs vary by program. Please refer to approved Tuition & Fees for actual costs: University may remit the following fees pending collective bargaining:	Medium	\$ 4,572	\$ 4,663	\$ 4,756	\$ 4,851	\$ 4,948
		- \$783/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		40.89%	40.89%	TBD	TBD	TBD
		OPE rate for hires after 8/29/2003		33.38%	33.38%	TBD	TBD	TBD
		Blended OPE rate		34.56%	34.56%	TBD	TBD	TBD
		Police & Fire - Tier 1 & 2		47.51%	47.51%	TBD	TBD	TBD
		Police & Fire - OPSRP		42.15%	42.15%	TBD	TBD	TBD
Retirement Rates		PERS - Tier1 / Tier2	High	32.58%	32.58%	TBD	TBD	TBD
		PERS - Tier3	High	29.08%	29.08%	TBD	TBD	TBD
		PERS - Police & Fire Tier 1/Tier 2	High	39.23%	39.23%	TBD	TBD	TBD
		PERS - Police & Fire OPSRP	High	33.87%	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					
		¹ New employees who are hired after July 1, 2014 and who choose ORP, will be Tier 4.				8% plus up to 4% match of 403(b)		
		Exceptions would be employees who were previously in the retirement system. Questions? Contact Employee Benefits.						
Annual PEBB Estimate		Other OPE Percentage rates – 8.28% est. 3% annual increase in each March	Low	\$ 19,352	\$ 19,933	\$ 20,531	\$ 21,146	\$ 21,781
Assessments (fee funded units)								
-General Admin Overhead Charge (28204)		Based on prior FY expenditures		3% - 5%	4%-6%	4%-6%	4%-6%	4%-6%
-Designated Operations				8%	8%	8%	8%	8%
Projected Utilities Rate Increases - Per Facilities Services								
Electricity & Steam (OSU)			Volatility	FY25	FY26	FY27	FY28	FY29
PPL (off-lease electricity):	Jan-24	4% power cost adjustment mechanism (PCAM), 0.8% wildfire protection plan automatic adjustment clause, renewable adjustment clause 0.2%, transition adjustment mechanism (TAM) 12.2%	Medium	17.2% (July - Dec) 18% (Jan - June)	18% (July - Dec) 15% (Jan - June)	15% (July - Dec) 15% (Jan - June)	15% (July - Dec) 10% (Jan - June)	10% (July - Dec) 5% (Jan - June)
	Jan 2025 - Jan-2029	PPL gave the following high level estimate August 2023: 15-20% increase year to year for the next 3-5 years, may slow by 2023, then increases may be low single digits						
Energy Center (on-lease electricity):			Medium	18.00% 0.1399	12.50% 0.1574	5.30% 0.1658	3.50% 0.1716	3.50% 0.1776
Natural Gas (NW Natural)		Charges increased due to imposed state regulation fees.		7%	4.0%	2.0%	0.0%	0.0%
Steam (Energy Center)			Medium	0.0% \$22.10 / 1000 lbs	-5.0% \$21.00 / 1000 lbs	-5.0% \$19.95 / 1000 lbs	0.0% \$19.95 / 1000 lbs	0.0% \$19.95 / 1000 lbs
Water & Sewer (City of Corvallis)*	Feb-24	City of Corvallis was unable to provide any high level estimates for FY25 or beyond at this time. More details this fall before 12/18 vote by City Council. OSU estimate is provided for FY25, may change as City updates info.	High	11%	TBD	TBD	TBD	TBD
Transportation Maintenance Fee (City of Corvallis)	Feb-24	City of Corvallis was unable to provide any high level estimates for FY25 or beyond at this time. More details this fall before 12/18 vote by City Council. OSU estimate is provided for FY25, may change as City updates info.	Medium	\$0.99 per trip	TBD	TBD	TBD	TBD
Garbage			Low	8%	8%	8%	8%	8%
Service and Supplies (General Inflation)		*Not inclusive of utility increases above	Low	3.2%	3.5%	3.7%	4.0%	4.2%
Projected Incidental Fee Headcount (F,W,S)			High	66,500	TBD	TBD	TBD	TBD
Projected Incidental Fee Headcount (Summer)			High	3,000	TBD	TBD	TBD	TBD

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