

FY26 Budget Planning Guidelines

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

	Notes / Comments	Volatility	FY26	FY27	FY28
Salaries					
Unclassified - not represented		Medium	3%	3%	3%
Unclassified represented UAOSU		Medium	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%
			COLA: 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 Adj annually based on the increase, if any, to the US City average CPI; July 1st rate based on CPI increase of 3% from Jan 2024 to Jan 2025	Low	\$ 15.14		
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/2025-01/2025.01.10%20RatifiedAgreementwithSignatures.pdf	Medium	\$ 4,977.00	\$ 4,977.00	TBD
			Effective September 16th of each year		
Graduate Student Employees (GSE)	Post-Doctoral Scholars (12-month employees) - Average Monthly Rate (estimates a 7% increase effective October)	Low	\$ 642.00	\$ 687.00	\$ 735.00
Composite Rate for Health Insurance	Graduate Assistants (9-month employees with 12-month coverage) \$600 academic year plus 1/9 summer \$200 - FY25 rates; FY26 - FY30 estimates a 7% annual increase	Low	\$ 856.00	\$ 916.00	\$ 980.00
Graduate Fee Remissions					
	Base tuition - 9 credits - resident (not Ecampus) - uses a 2% inflationary <i>estimate only</i> Actual costs vary by program. Please refer to approved Tuition & Fees for actual costs: University may remit the following fees pending collective bargaining: \$830/per term (student building loan/debt, incidental, health service) -One-time matriculation fee - \$350 -One-time International Student Orientation Fee - \$30 (winter and spring terms) or \$50 (fall term)	Medium	\$ 4,572	\$ 4,663	\$ 4,756
			Tuition & Fees		
		Low			
		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		42.85%	42.85%	TBD
	OPE rate for hires after 8/29/2003		36.31%	36.31%	TBD
	Blended OPE rate		37.17%	37.17%	TBD
	Police & Fire - Tier 1 & 2		50.89%	50.89%	TBD
	Police & Fire - OPSRP		46.29%	46.29%	TBD
Retirement Rates	PERS - Tier1 / Tier2	High	35.62%	35.62%	TBD
	PERS - Tier3	High	32.74%	32.74%	TBD
	PERS - Police & Fire Tier 1/Tier 2	High	42.61%	42.61%	TBD
	PERS - Police & Fire OPSRP	High	38.01%	38.01%	TBD
	ORP - Tier1 / Tier2	High	31.75%	31.75%	TBD
	ORP - Tier3	High	18.51%	18.51%	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 – 8.28%				
Annual PEBB Estimate	est. 3% annual increase in each March	Low	\$ 20,096	\$ 20,699	\$ 21,320
Assessments (fee funded units)					
-General Admin Overhead Charge (28204)	Based on prior FY expenditures		3% - 8%	4%-8%	4%-8%
-Designated Operations			8%	8%	8%
Utility Rate Information - Contact University, Facilities, Infrastructure, and Operations (UFIO) for further information. https://ufio.oregonstate.edu/financial-services					
Electricity & Steam (OSU), PPL (off-lease electricity), Energy Center (on-lease electricity) Natural Gas (NW Natural) Steam (Energy Center) Water & Sewer (City of Corvallis)*					
Garbage		Low	8%	8%	8%
Service and Supplies (General Inflation)	Unit knowledge of expense trending should be used; consider general inflationary pressures.	Low	3.0%	3.0%	3.0%

Last updated: 2/17/2025