

# Summary – Major FY2022 E&G Fund Cost Drivers

Cost Driver	FY22 Cost Increase	Notes
Faculty, Staff and GE Salary and OPE	\$7.3 million	E&G employee increases based on collective bargaining agreement for approximately 1,231 graduate employees. Also includes estimates of increases for approximately 1,511 faculty, 679 classified staff and 1,232 unrepresented staff. Cost increase lower than previous years due to elimination of annual salary increases in January 2021 for faculty and unrepresented staff. Figures are for employees paid with E&G funds only.
Medical Costs	\$1.2 million	Annual increase due to rate increases and change in coverage mix. December 2020 PEBB increase at 0.5% was much lower than historical average. December 2021 increase assumed to be 3.0%.
Institutional Expenses	\$1.2 million	Increases related to utilities, insurance, debt for academic buildings, assessments, and leases.
Strategic Investments	600K	Annual \$2 million Strategic Investment Process cancelled due to COVID-19 and associated budget challenges. \$600K pre-committed to support Tykeson Advisors previously funded with one-time gift funds.
Minimum Wage Increase	\$320K	Increases per State of Oregon minimum wage increase to \$13.50/hr including associated OPE. Impacts student positions.
<b>Total Projected Cost Increases</b>	<b>\$10.6 million</b>	

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Cost Driver	FY21 Base	FY22 Cost Increase	FY22 % increase
Faculty, Staff and GE Salary and Wages	\$445 million	\$7.3 million	1.6%
Medical Costs	\$55.5 million	\$1.2 million	2.2%
Institutional Expenses	\$43.4 million	\$1.2 million	2.8%
Strategic Investments	\$541 million	\$600K	0.1%
Minimum Wage Increase	\$445 million	\$320K	0.1%
<b>Totals</b>	<b>\$541million</b>	<b>\$10.6 million</b>	<b>1.96%</b>



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Cost Driver	FY20 Cost Increase	FY21 Cost Increase	FY22 Cost Increase
Faculty, Staff and GE Salary and Wages	\$10.6 million	\$11.6 million	\$7.3 million
Medical Costs	\$1.9 million	\$2.5 million	\$1.2 million
Retirement Costs	\$7.1 million	(\$500K)	-
Institutional Expenses	\$1.0 million	\$1.5 million	\$1.2 million
Strategic Investments	\$2.0 million	\$2.0 million	\$600K
Minimum Wage Increase	\$1.0 million	\$1.9 million	\$320K
<b>Total Projected Cost Increases</b>	<b>\$23.6 million</b>	<b>\$19.0 million</b>	<b>\$10.6 million</b>

