

Summary – Major FY2025 E&G Fund Cost Drivers

Cost Driver	Projected FY25 Cost Increase	Notes
Faculty, Staff and GE Salary and OPE	\$13.0 million	E&G employee increases based on historical salary increases (absent contracts in place for bargaining units in future years) for approximately 1,151 graduate employees, 1,472 faculty, and 789 classified staff. Also includes salary increases for approximately 1,154 unrepresented staff. Figures are for employees paid with E&G funds only. Does not include any projected expenses related to adding staff or refilling vacancies.
Medical Costs	\$2.5 million	Includes increases of 4.1% on December 1, 2023 and assumes 4.1% on December 1, 2024.
Oregon Paid Leave	\$300K	Cost of annualized Oregon Paid Leave not incorporated in FY24 (program began in September 2023)
Institutional Expenses	\$2.0 million	Increases related to utilities, insurance, debt for academic buildings, assessments, and leases.
Faculty Hiring	\$3.0 million	15 Net Tenure Track Hires
Strategic Investments	\$2.0 million	Allocated via strategic investment process.
Total Projected Cost Increases	\$22.8 million	
1% Salary Increase	\$4.3 million	Every 1% average increase in salaries across all employee classes.

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Cost Driver	FY24 Base	Projected FY25 Cost Increase	FY25% Increase
Faculty, Staff and GE Compensation (Note: FY24 base includes \$93.9 million of fixed compensation costs such as health insurance and GE tuition waiver benefits)	\$511.0 million	\$13.0 million	2.5%
Medical Costs	\$60.4 million	\$2.5 million	4.1%
Retirement Costs	\$ 74.4 million	\$0 million	0.0%
Oregon Paid Leave	\$511.0 million	\$300K	0.1%
Institutional Expenses	\$47 million	\$2.0 million	4.3%
TTF Faculty Hiring	\$132.3 million	\$3.0 million	2.3%
Strategic Investments	\$645.2 million	\$2.0 million	0.3%
<i>Total (E&G Expenditure Budget)</i>	<i>\$645.2 million</i>	<i>\$22.8 million</i>	<i>3.5%</i>

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Cost Driver	Projected FY20 Cost Increase	Projected FY21 Cost Increase	Projected FY22 Cost Increase	Projected FY23 Cost Increase	Projected FY24 Cost Increase	Projected FY25 Cost Increase
Faculty, Staff and GE Salary and Wages	\$10.6 million	\$11.6 million	\$7.3 million	\$15.0 million	\$11.9 million	\$13.0 million
Medical Costs	\$1.9 million	\$2.5 million	\$1.2 million	\$1.6 million	\$2.2 million	\$2.5 million
Retirement Costs	\$7.1 million	(\$500K)	-	-	\$1.9 million	-
Oregon Paid Leave	-	-	-	-	\$900K	\$300K
Blended OPE	-	-	-	-	\$4.0 million	-
Institutional Expenses	\$1.0 million	\$1.5 million	\$1.2 million	\$1.2 million	\$1.5 million	\$2.0 million
Faculty Hiring	-	-	-	-	-	\$3.0 million
Strategic Investments	\$2.0 million	\$2.0 million	\$600K	\$2.0 million	\$2.0 million	\$2.0 million
Minimum Wage Increase	\$1.0 million	\$1.9 million	\$320K	\$257K	-	-
Total Projected Cost Increases	\$23.6 million	\$19.0 million	\$10.6 million	\$20.1 million	\$24.4 million	\$22.8 million