

Summary – Major FY2020 E&G Fund Cost Drivers

Cost Driver	FY18 Cost Increase	FY19 Cost Increase	FY20 Cost Increase
Faculty, Staff and GE Salary and Wages	\$11.8 million	\$10.8 million	\$10.6 million
Medical Costs	\$1.6 million	\$1.8 million	\$1.9 million
Retirement Costs	\$7.1 million	n/a	\$7.6 million
Institutional Expenses	\$1.0 million	\$600K	\$1.0 million
Strategic Investments (includes \$1 million for new faculty)	\$2.0 million**	\$2.0 million	\$2.0 million
Investments in Tenure Track Faculty	\$1.5 million	\$1.5 million	n/a
Minimum Wage Increase	n/a	n/a	\$1.0 million
Total Projected Cost Increases	\$25.0 million	\$16.7 million	\$24.1 million

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Cost Driver	FY20 Cost	Notes
Faculty, Staff and GE Salary and Wages	\$10.6 million	E&G employee increases per existing collective bargaining agreement for approximately 1,402 faculty. Also includes estimates of increases for 665 classified staff, 1,272 graduate employees, and approximately 1,034 unrepresented staff. Figures are for employees paid with E&G funds only.
Medical Costs	\$1.9 million	Assumed annual increase of 3.7%
Retirement Costs	\$7.6 million	Based on new PERS rates released by PERS board in fall 2018.
Institutional Expenses	\$1.0 million	Increases related to utilities, insurance, debt for academic buildings, assessments, and leases.
Strategic Investments	\$2.0 million	Allocated via strategic investment process.
Minimum Wage Increase	\$1.0 million	Increases per State of Oregon minimum wage increase to \$11.25/hr
Total Projected Cost Increases	\$24.1 million	



Summary – Major FY2020 E&G Fund Cost Drivers

Cost Driver	FY19 Base	FY20 Cost Increase	FY20 % increase
Faculty, Staff and GE Salary and Wages	\$422.3 million	\$10.6 million	2.5%
Medical Costs	\$51.0 million	\$1.9 million	3.7%
Retirement Costs	\$54.4 million	\$7.6 million	14.0%
Institutional Expenses	\$36.6 million	\$1.0 million	2.7%
Strategic Investments	\$541.1 million	\$2.0 million	0.4%
Minimum Wage Increase	\$429.2 million	\$1.0 million	0.2%
Totals	\$541.1 million	\$24.1 million	4.45%

