

# Summary – Major FY2023 E&G Fund Cost Drivers

Cost Driver	Projected FY23 Cost Increase	Notes
Faculty, Staff and GE Salary and OPE	\$15.0 million	E&G employee increases based on collective bargaining agreements for approximately 1,170 graduate employees, 1,663 faculty, and 662 classified staff. Also includes salary increases for approximately 1,098 unrepresented staff. Figures are for employees paid with E&G funds only.
Medical Costs	\$1.6 million	Includes annual weighted increase of 3.1% for December 2021. December 2022 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	\$2 million	Allocated via strategic investment process.
Minimum Wage Increase	\$257K	Increases per State of Oregon minimum wage increase to \$14.11/hr including associated OPE. Mainly affects student positions
<b>Total Projected Cost Increases</b>	<b>\$20.1 million</b>	