

Disclaimer: These guidelines contain CoF's forecasted estimates and are subject to change without notice.

OPE RATES - CLASSIFIED AND UNCLASSIFIED - FTE >= 0.5

Forecasted Salaries to increase 3%-4% per year

Forecasted OPE rates to increase 1% -2% per year

Benefits Eligible

		Estimated	
		FY2018	Next Year
Monthly Salary	Yearly (12m)		
\$13,000 -	\$156,000 -	42%	43%
\$11,000 - \$12,999	\$132,000 - \$155,999	44%	45%
\$9,000 - \$10,999	\$108,000 - \$131,999	47%	48%
\$8,000 - \$8,999	\$96,000 - \$107,999	49%	50%
\$7,000 - \$7,999	\$84,000 - \$95,999	51%	52%
\$6,000 - \$6,999	\$72,000 - \$83,999	54%	55%
\$5,000 - \$5,999	\$60,000 - \$71,999	59%	60%
\$4,500 - \$4,999	\$54,000 - \$59,999	62%	63%
\$4,000 - \$4,499	\$48,000 - \$53,999	66%	67%
\$3,500 - \$3,999	\$42,000 - \$47,999	71%	72%
\$3,000 - \$3,499	\$36,000 - \$41,999	77%	78%
\$2,500 - \$2,999	\$30,000 - \$35,999	86%	87%
\$2,000 - \$2,499	\$24,000 - \$29,999	100%	101%
\$1,500 - \$1,999	\$18,000 - \$23,999	123%	124%
\$1,000 - \$1,499	\$12,000 - \$17,999	169%	170%
\$500 - \$999	\$6,000 - \$11,999	306%	307%

Notes

1. OPE/Fringe Rate Includes: Medical/Dental Insurance (PEBB), **Pension, Social Security, Medicare, Unemployment, and SAIF
Source: <http://fa.oregonstate.edu/budget/budget-development-resources>

2. We recommend using these estimates. Actual OPE rates may be used for proposals, but must be noted in budget.

3. Employees on an Educational Visa (i.e., J-1, F-1, etc.) are not eligible to participate in the pension programs per ORS 238.015(4) and OAR 459.010.0025(1). Check with CoFRO (College of Forestry Research Office)

Please Note: Subject to change by the OSU Budgets Office without notice.

OTHER OPE RATES

Forecasted OPE rates to increase 1%-2% per year

	FY2018	Next Year
Unclassified		
90 days or more, less than 0.5FTE per month ¹	31%	32%
Classified		
Permanent, < 0.50 FTE per month	31%	32%
Temporary (academic wage/ 1040 appointment)		
Less than 30 hours per week	10%	12%
Equal to or more than 30 hours per week ²	use full OPE rates from table above	
Undergraduate Student ³		
Max 20hr/week during academic year	8%	8%
Postdoctoral Scholar ^{3,4} - discontinued at OSU		
Only for continuing appointments 8% + \$332/mo	17%	19%

Notes

1. CoFRO will check non-standard OPE rates

2. OSU approved temp agencies can be used, but OPE rates are TBD. Budget for these costs under the professional services category.

3. 8% includes SS, Medicare, Unemployment, & SAIF. Monthly medical insurance must be added in separately.

4. Position has been discontinued at OSU. Continuing appointments will be allowed but no new appointments. Budget OPE as a Research Associate Postdoc with full benefits from table above.

OTHER SALARY RANGES

Forecasted 3% increase for Temporary, FRA, RA

	FY2018	Next Year
Student Technical Assist - hourly	\$9.75 - \$16.00	\$10.25 - \$16.50
Temporary - Bio Science Research Tech 1,2,3 hourly ^{1,2}	\$12.51 - \$21.42	\$12.88 - \$22.06
Faculty Research Assistant - (BS degree) Minimum ³	\$31,884	\$31,884
Faculty Research Assistant - (MS degree) Minimum ³	\$35,016	\$35,016
Research Associate/RA Postdoc - Minimum ³	\$42,840	\$42,840
Postdoctoral Scholar (0 yrs experience) ⁴ - discontinued	\$47,484	\$47,844

Forecasted pay increases are estimates only; pay raise decisions are determined by CoF and OSU.

1. Follow OSU classified positions and step increase systems. See <http://jobs.usse.oregonstate.edu/>

2. Temporary workers can be hired from an approved temp agency at minimum \$14/hr and +35% benefit rate. Budget for these costs under the professional services category.

3. The minimum salary stated is for guidance only.

4. Follow OSU guidelines for continuing appts using a 4% annual escalation based on years of experience. See <http://gradschool.oregonstate.edu/postdocs/stipends-and-benefits>

GRA STIPEND and OPE RATES

Forecasted Salaries to increase **2%**

Forecasted OPE to increase **2%**

	FY2018	Next Year
Masters Annual Salary ¹		
1.0 FTE	\$46,488	\$47,424
0.49 for 12 months - maximum allowed	\$22,779	\$23,238
0.49 for 9 months	\$17,084	\$17,428
0.49 for 6 months	\$11,390	\$11,619
0.49 for 3 months	\$5,695	\$5,809
PhD Annual Salary ¹		
1.0 FTE	\$50,052	\$51,060
0.49 for 12 months - maximum allowed	\$24,525	\$25,019
0.49 for 9 months	\$18,394	\$18,765
0.49 for 6 months	\$12,263	\$12,510
0.49 for 3 months	\$6,131	\$6,255
MS and PhD OPE		
OPE Rates for 0.49FTE (blended rate) - ²	27%	29%
OPE Rates for 0.3FTE (\$497 per month fixed costs)	43%	45%

Notes

1. GRA salary is set by CoF. Tuition can be remitted for 0.3 to 0.49 FTE appointments - check with your department. **CoF strongly recommends GRA appointments for full 0.49FTE.**

Minimum FTE is increasing to 0.3 beginning 7/1/2017.

2. GRA OPE rates are based on Oct 2016 collective bargaining agreement "blended" estimates expected to be ratified and implemented. Use same rates for summer.

OPE rates include Worker's Comp and SAIF, plus medical/dental.

****NOTE for proposal purposes, suggest budgeting GRAs year round. Continuous enrollment including summer for GRAs is an OSU policy for students using OSU resources and facilities.**

For more information on Graduate Assistant health insurance see the Student Health Services website

<http://studenthealth.oregonstate.edu/graduate-assistant>

GRADUATE TUITION RATES PLEASE NOTE: TUITION IS NOW UNIFORM FOR ENTIRE YEAR

Forecasted Tuition rates to increase **4.5%** each year per Sponsored Programs

(includes per term fees of \$551)

	FY2018	Next Year
Rate Per Term: Fall, Winter, Spring, Summer ^{1,2}	\$4,808	\$5,024
Academic Year Total (3 terms)	\$14,424	\$15,073
Annual Total (4 terms)	\$19,232	\$20,097

<http://fa.oregonstate.edu/business-affairs/tuition-and-fee-information>

1. Minimum 12, Maximum 16 credits.

2. A one time Matriculation Fee of \$350 will be assessed to all new and transfer students. If new student is considered a Non-Resident Alien, an additional one time International Orientation Fee of \$50 will be assessed.

COMPUTING FEES - GRANT SUPPORTED

Forecasted increase at **5%** per year

	FY2018	Next Year
Fully supported user fee ¹	\$120/mo	\$126/mo
Account fee ²	\$480	\$504

1. Includes help desk support for one account

2. Mainly used for undergraduate student workers, or other part-time or off-site staff

For other computing fees, see entire page @ http://wwwdata.forestry.oregonstate.edu/helpdesk/policies/service/fee_book.html

F & A (INDIRECT) COST RATE

Last Updated 10/03/2014

	On-Campus	Off-Campus
	7/1/16 to 6/30/18	7/1/14 to 6/30/18
Organized Sponsored Research	47%	26%
Organized Sponsored Research on DOD agencies & DOD pass-through	47.7%	26.7%
Industry Sponsored Research Agreements (not Federal pass-through funds)	53.5%	31%
Other Sponsored Activities (OSA)	35%	26%
Other Sponsored Activities Industry (OSA)	40%	
State of OR	26%	
Federal Intergovernmental Personnel Act (IPA)	7%	

For an unspecified foreign entity use F&A rate of 10%

For definition of cost rate types: http://research.oregonstate.edu/sites/research.oregonstate.edu/files/osp/f_a_rate_memo_fy15-fy19_final.pdf

SUBCONTRACT INDIRECT RATE

Subcontracts with outside entities are charged the full OSU indirect rate on the first \$25,000. Outside entities use their negotiated/published F&A rate. If there is no published rate, then a 10% de minimus rate is applied.