



UNIVERSITY
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University of Oregon
Fringe Benefit Rate Proposal

Fiscal Year 2023



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A. Cover Letter & Certifications



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December 19, 2023

Mr. Arif Karim
National Director
DHHS – Division of Cost Allocation
90 7th Street, Suite 4-600
San Francisco, CA 94103-6705

Dear Mr. Karim:

We are proposing the University of Oregon's fringe benefit rates for the fiscal year ending June 30, 2025 (FY2025). The differences between the calculated rate and actual costs will be incorporated in future annual calculations so the rate will represent actual costs incurred over time. The proposed FY2025 rates reflected below include carry-forward calculated from FY2023 actual costs.

The attached proposal includes actual cost rates for FY2023 and projected cost rates for FY2024 and FY2025. We are proposing the following rate categories and the respective rates:

| | <u>FY2025</u> |
|-----------------------------|---------------|
| Faculty/Staff A | 74.9% |
| Faculty/Staff B | 50.1% |
| Faculty/Staff C | 31.8% |
| Classified Service | 104.5% |
| Classified Skilled/Clerical | 89.5% |
| Classified Technical | 80.7% |
| Temps | 28.7% |
| Students | 3.6% |

Included are rate schedules with supporting documentation.

Please contact Stuart Laing at (541) 346-5838 or email - slaing@uoregon.edu if you have further questions or need additional information.

Sincerely,

Jamie Moffitt
Senior Vice President for Finance and Administration
Chief Financial Officer (CFO)



Certificate of F&A Costs

This is to certify that to the best of my knowledge and belief:

- (1) I have reviewed the Fringe Benefit Rate proposal submitted herewith;
- (2) All costs included in this proposal dated December 19, 2023 to establish Fringe Benefit rates for fiscal year 2025 (July 1, 2024 through June 30, 2025) are allowable in accordance with the requirements of the Federal agreement(s) to which they apply and with the cost principles applicable to those agreements;
- (3) This proposal does not include any costs which are unallowable under applicable cost principles such as (without limitation): advertising and public relations costs, contributions and donations, entertainment costs, fines and penalties, lobbying costs, and defense of fraud proceedings;
- (4) All costs included in this proposal are properly allocable to Federal agreements on the basis of a beneficial or causal relationship between the expenses incurred and the agreements to which they are allocated in accordance with applicable requirements; and

I declare under penalty of perjury that the foregoing is true and correct.

Institution: University of Oregon

Signature: 

Name of Official: Jamie H Moffitt

Title: Vice-Pres Fin & Admin and CFO

Date of Submission: December 19, 2023

Signature: 

Name of Official: Anshuman Razdan

Title: Vice Pres for Research and Innovation

Date of Submission: December 19, 2023



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B. FY 2023 Fringe Benefit Rates



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FY 2023 Fringe Benefit Rates

FY2023 Fringe Benefit Rates - Actual Data

| | Faculty/Staff A | Faculty/Staff B | Faculty/Staff C | Classified Service | Classified Skilled/Clerical | Classified Technical | Temps | Students | Total |
|------------------------------------|--------------------|--------------------|-------------------|--------------------|-----------------------------|----------------------|------------------|-------------------|--------------------|
| Fringe Benefit Costs: | | | | | | | | | |
| Health Insurance | 31,796,454 | 25,782,550 | 379,433 | 7,517,657 | 10,781,447 | 9,083,879 | 175,567 | 225 | 85,517,211 |
| Other | 1,032,153 | 1,314,052 | 217,613 | 138,025 | 248,837 | 270,125 | 27,888 | 400,726 | 3,649,418 |
| Payroll Tax | 9,512,383 | 10,552,519 | 1,788,583 | 1,257,021 | 2,246,956 | 2,497,340 | 261,425 | 580,682 | 28,696,909 |
| Retirement | 29,555,434 | 33,073,598 | 5,181,275 | 3,979,643 | 7,543,158 | 8,594,401 | 390,787 | 39,924 | 88,358,220 |
| Unemployment Insurance | 86,994 | 87,436 | 22,310 | 9,874 | 18,052 | 21,946 | 2,649 | 1,166 | 250,428 |
| Workers Comp-SAIF | 400,900 | 504,258 | 85,724 | 52,376 | 94,621 | 102,161 | 12,201 | 194,491 | 1,446,731 |
| Leave | 14,283,771 | 5,127,382 | 175,323 | 2,366,965 | 3,631,138 | 3,924,984 | 103,290 | 297,735 | 29,910,589 |
| TOTAL FRINGE BENEFIT COSTS | 86,668,089 | 76,441,795 | 7,850,261 | 15,321,561 | 24,564,209 | 24,494,835 | 973,808 | 1,514,948 | 237,829,505 |
| Salary and Wage Costs: | | | | | | | | | |
| Salaries and Wages | 112,067,511 | 150,319,169 | 24,381,788 | 13,646,997 | 25,830,340 | 28,978,937 | 3,309,487 | 51,057,743 | 409,591,971 |
| TOTAL SALARY AND WAGE COSTS | 112,067,511 | 150,319,169 | 24,381,788 | 13,646,997 | 25,830,340 | 28,978,937 | 3,309,487 | 51,057,743 | 409,591,971 |
| Benefits Rate | 64.6% | 47.4% | 31.5% | 94.9% | 81.0% | 71.0% | 26.3% | 2.4% | |
| Leave Rate | 11.3% | 3.3% | 0.7% | 14.8% | 12.3% | 11.9% | 3.0% | 0.6% | |
| FRINGE BENEFIT RATE | 77.3% | 50.9% | 32.2% | 112.3% | 95.1% | 84.5% | 29.4% | 3.0% | |



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C. FY 2023 Financial Statement Reconciliation



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FY 2023 Financial Statement Reconciliation Schedule

| Category | FY2023 Financial Statement | Payroll Ledger Adjustments | FY2023 Payroll Ledger | Other Adjustments ¹ | Athletics | Amount included in Rate Calculation |
|---------------------------------------|----------------------------|----------------------------|-----------------------|--------------------------------|---------------------|-------------------------------------|
| Salaries and Wages | 457,042,300 | 1,067,921 | 458,110,221 | (8,220,781) | (40,297,469) | 409,591,971 |
| Fringe Benefits | 298,368,557 | (82,444,337) | 215,924,220 | 37,851,916 | (15,946,631) | 237,829,505 |
| Grand Total of Personnel Costs | 755,410,857 | (81,376,416) | 674,034,441 | 29,631,135 | (56,244,100) | 647,421,477 |



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D. Employee Class Categories



Employee Class Categories

| Employee Class | Description |
|-----------------------------|--|
| Faculty/Staff A | The Faculty/Staff A Employee Class consists of a majority of salaried staff employees and faculty members that are on a twelve-month schedule. Most of these employees are eligible for sick leave and vacation leave. |
| Faculty/Staff B | The Faculty/Staff B Employee Class consists of faculty members that are on a nine-month schedule who are sick leave eligible but not eligible for vacation leave, all post-doctoral scholars, and employees coded as Executives. |
| Faculty/Staff C | The Faculty/Staff C Employee Class consists of all employees on summer term employment excluding students; and includes retired faculty and staff who work less than .5 FTE. |
| Classified Service | The Classified Service Employee Class consists of hourly employees who are coded as service/maintenance such as groundskeepers, custodians, laborers, and food service workers. |
| Classified Skilled/Clerical | The Classified Skilled/Clerical Employee Class consists of hourly employees who are coded as skilled and clerical. |
| Classified Technical | The Classified Technical Employee Class consists of hourly employees who are coded as technical and professional. |
| Temps | The Temps Employee Class consists of hourly faculty and hourly staff who work less than .5 FTE, and temporary support staff employees. |
| Students | The Students Employee Class consists of graduate employees, fellows, and undergraduate student employees. |



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E. Salary & Wage Support



Salary & Wage Detail

Salary support for the employee titles included in each Employee Group can be provided in an Excel format. Due to the large data size these were not included within the proposal.

Earning Codes Excluded from the Salary and Wage Cost Base

| Earn Code | Earnings Code Description | Earn Code | Earnings Code Description |
|-----------|--------------------------------|-----------|---------------------------|
| FAC | Awards, Cash | RW1 | Fed Work-Study, Rate 1 |
| FMC | Moving Expenses, Cash | RW2 | Fed Work-Study, Rate 2 |
| FPV | Allowance, Cash | RW3 | Fed Work-Study, Rate3 |
| GTI | Grad, International | RW4 | Fed Work-Study, Rate 4 |
| OAU | Other Pay, Units | RW5 | Fed Work-Study, Rate 5 |
| ONB | Other Academic Pay, No Benefit | RWS | Regular, Fed Work-Study |
| OVX | Overload, PERS Exempt | SAR | Salary, International |
| PEN | Penalty Pay | SSC | Settlement |
| RSB | Regular, Student Bonus | STO | Stipends - Other |
| RSC | Settlement - Classified | UDO | Deferred Pay Out |

The leave dollars such as sick, vacation, personal, and compensatory time have been removed from salaries and added into the fringe benefit rate calculation. Bonuses, allowances, awards, and stipends without benefits have also been removed from the salary base.



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F. Fringe Benefit Support



Benefit Category Roll-up Detail

| Deduction Category | Deduction Code | Deduction Desc |
|--------------------|----------------|--------------------------------|
| Medical Insurance | MEC | Exceeded Benefit Contribution |
| Medical Insurance | P40 | Premium Subsidy \$40 Pre-Tax |
| Medical Insurance | PSA | PEBB Employer Contrib Pre-Tax |
| Medical Insurance | TAY | Academic Year Triple Cont |
| Medical Insurance | PSC | SB551 Medical Ins Contribution |
| Other | TT1 | Mass Transit Taxing Districts |
| Payroll Tax | TME | Medicare Tax |
| Payroll Tax | TSS | Social Security Tax |
| Payroll Tax | TSZ | Eugene CSPT Rate Determination |
| Payroll Tax | TCF | CO Family & Medical Leave Ins |
| Retirement | R00 | OPSRP IAP Empl Acct Pd for You |
| Retirement | R01 | IAP Employee Acct Paid for You |
| Retirement | R06 | Retirement Empr Contrib Tier 1 |
| Retirement | R07 | Retirement Empr Contrib Tier 2 |
| Retirement | R08 | Retirement Empr Contrib OPSRP |
| Retirement | R11 | PERS/TIAA-CREF Paid for You |
| Retirement | R12 | PERS/TIAA-CREF ER Contrib |
| Retirement | R10 | ORP Fidelity Tier 1 Pd for You |
| Retirement | R1T | ORP TIAA-CREF T1 Paid for You |
| Retirement | R1V | ORP VALIC Tier 1 Paid for You |
| Retirement | R2O | ORP Fidelity Tier 2 Pd for You |
| Retirement | R2T | ORP TIAA-CREF T2 Paid for You |



Benefit Category Roll-up Detail (continued)

| Deduction Category | Deduction Code | Deduction Desc |
|------------------------|----------------|---------------------------------|
| Retirement | R3T | ORP TIAA-CREF T3 Paid for You |
| Retirement | R3V | ORP VALIC Tier 3 Paid for You |
| Retirement | R4O | ORP Fidelity Tier 1 ER Contrib |
| Retirement | R4T | ORP TIAA-CREF T1 ER Contrib |
| Retirement | R4V | ORP VALIC Tier 1 ER Contrib |
| Retirement | R5O | ORP Fidelity Tier 2 ER Contrib |
| Retirement | R5T | ORP TIAA-CREF T2 ER Contrib |
| Retirement | R5V | ORP VALIC Tier 2 ER Contrib |
| Retirement | R6O | ORP Fidelity Tier 3 ER Contrib |
| Retirement | R6T | ORP TIAA-CREF T3 ER Contrib |
| Retirement | R6V | ORP VALIC Tier 3 ER Contrib |
| Retirement | RDR | PERS Retirement Debt Repayment |
| Retirement | REO | ORP Fidelity T4 ER Contrib |
| Retirement | RET | ORP TIAA-CREF T4 ER Contrib |
| Retirement | RMO | ORP Fid Pretax TDI/ER Match T4 |
| Retirement | RMT | ORP TC Pretax TDI/ER Match T4 |
| Retirement | RRO | ORP Fid Roth TDI/ER Match T4 |
| Retirement | RRT | ORP TC Roth TDI/ER Match T4 |
| Retirement | R13 | PERS/TIAACREF, 1st \$4800 |
| Retirement | R14 | PERS/TIAACREF Contrib on \$4800 |
| Unemployment Insurance | TNI | NJ Unemployment Insurance Tax |
| Unemployment Insurance | TUI | Unemployment Insurance |
| Unemployment Insurance | TUX | Unemployment Insur-Othr States |



Benefit Category Roll-up Detail (continued)

| Deduction Category | Deduction Code | Deduction Desc |
|--------------------|----------------|--------------------------------|
| Workers Comp-SAIF | TNG | NJ State Disability Insurance |
| Workers Comp-SAIF | TWC | Workers' Benefit Fund |
| Workers Comp-SAIF | TWE | Workers' Benefit Fund-Exempt |
| Workers Comp-SAIF | TWW | WA State Workers' Compensation |
| Workers Comp-SAIF | TWN | New Mexico Workers' Comp Fee |
| Leave | LPC | Comp Time, Exempt Paid |
| Leave | LPV | Vacation Leave Paid |
| Leave | LTC | Comp Time Taken |
| Leave | LTJ | Emergency Paid Sick Lv Taken |
| Leave | LTP | Personal Leave Taken |
| Leave | LTO | Personal Leave Taken |
| Leave | LTS | Sick Leave Taken |
| Leave | LTT | Sick Leave Taken-Special Rate |
| Leave | LTU | Sick Leave Taken - Summer |
| Leave | LTV | Vacation Time Taken |
| Leave | LTG | Sick Days Taken - GTF |
| Leave | LPL | Leave, Paid Parental Leave |
| Leave | LTI | Weather Related Leave Taken |



Benefit: Health Insurance

The Category Health Insurance covers four different types of insurance: Medical, Dental, Vision, and Life. Additional information is available at <http://www.oregon.gov/DAS/PEBB/>

Descriptions:

Medical

University of Oregon offers a choice of five medical plans:

- **PEBB Statewide PPO** – Plan allows access to a nationwide directory of preferred providers and does not require a designated primary care provider. Co-insurance is a percentage of rates. Referrals to specialists are not required.
- **Providence Choice**– Managed care plan that requires pre-designation of medical home or primary care physician. Co-payments are fixed amounts. Referrals to specialists are not required.
- **Moda Synergy** – Managed care plan that requires pre-designation of primary care physician. Co-payments are fixed amounts. Referrals to specialists are not required.
- **Kaiser Deductible**– Managed-care model which allows care only through Kaiser Facilities or affiliated clinics. Co-payments are fixed amounts. Referrals are required to see specialists.
- **Kaiser HMO** – Managed-care model which allows care only through Kaiser Facilities or affiliated clinics. There are no deductibles and co-payments are fixed amounts. Referrals are required to see specialists.

Dental

University of Oregon offers four choices for dental plans:

- **Delta Dental PPO** - Plan does not require that policy holder pre-select a primary dentist. Services provided by dentists who do not participate in Delta Dental PPO plan will still be covered, although co-payments will be higher.
- **Delta Dental Premier** - Plan offers a nationwide network and does not require the policy holder to pre-select a primary dentist.
- **Willamette Dental** - Plan requires that the policy holder get treatment provided at the plan facilities only.
- **Kaiser Dental** - Plan requires that the policy holder get treatment provided in the plan facilities only.

Vision

University of Oregon offers one choice for the vision plan:

- **Vision Service Plan (VSP)** - University of Oregon provides this preferred-provider plan without any exclusions for pre-existing conditions. Plan holder is responsible for deductibles associated with vision exams and glasses, although there is no deductible for contact lenses.



Benefit: Health Insurance (continued)

Note: Eligible employees enrolled in Kaiser medical plans have vision coverage; routine vision exams and vision hardware allowance yearly benefits included in their medical plan.

Life

University of Oregon provides Basic Life insurance at no cost for employees. In addition, there are several types of optional life insurance plans available for a monthly premium paid by the employee.

- **Basic Life** - \$10,000 benefit.

Applicable To:

| Benefit Category | Employee Class | Medical Eligible | Dental Eligible | Vision Eligible | Life Eligible |
|------------------|-----------------------------|------------------|-----------------|-----------------|---------------|
| Health Insurance | Faculty/Staff A | Yes | Yes | Yes | Yes |
| Health Insurance | Faculty/Staff B | Yes | Yes | Yes | Yes |
| Health Insurance | Faculty/Staff C | Yes* | Yes* | Yes* | Yes |
| Health Insurance | Classified Service | Yes | Yes | Yes | Yes |
| Health Insurance | Classified Skilled/Clerical | Yes | Yes | Yes | Yes |
| Health Insurance | Classified Technical | Yes | Yes | Yes | Yes |
| Health Insurance | Temps | Yes** | Yes** | Yes** | Yes |
| Health Insurance | Students | No*** | No*** | No | No |

* Employees who work less than .5 FTE are not eligible for health insurance. Less than half-time faculty who work in multiple universities in Oregon for 600 hours, can get health insurance.

** Temporary employees are eligible for the same benefits as other staff if they meet the Affordable Care Act guidelines.

*** Graduate employees are eligible for medical insurance offered through the GTFF union. Graduate medical insurance is not part of the rate calculation and will be charged on an actual basis.



Benefit: Health Insurance (continued)

Conditions:

Medical

All benefit eligible employees may enroll for medical coverage provided they are employed at 0.5 FTE or higher. The University of Oregon (UO) pays 95% of monthly premium costs for all medical plans for those that qualify and are employed at 1.0 FTE. Eligible unclassified employees at 0.5 FTE or above are not prorated and receive full benefits. For eligible classified part-time staff, UO pays a prorated amount depending on hours worked per pay period. Per the current SEIU bargaining agreement, classified employees with 0.75 – 0.99 FTE are not prorated and receive full benefits. Classified employees may reduce their monthly premium contribution from 5% to 3% if they enroll in the lowest cost medical plan, increasing UO's portion to 97%. Benefit-eligible staff may cover their spouses, domestic partners, and eligible dependent children.

Dental

All benefit-eligible employees may enroll for dental coverage provided they are employed at 0.5 FTE or higher. UO pays 95% of monthly premium costs for all Dental plans for those that qualify. Classified employees may reduce their monthly premium contribution from 5% to 3% if they enroll in the lowest cost dental plan, increasing UO's portion to 97%. For eligible classified part-time employees (0.5 FTE-0.74 FTE), UO pays a prorated amount depending on hours worked per pay period. Employees pay the remaining portion of the premium through payroll deduction. Benefits-eligible employees may cover their spouses, domestic partners, and eligible dependent children.

Vision

All benefit-eligible employees may enroll for vision coverage provided they are employed at 0.5 FTE or higher. UO pays 95% of monthly premium costs for all Vision plans for those that qualify. Full-time classified employees may reduce their monthly premium contribution from 5% to 3% if they enroll in the lowest cost medical plan, increasing UO's portion to 97%. For eligible classified part-time employees (0.5 FTE-0.74 FTE), UO pays a prorated amount depending on hours worked per pay period. Employees pay the remaining portion of the premium through payroll deduction. Benefits-eligible employees may cover their spouses, domestic partners, and eligible dependent children.

Life

Employee pays 5% of the basic life insurance monthly premium and full premiums for optional life insurance. An employee is only eligible to enroll in life insurance if they are enrolled in a medical plan or medical opt out.



Benefit: Other

The “Other” benefit category primarily consists of public transportation benefits. This includes the Lane Transit District Bus Pass and the Mass Transit Tax. Additional information is available at <https://hr.uoregon.edu/quick-summary-services> and at https://www.oregon.gov/DOR/forms/FormsPubs/transit-payroll-taxes_211-503.pdf. The “Other” benefit category also includes minor fringe benefit accounting adjustments.

Descriptions:

Lane Transit District Bus Pass

The University of Oregon contracts with the Lane Transit District (LTD) to provide free-to-the-user LTD bus ridership. This program allows eligible employees to ride any LTD bus free of charge by presenting a valid pass in the Umo App or via use of a Touchpass tap card.

Mass Transit Tax

This transit tax is imposed directly on the employer and is managed by the Oregon Department of Revenue for Lane County Mass Transit District and TriMet Transit District.

Applicable To:

| Benefit Category | Employee Class | LTD Bus Pass | Mass Transit Tax |
|-----------------------|-----------------------------|--------------|------------------|
| Public Transportation | Faculty/Staff A | Yes | Yes |
| Public Transportation | Faculty/Staff B | Yes | Yes |
| Public Transportation | Faculty/Staff C | Yes | Yes |
| Public Transportation | Classified Service | Yes | Yes |
| Public Transportation | Classified Skilled/Clerical | Yes | Yes |
| Public Transportation | Classified Technical | Yes | Yes |
| Public Transportation | Temps | Yes | Yes |
| Public Transportation | Students | No | Yes |

Conditions:



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Lane Transit District Bus Pass

All employees except students who are 0.5 FTE or greater are eligible.

Mass Transit Tax

It applies to the amount of gross payroll paid for services performed within the Lane County Mass Transit District and Tri-Met District (Portland). The Lane County Mass Transit tax is 0.76% and the Tri-Met tax is 0.78%.

Benefit: Payroll Tax

Description:

FICA (Federal Insurance Contributions Act) is a payroll tax imposed by the U.S. government on both employees and employers to fund Social Security and Medicare. FICA is a two-part tax consisting of OASDI (Old Age, Survivors, and Disability Insurance Program), which is a 6.2% tax imposed up to a specified wage limit (announced annually), and Medicare, which is a 1.45% tax. An additional 0.9% Medicare Tax is imposed on employee wages in excess of \$200,000 or more in a calendar year and is paid solely by the employee.

Oregon Paid Family and Medical Leave (PFML) is an authorized equivalent plan to [Paid Leave Oregon](#), a paid leave benefit program instituted by the state of Oregon. PFML charges 0.4% of employee's wages up to \$132,500 to the employer, with an additional 0.6% charged to the employee. PFML was effective September 1, 2023.



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Applicable To:

| Benefit Category | Employee Class | Eligible |
|------------------|-----------------------------|----------|
| Payroll Tax | Faculty/Staff A | Yes |
| Payroll Tax | Faculty/Staff B | Yes |
| Payroll Tax | Faculty/Staff C | Yes |
| Payroll Tax | Classified Service | Yes |
| Payroll Tax | Classified Skilled/Clerical | Yes |
| Payroll Tax | Classified Technical | Yes |
| Payroll Tax | Temps | Yes |
| Payroll Tax | Students* | Yes |

Conditions:

*FICA Tax is applicable to all employees except minimum enrolled UO students employed by the University.



Benefit: Retirement

Description:

University of Oregon has two employer paid retirement plans, Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) and the Optional Retirement Plan (ORP).

- **PERS/OPSRP** – A hybrid arrangement including a defined benefit pension along with a defined contribution Individual Account Program (IAP). Plan benefits are formula driven and based on date of hire, years of service, and earnings. Vesting occurs after contributions in 5 calendar years in which the employee works 600 hours or more, or at normal retirement age according to tier. IAP vests immediately.
 - PERS Tier 1** – Oregon PERS and an IAP. Retirement age of 58 or 30 years of qualifying service for employees hired before January 1, 1996.
 - PERS Tier 2** – Oregon PERS and an IAP. Retirement age of 60 or 30 years of qualifying services for employees hired on or after January 1, 1996 and before August 29, 2003.
 - OPSRP** – Defined Benefit and IAP. Retirement age of 65, or age 58 with 30 years of qualifying service, for employees hired on or after August 29, 2003.
- **ORP** – This Defined Contribution 401(a) plan may be chosen by academic and unclassified employees in lieu of PERS/OPSRP membership. This is a self-directed account with several available investment options. It currently has 4 Tiers based on hire date. Retirement age of 55. Vesting occurs after 5 years of contribution or at age 50.
 - ORP Post-Doctoral Scholars** - Beginning January 1, 2018, newly hired post-doctoral scholars are no longer eligible for membership in PERS/OPSRP but may participate in the ORP and the 403(b)-tax deferred investment plan (TDI) offered by the Oregon public universities. These newly hired post-doctoral scholars may contribute up to 4% of their salary to the TDI and the university will make a matching contribution to the ORP on their behalf. However, unlike other employees who select the ORP, the universities will not make an 8% employer contribution to the ORP on a post-doctoral scholar's behalf.

Additional information is available at <https://hr.uoregon.edu/uo-retirement-plans>



Benefit: Retirement (continued)

Applicable To:

| Benefit Category | Employee Class | Eligible |
|------------------|-----------------------------|----------|
| Retirement Plan | Faculty/Staff A | Yes |
| Retirement Plan | Faculty/Staff B | Yes* |
| Retirement Plan | Faculty/Staff C | Yes |
| Retirement Plan | Classified Service | Yes |
| Retirement Plan | Classified Skilled/Clerical | Yes |
| Retirement Plan | Classified Technical | Yes |
| Retirement Plan | Temps | Yes |
| Retirement Plan | Students | No |

* Post-Doctoral Scholars are not eligible for PERS but may participate in ORP as described above.

Conditions:

University of Oregon employees must work 6 full months before being eligible to participate in a retirement plan. All classified employees who meet the criteria will be enrolled in OPSRP while unclassified and faculty employees need to choose between OPSRP and ORP. Employees who work 600 or more hours in a calendar year are eligible. Additionally, unclassified or faculty employees who work between 9 and 12 months per year and perform 50 or more hours of service during each of 6 full calendar months are eligible for ORP.

Employer Contribution:

Employer contribution is based on the actuarially determined amounts necessary to fully fund pension benefits. For PERS/OPSRP, the employer contributions for members are subject to change based on the rates periodically established by PERS. Effective FY2023, the UO established a side account with Oregon PERS. Proceeds/earnings from this side account are anticipated to reduce UO’s contribution rates from those established by PERS for the next twenty (20) years. Under state law, the employer contributions to the ORP Tiers 1, 2, and 3 are based on the contribution rate of PERS/OPSRP and may change whenever the PERS/OPSRP defined benefit pension plan funding rates are revised. ORP Tier 4 participants receive a minimum 8% employer contribution, and this contribution is not subject to change based on PERS/OPSRP contribution rates. Effective January 1, 2020, per Senate Bill 1049, the



University of Oregon must contribute the PERS/OPSRP employer rate for all PERS/OPSRP retirees hired into post-retirement positions.

Benefit: Retirement (continued)

Employee Contribution:

University of Oregon pays the Employee Contribution on behalf of employees. For PERS/OPSRP, employee contributions are currently 6% of the first \$225,533. For ORP Tiers 1, 2, and 3, employee contributions are 6% of the federal IRS salary limitation (\$330,000 for 2023). However, the University does not make a 6% employee contribution for employees in Tier 4 of the ORP. Instead, employees in ORP Tier 4 received a match of 1 – 4% of monthly applicable gross wages, which is contributed to the ORP, and is based on the employee’s monthly contribution to the Tax Deferred Investment (TDI) 403(b) plan. The TDI has a maximum contribution as determined by the federal government each year.

Pension Obligation Bonds:

Currently, University of Oregon pays a portion of the debt service for a pension obligation bond incurred by PERS. A percentage is contributed monthly on behalf of all enrolled PERS employees towards this repayment.

Retirement Plan and Debt Rates:

| Retirement Plan | FY22 Rate | | | Incr over Prior Year | FY23 Rate | | | Incr over Prior Year | FY24 Rate | | | Incr over Prior Year | FY25 Rate | | | Incr over Prior Year |
|-------------------------------|-----------|--------|------------|----------------------|-----------|--------|------------|----------------------|-----------|--------|------------|----------------------|-----------|--------|------------|----------------------|
| | Rate % | Debt % | Final Rate | | Rate % | Debt % | Final Rate | | Rate % | Debt % | Final Rate | | Rate % | Debt % | Final Rate | |
| Tier 1 & Tier 2 | 27.36% | 5.60% | 32.96% | 0.46% | 27.36% | 5.60% | 32.96% | 0.00% | 25.67% | 5.60% | 31.27% | -5.13% | 25.67% | 4.80% | 30.47% | -2.56% |
| OPSRP | 23.29% | 5.60% | 28.89% | 9.64% | 23.29% | 5.60% | 28.89% | 0.00% | 22.17% | 5.60% | 27.77% | -3.88% | 22.17% | 4.80% | 26.97% | -2.88% |
| ORP Tier 1 & Tier 2 | 32.30% | | 32.30% | -2.71% | 32.30% | | 32.30% | 0.00% | 32.68% | | 32.68% | 1.18% | 32.68% | | 32.68% | 0.00% |
| ORP Tier 3 | 15.63% | | 15.63% | -1.39% | 15.63% | | 15.63% | 0.00% | 16.93% | | 16.93% | 8.32% | 16.93% | | 16.93% | 0.00% |
| ORP T4 | 8.00% | | 8% - 12% | 0.00% | 8.00% | | 8% - 12% | 0.00% | 8.00% | | 8% - 12% | 0.00% | 8.00% | | 8% - 12% | 0.00% |
| Other | 0.01% | | | 0.00% | 0.01% | | | 0.00% | 0.01% | | | 0.00% | 0.01% | | | 0.00% |
| Deferred OPE Exp - Retirement | 27.36% | 5.60% | 32.96% | 0.46% | 27.36% | 5.60% | 32.96% | 0.00% | 25.67% | 5.60% | 31.27% | -5.13% | 25.67% | 4.80% | 30.47% | -2.56% |



Benefit: Unemployment Insurance

Description:

Unemployment Insurance is a federal-state program jointly financed through federal and state employer payroll taxes, which provides compensation to unemployed workers.

Applicable To:

| Benefit Category | Employee Class | Eligible |
|------------------------|-----------------------------|----------|
| Unemployment Insurance | Faculty/Staff A | Yes |
| Unemployment Insurance | Faculty/Staff B | Yes |
| Unemployment Insurance | Faculty/Staff C | Yes |
| Unemployment Insurance | Classified Service | Yes |
| Unemployment Insurance | Classified Skilled/Clerical | Yes |
| Unemployment Insurance | Classified Technical | Yes |
| Unemployment Insurance | Temps | Yes |
| Unemployment Insurance | Students | No |

Conditions:

The state of Oregon determines eligibility for Unemployment Insurance benefits. Once a claim is approved, the University of Oregon is billed for the Unemployment Insurance. However, if the employee is on temporary layoff between academic terms and has reasonable assurance that they will be rehired, they are generally not eligible for benefits. Students are not eligible to collect unemployment unless they were enrolled in fewer than 12 credits for the applicable time period. This threshold is 9 credit hours for graduate students.



Benefit: Workers' Compensation Insurance - SAIF

Description:

Oregon's State Accident Insurance Fund (SAIF) is a state-chartered workers compensation insurance provider. Workers' Compensation Insurance coverage is a program that provides medical, rehabilitation, income, death, and other benefits to employees and dependents due to injury, illness, and death resulting from a compensable work-related claim covered by law. As of July 1, 2022, operational costs are included in the total cost for Workers' Compensation.

Applicable To:

| Benefit Category | Employee Class | Eligible |
|--|-----------------------------|----------|
| Workers' Compensation Insurance - SAIF | Faculty/Staff A | Yes |
| Workers' Compensation Insurance - SAIF | Faculty/Staff B | Yes |
| Workers' Compensation Insurance - SAIF | Faculty/Staff C | Yes |
| Workers' Compensation Insurance - SAIF | Classified Service | Yes |
| Workers' Compensation Insurance - SAIF | Classified Skilled/Clerical | Yes |
| Workers' Compensation Insurance - SAIF | Classified Technical | Yes |
| Workers' Compensation Insurance - SAIF | Temps | Yes |
| Workers' Compensation Insurance - SAIF | Students | Yes |

Conditions:

Workers Compensation Insurance is applicable to all employees.



Benefit: Leave

Descriptions:

Sick Leave

Eligible employees earn sick leave credits and use them for any period of absence from service due to the employee's illness, injury, medical or dental care, or attendance upon members of the employee's (or employee's spouse's) immediate family due to illness or death.

Vacation Leave

Eligible employees accrue vacation leave monthly. Full time employees accrue from 8 hours up to 18 hours per month depending on their years of service and employment classification. Eligible employees working 0.5 FTE or more accrue vacation in proportion to their FTE.

Personal Leave

Eligible full-time classified employees are entitled to up to 24 hours of personal leave with pay each fiscal year. Part-time classified employees are granted such leave in a prorated amount.

Compensation Time

All University of Oregon Service Employees International Union (SEIU), Teamster, and some Faculty/Staff may elect to receive compensatory time for overtime worked.

Applicable To:

| Benefit Category | Employee Class | Sick Eligible | Vacation Eligible | Personal Eligible | Compensation Time Eligible |
|------------------|-----------------------------|---------------|-------------------|-------------------|----------------------------|
| Leave | Faculty/Staff A | Yes | Yes | No | Yes** |
| Leave | Faculty/Staff B | Yes | Yes* | No | No |
| Leave | Faculty/Staff C | Yes | Yes | No | No |
| Leave | Classified Service | Yes | Yes | Yes | Yes |
| Leave | Classified Skilled/Clerical | Yes | Yes | Yes | Yes |
| Leave | Classified Technical | Yes | Yes | Yes | Yes |
| Leave | Temps | Yes | No | No | Yes** |
| Leave | Students | Yes | No | No | No |

*Academic year (9 Month) Faculty are only eligible for sick leave.

** Some Faculty/Staff are eligible for comp time.



Benefit: Leave (continued)

Conditions:

Sick Leave

Full-time employees are credited up to eight hours of sick leave for each full month of service. Part-time employees are credited a pro rata amount dependent upon the bargaining agreement, if applicable. As of January 1, 2016, all employees became eligible for sick leave in the State of Oregon under SB 454 – 2016. This included Retiree-Temp and students.

Vacation Leave

Employees may not accrue in excess of 260 hours (250 hours for SEIU employees), and any accrued vacation leave in excess of this cap will be forfeited. Upon termination of employment or movement from a 12-month appointment to a 9-month contract, unclassified employees receive payment for up to 180 unused accrued vacation hours. SEIU employees receive payment for up to 250 hours unused accrued vacation hours. In response to the COVID-19 pandemic, beginning July 1, 2020, the maximum vacation leave balance was increased from 260 hours to 340 hours for OAs and 12-month faculty. On October 1, 2022, the OA balance maximum was reduced to 300 hours. The regular balance maximum limitation of 260 hours was restored on October 1, 2023. All other provisions of vacation leave policies and procedures remain the same.

Personal Leave

Personal Leave applies to University of Oregon Employees who are part of the SEIU Collective Bargaining Agreement, UO Police Association, or the Teamsters Collective Bargaining Agreement. Personal leave is not cumulative from year to year. Unused personal leave is not compensable in any other manner.

Compensation Time

SEIU employees may not accrue more than 120 hours. UO Police Association and Teamster contract employees may not accrue more than 100 hours. Faculty/Staff who are eligible may not accrue more than 240 hours.

Emergency Sick Leave

All employees received pro-rated credit of up to eighty hours of additional paid leave to cover the employee's own COVID-19 exposure or diagnosis or to care for a family member living in the home who needs to quarantine or isolate. The initial pool of hours was available September 16, 2021 – June 30, 2022. The program was renewed on July 1st, 2022 and ran through June 30th, 2023 with COVID emergency sick leave pools restored to the full eighty hours per person (pro-rated for part-time employees). Health Service employees are still eligible for emergency sick leave.



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G. Fringe Benefit Model Projections FY 2025



FY2025 Projected Fringe Benefit Rate Calculation

FY2024 Fringe Benefit Rate Projection

| | Faculty/Staff A | Faculty/Staff B | Faculty/Staff C | Classified Service | Classified Skilled/Clerical | Classified Technical | Temps | Students | Total |
|------------------------------------|--------------------|--------------------|-------------------|--------------------|-----------------------------|----------------------|------------------|-------------------|--------------------|
| Fringe Benefit Costs: | | | | | | | | | |
| Health Insurance | 33,116,006 | 26,852,525 | 395,179 | 7,829,639 | 11,228,877 | 9,460,860 | 182,853 | 234 | 89,066,175 |
| Other | 1,055,376 | 1,350,714 | 224,020 | 141,655 | 255,381 | 277,229 | 28,028 | 412,747 | 3,745,151 |
| Payroll Tax | 10,147,841 | 11,304,120 | 1,933,075 | 1,339,503 | 2,397,903 | 2,665,650 | 272,326 | 768,158 | 30,828,577 |
| Retirement | 28,579,286 | 32,887,340 | 5,140,694 | 3,804,248 | 7,207,373 | 8,229,593 | 368,394 | 38,339 | 86,255,268 |
| Unemployment Insurance | 88,952 | 89,876 | 22,967 | 10,134 | 18,527 | 22,524 | 2,662 | 1,201 | 256,842 |
| Workers' Compensation - SAIF | 409,920 | 518,327 | 88,249 | 53,754 | 97,109 | 104,847 | 12,262 | 200,325 | 1,484,793 |
| Leave | 14,605,156 | 5,270,436 | 180,486 | 2,429,217 | 3,726,637 | 4,028,211 | 103,807 | 306,667 | 30,650,615 |
| TOTAL FRINGE BENEFIT COSTS | 88,002,538 | 78,273,338 | 7,984,669 | 15,608,149 | 24,931,809 | 24,788,914 | 970,332 | 1,727,672 | 242,287,421 |
| Salary and Wage Costs: | | | | | | | | | |
| Salaries and Wages | 114,589,030 | 154,513,074 | 25,099,696 | 14,005,913 | 26,509,678 | 29,741,083 | 3,326,034 | 52,589,475 | 420,373,983 |
| TOTAL SALARY AND WAGE COSTS | 114,589,030 | 154,513,074 | 25,099,696 | 14,005,913 | 26,509,678 | 29,741,083 | 3,326,034 | 52,589,475 | 420,373,983 |
| Benefits Rate | 64.1% | 47.2% | 31.1% | 94.1% | 80.0% | 69.8% | 26.1% | 2.7% | |
| Leave Rate | 12.7% | 3.4% | 0.7% | 17.3% | 14.1% | 13.5% | 3.1% | 0.6% | |
| Fringe Benefit Rate | 76.8% | 50.7% | 31.8% | 111.4% | 94.0% | 83.3% | 29.2% | 3.3% | |



FY2025 Projected Fringe Benefit Rate Calculation

FY2025 Fringe Benefit Rate Projection

| | Faculty/Staff A | Faculty/Staff B | Faculty/Staff C | Classified Service | Classified Skilled/Clerical | Classified Technical | Temps | Students | Total |
|------------------------------------|--------------------|--------------------|-------------------|--------------------|-----------------------------|----------------------|------------------|-------------------|--------------------|
| Fringe Benefit Costs: | | | | | | | | | |
| Health Insurance | 34,490,321 | 27,966,905 | 411,579 | 8,154,569 | 11,694,876 | 9,853,486 | 190,442 | 244 | 92,762,422 |
| Other | 1,087,038 | 1,391,235 | 230,741 | 147,852 | 266,554 | 289,358 | 28,168 | 425,130 | 3,866,076 |
| Payroll Tax | 10,536,562 | 11,734,681 | 2,009,433 | 1,407,991 | 2,521,182 | 2,802,799 | 275,606 | 825,214 | 32,113,468 |
| Retirement | 29,436,665 | 33,873,960 | 5,294,914 | 3,970,684 | 7,522,696 | 8,589,638 | 370,236 | 39,490 | 89,098,283 |
| Unemployment Insurance | 91,620 | 92,572 | 23,656 | 10,577 | 19,338 | 23,509 | 2,675 | 1,237 | 265,184 |
| Workers' Compensation - SAIF | 422,218 | 533,876 | 90,896 | 56,106 | 101,358 | 109,434 | 12,323 | 206,335 | 1,532,546 |
| Leave | 15,043,311 | 5,428,549 | 185,900 | 2,535,495 | 3,889,677 | 4,204,445 | 104,326 | 315,867 | 31,707,570 |
| TOTAL FRINGE BENEFIT COSTS | 91,107,734 | 81,021,779 | 8,247,120 | 16,283,274 | 26,015,681 | 25,872,669 | 983,776 | 1,813,516 | 251,345,548 |
| Salary and Wage Costs: | | | | | | | | | |
| Salaries and Wages | 118,026,700 | 159,148,466 | 25,852,687 | 14,618,672 | 27,669,476 | 31,042,255 | 3,342,665 | 54,167,160 | 433,868,081 |
| TOTAL SALARY AND WAGE COSTS | 118,026,700 | 159,148,466 | 25,852,687 | 14,618,672 | 27,669,476 | 31,042,255 | 3,342,665 | 54,167,160 | 433,868,081 |
| Benefits Rate | 64.4% | 47.5% | 31.2% | 94.0% | 80.0% | 69.8% | 26.3% | 2.8% | |
| Leave Rate | 12.7% | 3.4% | 0.7% | 17.3% | 14.1% | 13.5% | 3.1% | 0.6% | |
| Fringe Benefit Rate | 77.2% | 50.9% | 31.9% | 111.4% | 94.0% | 83.3% | 29.4% | 3.3% | |



Projected Fringe Benefit Assumptions

| Fringe Benefit Costs: | FY2024 % Change | FY2025 % Change |
|------------------------------|-------------------------------------|-------------------|
| Health Insurance | 4.15% | 4.15% |
| Other | Salary % Increase | Salary % Increase |
| Payroll Tax | Salary % Increase | Salary % Increase |
| Retirement | Salary % Increase and Rate Increase | Salary % Increase |
| Unemployment Insurance | Salary % Increase | Salary % Increase |
| Workers' Compensation - SAIF | Salary % Increase | Salary % Increase |
| Leave | Salary % Increase | Salary % Increase |

The majority of fringe benefit categories will increase at the same pace as salaries. Given information available the University of Oregon anticipates continued increases in retirement contribution rates in FY2026. The University of Oregon will need to work with Department of Health and Human Services to incorporate these increases in any of our future rates.



Projected Salary and Wage Assumptions

| Salary and Wage Costs: | FY2024 % Change | FY2025 % Change |
|-----------------------------|-----------------|-----------------|
| Faculty/Staff A | 2.25% | 3.00% |
| Faculty/Staff B | 2.79% | 3.00% |
| Faculty/Staff C | 2.94% | 3.00% |
| Classified Service | 2.63% | 4.38% |
| Classified Skilled/Clerical | 2.63% | 4.38% |
| Classified Technical | 2.63% | 4.38% |
| Temps | 0.50% | .50% |
| Students | 3.00% | 3.00% |

The salary and wage projections are based upon collective bargaining agreements, university decisions on cost-of-living adjustments, and merit increases. Historical increases negotiated in collective bargaining agreement and the current status of bargaining were incorporated into forecast salary increases for FY2025 with the United Academics of University of Oregon, the Service Employees International Union, the University of Oregon Police Association, the Teamsters, and the Graduate Teaching Fellows Federation. The university is currently in negotiations with all of these labor groups except the University of Oregon Police Association and the Teamsters.



Carry-Forward Calculation

INSTITUTION: UNIVERSITY OF OREGON
FIXED RATE CARRY FORWARD COMPUTATION
FOR FYE 6/30/2023

| CALCULATION OF CARRY FORWARD AMOUNT: | Faculty/ Staff | Faculty/ Staff | Faculty/ Staff | Classified | Classified | Classified | Temps | Students |
|---|----------------|----------------|----------------|-------------|----------------------|------------|-----------|------------|
| | A | B | C | Service | Skilled/ Clerical | Technical | | |
| 1. Fringe Benefit Cost Recovery | | | | | | | | |
| Fixed Rate for FYE: 2023 | 77.3% | 49.9% | 32.5% | 120.3% | 96.9% | 86.2% | 32.4% | 2.6% |
| Actual Base for FYE: 2023 | 112,067,511 | 150,319,169 | 24,381,788 | 13,646,997 | 25,830,340 | 28,978,937 | 3,309,487 | 51,057,743 |
| Fixed Rate x Actual Base | 86,628,186 | 75,009,265 | 7,924,081 | 16,417,337 | 25,029,599 | 24,979,844 | 1,072,274 | 1,327,501 |
| 2. Prior Year Carry Forward for FYE: 2021 | | | | | | | | |
| Less Under-Recovery or Add Overrecovery | 2,707,152 | 2,700,341 | (39,362) | (85,987) | 796,984 | 340,021 | (72,848) | 73,884 |
| 3. Net Fringe Benefit Cost Recovery for FYE: 2023 | 89,335,338 | 77,709,606 | 7,884,719 | 16,331,350 | 25,826,583 | 25,319,864 | 999,426 | 1,401,386 |
| 4. Less: Actual Fringe Benefit Cost Pool FYE: 2023 | 86,668,089 | 76,441,795 | 7,850,261 | 15,321,561 | 24,564,209 | 24,494,835 | 973,808 | 1,514,948 |
| 5. (Under) Overrecovery to be Carried Forward | 2,667,249 | 1,267,811 | 34,458 | 1,009,789 | 1,262,374 | 825,029 | 25,618 | (113,562) |
| CALCULATION OF FIXED RATE FOR FYE 2025 | | | | | | | | |
| A. Projected FY Fringe Benefit Cost Pool | 91,107,734 | 81,021,779 | 8,247,120 | 16,283,274 | 26,015,681 | 25,872,669 | 983,776 | 1,813,516 |
| B. Deduct Amount from 5. above | (2,667,249) | (1,267,811) | (34,458) | (1,009,789) | (1,262,374) | (825,029) | (25,618) | 113,562 |
| C. Adjusted Fringe Benefit Cost Pool (A. Plus/Minus B.) | 88,440,484 | 79,753,968 | 8,212,662 | 15,273,485 | 24,753,307 | 25,047,639 | 958,158 | 1,927,078 |
| D. Projected Salary Base | 118,026,700 | 159,148,466 | 25,852,687 | 14,618,672 | 27,669,476 | 31,042,255 | 3,342,665 | 54,167,160 |
| E. Fixed Rate for FYE 2025 (C / D) | 74.9% | 50.1% | 31.8% | 104.5% | 89.5% | 80.7% | 28.7% | 3.6% |
| 2024 CURRENT RATE | 81.6% | 51.9% | 32.3% | 106.5% | 96.3% | 85.5% | 35.1% | 3.1% |
| 2025 PROPOSED RATE | 74.9% | 50.1% | 31.8% | 104.5% | 89.5% | 80.7% | 28.7% | 3.6% |