



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	
		FY2022	Next Year
Monthly Salary	Yearly (12m)		
\$13,000 -	\$156,000 -	49%	51%
\$11,000 - \$12,999	\$132,000 - \$155,999	51%	53%
\$9,000 - \$10,999	\$108,000 - \$131,999	54%	56%
\$8,000 - \$8,999	\$96,000 - \$107,999	56%	58%
\$7,000 - \$7,999	\$84,000 - \$95,999	59%	61%
\$6,000 - \$6,999	\$72,000 - \$83,999	63%	65%
\$5,000 - \$5,999	\$60,000 - \$71,999	68%	70%
\$4,500 - \$4,999	\$54,000 - \$59,999	71%	73%
\$4,000 - \$4,499	\$48,000 - \$53,999	75%	77%
\$3,500 - \$3,999	\$42,000 - \$47,999	81%	83%
\$3,000 - \$3,499	\$36,000 - \$41,999	88%	90%
\$2,500 - \$2,999	\$30,000 - \$35,999	98%	100%
\$2,000 - \$2,499	\$24,000 - \$29,999	114%	116%
\$1,500 - \$1,999	\$18,000 - \$23,999	140%	142%
\$1,000 - \$1,499	\$12,000 - \$17,999	191%	193%
\$500 - \$999	\$6,000 - \$11,999	345%	347%

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

Notes

- OPE rates reflect OSUs blended rate estimates. Hires prior to **8/29/03 (Tier 1 & 2)** should increase **OPE rates by ~8%**. See <https://fa.oregonstate.edu/budget/budget-development-resources>
- OPE/Fringe Rate Includes: Medical/Dental Insurance (PEBB), **Pension, Social Security, Medicare, Unemployment, and SAIF
Source: <http://fa.oregonstate.edu/budget/budget-development-resources>
- Current actual OPE rates may be used for year 1 proposals, but must be noted in budget. Contact CoFRO for current rate information.**
- 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)

OTHER OPE RATES

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

	FY2022	Next Year
Unclassified		
90 days or more, less than 0.5FTE per month ¹	35%	37%
Classified		
Permanent, < 0.50 FTE per month	38%	42%
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 ⁴		
Individual coverage only 12% + \$492/mo	23%	25%

Notes

- OPE rates reflect OSUs blended rate estimates. Hires prior to **8/29/03 (Tier 1 & 2)** should increase **OPE rates by ~8%**.
- CoFRO will check non-standard OPE rates
- OSU approved temp agencies can be used, but OPE rates are TBD. Budget for these costs under the professional services category.
- Position has been reinstated at OSU. Please see <https://gradschool.oregonstate.edu/postdocs/appointment-and-recruitment> for more details. Also <http://gradschool.oregonstate.edu/postdocs/stipends-and-benefits>

OTHER SALARY RANGES

Forecasted **3%** increase for Temporary, FRA, RA

	FY2022	Next Year
Student Technical Assist - hourly	\$12.75 - \$16.75	\$13.50 - \$17.50
Temporary - Bio Science Research Tech 1,2,3 hourly ^{1,2}	\$13.44 - \$23.01	\$13.80 - \$23.70
Faculty Research Assistant - (BS degree) Minimum ³	\$42,000	\$42,756
Faculty Research Assistant - (MS degree) Minimum ³	\$42,000	\$42,756
Research Associate/RA Postdoc - Minimum ³	\$44,004	\$44,796
Postdoctoral Scholar (0 yrs experience) ⁴	\$53,760	\$54,144

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

- Follow OSU classified positions and step increase systems. See <http://jobs.usse.oregonstate.edu/>
- 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.
- See the CBA for United Academics of OSU https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/uaosu_cba_2020-2024.pdf
- See OSU/NIH rates for salaries based on years of experience. See links above.



FORESTRY GRAD STUDENT SALARY and OPE RATES

Forecasted Salaries to increase **1%-2%**

Forecasted OPE to increase **2%**

	FY2022	Next Year	Notes
Masters Annual Salary ¹			
1.0 FTE	\$49,860	\$50,868	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 0.35 9/1/2021 and 0.38 9/16/2022. 2. Summer appointments will be hourly as of July 2021 (summer wage/suffix 55 appointments eliminated) 2. GRA OPE rates are based on July 2020 collective bargaining agreement for academic year rate. 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. https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/cge_cba_2020-2024.pdf
0.49 for 12 months - maximum allowed	\$24,431	\$24,925	
0.49 for 9 months	\$18,324	\$18,694	
0.49 for 6 months	\$12,216	\$12,463	
0.49 for 3 months	\$6,108	\$6,231	
PhD Annual Salary ¹			
1.0 FTE	\$53,676	\$54,756	
0.49 for 12 months - maximum allowed	\$26,301	\$26,830	
0.49 for 9 months	\$19,726	\$20,123	
0.49 for 6 months	\$13,151	\$13,415	
0.49 for 3 months	\$6,575	\$6,708	
MS and PhD OPE			
OPE Rates for 0.49FTE (blended rate) - ²	33%	35%	
OPE Rates for 0.35FTE (\$656/month AY fixed costs)	46%	48%	

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

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

FORESTRY GRADUATE TUITION RATES

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

includes **90% of fees**

	FY2022	Next Year
Rate Per Term: Fall, Winter, Spring, Summer ^{1,2}	\$5,249	\$5,485
Academic Year Total 12 credits (3 terms)	\$15,747	\$16,455
Summer 5 credits	\$2,979	\$3,113
Annual Total (4 terms)	\$18,726	\$19,568

<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**

	FY2022	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	On-Campus	Off-Campus
	7/1/19 to 6/30/20	7/1/20 to 6/30/22	7/1/19 to 6/30/22
Organized Sponsored Research	47.5%	48.5%	26%
Organized Sponsored Research on DOD agencies & DOD pass-through	48.2%	49.2%	26.7%
Industry Sponsored Research Agreements (not Federal pass-through funds)	52.5%	53.5%	31%
Other Sponsored Activities (OSA)	36%		26%
Other Sponsored Activities Industry (OSA)	41%		31%
State of OR	26%		26%
Federal Intergovernmental Personnel Act (IPA)			7%

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

For definition of cost rate types: <https://research.oregonstate.edu/osraa/forms-and-rates/facilities-administration-information-and-rates>

For copy of OSU NICRA: https://research.oregonstate.edu/sites/research.oregonstate.edu/files/osu_fa_rate_agreement.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.