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To: ASUO Leadership & Staff, Student Life Managers and Department Programs

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Subject: Current Service Level (CSL) Estimates for FY 2026/27

This Current Service Level (CSL) Report is provided to help units, departments and programs with creating budget proposals for the upcoming budget process. Current Service Level increases are those costs that are outside the control of the individual department or program, and include any mandated increases for personnel, as well as any inflationary increases for administrative and programming costs. The term 'current service level' refers to the percentage increase necessary in next year's budget to provide the same level of services as are being provided in the current year.

Current Service Level (CSL) Estimates for FY 2026/2027

PERSONNEL COSTS

Classified Employees:

We don't anticipate additional updates to the SEIU contract through the end of FY2026; please craft budgets with the following increases in mind:

- Normal STEP increases for eligible employees on work anniversary dates
- 3.0% Cost of Living (COLA) increase effective 12/1/26

Unclassified Employees:

Per Human Resource's website (<https://hr.uoregon.edu/salary-increase-information>), all eligible OA's will receive a 3.75% salary pool for merit-based increases on September 1st, 2026. We advise that budgets take into account the 3.75% increase on a per-person basis and take the effective date into consideration when compiling budgets.



Blended OPE (Other Payroll Expenses):

The UO uses blended OPE rates for various employee groups (please see the Blended OPE tables below). In calculating the budget amount for OPE, the first step is to calculate the net salary for your employees (Gross Salary less the Average Leave Adjustable rate amount).

Example: \$50,000 a year 12month Faculty/OA employee. Average Leave Adjustable Rate of 10.8% is \$5,400. Net salary (budget) is \$44,600 (\$50,000 less the \$5,400). The final step in calculating the Blended OPE amount is to take the net salary amount and multiply it by the appropriate Blended OPE Rate. Continuing with our example, an unclassified employee whose net salary is the \$44,600 has a Blended OPE rate for unclassified employee of 78.1%. So, the budgeted OPE for this unclassified employee is then \$34,832.6 (\$44,600 x 78.1%). Classified employees might get a bit trickier as they fall into one of three different employee groups. Each group type has a different Average Leave Adjustable rate and a different Blended OPE rate, so you need to know what group each of your budgeted positions fall into.

Below is a table from the Budget and Resource Planning website that shows the various Average Leave Adjustable Rates and OPE Rates for next fiscal year (FY27).

Projected Fiscal Year 2027 OPE Rates and updated Employee Groups (E-Classes)

Below you will find the Blended OPE rate, the applicable Banner Account Code, and Average Leave Adjustable Rates by Employee Group. These are Projected Fiscal Year 2027 rates.

Employee Group	Description	E-Class Code	Banner Account Code	Average Leave Adjustable Rate	Projected Fiscal Year 2027 Blended OPE Rate
12mth Faculty/All OA's (Faculty/Staff A)	The Faculty/Staff A Employee Class consists of all salaried staff employees and faculty members that are on a twelve-month schedule.	AA, AB, AL, FB, FE	10922	10.8%	78.1%
9 mth Faculty/Exec (Faculty/Staff B)	The Faculty/Staff B Employee Class consists of faculty members that are on a nine-month schedule that are sick leave eligible but not eligible for vacation leave, all Post Doctoral Scholars, and employees coded as Executives.	Fac & Post Docs: FA, FK, FM, FN, FO Execs: AM, AN, AO, AP	10923	Faculty: 1.1% Execs: 10.4%	51.2%



Classified Service	The Classified Service Employee Class consists of hourly employees that are coded as service/maintenance such as groundskeepers, custodians, laborers, and food service workers.	CF, CG, CH, CI	10925	13.9%	108.3%
Classified Skilled/Clerical	The Classified Skilled/Clerical Employee Class consists of hourly employees that are coded as skilled and clerical.	CA, CB, CD, CE	10926	10.6%	91.9%
Classified Technical	The Classified Technical Employee Class consists of hourly employees that are coded as technical and professional.	CJ, CK, CL, CM, GG, GJ	10927	10.9%	81.1%
Temps	-Temps Employee Class consists of retired University of Oregon officers/teachers/researchers and temporary support staff employees.	AQ, AR, CN, FQ, FR, TS, AV, FV	10928	2.4%	32.8%
Student	The Students Employee Class consists of graduate employees (formerly GTFs), fellows, and undergraduate student employees.	XA, XB	10929	0.6%	3.4%

Estimated Projections for Future Years

Disclaimer: The rates for all fiscal years occurring after FY26 are only projections at this time. It is likely that these rates will change as more up-to-date information is available.

Student Employees:

The students at the University of Oregon are unionized and have a collective bargaining agreement (<https://hr.uoregon.edu/uosw-cba>) which contains the current ranges of pay and increases for the current and outlying years of the CBA. If any student worker is making the minimum within their range, they will receive a 3% increase to their pay for next year, all other students will receive a 2.5% increase to their pay. Subsequent increases will be connected to inflation/CPI.



GE's:

GE salaries are published on Division of Graduate Studies' website

<https://graduatestudies.uoregon.edu/funding/ge/salary-benefits>

Note: The blended OPE rates for FY24 and beyond include savings from a PERS Side Account that the university established during FY23. Funds from the PERS Side Account buy down future PERS retirement rates charged to the university for PERS Tier I/II and OPSRP. The Side Account was established with funds from the UO Internal Bank. Total savings for the program is a in retirement rates during FY26. In order to fund this investment, a portion of the savings must be used to repay the Internal Bank. There are certain fund types that cannot be assessed this repayment. These include Grant, Restricted Gifts, and Plant Funds. All other fund groups will have a new OPE like charge applied to all non-Student/GE salary and wages. The savings generated from the PERS Side Account will be more than the new OPE charge, creating a net benefit to all impacted units. Because the employee type composition is different for each Fund Type, the repayment percentage varies between Fund types. These are outlined in the table below:

Fund Type	Description	FY26/FY27
FT 22	Student Services	3.12%

This means that all OA and Classified payrolls are automatically assessed a 3.12% rate on total payroll each pay period. Please budget accordingly.

SERVICES AND SUPPLIES:

Advertising:

- Emerald Media: 1 – 5% Increase
 - Newsprint: \$150-\$1000/week 50% discount for ASUO funded organizations
 - Magazines: \$495-\$850 per edition
- The Register Guard - Recommend minimal increase if any.

AIRFARE: 0.4 to 1.5% Increase

<https://www.mycwt.com/insights/2026-global-business-travel-forecast-press-release/>

ASSESSMENTS: 7.70% for administrative rate

The university charges an overhead assessment for designated operations, service centers and auxiliaries. The assessment is charged as a percentage of current year expenditures, and is applied automatically in Banner as expenses are incurred.



CATERING: 4% increase

University Housing recommends a 4% increase in catering rates.

CUSTODIAL SUPPLIES: 5-6% increase

Custodial supplies include costs for towels, tissues, cleaning supplies, etc.

EVENT AND TECHNICAL SET-UP: 5-6% increase

We estimate a 6-8% increase for both direct and indirect student labor costs for all groups.

GARBAGE COLLECTION: 3% increase

We recommend a small 3% increase over last year's budget amount for the coming budget cycle.

GASOLINE (REGULAR UNLEADED): \$3.50/gal in winter & \$4.00/gal in summer

The [official energy statistics](#) from the U.S. Government and other websites estimate that gasoline prices are holding steady, so recommend planning for around \$3.50/gal in lower demand months like winter and \$4.25/gal in summer months.

MAINTENANCE SUPPLIES: 5-8% increase

Maintenance supplies include replacement parts supporting building repair and maintenance, such as light bulbs, filters, HVAC equipment, and plumbing supplies.

MOTOR POOL

Type	Make and Model	Daily Rate	Monthly Rate	Mileage Rate	Max Occupants
Sedan	Toyota Corolla Hybrid	\$39.00	\$550.00	\$0.25 per mile	5
Minivan	Toyota Sienna Hybrid	\$73.00	\$1,020.00	\$0.36 per mile	8
SUV	Ford AWD Escape	\$70.00	\$980.00	\$0.25 per mile	5



Truck	Ford F150	\$84.00	\$1,180.00	\$0.48 per mile	6
12-Passenger Van	Ford 12-Passenger Vans	\$137.00	\$1,920.00	\$0.40 per mile	12

Rental Costs

The total cost of renting a University of Oregon Motor Pool vehicle includes a base rental rate, charged daily or monthly based on your reservation length, plus a mileage fee calculated for each mile driven during your rental period.

Vehicle Fueling

Each Motor Pool vehicle is equipped with a US Bank Voyager fuel card, intended for use during your trip and for refueling prior to returning the vehicle. The fuel card and detailed fueling instructions are located in the pouch attached to the driver-side visor.

[Click here to find places where the US Bank Voyager fuel card is accepted.](#)

Unpaved Road Use

Only vehicles approved for off-road use may be driven on unpaved roads. Approved vehicles for unpaved road travel include: Ford F-150 Trucks, 12-Passenger Vans, and AWD Escapes.

Additional Charges

Fueling Fee: \$25.00 fee may be applied to a vehicle reservation returned without a full tank of gas.

Seat Removal Fee: \$25.00 fee may be applied to a vehicle reservation if one or more rows of seats are requested to be removed from a 12-passenger van.

Vehicle Cleaning Fee: \$25.00 per hour fee may be applied if excessive cleaning is required upon return.

Late Cancellation Fee: A full daily rental rate may be applied if a reservation is canceled with less than two business days' notice.

No Show Fee: A fee equal to the total cost of the entire reservation may be applied if a vehicle is not picked up as scheduled.

Enterprise rental rates remain unchanged.

OFFICE SUPPLIES: 3% increase per CPI

We recommend using a 3% budget increase for office supplies based on the Consumer Price Index (CPI) for the Western Region.

POSTAGE: 0%

On July 13th, 2025, the US Postal Service increased "Forever" stamp prices from 73 cents to 78 cents for letters weighing one ounce or less which generally raised mail products prices by about 7.4%.



Historically the USPS raises their rates every couple years; however, there will not be another increase in 2026 per information announced by USPS. No increase is recommend at this time.

COPYING & PRINTING: No Increase

ASUO-recognized student organizations may use the printer-copiers located in the SGES/ASUO suite, Multicultural Center and the Center for Student Involvement Resource Center. Current rates for these machines are listed below (includes use of regular or legal-size white paper); no increase is projected at this time.

Black & White printing/copies: \$0.01/page

Color printing/copies: \$0.08/page

SUBSCRIPTION COSTS: 5.5-6.5% Average Price Increase

<https://about.ebsco.com/blogs/ebscopost/library-journals-2025-periodicals-price-survey-here>

<https://www.libraryjournal.com/story/learning-from-the-past-periodicals-price-survey-2025>

TELECOMMUNICATIONS: No increase – New Teams Calling model rolled out

Cell phone rates vary depending on the amount of usage and the plan.

Two-way radios – \$35/month.

TRAVEL REIMBURSEMENT: See below for specifics

Please visit <https://ba.uoregon.edu/content/reimbursement-rates> for lodging and meals reimbursement rates, as they are determined by geographical location.

Personal Vehicle Travel: Reimbursement rate of \$0.70 per mile

OVERALL UTILITIES: 5% Increase

Utility rates for the campus are anticipated sometime in late fall or early winter.

EWEB: 8% increase

In 2025 rates increased between 5.1-8.6% for general service users. Because of the unknowns, and utilities seem to consistently increase, we recommend an 7% increase for FY27.



CPFM: 2-6.0% Increase

CPFM's preliminary rates for FY27 are not yet available; increases from the prior year were 4.5% for electrical, 6% for steam, and 2.2% for chilled water. Current guidance is to budget for similar increases for FY27.

Natural Gas: 1% increase

The latest information is published on the NW Natural Gas website (Sept. 15, 2025):

<https://www.nwnatural.com/about-us/rates-and-regulations/gas-price;>

On September 15, 2025, NW Natural filed its Purchased Gas Adjustment (PGA) request with the Oregon Public Utility Commission. If the rates are approved as initially filed, residential rates will increase by about \$2 a month for customers using an average of 54 therms per month. Small-commercial rates will increase by about \$7 based on average usage of 270 therms per month. Large industrial firm rates will increase by about \$381 based on average usage of 20,914 therms monthly, and large industrial interruptible rates will increase by about \$617 based on average usage of 50,145 therms monthly. Based on the information from NW Natural, we recommend increasing Natural Gas budgets by 1%.

RESERVED PARKING: 5% Increase

Employee Reserved Parking

In fall 2021, Transportation Services implemented a zonal parking system. This system groups campus lots into zones and limits the number of permits sold in each zone to better manage demand in each zone. Many previous reserved space holders who needed a very high level of assurance that they would have space will find that a Zone A permit will fulfill this need without needing a specific space. Zone A is sold at a 1:1 ratio, meaning that permits are only sold to the limit of available spaces. **Please consider a zonal permit in lieu of a reserved space.** If need be, a zonal permit can later be converted to a Reserved Space, subject to availability.

Reserved Parking: Departmental

Most departments can accommodate visitor parking by using the new Guest Invite system, which allows departments to send a virtual permit invitation to a visitor and charge the cost to an Index. For more information on using the Guest Invite system or to setup a department account, send an email to transportation@uoregon.edu.

A department may request one or more reserved parking spaces annually for regular visitors, clients and guests coming from off-campus. Spaces are reserved only from 7 a.m. to 6 p.m., Monday through



Friday. Department reserved spaces are charged upfront for the year. Reapplication for a reserved space is required annually.

Since the actual figures from Transportation Services are not available yet for FY27 and won't be available until Jan/Feb 2026, for budgeting purposes, we recommend a 5% increase for reserved parking for specified contracts, departments, and services.

Additional information including reserved parking spaces for departments can be found at the link below.

<https://transportation.uoregon.edu/reserved-parking>