

**QUICK REFERENCE CARD (QRC)**

EPCS records must be FINALIZED at least 3 business days in advance of the due date.

The following information should be used as the basis for preparing sponsored project proposal budgets. For more information on developing proposal budgets, please visit:

<https://research.uoregon.edu/apply/apply-external-funding/prepare-your-application>, or contact your Pre-Award Sponsored Projects Administrator (SPA). For SPA Campus Unit Assignments, visit this link: <https://research.uoregon.edu/about/administrative-units/campus-units-assignment>

University of Oregon Fringe Benefits or OPE (Other Personnel Expense)

Employee class	2024 Rates	2025 Rates	2026 Rates	2027 Rates	2028 Rates	2029 Rates	Description
Faculty/ Staff A	81.6%	74.9%	77.3%	76.9%	76.0%	75.6%	The Faculty/Staff A Employee Class consists of all salaried staff employees, and faculty members that are on a twelve month schedule. Most of these employees are all eligible for sick leave and vacation leave.
Faculty/ Staff B	51.9%	50.1%	51.2%	50.9%	50.4%	50.1%	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 Docs, and employees coded as Executives.
Faculty/ Staff C	32.3%	31.8%	31.4%	31.4%	30.0%	30.0%	The Faculty/Staff C Employee Class consists of all employees on summer term employment excluding students; and also includes faculty and staff on less than .5 FTE.
Classified Service	106.5%	104.5%	110.4%	109.4%	107.8%	106.9%	The Classified Service Employee Class consists of hourly employees that are coded as service/maintenance such as groundskeepers, custodians, laborers, and food service workers.
Classified Skilled/ Clerical	96.3%	89.5%	93.5%	92.8%	91.4%	90.7%	The Classified Skilled/Clerical Employee Class consists of hourly employees that are coded as skilled and clerical.
Classified Technical	85.5%	80.7%	83.2%	82.7%	81.5%	80.9%	The Classified Technical Employee Class consists of hourly employees that are coded as technical and professional.
Temps*	35.1%	28.7%	29.9%	30.0%	29.9%	30.0%	The Temp Employee Class consists of University of Oregon officers/teachers/researchers, hourly faculty and hourly staff less than .5FTE, and temporary support staff employees.
Students	3.1%	3.6%	3.4%	3.3%	3.3%	3.3%	The Students Employee Class consists of graduate employees, fellows, and undergraduate student employees.



***As of FY21 Retirees are no longer included, see the Employee Rate Group Matrix**

ECLASS	Short Description	Long Description	Fringe Rate Group
FQ	FRSAL	Fac Retiree Salaried .5+ FTE	Faculty/Staff-B
FW	FWSAL	Fac Retiree Salaried <.5 FTE	Faculty/Staff-C
FR	FRHRLY	Fac Retiree Hourly .5+ FTE	Faculty/Staff-B
FX	FXHRLY	Fac Retiree Hourly <.5 FTE	Faculty/Staff-C

<https://brp.uoregon.edu/content/Employee-Rate-Group-Matrix>

University of Oregon employee fringe benefit costs encompass the following items for UO employees, all of which are required: (a) FICA, (b) retirement, (c) health insurance, (d) workmen's compensation/SAIF, (e) unemployment insurance, (f) employee liability insurance, (g) life insurance, (h) graduate teaching fellows' fringe benefits including health insurance and fees, and (i) leave as appropriate. For the purpose of estimating and budgeting proposal costs, fringe benefit rates are based on employee classification (E-Class) in accordance with the University's federally-negotiated fringe benefit rate proposal submitted to the Department of Health and Human Services (DHHS). Please note that when leave is taken by an employee, it is charged directly to a central fund and not charged to the sponsored project. Given that the blended OPE includes leave, Principal Investigators (PIs) may choose how they prefer to budget for salary and OPE. There are two choices: (1) budgeting salary and OPE at 100% effort; or (2) budgeting salary and OPE at reduced levels based on guidance from Budget and Resource Planning:

<https://brp.uoregon.edu/content/Blended-OPE>.

SPS recommends that PIs budget salary and OPE at 100% effort because if your staff do not take at least the average leave, the unit will be responsible for any shortage with little to no recourse to go back to the sponsor for additional monies. But the choice is the PIs. If the PI is confident that her/his staff will take at least average leave, effort may be calculated at the reduced salary and OPE. Please work with your pre-award SPA when you are developing your budget.

Annual Cost Increases: Personnel Costs and Cost of Living Adjustment (COLA)

Personnel Costs - Salary and Wages: UO and United Academics reached a tentative agreement on a multi-year salary increase plan: which includes an annual cost increase for salary and wages up to 2.0% for 2023. SPS recommends budgeting cost increases for salary and wages at 2.0%, annually. Note effective July, 1, 2017, minimum Post-doctoral salaries must be in accordance with the articles of the CBA.

Personnel Costs - Fringe Benefits: Yearly cost increases of fringe benefits are included for UO personnel other than Graduate Employee (GE) and are based on the University's planned increases to fringe benefits. For more information visit: <https://brp.uoregon.edu/content/Estimated-Rates-Future-Years> and <https://brp.uoregon.edu/content/Blended-OPE>.

Non-personnel Costs: Annual COLA increases of up to 5.5% for non-personnel-related cost is based on the U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index data. Please use this rate for annual budgeted cost increases on proposal budgets unless a different annual increase is outlined for that cost category, i.e., Personnel Costs, or GE rates. Source: https://data.bls.gov/timeseries/CUUR0490SA0&output_view=pct_12mths

Post-doctoral Salary Floors

In accordance with the three-year ratified Collective Bargaining Agreement (CBA) between the University of Oregon and United Academics, AAUP / AFT, AFL-CIO, through June 30, 2024, the minimum Post-doctoral salaries must be in accordance with the articles of the CBA. Please reference the CBA on UO Human Resources' website https://hr.uoregon.edu/sites/hr1.uoregon.edu/files/UA_UO_CBA_2024_wArticle20MOU.pdf

Note #1: Per the CBA noted above, effective July 1, 2017, the minimum salary floor for Postdoctoral Scholars on 12-month appointments will be no less than the amounts set according to the NIH Postdoctoral minimum salary schedule and the floor will be adjusted each year pursuant to the current Postdoctoral Stipend levels posted by the National Institutes of Health (NIH). Reference: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-23-076.html>

**Student Wages**

(Effective July 1, 2023 – June 30, 2024)

Policies and Procedures” Student Workers: <https://hr.uoregon.edu/policies-and-procedures-student-workers>

Student Employee Level	Standard (Eugene)	Portland Metro	Nonurban County
Student Employee 1	\$14.20-\$15.15	\$15.45-\$16.08	\$13.20-\$14.40
Student Employee 2	\$15.16-\$16.10	\$16.09-\$16.72	\$14.41-\$15.60
Student Employee 3	\$16.11-\$17.05	\$16.73-\$17.36	\$15.61-\$16.80
Student Employee 4	\$17.06-\$18.00	\$17.37-\$18.00	\$16.81-\$18.00
Student Employee 5	Over \$18.00	Over \$18.00	Over \$18.00

* Federal contractor wage requirements: <https://www.employer.gov/EmploymentIssues/Federal-contractor-requirements/Wage-Requirements/>

2023-2025 GE SALARIES:

(Salaries above the \$50,000 threshold, 4% for AY23-24)

(Base rates at minimums for AY 23-24: 5% increase for years 2 and 3)

<https://graduatestudies.uoregon.edu/academics/policies/ge/appointment-costs>

	GE I	GE II	GE III
AY 2023-2024			
Min. GE Salary/Mo. at .49 FTE for Academic Year (AY):	2,549.52	2,549.52	2,549.52
Annual rate at 1.0 FTE for 9 months would be:	46,828	46,828	46,828
AY 2024-2025			
Min. GE Salary/Mo. at .49 FTE for Academic Year (AY):	2,676.98	2,676.98	2,676.98
Annual rate at 1.0 FTE for 9 months would be:	49,169	49,169	49,169

The minimum allowable appointment is .20 FTE for a full quarter. The minimum allowable appointment in Fall 2025 will be .25.

The maximum allowable appointment is .49 FTE. These rates apply to Teaching, Research and Administrative GE positions. GE salaries are budgeted according to the FTE percentage of the appointment up to the maximum of .49 FTE.

Academic and administrative units reserve the right to pay at a *higher level*, so long as salary equity by level of appointment for GEs is maintained in the department, program, or administrative unit. Higher annual wages and level of FTE must be listed by the unit for each position in the budget. For more GE information:

<http://gradschool.uoregon.edu/gtf>**2023-2024 GE INSURANCE:**

Below are the insurance rates posted on the graduate studies website.

[GE Insurance Rates](#)

TERM	RATE
Summer 2023	\$2,169
Fall 2023	\$2,061
Winter 2024	\$2,001
Spring 2024	TBD

For budgets that include GE appointments during Summer (SU) Term, please include Summer Insurance.



2023-2024 GE FEES:
(4.5% Annual increase AY, 5.6% Annual increase SU)

University contributions to non-instructional mandatory fees, for GEs appointed at .20 FTE and above, are set as follows:

University contribution per Term:	\$859.00
University contribution per AY (3 terms)	\$2,577.00
University contribution Summer Term:	\$752.88

*The University now pays all but \$61 of mandatory fees for Fall, Winter, Spring, and Summer.

2023-2024 GE TUITION:
(2.7% Annual increase resident, 2.7% non-resident)

Resident Graduate Students: **\$5,553 per term / \$16,659 (3 terms)**
(All GE appointments and for in-state graduate trainees)

Non-resident Graduate Students: **\$10,044 per term / \$30,132 (3 terms)**
(Out-of-state graduate trainees on training grants or fellowships)

Note #1: The amounts and average annual increases displayed above are for the purpose of reasonably estimating externally funded proposal costs and are based on historical data. The actual costs charged to a sponsored project during the award period are based on actual rates in effect at the time the expenditures are charged to the award.

Note #2: Tuition Support for Grant-Funded GEs: <https://gradschool.uoregon.edu/tuition-support-grant-funded>. Effective Fall 2014, the University will provide support to grants on which GEs are hired. In short, the labor index will be charged only three credits of tuition when the index is a grant **and** when the appointee is a research level III research fellow (GE). The balance of the tuition will be charged to a non-grant index in the hiring unit. Hiring units with GEs supported on grants should consult their dean's office to determine the index that will be used. Contact Phil Davis in BAO Financial Services – pdavis@uoregon.edu with the index to be charged.

Note #3: Graduate Employee Identification and Rate Code: Information on Graduate Student tuition charges to training grants and fellowships can be found at: <https://gradschool.uoregon.edu/grad-fellow-code-policy>

Note #4: The Tuition costs listed above are estimated based on the Office of the Registrar's schedule for the classification of Graduate (Masters/Doctoral). Tuition amounts vary by school/college (and in some cases graduate program). Reference the Registrar's website for specific tuition rates per term:
<http://registrar.uoregon.edu/costs/tuition-fees>

TRAVEL

For current rates/amounts, visit the Business Affairs Office (BAO) website at the link below.

<https://ba.uoregon.edu/travel>

**FACILITIES & ADMINISTRATIVE (F & A) RATES (Indirect Costs)**

Predetermined rates from 07/01/2023 to 06/30/2027, Agreement dated 08/08/2023

https://research.uoregon.edu/sites/default/files/2019-12/F_A_Rate_Agreement.pdf

DESCRIPTION	From: 7/1/2019 To: 6/30/2021	From: 7/1/2021 To: 6/30/2023	From: 7/1/2023 To: 6/30/2027
Research: On Campus	46.5%	47.5%	49.0%
Research: Off Campus	26.0%	26.0%	26.0%
Instruction: On Campus	46.0%	46.0%	48.0%
Instruction: Off Campus	26.0%	26.0%	26.0%
Other Sponsored Activity: On Campus	30.7%	30.7%	33.0%
Other Sponsored Activity: Off Campus	26.0%	26.0%	26.0%

Off-Campus Definition: An off-campus rate is applicable to those projects conducted in **facilities not owned or operated by the University**, which **include charges for facility rental as a direct expenditure**, and for which **more than 50% of the project salaries and wages are for effort conducted in the rental facility**.

Off-campus F&A and Non-Standard F&A Rates:

Inclusion of Off-Campus Rate in Budget: Projects proposing the use of an off-campus F&A rate in the budget must obtain prior approval from SPS. Please contact your SPS Pre-award SPA to determine whether the Request for F&A Exception and Off-Campus Determination Form is required.

If required by SPS, the Request for F&A Exception and Off-Campus Determination (F&A Exception Request form) must be completed, signed, and submitted to your SPS SPA at least five business days prior to the proposal deadline.

Inclusion of Non-Standard F&A Rate or F&A Return in Budget: Unless the agency has a published policy on the F&A restriction, all projects proposing to use a non-standard F&A rate or requesting a F&A return exception in the budget must obtain prior approval from SPS by completing the **F&A Rate Exception (FARE) Request** and submitting it to your SPS Pre-award SPA via the web. Please complete the request at least five business days prior to the proposal deadline.

The **F&A Rate Exception (FARE) Request Form** may not be required by SPS when acceptable documentation of the sponsor's requirement is submitted to SPS. Acceptable documentation of a sponsor's restriction on F&A can be in the form of the requirement as it is outlined in the sponsor's RFP or sponsor guidelines, or in an e-mail or letter format obtained from an authorized representative of the sponsor.

F&A Rate Exception (FARE) Request Form is now a Smart Sheet web form:

<https://app.smartsheet.com/b/form/2bb54e405d9b43d4938d7baeb226afee>

If an agency has a published policy including a restricted F&A rate lower than the University of Oregon's current Federally-negotiated F&A rate, and the agency does not specify how the rate is to be applied, the agency's lower restricted F&A rate will be applied to Total Direct Costs (TDC).

F&A Rate Definitions:

Indirect cost rate definitions for the types Research, Instruction, and Other Sponsored Activities is found in 2 CFR Part 200, Appendix III: Indirect (F&A) Costs Identification and Assignment, and Rate Determination for Institutions of Higher Education (IHEs). For questions about these definitions, please contact your SPS SPA.

UO's full negotiated F&A rate must be applied unless the agency has a published policy on the F&A restriction.



COST SHARE

University procedure is to provide cost share only when required by agency guidelines or delineated in specific program announcements.

Cost share commitments should be held to a minimum.

Cost-share is that portion of the total sponsored project cost paid by sources other than the sponsor.

Cost sharing has significant financial impact on the department providing the funds and on the University as a whole. Cost share increases the requirements for auditable recordkeeping, has an adverse effect on the University's recovery of indirect (F&A) costs and reduces the flexibility of the PIs to conduct other research when their effort is pledged to specific projects.

2 CFR 200.306

(a) Under Federal research proposals, voluntary committed cost sharing is not expected. It cannot be used as a factor during the merit review of applications or proposals, but may be considered if it is both in accordance with Federal awarding agency regulations and specified in a notice of funding opportunity. Criteria for considering voluntary committed cost sharing and any other program policy factors that may be used to determine who may receive a Federal award must be explicitly described in the notice of funding opportunity.

(b) For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- 1) Are verifiable from the non-Federal entity's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under Subpart E—Cost Principles of this part;
- 5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- 6) Are provided for in the approved budget when required by the Federal awarding agency; and
- 7) Conform to other provisions of this part, as applicable.

(c) Unrecovered indirect costs, including indirect costs on cost sharing or matching may be included as part of cost sharing or matching only with the prior approval of the Federal awarding agency. Unrecovered indirect cost means the difference between the amount charged to the Federal award and the amount which could have been charged to the Federal award under the non-Federal entity's approved negotiated indirect cost rate.

See 2 CFR 200.306 sections (d) through (k) for additional Federal Regulations in this part or contact your SPS Sponsored Projects Administrator for clarifications and/or questions.

Third Party Letters of Commitment including cost share: Third Party entities should include a certification in a letter of commitment submitted to the UO certifying that cost-sharing provided is from non-Federal sources.

Inclusion of Voluntary Committed Cost Share: All projects proposing inclusion of Voluntary committed cost share (cost share not required by the sponsor, but quantified in the proposal) in the proposal must obtain prior approval from the VP Research Office by completing the Cost Share Request Form and submitting it to your SPS SPA. The form must be completed, signed, and returned to your SPS SPA at least five business days prior to the proposal deadline.

Form: https://research.uoregon.edu/sites/research2.uoregon.edu/files/2019-12/form_19_cost_share_request_0.pdf



Inclusion of Mandatory Cost Share: All projects proposing inclusion of Mandatory (required by the sponsor) cost share quantified in the proposal must obtain prior approval from SPS by working with their SPS Pre-award SPA. Completing and submitting a Cost Share Request Form is not required for this purpose when cost sharing is determined to be Mandatory. Adequate documentation of a Mandatory cost share requirement is necessary and can be in the form of the requirement as outlined in the RFP or sponsor guidelines, or in an e-mail or letter format obtained from an authorized representative of the sponsor.

Reference: <https://research.uoregon.edu/apply/apply-external-funding/prepare/cost-share>