## Benefit Rates Going Into FY14

<table>
<thead>
<tr>
<th></th>
<th>Classified Staff</th>
<th>Faculty/ Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Low Risk</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Worker's Compensation</td>
<td>0.670%</td>
<td>0.670%</td>
</tr>
<tr>
<td>Unemployment</td>
<td>0.450%</td>
<td>0.450%</td>
</tr>
<tr>
<td>Social Security (FICA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OASDI</td>
<td>6.200%</td>
<td>6.200%</td>
</tr>
<tr>
<td>Medicare</td>
<td>1.450%</td>
<td>1.450%</td>
</tr>
<tr>
<td>Retirement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERS † - Increase 1.0%</td>
<td>8.170%</td>
<td></td>
</tr>
<tr>
<td>TRS † - Increase 1.0%</td>
<td>-</td>
<td>10.850%</td>
</tr>
<tr>
<td>TIAA-CREF</td>
<td>-</td>
<td>10.676%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>16.940%</strong></td>
<td><strong>19.620%</strong></td>
</tr>
</tbody>
</table>

| **High Risk**          |                  |                   |
| Worker's Compensation  | 4.345%           |                   |
| Unemployment           | 0.450%           |                   |
| Social Security (FICA) |                  |                   |
| OASDI                  | 6.200%           |                   |
| Medicare               | 1.450%           |                   |
| Retirement             |                  |                   |
| PERS † - Increase 1.0% | 8.170%           |                   |
| TRS † - Increase 1.0%  | -                | 10.850%           |
| TIAA-CREF              | -                | 10.676%           |
| **Total**              | **20.615%**      | **19.446%**       |

### Insurance

<table>
<thead>
<tr>
<th></th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly</td>
<td>$806</td>
<td>$887</td>
</tr>
<tr>
<td>Yearly</td>
<td>$9,672</td>
<td>$10,644</td>
</tr>
</tbody>
</table>

For unions that have settled:
- MPEA FY14 $.46 per hour, FY15 2.25% plus $250
- FY14 & FY15 All other Classified unions 2.25% plus $250
- FY14 & FY15 Faculty 2.25% plus $250
- FY14 & FY15 Contract Professionals/Administrators 2.25% plus $250
- FY14 & FY15 Non Union Classified 2.25% plus $250

## Benefit Rates Going Into FY15

<table>
<thead>
<tr>
<th></th>
<th>Classified Staff</th>
<th>Faculty/ Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Low Risk</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Worker's Compensation</td>
<td>0.670%</td>
<td>0.670%</td>
</tr>
<tr>
<td>Unemployment</td>
<td>0.550%</td>
<td>0.550%</td>
</tr>
<tr>
<td>Social Security (FICA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OASDI</td>
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</tr>
<tr>
<td>Retirement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERS † - Increase 0.1%</td>
<td>8.270%</td>
<td></td>
</tr>
<tr>
<td>TRS † - Increase 0.1%</td>
<td>-</td>
<td>10.950%</td>
</tr>
<tr>
<td>TIAA-CREF</td>
<td>-</td>
<td>10.676%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>17.140%</strong></td>
<td><strong>19.820%</strong></td>
</tr>
</tbody>
</table>

| **High Risk**          |                  |                   |
| Worker's Compensation  | 4.345%           |                   |
| Unemployment           | 0.550%           |                   |
| Social Security (FICA) |                  |                   |
| OASDI                  | 6.200%           |                   |
| Medicare               | 1.450%           |                   |
| Retirement             |                  |                   |
| PERS † - Increase 0.1% | 8.270%           |                   |
| TRS † - Increase 0.1%  | -                | 10.950%           |
| TIAA-CREF              | -                | 10.676%           |
| **Total**              | **20.815%**      | **19.546%**       |

† Both the PERS and TRS retirement plans were modified in the 2013 Legislative Session. Each plan will have a 1% increase in the employer contribution in the first year of the biennium. Starting in FY15, there will be a 0.1% increase for the next ten years.

### Insurance

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<thead>
<tr>
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<tbody>
<tr>
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<td>$806</td>
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</tr>
<tr>
<td>Yearly</td>
<td>$9,672</td>
<td>$10,644</td>
</tr>
</tbody>
</table>

10% increase in the employer contribution in the first year of the biennium

- Hourly Minimum Wage for Classified - $10.00
- Hourly Minimum Wage for Students and some short-term Temporary Employees - $8.05 Effective January 1, 2015
- OASDI Taxable Wage Base $117,000 (through 12/31/14)
The University of Montana
Planning Assumptions - Initial
Fiscal Year 2014/2015
Updated November 21, 2014

Faculty Pools
19.546%
Hourly Part-Time (Low risk) w/PERS
17.140%
Hourly Part-Time (Low risk) w/o PERS
8.870%
Hourly Part-Time (High risk) w/PERS
20.815%
Hourly Part-Time (High risk) w/o PERS
12.545%

TA's
0.670%
State Work Study
0.670%
State Non-Work Study
0.670%
Federal Work Study
0.670%
Federal Non-Work Study
0.670%
Work/Non-Work Study (taking less than 6 credits)
8.870%

Higher Education Price Index (HEPI)*

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>HEPI</th>
<th>Yearly %</th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>223.5</td>
<td>5.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>231.7</td>
<td>3.7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>240.8</td>
<td>3.9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>253.1</td>
<td>5.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007</td>
<td>260.3</td>
<td>2.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>273.2</td>
<td>5.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>279.3</td>
<td>2.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>281.8</td>
<td>0.9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>288.4</td>
<td>2.3</td>
<td></td>
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</tbody>
</table>

Utility Assumptions

<table>
<thead>
<tr>
<th>Utility</th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>Fuel Oil</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>-20%</td>
<td>0%</td>
</tr>
<tr>
<td>Lab Gas</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Water</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Sewer</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Garbage</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Based on projections provided February 2013.

Projected Enrollment

<table>
<thead>
<tr>
<th></th>
<th>FY14</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FTE</td>
<td>Part time</td>
</tr>
<tr>
<td>Summer</td>
<td>1,131</td>
<td>3,312</td>
</tr>
<tr>
<td>Fall</td>
<td>11,838</td>
<td>3,682</td>
</tr>
<tr>
<td>Spring</td>
<td>11,460</td>
<td>3,726</td>
</tr>
<tr>
<td>Fiscal Year</td>
<td>12,215</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY15</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FTE</td>
<td>Part time</td>
</tr>
<tr>
<td>Summer</td>
<td>1,131</td>
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</tr>
<tr>
<td>Fiscal Year</td>
<td>12,215</td>
<td></td>
</tr>
</tbody>
</table>

Administrative Assessment Assumptions

8.0% of actual expenses in FY12 for the FY14 assessment and in FY13 for the FY15 assessment excluding the following:
- Capital
- Transfers Out
- Scholarships and Waivers
- Assessment Paid in FY2012 for FY2014
- Assessment Paid in FY2013 for FY2015

See the OPBA website for the preliminary FY15 Administrative Assessment calculations: http://www.umt.edu/plan/Budget/default.aspx

Compiled by OPBA. These assumptions are for modeling purposes only. They are subject to change.
### Notes:
- If total assessment amount is over $1,000 the expense will be charged to your index code once per quarter.
- If the assessment amount is less than $1,000 then the expense will be charged to your index all at once - usually this charge is made in the first quarter.

### Additional areas for consideration in planning

<table>
<thead>
<tr>
<th>Category</th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tort/Liability Insurance Inflation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Insurance Inflation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auto Insurance Inflation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Acquisitions Inflation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT Fixed Costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Other Operating Expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other State Pass Through Expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Other Operating Expense: (as supplied by the Governor's Office of Budget and Program Planning, OBPP)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postage</td>
<td>2.94%</td>
<td>5.28%</td>
</tr>
<tr>
<td>Propane</td>
<td>-5.73%</td>
<td>-3.41%</td>
</tr>
<tr>
<td>Gasoline</td>
<td>-8.30%</td>
<td>-5.61%</td>
</tr>
<tr>
<td>Diesel Fuel</td>
<td>-8.30%</td>
<td>-5.61%</td>
</tr>
<tr>
<td>Jet Fuel</td>
<td>-8.30%</td>
<td>-5.61%</td>
</tr>
<tr>
<td>Food Supplies: Meat, Dairy, Produce, Bakery, Grocery, etc.</td>
<td>2.95%</td>
<td>5.23%</td>
</tr>
</tbody>
</table>