

Budget Planning Council Meeting Agenda
October 16, 2009
10:00 am – 12:00 Noon
Baker 235

I. Strategic Reallocation Process

- A. Feedback from BPC Stakeholder Leaders

II. Compensation (Salaries & Benefits)

A. Salaries

- i. Percentage of University and Planning Unit Budgets
- ii. Percentage of Planning Budget (Avg.)
- iii. Benchmarks – IUC and Presidential Peers

B. Health Benefits

- i. Percent of University & Planning Unit Budgets
- ii. Health Benefits at Ohio University
 - Self-Insured
 - Use of Third Party Administrator
 - Employee/Employer Shares – Premiums and the Standard Rate
- iii. Benchmarks
- iv. Review of Recent Benefit Changes
- v. Impacting/Managing Health Benefits Costs

C. Relationship Between Salaries and Health Benefits

D. Other Benefits & Fringe Costs

- i. Educational Benefits
- ii. Workers Compensation
- iii. Unemployment

III. FY 2010 Budget Update & Contingency Planning (Standing Agenda Item)

IV. Next Meeting: October 23, 2009, Baker 235

Discussion Topic(s):

- **Compensation (Salaries & Benefits)**

Key Factors in Development of FY 2011 Budget

Expenditure Factors: Employee Compensation & Personnel-Related Costs

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- How do Ohio University compensation and benefits compare with peers?**
- Determine recommended salary adjustments for each employment type and calculate affordability**
 - Salary adjustments for all employee-types?
 - Differential adjustments for each employee-type?
 - Base adjustments or one-time adjustments (bonuses)?
 - Opportunities for contingency planning?
- Confirm employee/employer shares of health benefits costs**
 - Maintain current percentage shares? Review employee brackets?
 - Maintain current employee deductible with adjustment for inflation?
 - Differential shares?
 - Goals for reduced university costs?
- What is the University's tolerance for risk in setting the health benefits budget assumptions?**
- Discuss other compensation and benefits**
 - Faculty/staff fee waivers
 - Graduate stipends
 - Summer pay for faculty
 - Faculty promotion increments
- Based upon the above discussion, what assumptions should be built into the FY 2011 operating budget and Multi-Year Financial Plan?**