

PB&B 2005 Year End Report

Submitted by Jane Carpenter

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The PB&B Committee this year used email as our primary tool for meeting and communications. We worked with Human Resources and with members of the Retirement and Benefits subcommittee to understand constituent needs and make several recommendations to Staff Council, which were ultimately approved and sent forward to Administration. Most notably, the following work was completed:

Training Scholarship Recommendation

PB&B recommended to SAC that Administration allocate \$25,000 for scholarship funds to the LDP, ALP, and Ambassador certificate programs and to annualize this amount in future years. It was also recommended that HR administer the scholarship funds by committee with representation from SAC.

Incentive Programs

Training Incentive:

PB&B recommended the Administration implement a training incentive plan in all departments/units at OSU Stillwater as follows:

Complete Leadership Development Program	\$250 one-time payment (net)
Complete Ambassador Program	\$150 one-time payment (net)
Complete HRStar Performer Program	\$75 one-time payment (net)

They also recommended the Administration advocate the development of specialized incentive programs by offering encouragement, training, and assistance to Deans and unit administrators in the process of incentive development.

Educational Attainment Incentive:

It was recommended that Administration implement the educational attainment incentive plan, which is in place for the Division of Administration and Finance, in all departments/units at OSU Stillwater as follows:

Associates degrees - \$1200 / year (\$0.58 / hour or \$100 / month)

Baccalaureate degrees - \$2400 / year (\$1.15 / hour or \$200 / month)

Masters degrees - \$3600 / year (\$1.73 / hour or \$300 / month)

Doctoral degrees - \$4800 / year (\$2.31 / hour or \$400 / month)

For the 2005-2006 Committee

PB&B members reviewed the Big 12 Comparison and spoke with members of the Flexible Benefits committee. This is a complex document. The 2004-2005 PB&B members recommend that a quarterly (or monthly) meeting with our Reps on the Flexible Benefits Committee be held to learn more about the data and other initiatives of the Flex committee to present it to council for consideration.