


MEMORANDUM

DATE: January 31, 2008

TO: University Budget Committee

FROM: Karen S. Haynes 
President

SUBJECT: Approval of Recommendation for the Centralization of the Benefits Pool

The President's Executive Council met on January 18, 2008 and reviewed the recommendation made by the University Budget Committee to continue the campus practice of centrally administering the benefits pool in campus-wide activities.

After reviewing the advantages and disadvantages of decentralizing the benefits pool along with the considerations of staff workload and technical expertise required to manage benefits at the departmental level, the Council agreed that since benefits are volatile and could result in either over or underfunding of benefits for certain departments, it is in the best interests of the campus to have the benefits pool centrally administered by the University Budget Office.

I would like to thank the members of the subcommittee for their time and efforts in looking at this issue with a University first perspective and developing thoughtful recommendations based on data and best practices in the CSU system.

KSH:lh:kr