

**EMPLOYEE DEMOGRAPHICS and EMPLOYMENT DATA**

Most data is as of 1/1 of the applicable year, unless otherwise noted. Some data is prior year results data.

	<b>2013</b>
Total Full-Time Employees	4175
Average Age	44.2
Average Annual Salary	44,820
Average Years of Service	13.2 FT / 15.4 PT(BE)
Male/Female Split	55 / 45
Annual Turnover / Rate of Full-Time Employees	2012: 592   13.6%
Avg Years of Service of Terminating EEs	2012: 12.5
% of Terminating EEs with <5 years of Service	2012: 176   29.8%
% Married	40%
FLSA Non-Exempt Employees (BOCC non-JFS)	231 (70%)
Bargaining Unit Employees	1287
Number of Bargaining Units	12

**COMPENSATION DATA**

(Source World at Work Salary Survey. Merit Award Market Data: Middle-Performers. Salary Structure Data: Exempt Salaried Data.)

- Note: 2012/2013 World at Work Salary Survey data unavailable, therefore not include.

	<b>2013</b>
COLA Adjustments* (All - Public Sector - Hamilton County)	Proj: N/A   N/A   0.0
Merit Increases * (All - Public Sector - Hamilton County)	Proj: N/A   N/A   0.0
Salary Structure Changes (All/Hamilton County) *	Proj: 1.9   0.0
Average Promotional Increase	2012: 12.8% (26)

**EMPLOYEE BENEFITS**

	<b>2013</b>
Total Benefits Eligible	4422
Total Enrolled in Medical Plan	Humana: 3,014 (68%) MERP: 895 (20%) Combined: 3,909 (88%)
Total Annual Medical Spend	Humana: \$30,915,343 MERP: \$4,543,700 Combined: \$35,459,043
Annual Cost per Enrolled Employee	Humana: \$10,274 MERP: \$5,036 Combined: \$9,066
Average Age in Medical Plan	44.5 All Plans 44.2 MERP
Average Members Per Family	1.73 All Plans
EE/ER Premium Split (CF1000 Single)	92 / 8 *
Total Benefit Costs as % of Payroll	36.3%
Medical EE Contribution (Single / Family)	36.26   139.60
Dental Payroll Contribution – Premium (Single / Family)	13.57   38.18

## PAID-TIME OFF

Data is for BOCC employees only.

Annual Costs are estimates based on average salary of those who used the time.

<b>2013</b>	
<b>Sick Leave Usage – Full-Time Employees</b>	28,551 Hours Missed \$580,672 Annual Cost 67.5 Avg Hrs / Employee
<b>Vacation Usage – Full Time Employees</b>	\$45,780 Hours Missed \$1,044,317 Annual Cost 108 Avg Hrs / Employee
<b>Leave Without Pay</b>	4,059 Hours Missed
<b>FMLA</b>	9,800 Hours Missed \$188,561 Annual Cost
<b>Total All Paid Time Off</b> (Full and Part Time – includes Vacation, Sick, Personal Days, Comp, etc.)	81,417 Hours \$1,764,312 Annual Cost 192 Avg Hrs / Employee