

executive summary

state of florida salary, wage & benefits survey

2011-2012

SalarySurveyOnline.com

800-288-6044

a comprehensive survey with
regional details



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2011 – 2012 State of Florida Salary, Wage and Benefits Survey

A comprehensive survey with regional details

Since 2001, Effective Resources, Inc. has been providing salary, wage, and benefit data for major metropolitan areas in the Southeast. We are pleased to present our eleventh annual survey for the State of Florida and its major metropolitan regions via *SalarySurveyOnline.com*. Our surveys are developed by professionals for professionals. The survey is an invaluable source of information for employers of all sizes, business owners, Human Resource professionals, and educational institutions with graduating seniors.

Wage and salary data is provided for hundreds of jobs in a variety of easy-to-use breakouts including Industry, Region, Company Size by Employees, and Company Size by Sales/Assets. The survey also contains comprehensive benefits sections with details for medical premium increases, life insurance and disability plans, medical out-of-pocket costs, 401(k) matching, vacation and sick time, and other important issues facing today's employers.

The following Executive Summary provides an overview of this year's survey results.

METHODOLOGY

The 2011 – 2012 State of Florida Salary, Wage and Benefits Survey, and its regional surveys, were conducted, tabulated and reported by *SalarySurveyOnline.com*, a web-based data collection and reporting system designed and managed by Effective Resources, Inc. For returning survey participants, basic company information was provided upon login for review and updating as necessary. Additionally, returning participants had access to their prior year data submitted to aid in survey completion.

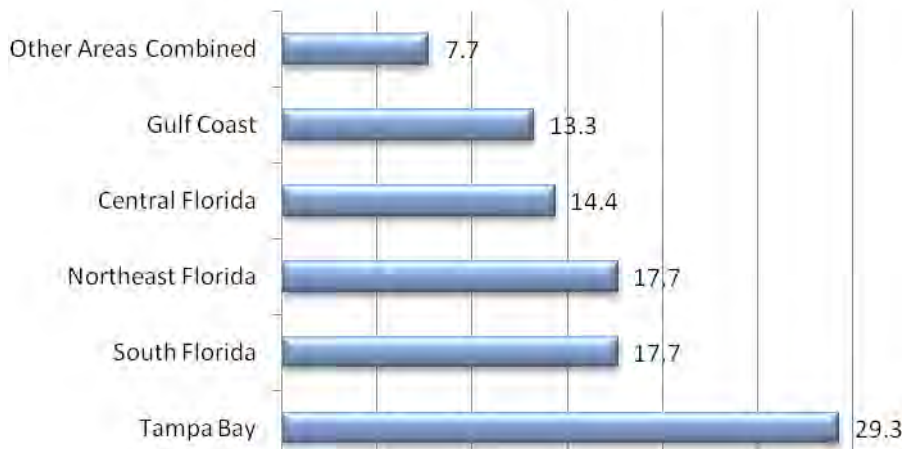
Beginning summer 2011, *SalarySurveyOnline.com* e-mailed monthly survey information to all individuals in its database. More than 8,000 individuals were e-mailed invitations to participate via the web site. The collection period was from August 1, 2011 through August 31, 2011.

Real-time and server validations are built into the questionnaire process. These checks flag data that is unexpected or out of acceptable range (i.e. below minimum wage) as it is being entered providing the participant opportunity to review and/or correct their entry. A final validation check flags other errors or shortcomings to survey completion and provides areas of correction to the participant. In order for the survey to be accepted, the participant had to correct these issues. Partially completed or inadequate responses are excluded from this report.

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Data was collected from 181 participating firms representing 822,057 employees with 134,996 employees in the survey area. Surveys were compiled for Central Florida, Gulf Coast, Northeast Florida, South Florida, Tampa Bay and the State of Florida.

Figure 1: % Participation by Region



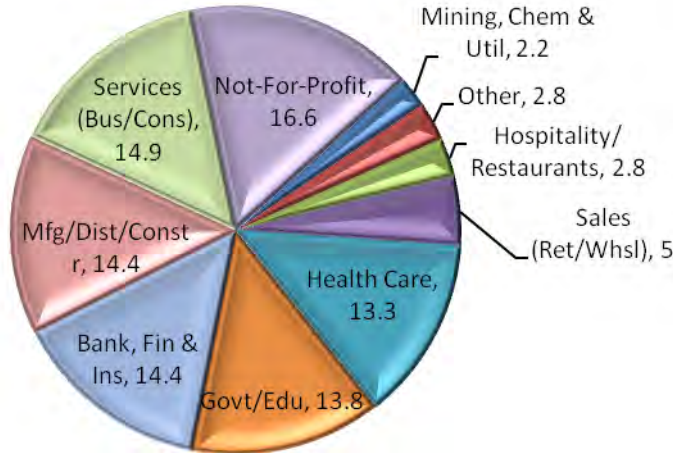
Compensation data for 345 positions was surveyed for 17 functional areas: Banking and Finance, Government/Education, Healthcare, Hospitality, Manufacturing and Distribution, Sales (Retail/Wholesale), Services (Business/Consumer), and other industry groups. Wage and salary data was provided for 325 jobs in a variety of easy-to-use breakouts including Industry, Region, Company Size by Employees, and Company Size by Sales/Assets. The wages reported were those in effect as of August, 2011.

PARTICIPANT COMPANY PROFILE (Figure 1 and Figure 2)

This year's survey was completed by 181 companies with employees in Florida. Since our survey originated in Tampa Bay, that region historically has the highest participation level.

The Manufacturing and Distribution, Health Care, Not-For-Profit, Services (Business/Consumer), Banking, Finance, Insurance and Government &

Figure 2: % of Participation by Industry



Education industries are relatively well represented in the survey. Sales (Retail/Wholesale), Hospitality, Mining/Chemicals/Utilities, and the elusive "Other" category played a smaller role in the results again this year.

MERIT INCREASES (Figure 3)

The overall merit increase projected in Florida next year is 2.9 percent (for those employers who are

planning to grant a merit increase). Our survey shows 64.6 percent of Florida employers are planning a merit increase for next year – unfortunately, that's 17.6 percent fewer employers than last year.

The 2.9 percent projected merit is slightly higher than the 2.8 percent projected for Florida from WorldatWork¹. It is not surprising that the merit increase amounts have been holding steady. As with most annual projections, the actual will very likely be something less than the projected.

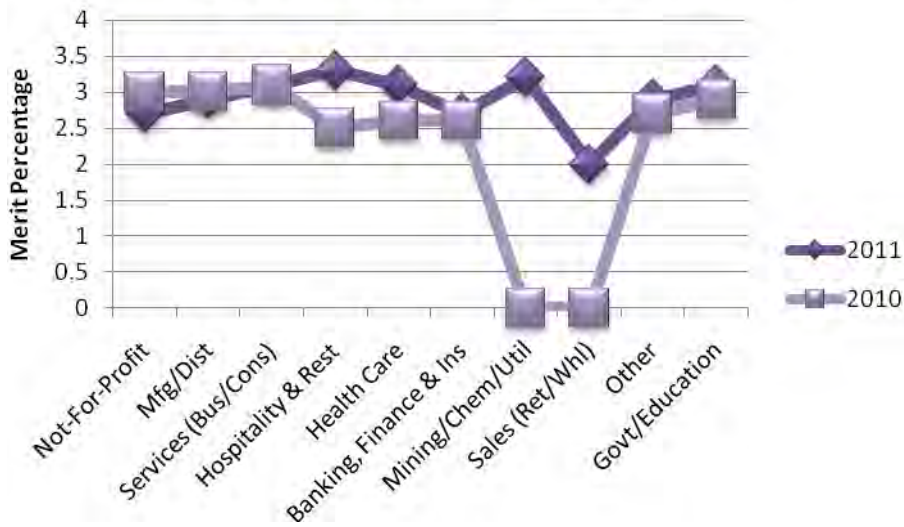
Last year, The National Bureau of Economic Research, said the recession ended in June 2009. Its members felt the sting of indignant reaction from a public for whom economic pain continues to be an everyday reality. Not much has changed. In a recent CNN/ORC Poll², 69% of respondents indicated we are in a serious or moderate recession. With unemployment still high, job creation low -- at best, the housing market remains on life support and other day-to-day economic realities not much better, many Americans see little difference between then and now.

Not surprisingly, base pay increases will be non-existent for one in three Florida workers.

¹ WorldatWork 2011-2012 Salary Budget Survey

² CNN/ORC Poll, Released September 2, 2011

Figure 3: Planned Merit Increase



SALARY RANGE ADJUSTMENTS

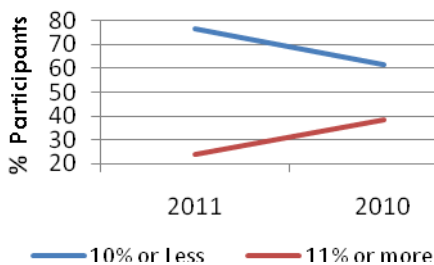
Both exempt salary and non-exempt salary range adjustments stayed steady at 2.8 percent.

TURNOVER

Florida's 10.7 percent unemployment rate as of July 2011 is down from 11.7 percent in August 2010. This one percent reduction is good news, of course, but Florida is still higher than the national rate of 9.1 percent.³

Even though the supply of labor exceeds the demand for many openings, there are still spot shortages for skilled and technical employees. Monthly turnover is 2.1 percent this year, the same as last year. The overall average monthly turnover rate had risen slowly by one-tenth of one percent each year for the last few survey years and this is the second year it remains pretty steady. The cuts have been made and most employees are staying put. Services and Not-for-Profit experienced the highest turnover at 2.7 percent, followed by Banking, Finance & Insurance with 2.5 percent turnover. Even with cities, counties and other governmental and educational sectors feeling the pinch of the economy that private sector employers have been dealing with for a while now, the Government/Education sector had the lowest turnover at 0.9 percent.

Figure 4: Medical Premium Rate Increase



BENEFITS (Figure 4 and Figure 5)

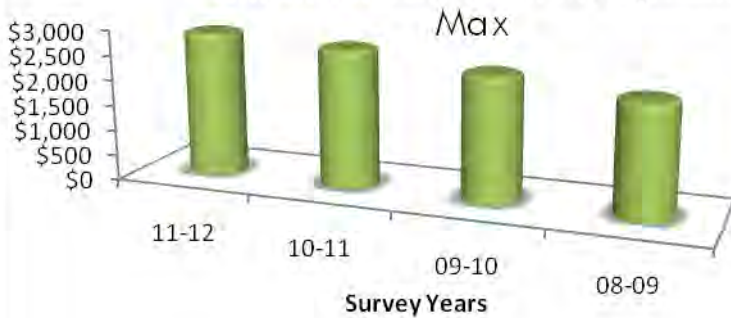
There was good news for 76.3 percent of employers in the form of medical insurance premium rate increases of 10 percent or less. Last year, 61.4 percent of employers reported a premium increase of 10 percent or less. Conversely, however, 23.7 percent of employers have gotten hit with high premium increases of

³ United States Department of Labor, Regional and State Employment and Unemployment Summary, July 2011

11 percent or more and this is up considerably from 38.6 percent last year.

Employee average annual out-of-pocket expenses for employee only coverage has increased by \$138.99 this year to \$2885.34. After a few

Figure 5: Average Employee Only Out of Pocket Medical Expense



years of decreases in family out-of-pocket expenses, we had a large jump in 08-09, small increase in 09-10, a big rate increase last year and another small jump this year. This year's rate increased by \$158.47 to a total average of \$6002.37.

The employee's portion of the medical premium for employee only and family coverage hasn't varied by more than +/- 2 percent over the last eight years.

This year is no difference with the employee paying 24.02 percent for employee only and 40.99 percent for family coverage.

Summary

What has changed? Not much. Employers and employee are still being pressed by external economic forces. Changes in benefit plan design and cost-shifting for the employee have helped employers cope with large premium increases over the past few years. Employers are holding tight on cost-reduction strategies until they see the impact of health care reform. Even with the good news that more employers plan to dole out merit increases this year, employees can hardly bear any more economic burden.

Job Report

Each job report contains a full page of data as shown in the thumbnail example to the left. Included is the job description, number of companies and number of incumbents reporting, average hire rate, average weighted pay

SalarySurveyOnline.com
2008 - 2009 State of Florida Salary, Wage & Benefits Survey

Salary
(410 - Receptionist/Switchboard Operator)
Greets and provides information services to visitors. Operates manual, automatic or computerized telephone switchboard, PBX system, and related communications throughout facility.

Summary		Range		
Companies	Incumbents	Average Minimum	Average Maximum	
136	401	21,570	110	
Average Hire Rate	23,970	78	Average Midpoint	26,746
Average Rate Weighted	24,170	130	Average Maximum	31,911

Bonus		Labor Union	
Firms Eligible for Bonus	Firms Paying a Bonus	Average Salary	# of Incumbents
44	33	26,508	367
Average Bonus Paid	1,464	27,020	401

Counties/Regions		Average Salary	# of Incumbents
Central Florida		25,547	29
Out Coast		27,784	23
North Florida & Panhandle		25,545	22
Northeast Florida		25,007	41
South Florida		27,699	38
Space & Treasure Coast		25,724	17
Tampa Bay		26,307	231

Industry		Average Salary	# of Incumbents
Banking, Finance & Insurance		28,278	72
Government/Education		28,178	63
Health Care		25,778	87
Hospitality		21,403	16
Manufacturing/Construction		26,123	31
Mining, Chemicals & Utilities		0	1
Retail		25,730	134
Other		27,480	57
Unlabeled		0	1

Company Size (Sales / Assets)		Average Salary	# of Incumbents
Under 5 Million		27,735	43
\$M - \$4M		26,047	161
\$M - \$9M		26,148	49
\$10M - \$49M		26,795	86
\$50M - \$99M		28,059	12
1 Billion or more		25,743	56

Company Size (Employees)		Average Salary	# of Incumbents
Under 50 employees		26,002	7
50 to 99 employees		27,117	69
100 to 299 employees		25,422	22
300 to 749 employees		26,704	90
750 or more employees		28,101	213

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rate, pay range, bonus, rate by union status, rate by region, rate by industry and rate by company size.

Rates for Selected Jobs

A sampling of some jobs across the State are listed below. Note that the

Job Title	State of Florida Average Weighted Base Pay		
	2011-2012 \$	2010-2011 \$	Change %
Accounts Payable Clerk	32,696	33,651	-2.8%
Accountant	44,551	44,434	0.3%
Registered Nurse (RN)	57,063	55,955	2.0%
Machine Operator 1	25,054	25,382	-1.3%
Purchasing Clerk	34,231	33,252	2.9%
Receptionist/Switchboard Operator	26,994	26,844	0.6%
Administrative Assistant	36,011	34,838	3.4%
Executive Secretary	45,001	45,721	-1.6%
Human Resource Assistant	32,106	34,421	-6.7%
Human Resource Director	99,488	100,199	-0.7%

rates reflect average weighted annual base pay only and do not include differentials, premiums or incentives.

Accessing Survey Results

The surveys at SalarySurveyOnline.com are excellent support tools for your benchmarking, planning and budgeting processes. Our surveys afford you the ability to review benefits and compare your pay rates with others of similar size, industry and geographic region so you can make informed decisions.

Survey results are available in a variety of formats to suit your work style and priced to fit the tightest budget. Be sure to check out the new Customized Market Analysis format which enables you to set your own parameters for data by selecting specific companies, industry, company size, and more, to see only the data that is relevant to your company.

To review the surveys available and/or purchase the results, go to www.SalarySurveyOnline.com or call us at (800) 288-6044 during normal business hours.

Our managing firm, Effective Resources, Inc., also provides consulting services in Affirmative Action plan preparation, compensation planning, performance management, incentive plan design, market pricing, employee opinion surveys, and other analytically-demanding projects.



Developers of *SalarySurveyOnline.com*

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