



Executive Summary

State of Florida Salary, Wage & Benefits Survey

2012 - 2013

SalarySurveyOnline.com

Bringing employers the compensation & benefits data they need.

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

MERIT INCREASES

The overall merit increase projected in Florida this year is 2.8 percent (for those employers who are planning to grant a merit increase) compared with 2.9 percent increase in 2011. However, the number of employers planning to grant a merit increase this year is the same as last year at 64% so there are still a lot of employers who are not feeling comfortable with granting increases. The average merit increase projected for next year is also 2.8 percent.

The 2.8 percent projected merit is on target with the 2.8 to 3 percent projected for Florida from WorldatWork.¹ As with most annual projections, the actual will very likely be something less than the projected.

¹ WorldatWork 2012-2013 Salary Budget Survey

TURNOVER

Fortunately, Florida's 8.8 percent unemployment rate as of July 2012 is down quite a bit from 10.6 percent in July 2011. Florida is higher than the national unemployment average of 8.1 percent as of August 2012 but still much improved over last year.²

The overall average monthly turnover rate in Florida is 2.2 percent which is much lower than the national turnover rate of 3.4 percent as of July 2012. We believe the difference between our survey results and the national results may be because our survey shows only employer turnover

whereas the national results include discouraged workers dropping out of the job search entirely.

Surprisingly, an historical turnover trend does not continue this year. For years, Hospitality & Restaurants experienced the highest turnover but, this year, the highest turnover is reported in Services (Business/Consumer) at 3.2 percent. Typically, the Government/Education sector has the lowest turnover but, this year, the lowest turnover of 0.9 percent is in Mining, Chemicals & Utilities.

² United States Department of Labor, Regional and State Employment and Unemployment Summary, August 2012

SALARY RANGE ADJUSTMENTS

The planned salary range adjustment for exempt is 2.9 percent and non-exempt is 2.8. These projections are significantly higher than national projections of 1.7 percent reported by WorldatWork.

BENEFITS

Initial and anticipated healthcare reform measures put in place last year were probably the cause of some good news for employers this year. This year, more employers, 77.8 percent, reported medical insurance premium rate increases of only 10 percent or less. That's a little more than last year's results. Conversely, fewer employers (22.2 percent) faced high premium increases of 11 percent or more.

Employee average annual out-of-pocket expenses for employee only coverage (\$3,343) and family coverage (\$6,722) are both considerably higher this

year. These are increases of 15.8 percent and 12 percent respectively from last year.

The employee's portion of the medical premium for employee only is 25.58 percent and is up slightly from 24.02 percent last year. The employee's portion of premium for employee plus family this year is 41.76 percent compared to 40.99 percent reported last year.

ABOUT THIS SURVEY

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 regions via our secure online website, SalarySurveyOnline.com.

This survey was created, conducted and published by compensation professionals. 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. Data was collected from 140 participating firms representing 618,736 employees with 98,871 employees in the survey area. Surveys were compiled for Gulf Coast, Northeast, South Florida, Tampa Bay and the State of Florida. Compensation data for 347 positions was sur-

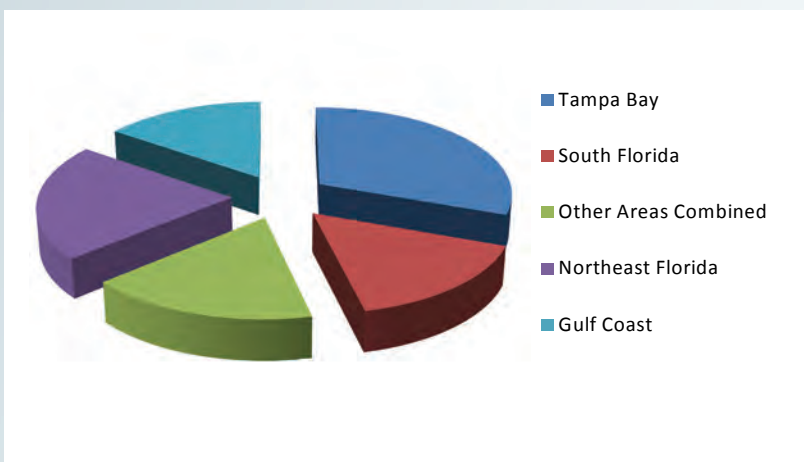
veyed for 17 functional areas: Banking and Finance, Government/Education, Healthcare, Hospitality, Manufacturing and Distribution, Sales (Retail/Wholesale), Services (Business/Consumer), and other industry groups. Wage and salary data was provided for 330 jobs in a variety of easy-to-use breakouts including Industry, Region, and 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.

PARTICIPANT PROFILE

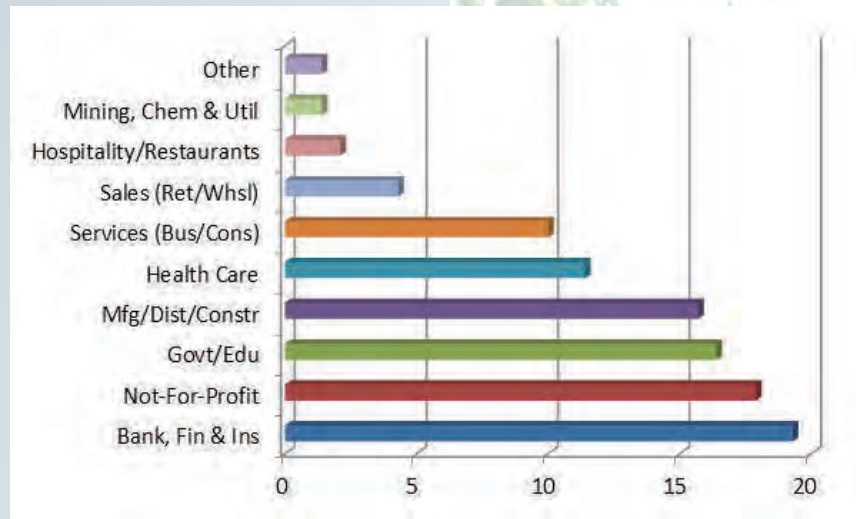
This year's survey was completed by 140 companies with employees in Florida. Tampa Bay had the greatest number of participants, followed closely by Northeast and Gulf Coast with the least number of participants.

Fig 1: Participation by Region



The Banking, Finance and Insurance industry is our largest participation group, followed by Not for Profit and Government & Education.

Fig 2: Participation by Industry



METHODOLOGY

The 2012 – 2013 State of Florida Salary, Wage and Benefits Survey, and its regional surveys, were conducted, tabulated and reported by, a web-based data collection and reporting system designed and managed by Effective Resources, Inc. For returning survey participants, basic company information is provided upon login, for review and updating as necessary. Additionally, returning participants have access to their prior year data submitted to aid in survey completion.

Beginning early 2012 survey information was communicated to all individuals in our databases. In addition, individuals who participated in the past or ex-



pressed interest to participate in our surveys were invited to participate via the survey web site database. The collection period was from August 1, 2012 through August 31, 2012.

Real-time and server validations are built into the questionnaire process. These programming 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.

SUMMARY

With unemployment still high, job creation low -- at best -- and other day-to-day economic realities not much better, many Americans see little difference between last year and this year. The good news is the housing market is beginning to awaken a bit and that's usually a leading indicator of better economic times.

At the time of this writing, we are in an ever contentious election season and the only people helped by this seem to be the media advertisers! Both candidates have 10-year plans to help the economy but neither offer much in the way of short term solutions.

Are things improving? They seem to be but not at a rate that makes much of a difference to employers or employees.

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

ABOUT US

Our managing firm, Effective Resources, Inc., also provides consulting services in Affirmative Action plan preparation, compensation planning, incentive plan design, market pricing, employee opinion surveys, and other analytically-demanding projects. Contact us at <http://www.EffectiveResources.com>

Programming provided by Strick Technologies, LLC., a computer consulting firm specializing in the development of custom Internet based applications. Contact us at <http://www.Strick.com>

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