Executive Summary

State of Florida Salary, Wage & Benefits Survey

2013 - 2014

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 2.9 percent (for those employers who are planning to grant a merit increase) compared with 2.8 percent increase in 2012. However, the number of employers planning to grant a merit increase this year (61.4 percent) is less than last year at 64.3 percent. Perhaps employers aren't feeling as comfortable with the economy as the government would like them to be.

The average merit increase percentage projected for next year is 2.6 percent and is the same as last year. This is less than 3.0 percent projected for Florida from WorldatWork.[1] Looking back at past results, the actual will very likely be something less than the projected.

1 WorldatWork 2013-2014 Salary Budget Survey

TURNOVER

Fortunately, Florida's 7.0 percent unemployment rate as of August 2013 is down quite a bit from 8.6 percent in August 2012. Florida is now lower than the national unemployment average of 7.4 percent as of July 2013 and is greatly improved over last year.[2]

The overall average monthly turnover rate in Florida is 2.0 percent which is much lower than the national turnover rate of 3.0 percent as of July 2013.[3] 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.

Historically in our surveys Hospitality & Restaurants experience the highest monthly turnover but, this year, the highest turnover is reported in Not-For-Profit at 2.2 percent. As expected, the Government/Education sector has the lowest turnover, and is tied with Manufacturing/Distribution/Construction, at 1.7 percent.

2 United States Department of Labor, Regional and State Employment and Unemployment Summary, July 2013

3 United States Department of Labor, Job Openings and Labor Turnover Summary, July 2013

SALARY RANGE ADJUSTMENTS

The planned salary range adjustment for exempt and non-exempt is 2.8 percent. These projections are 40 percent higher than national projections of 2.0 percent reported by WorldatWork.

BENEFITS

The Affordable Care Action is a few weeks away from the next phase of implementation and we have seen the unintended consequences of it in the form of the increasing conversion to or availability of part time employment. This year, more employers, 78.9 percent, reported medical insurance premium rate increases of only 10 percent or less. That's little consolation to the 21.1 percent of employers with premium increases of 11 percent or more.

Employee average annual out-of-pocket expenses for employee only coverage ($3,193) is down 4.5 percent from last year. Family coverage ($6,987) is 3.9 percent higher than last year.

The employee's portion of the medical premium for employee only is 27.9 percent and is up slightly from 25.6 percent last year. The employee's portion of premium for employee plus family this year is 44.7 percent compared to 41.8 percent reported last year.

The increase in employee contributions towards benefits premiums are a continuation of employers shifting more costs to employees.

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 twelfth 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 114 participating firms representing 524,737 employees with 116,266 employees in the survey area. Surveys were compiled for Northeast Florida, South Florida, Tampa Bay and the State of Florida. Compensation data for 349 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 326 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 114 companies with employees in Florida. Tampa Bay had

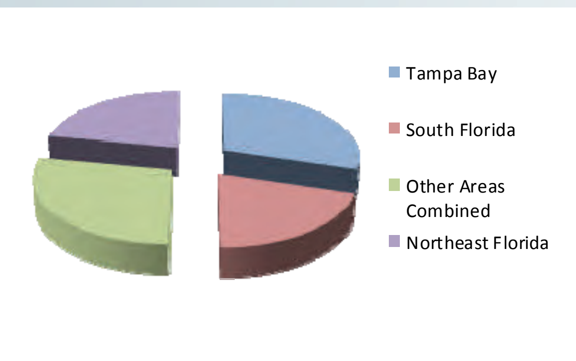

Fig 1: Participation by Region

the greatest number of participants, followed closely by Northeast and Gulf Coast with the least number of participants.

The Manufacturing, Distribution, Construction industry is our largest participation group, followed by Government & Education and then Health Care.

METHODOLOGY

The 2013 – 2014 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

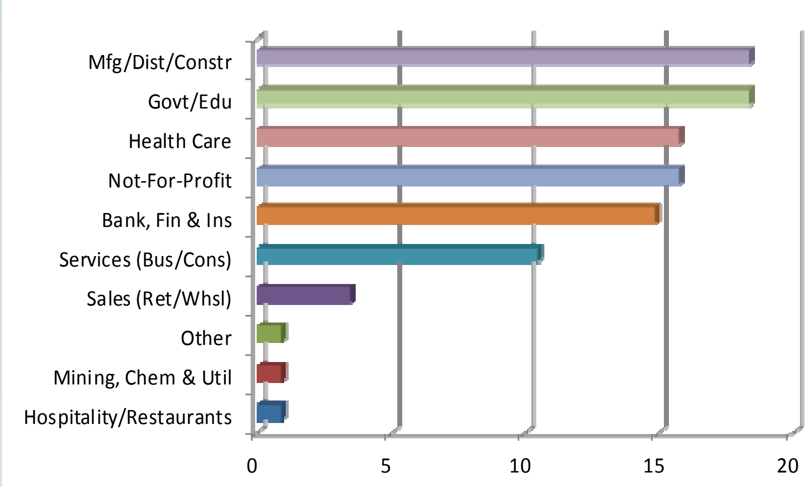

Fig 2: Participation by Industry

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 mid 2013 survey information was communicated to all individuals in our databases. In addition, individuals who participated in the past or expressed interest to participate in our surveys were invited to participate via the survey web site database. The collection period was from August 1, 2013 through August 31, 2013.

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 way above where it should be, job creation mainly in the form of part time work (an unexpected consequence of the Affordability Care Act) and other day-to-day economic realities not improving, many Americans remain cautious with spending. The real estate market continues to move up but home prices remain far below their prior highs.

At the time of this writing, we are in a partisan power struggle over funding the government to keep it running while defunding "Obamacare." If Republicans are successful in passing this in the House, the measure faces almost certain doom in the Senate and in the unlikely event it makes it past the Senate, the President has promised to veto the bill.

Are things improving? The answer is the same as it was last year at this time: 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](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

In conjunction with:

SalarySurveyOnline.com

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HR by the numbers

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