

SalarySurveyOnline.com's Executive Summary Briefing on Benefits

Since 2001, Effective Resources, Inc. has been providing salary, wage, and benefit data for the State of Florida and its major metropolitan regions via *SalarySurveyOnline.com*. It's 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 328 jobs in a variety of easy-to-use breakouts including Industry, Company Size by Employees, and Company Size by Sales/Assets (see Rates for Selected Jobs). 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.

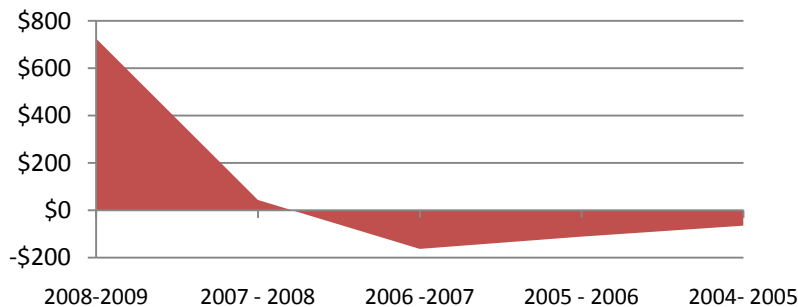
The following article provides an overview of some of this year's survey results for Florida.

BENEFITS

There was still some good news for 66.9 percent of employers in the form of medical insurance premium rate increases of 10 percent or less. This is less than last year's survey results of 75.2 percent. Conversely, though, one third of employers have gotten hit with high premium increases of 11 percent or more.

Employee annual out-of-pocket expenses for employee only coverage has increased by \$292.97 this year. This is the second year we have seen an increase in this rate. After three years of decreases in family out-of-pocket expenses, we had a very small increase last year but a great

**Average Family Out of Pocket
Medical Expense Max**



increase this year of \$725.63. Employees are evidently carrying more medical expense and responsibility for their own health and, consequently, their lifestyle choices.

The employee's portion of the medical premium for employee only and dependent coverage hasn't

varied by more than +/- 2 percent over the last six years. This year happens to be a 'down' year with the employee paying 27.8 percent for employee only and 52.1 percent for dependent coverage.

The ongoing decrease of first day eligibility for Short Term Disability (STD) coverage seems to have slowed with only a small shift to '2 days to 2 months'. Long Term Disability (LTD) eligibility for coverage shows a reverse pattern with increases to shorter eligibility periods and a decrease to the higher range waiting periods. We speculate that employers have to show the employee is getting something more in the trade off and perhaps this is a less expensive benefit they can offer.

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 our new Customized Market Analysis format.

To review the surveys available and/or purchase the results, click the *SalarySurveyOnline.com* link on your local association website or go directly to www.SalarySurveyOnline.com. Be sure to use this referral code when ordering online: **74-9901**

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