

RNPA Average Cost Per Employee ¹										
Grouping	Regular Pay	OT Pay	Other Pay ⁵	Total Wages	Benefits ⁶	Retirement ⁷	Total Wages & Benefits	ER Taxes	Total Cost	Count
Coded full-time employees ²	\$215,871.01	\$21,480.05	\$22,450.71	\$259,103.35	\$26,653.30	\$40,785.63	\$326,542.28	\$13,928.70	\$340,470.98	880
Coded full-time and part-time employees ³	\$181,305.18	\$15,820.58	\$19,904.56	\$217,030.32	\$19,758.00	\$38,763.27	\$275,551.59	\$13,158.64	\$285,671.77	2317
Per Diem/Extra Help employees ⁴	\$111,815.23	\$6,065.14	\$4,601.90	\$122,482.27	\$2,210.65	\$0.00	\$124,692.92	\$9,229.49	\$133,922.41	178

¹ Average totals are for RNPA-represented employees who worked a full 26 pay periods (full year) from November 2022 to November 2023.

² Includes all full-time RNPA-represented employees in coded positions (does not include Per Diem or Extra Help employees).

³ Includes all full-time and part-time RNPA-represented employees in coded positions (does not include Per Diem or Extra Help employees).

⁴ Includes only Per Diem (PD) and Extra Help (EH) employees.

⁵ "Other Pay" includes differentials, cash out, etc.

⁶ "Benefits" include employer-paid medical, dental, vision, Employee Assistance Program (EAP), & basic life insurance.

⁷ "Retirement" is total employer-paid Normal Cost and proportionate employer costs to pay down unfunded liabilities in the pension plan.