

## InlandBoatmen Bargaining Unit Profile

**Bargaining Unit Established - 1962**

<b>Size:</b>	<b>647 PFT Bargaining Unit Members</b> <b>647 Total Bargaining Unit Members</b>	<b>882 PFT Positions</b> <b>882 Total Positions</b>
<b>Average Monthly Pay per Member (as of 6/30/2011):</b>		\$ 4,100.47
<b>Average Yearly Pay per Member (as of 6/30/2011):</b>		\$ 49,205.59
<b>Total Overtime by BU (as of 6/30/2011):</b>		\$ 4,282,037.71
<b>Total Gross Pay by BU (as of 6/30/2011):</b>		\$ 31,065,420.63
<b>Average Monthly Employer Benefits (as of 6/30/2011):</b>		\$ 1,785.23
<b>Average Yearly Employer Benefits (as of 6/30/2011):</b>		\$ 21,422.72
<b>Average Percent of Employer Benefits per Member (as of 6/30/2011):</b>		51%
<b>Average Age (as of 6/30/2011):</b>		47
<b>Average Years of State Service (as of 6/30/2011):</b>		6.86

PFT Bargaining Unit Member = Current permanent, probationary and provisional bargaining unit members that are designated as full-time employees. Source: HR Indicative for the Fiscal Year End 2011.

Total Bargaining Unit Members = All current bargaining unit members that are nonpermanent or permanent regardless of position type (permanent full-time, seasonal part-time, short term non-perm, etc). Source: HR Indicative for the Fiscal Year End 2011.

PFT Positions = Current permanent full-time positions assigned to the bargaining unit. Source: VacancyAllDepts Download 110712.

Total Positions = All current positions assigned to the bargaining unit regardless of position type (permanent full-time, seasonal part-time, short term non-perm, etc). Source: VacancyAllDepts Download 110712.

Average Monthly and Yearly Pay per Member: Average of the monthly pay rate of current permanent full-time employees in monthly or annual format. Pay includes regular compensation and geographical differential. Overtime is not included in the monthly or yearly averages. Source: HR Indicative for the Fiscal Year End 2011.

Total Overtime by BU: Total overtime pay for the ALL current bargaining unit members for the fiscal year. Source: HR Indicative for the Fiscal Year End 2011.

Total Gross Pay by BU: Total Gross pay for ALL current bargaining unit members for the fiscal year regardless of position type (permanent full-time, seasonal part-time, short term non-perm, etc).. This includes all compensation such as regular pay, overtime, shift differential, Premium pay, geographic differential, and leave cash ins. Source: HR Indicative for the Fiscal Year End 2011.

Average Monthly and Yearly Employer Benefits: This includes employer charges for retirement, health insurance, and SBS for current permanent full-time bargaining unit members only. Source: HR Indicative for the Fiscal Year End 2011.

Average Percent of Employer Benefits: This includes all employer charges for all current bargaining unit members for the fiscal year end regardless of position type (permanent full-time, seasonal part-time, short term non-perm, etc). Source: HR Indicative for the Fiscal Year End 2011.

Average Age: Average age based on birth date for current bargaining unit members. Source: HR Indicative for the Fiscal Year End 2011.

Average Years of State Service: Average years of service as supplied by R&B for current bargaining unit members participating in retirement plans. Source: Members in R&B TRS Database.