



# The Johns Hopkins Hospital Johns Hopkins Health System Corporation

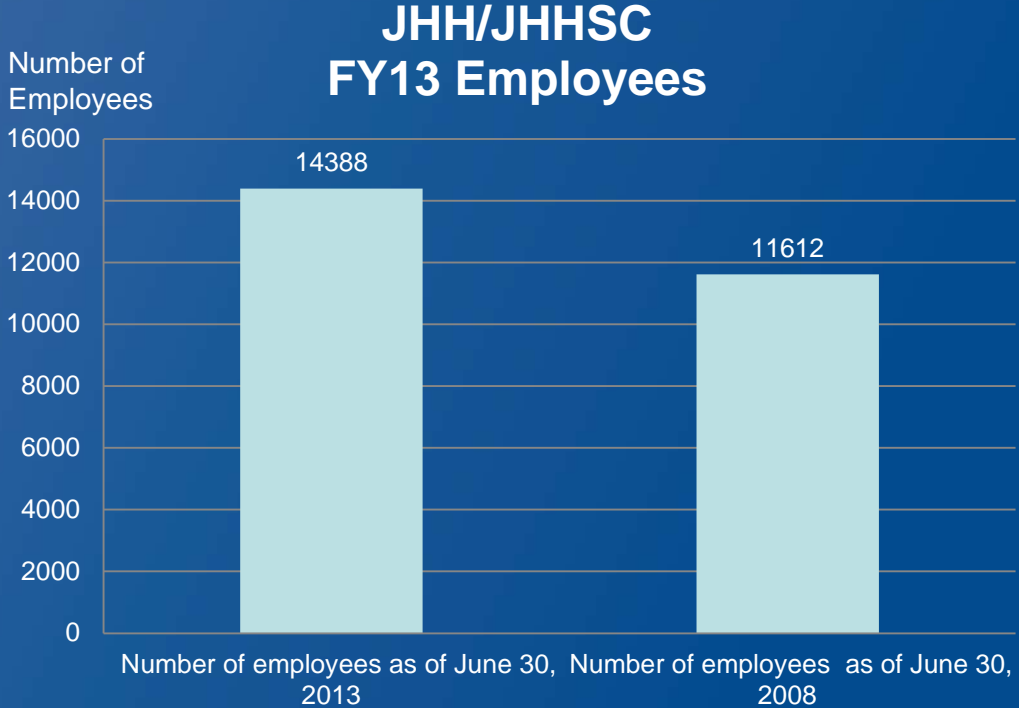
## FY13 Annual Report – Human Resources

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December 16, 2013

# FY13 Demographics Highlights



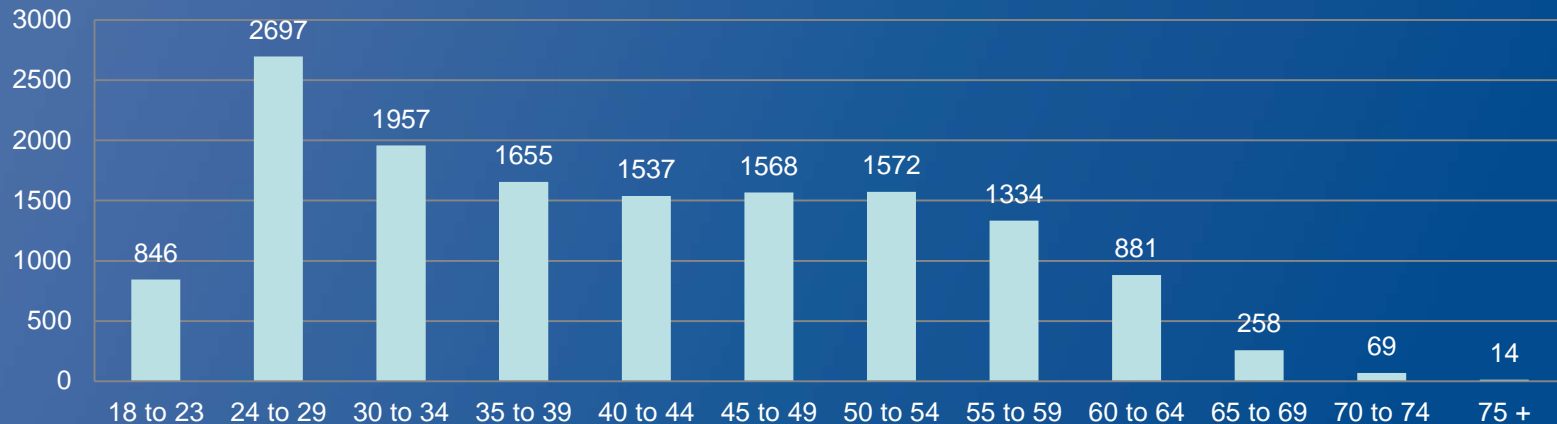
- Since 2008 there has been 24% increase in JHH/JHHSC employees



# FY13 Demographics Highlights

- Highest age distribution is 24-29 year olds

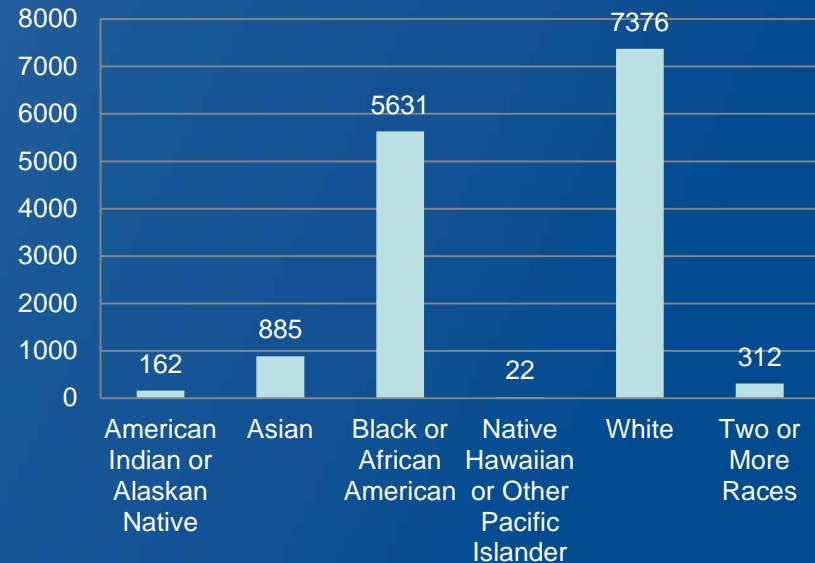
**JHH/JHHSC  
FY13 Age Distribution**



# FY13 Demographics Highlights

- 47% White, 36% Black or African American
- 2% Hispanic/Latino

## JHH/JHHSC FY13 Ethnic/Race Distribution of Employees



# FY13 Pension Highlights



- The average employee retires (receiving benefits) at age 64
- As of June 20, 2012 - 2,892 employees or their beneficiaries are receiving benefits

# FY13 Career Services Highlights



- 146,770 applications received
- 1,968 Career Services interviews
- 68.3 days to fill a position

# FY13 New Hire Orientation Highlights

- Hired 1,934 employees
  - 1,514 Non-Union
  - 420 Union
  - 223 Non Payroll
  - 199 JHU/SOM

# FY13 Consulting and Labor Relations Highlights

- 103 Bargaining Unit Grievances
  - 37 upheld; 66 overturned
- 47 Non-Bargaining Unit Appeals
  - 26 upheld; 21 overturned
- 2 employee lawsuits
- 52 Risk Assessments (workplace violence)



# FY13 Compensation Highlights



- \$27.05 average hourly pay rate for JHH
- \$33.87 average hourly pay rate for JHHSC
- \$30.46 average hourly pay rate for JHH/JHHSC combined
  
- \$27.31 average hourly pay rate for hospitals in Maryland

# FY13 Benefit Highlights

- \$74,383,172 for Outpatient claims
- \$30,842,191 for Inpatient claims

# FY13 Tuition Highlights

- 225 Advances
  - \$363,609
    - \$1,616 average/employee
- 1,723 Employee Reimbursements
  - \$4,637,409
    - \$2,691 average/employee
- 973 Dependent Reimbursements
  - \$4,007,228
    - \$4,118 average/dependent

# FY13 Organizational Development and Training Highlights

- 3,217 total OD&T course completions
  - 1,110 unique users
- 289,131 total myLearning course completions
  - 15,468 unique users
- 390 total SAP Face-to-Face course completions
  - 284 unique users

# FY13 Diversity Training Highlights

- 91 sessions
  - Operational guidelines/standards, diversity and inclusion programs
- 4,793 participants



# Thank you

What questions do you have?