

## TUITION REIMBURSEMENT PAYMENTS

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>as of 10/10/10</u>	<u>2010</u> <u>Budgeted</u>
Total # Classes	193	200	252	224	
Total # Participants	69	85	78	81	
# Represented Employees	10	19	22	15	
# Non-Represented Employees	58	63	54	63	
# Exempt Employees	1	3	2	3	
Total Costs	\$228,534	\$293,775	\$329,132	\$287,566	\$375,000
Represented Employees Costs	\$40,291	\$69,161	\$80,536	\$58,390	
Non-Represented Employees Costs	\$185,520	\$221,392	\$242,908	\$216,944	
Exempt Employees Costs	\$2,723	\$3,222	\$5,688	\$12,232	
Average Reimb. Amt per Participant	\$3,312	\$3,456	\$4,220	\$3,550	
Average Cost per Class	\$1,184	\$1,469	\$1,306	\$1,284	
Potential Savings if Annual Maximum Reduced to \$5,250	\$96,239	\$116,392	\$116,908		

Plan maximum is \$10,000 per employee per year.

Any changes to tuition reimbursement for represented employees would have to be negotiated with the collective bargaining agent. Board of Commissioners approval needed to make changes to tuition reimbursement.