

Peer Average Summary by Occupation Family

For Fiscal year 2019/20

Job Family	Peer Average (Illness Hours per FTE)
Program Consultation (C)	56
Finance and Revenue (F)	65
General Operations (G)	59
Human Services (H)	97
Instructional (I)	103
Program Support (P)	72
Inspection and Regulatory (R)	59
Science and Technology (S)	63
Building and Shop Trades (T)	68
All Out-of-Scope	50

Note: Peer average is calculated using the previous four fiscal years. Peer average excludes medical appointments, pending insurance and family and pressing necessity leave. Includes both paid and unpaid sick leave reported as illness.