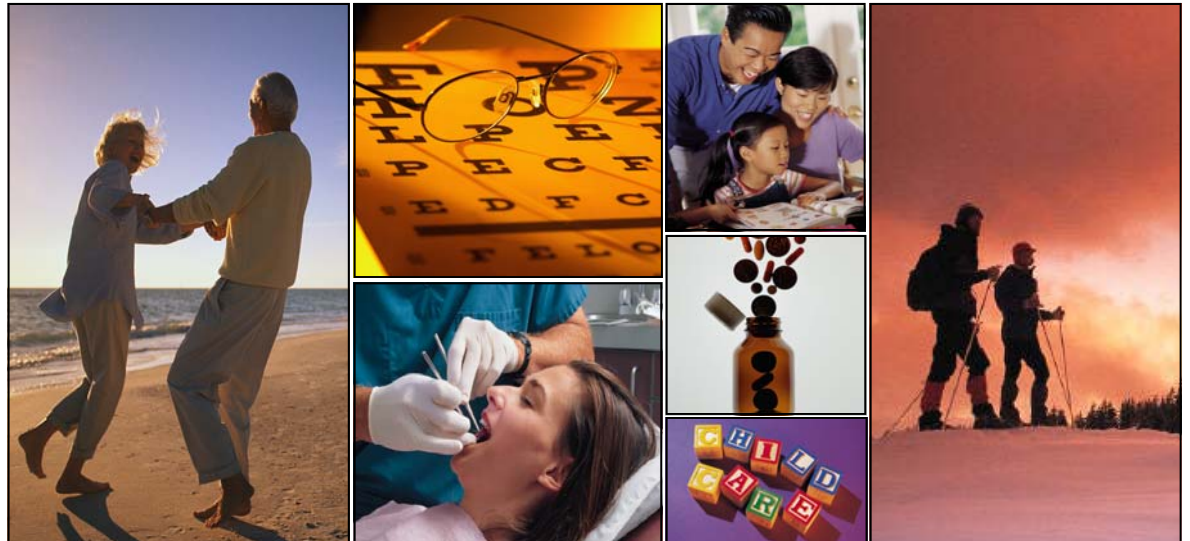


OPPORTUNITY²

APPANOOSE, DAVIS, JEFFERSON, KEOKUK, MAHASKA, MARION MONEROE & WAPELLO COUNTIES

FRINGE BENEFIT PROFILE



A Project of:

IOWA
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RELEASED 2012

Iowa Workforce Development and its Board of Directors worked in partnership with the Employers' Council of Iowa to contact a random sample of local employers across all industrial classifications and employment ranges. Responding businesses provided information on fringe benefit packages offered in the Opportunity² region. The information provides a detailed analysis of employer-provided benefits. This information will assist businesses, community leaders and workers to make better informed decisions on expansion and retention initiatives, community development projects and job offerings.

For the purposes of this report, please note the following:

Businesses across the Opportunity² region are grouped into the following industries, according to their corresponding North American Industry Classification System (NAICS) classification:

- Accommodation & Food Services - NAICS 72
- Administrative & Waste Services - NAICS 56
- Agriculture, Forestry & Mining - NAICS 11 & 21
- Arts, Entertainment, & Recreation - NAICS 71
- Construction - NAICS 23
- Education Services - NAICS 61
- Finance & Insurance - NAICS 52
- Health Care/Social Assistance - NAICS 62
- Information Services - NAICS 51
- Management Services - NAICS 55
- Manufacturing - NAICS 31-33
- Personal Services - NAICS 81
- Professional Services - NAICS 54
- Public Administration & Government - NAICS 92
- Real Estate, Rental & Leasing - NAICS 53
- Transportation & Warehousing - NAICS 48-49
- Utilities - NAICS 22
- Wholesale & Retail Trade - NAICS 42 & 44-45

In the Opportunity² region, several industry classifications that did not have enough responses to be included in the industry breakouts section of this report. Those industry classifications are:

- Accommodation & Food Services - NAICS 72
- Administrative & Waste Services - NAICS 56
- Arts, Entertainment, & Recreation - NAICS 71
- Management Services - NAICS 55
- Real Estate, Rental & Leasing - NAICS 53

Employees are also broken down by employment status, full-time & part-time. Numbers reported for employment status are for those employers who have employees who fall within that status. For example, employers that do not employ full-time employees are not included in the full-time percentages.

* = *Insufficient Survey Data*

This information is analyzed and compiled by

Iowa Workforce Development
Labor Market & Workforce Information Division
Regional Research & Analysis Bureau
1000 E. Grand Avenue
Des Moines, Iowa 50319
(515) 281-4896
www.iowaworkforce.org

[Fringe Benefit Profile]

Benefit Overview

Nearly one-fifth (19.4%) of the employers located in the Opportunity² region participated in the survey by providing input on the fringe benefits they offer (1448 businesses were sent the survey, 281 provided responses). Results are detailed by four benefit category offerings: Insurance, Paid Leave, Retirement and Additional Benefit Offerings and according to industry sector, and employment range amongst full-time and part-time employees.

- 80.0% of businesses with employees offer a fringe benefit package in addition to wage compensation
 - 96.9% of employers have full-time employees
 - 81.7% offer full-time employees benefits
 - 80.0% of employers have part-time employees
 - 25.6% offer part-time employees benefits
 - 34.2% of employers have temporary/seasonal employees
- 5.0% of employers have union negotiated benefits
- 7.8% of employers have a combination of both union and non-union negotiated benefits
- 38 - Average weekly hours to be considered full-time
- An average of 23.1% of total payroll is applied toward providing benefits

Cost of Benefits Per Employee

Cost of Benefits Per Employee	Percent
Under \$1,000	10.2%
\$1,000 - \$2,999	15.9%
\$3,000 - \$4,999	15.3%
\$5,000 - \$6,999	19.1%
\$7,000 - \$8,999	9.6%
Over \$9,000	29.9%

Insurance - Health/Medical

- 86.1% of employers offer a health/medical insurance plan in their total benefit packages
 - 87.1% of employers who offer benefits to full-time employees offer health/medical insurance
 - 32.6% of employers who offer benefits to part-time employees offer health/medical insurance

Types of Medical Coverage Offered

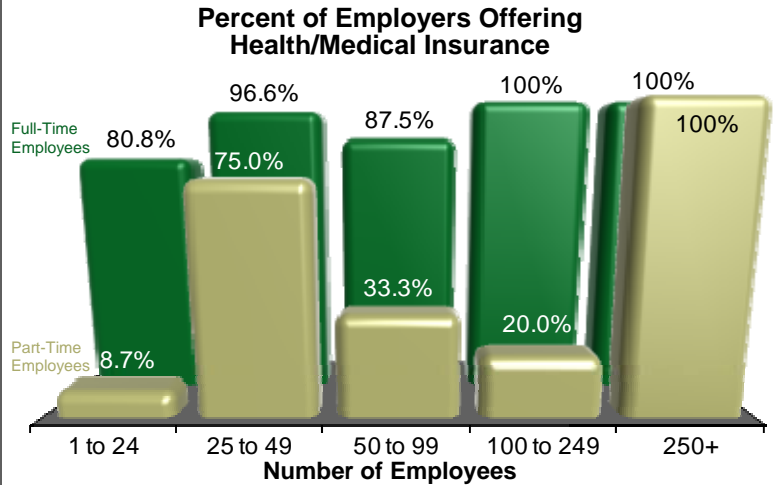
Type of Medical Coverage	Full-Time	Part-Time
Traditional Indemnity	21.3%	13.3%
Preferred Provider Option (PPO)	69.7%	60.0%
Health Maintenance Organizations (HMO)	7.1%	13.3%
High Deductible Health Plan (HDHP)	13.5%	13.3%
Other	4.5%	6.7%

Coverage of Premium Costs - Single Coverage

Premium Costs Covered	Full-Time	Part-Time
100% Employer Paid	41.9%	26.7%
100% Employee Paid	3.2%	13.3%
Jointly Paid by Percent of Coverage	31.0%	26.7%
Jointly Paid by Dollar Amount	24.5%	33.3%

Insurance - Health/Medical (Continued)

- 85.7% of businesses anticipate an increase in costs for medical insurance
- 39.2% plan to increase employee's contribution in the next year
- 13.2% offer health/medical insurance to retirees
 - 16.0% cost share premiums for retiree's coverage (not including family)



Insurance - Prescription Drugs

- 34.4% of employers offer prescription drug coverage in their total benefit packages
 - 33.7% of employers who have full-time employees offer prescription drug coverage
 - 15.2% of employers who have part-time employees offer prescription drug coverage

Types of Prescription Drug Coverage

Type of Prescription Drug Coverage	Full-Time	Part-Time
Retail	76.2%	50.0%
Mail Order	41.8%	50.0%
Discount Card	15.6%	25.0%
Other	8.2%	18.8%

Coverage of Premium Costs

Premium Costs Covered	Full-Time	Part-Time
100% Employer Paid	41.0%	12.5%
100% Employee Paid	6.6%	18.8%
Jointly Paid by Percent of Coverage	27.9%	25.0%
Jointly Paid by Dollar Amount	17.2%	18.8%

Insurance - Vision Coverage

- 18.9% of employers offer vision coverage in their total benefit packages
 - 18.5% of employers who have full-time employees offer vision coverage
 - 13.0% of employers who have part-time employees offer vision coverage

Insurance - Vision Coverage (Continued)

Types of Vision Coverage

Type of Vision Coverage	Full-Time	Part-Time
Routine Eye Exam	80.9%	45.5%
Frames & Lenses	61.7%	36.4%
Contact Lenses	57.4%	36.4%
Uncertain	4.3%	18.2%

In some situations the employer offers two or more options (i.e.: routine exam and frames & lenses, etc.)

Coverage of Premium Costs

Premium Costs Covered	Full-Time	Part-Time
100% Employer Paid	25.5%	0.0%
100% Employee Paid	29.8%	36.4%
Jointly Paid by Percent of Coverage	14.9%	18.2%
Jointly Paid by Dollar Amount	12.8%	0.0%

Insurance - Dental Coverage

- 45.0% of employers offer dental coverage in their total benefit packages
 - 45.5% of employers who have full-time employees offer dental coverage
 - 26.1% of employers who have part-time employees offer dental coverage

Types of Vision Coverage

Type of Dental Coverage	Full-Time	Part-Time
Preventative Coverage	71.1%	47.4%
Basic Coverage	75.6%	47.4%
Major Coverage	56.7%	36.8%
Orthodontics Coverage	43.3%	36.8%
Uncertain	12.2%	26.3%

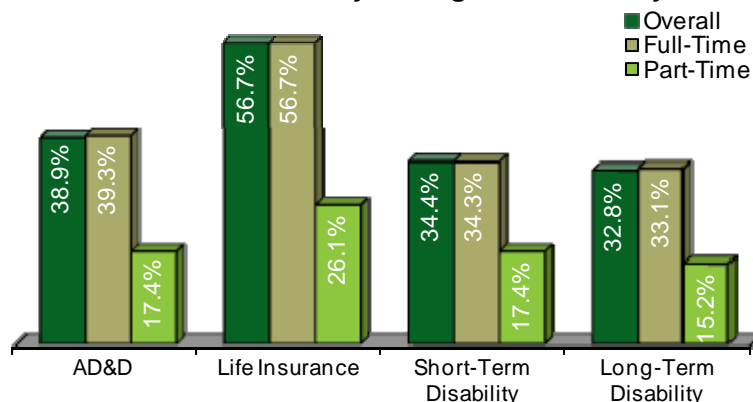
In some situations the employer offers two or more options (i.e.: basic and major, etc.)

Coverage of Premium Costs

Premium Costs Covered	Full-Time	Part-Time
100% Employer Paid	32.2%	21.1%
100% Employee Paid	24.4%	21.1%
Jointly Paid by Percent of Coverage	26.7%	15.8%
Jointly Paid by Dollar Amount	14.4%	15.8%

Insurance - Accidental Death & Dismemberment (AD&D), Life, Short-Term & Long-Term Disability

Percent of Employers Offering AD&D, Life Insurance, Short-term Disability & Long-Term Disability



Insurance - Accidental Death & Dismemberment (AD&D), Life, Short-Term & Long-Term Disability (Continued)

AD&D:

Coverage is Determined by

Coverage is Determined by	Full-Time	Part-Time
Annual Salary	27.3%	40.0%
Multiple of Annual Salary	10.4%	10.0%
Percentage of Annual Salary	9.1%	10.0%
Flat Rate	53.2%	40.0%

Life Insurance:

Coverage is Determined by

Coverage is Determined by	Full-Time	Part-Time
Total Annual Salary	22.4%	33.3%
Multiple of Annual Salary	7.5%	8.3%
Percentage of Annual Salary	0.9%	0.0%
Flat Rate	69.2%	58.3%
Additional Coverage Offered	54.6%	71.4%

Short-Term Disability:

Full-Time Employees

75.0% have a waiting period prior to employees being able to utilize short-term disability

- Average waiting period is 45 days
- Average length of coverage is 17 weeks

Part-Time Employees

33.3% have a waiting period prior to employees being able to utilize short-term disability

- Average waiting period is 68 days
- Average length of coverage is 20 weeks

Long-Term Disability:

Full-Time Employees

79.3% use a percent of salary to determine coverage

- 57.6% - Average percent used to calculate the benefit

47.6% of employers reported coverage determined by weeks of eligibility

- Average length of coverage is 45 weeks
- 26.2% of employers reported coverage determined by an age at which coverage stops
- 100% - Coverage ends at 65 years of age
- 26.2% of employers were uncertain when coverage stops

Part-Time Employees

88.9% use a percent of salary to determine coverage

- 64.6% - Average percent used to calculate the benefit

42.9% of employers reported coverage determined by weeks of eligibility

- Average length of coverage is 110 weeks
- 28.6% of employers reported coverage determined by an age at which coverage stops
- 100% - Coverage ends at 65 years of age
- 28.6% of employers were uncertain when coverage stops

Paid Leave - Vacation

91.1% of employers offer paid vacations

Full-Time Employees

- 90.4% of employers who have full-time employees offer paid vacation
 - 73.0% Have a waiting period prior to employees being able to utilize paid vacation

Part-Time Employees

- 63.0% of employers who have part-time employees offer paid vacation
 - 59.3% Have a waiting period prior to employees being able to utilize paid vacation

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time	Part-Time
1 Year	7.6	5.8
5 Years	12.3	10.2
10 Years	15.5	13.0

Paid Leave - Sick

63.3% of employers offer paid sick leave

Full-Time Employees

- 64.0% of employers who have full-time employees offer paid sick leave
 - 53.7% Have a waiting period prior to employees being able to utilize paid sick leave

Part-Time Employees

- 13.0% of employers who have part-time employees offer paid sick leave
 - 80.0% Have a waiting period prior to employees being able to utilize paid sick leave

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time	Part-Time
1 Year	8.1	9.0
5 Years	9.7	10.3
10 Years	10.0	10.3

Paid Leave - Paid-Time-Off (PTO)

(a bank of paid time off that includes all paid leave offered by employer including vacation, sick, and personal versus offering each separately)

39.4% of employers offer PTO

Full-Time Employees

- 35.4% of employers who have full-time employees offer PTO
 - 40.4% Have a waiting period prior to employees being able to utilize PTO

Part-Time Employees

- 39.1% of employers who have part-time employees offer PTO
 - 33.3% Have a waiting period prior to employees being able to utilize PTO

Number of Days Earned by Length of Service & Employment Status

Years of Employment	Full-Time	Part-Time
1 Year	10.2	6.2
5 Years	13.4	6.2
10 Years	15.6	7.0

Paid Leave - Holidays

91.1% of employers offer paid holidays

- 91.6% of employers who have full-time employees offer paid holidays
 - Average number of days given each year - 7
- 67.4% of employers who have part-time employees offer paid holidays
 - Average number of days given each year - 7

Paid Leave - Personal Days/Floating Holidays

53.3% of employers offer personal days/floating holidays

- 50.0% of employers who have full-time employees offer personal days/floating holidays
 - Average number of days given each year - 3
- 23.9% of employers who have part-time employees offer personal days/floating holidays
 - Average number of days given each year - 3

Retirement/Pension Plans

47.2% of employers offer retirement/pension plans

- 46.6% of employers who have full-time employees offer retirement/pension plans
 - Average wait to be 100% vested - 3 years
- 45.7% of employers who have part-time employees offer retirement/pension plans
 - Average wait to be 100% vested - 4 years

Defined Contribution Plan

(a plan for contribution from one or both parties, i.e.: 401(k), Savings & Thrift, Deferred Profit Sharing, Deferred Compensation plans)

- 70.1% of those offer to full-time employees
- 65.0% of those offer to part-time employees

Defined Benefit Pension Plan

(a plan that uses a specific pre-determined formula to calculate an employee's future benefit, i.e.: Railroad Retirement, IPERS, etc.)

- 22.2% of those offer to full-time employees
- 26.3% of those offer to part-time employees

Additional Benefit Options

Percent of Employers Offering Additional Benefits & Employment Status Breakdown

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	59.4%	59.6%	58.7%
Business Partner Discounts	16.7%	16.9%	19.6%
Career Development Assistance	41.7%	41.6%	52.2%
Cell Phone/Reimbursement	32.2%	32.6%	28.3%
Childcare Assistance	3.3%	3.4%	6.5%
Clothing/Uniform Allowance	32.2%	32.6%	28.3%
Company Product/Services	39.4%	39.3%	39.1%
Company Vehicle/Mileage Reimbursement	60.6%	61.2%	56.5%
Employee Assistance Program	18.3%	18.5%	23.9%
Flex Spending Account/Cafeteria Plan	47.2%	47.8%	58.7%
Flexible Scheduling/Different Shifts	19.4%	19.1%	26.1%
Job Protected Unpaid Leave	32.2%	32.6%	41.3%
Parking/Transit Reimbursement/Discount	3.9%	3.9%	13.0%
Profit Sharing/Stock Options	18.3%	18.5%	15.2%
Recreational/Fitness Club Reimbursement	8.9%	9.0%	10.9%
Relocation/Moving Expense	10.0%	10.1%	10.9%
Shift Differential Pay	15.0%	15.2%	19.6%
Tuition/Cont. Education Assistance	26.7%	27.0%	37.0%
Wellness Program	20.0%	20.2%	26.1%

[Industry - All Employment Ranges]

Agriculture, Forestry & Mining NAICS 11 & 21

100% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 28.9%
 - 16.7% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	33.3%	33.3%	*
Dental Coverage	33.3%	33.3%	*
Life Insurance	33.3%	33.3%	*
Long Term Disability Insurance	16.7%	16.7%	*
Medical Insurance	100%	100%	*
Prescription Drug Coverage	16.7%	16.7%	*
Short Term Disability Coverage	50.0%	50.0%	*
Vision Coverage	0.0%	0.0%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	50.0%	50.0%	*
Holiday Leave	100%	100%	*
Maternity/Paternity Leave	16.7%	16.7%	*
Paid Time Off (PTO)	33.3%	33.3%	*
Personal Days/Floating Holidays	50.0%	33.3%	*
Sabbatical/Training Leave	0.0%	0.0%	*
Sick Leave	50.0%	50.0%	*
Vacation Leave	83.3%	83.3%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	66.7%	66.7%	*
Business Partner Discounts	0.0%	0.0%	*
Career Development Assistance	16.7%	16.7%	*
Cell Phone/Reimbursement	66.7%	66.7%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	50.0%	50.0%	*
Company Product/Services	33.3%	33.3%	*
Company Vehicle/Mileage Reimbursement	66.7%	66.7%	*
Employee Assistance Program	0.0%	0.0%	*
Flex Spending Account/Cafeteria Plan	33.3%	33.3%	*
Flexible Scheduling/Different Shifts	0.0%	0.0%	*
Job Protected Unpaid Leave	16.7%	16.7%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	0.0%	0.0%	*
Recreational/Fitness Club Reimbursement	0.0%	0.0%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	33.3%	33.3%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	0.0%	0.0%	*
Wellness Program	0.0%	0.0%	*

Construction NAICS 23

80.0% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 41.5%
 - 42.9% plan to increase employee's contribution in the next year
- 25.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	25.0%	25.0%	*
Dental Coverage	50.0%	50.0%	*
Life Insurance	50.0%	50.0%	*
Long Term Disability Insurance	25.0%	25.0%	*
Medical Insurance	100%	100%	*
Prescription Drug Coverage	50.0%	50.0%	*
Short Term Disability Coverage	37.5%	37.5%	*
Vision Coverage	25.0%	25.0%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	50.0%	50.0%	*
Holiday Leave	87.5%	87.5%	*
Maternity/Paternity Leave	37.5%	37.5%	*
Paid Time Off (PTO)	37.5%	37.5%	*
Personal Days/Floating Holidays	37.5%	37.5%	*
Sabbatical/Training Leave	12.5%	12.5%	*
Sick Leave	25.0%	25.0%	*
Vacation Leave	87.5%	87.5%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	50.0%	50.0%	*
Business Partner Discounts	12.5%	12.5%	*
Career Development Assistance	37.5%	37.5%	*
Cell Phone/Reimbursement	25.0%	25.0%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	25.0%	25.0%	*
Company Product/Services	37.5%	37.5%	*
Company Vehicle/Mileage Reimbursement	87.5%	87.5%	*
Employee Assistance Program	25.0%	25.0%	*
Flex Spending Account/Cafeteria Plan	62.5%	62.5%	*
Flexible Scheduling/Different Shifts	25.0%	25.0%	*
Job Protected Unpaid Leave	25.0%	25.0%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	25.0%	25.0%	*
Recreational/Fitness Club Reimbursement	12.5%	12.5%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	25.0%	25.0%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	12.5%	12.5%	*
Wellness Program	37.5%	37.5%	*

Education Services NAICS 61

92.3% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 28.0%
 - 75.0% plan to increase employee's contribution in the next year
- 83.3% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	75.0%	75.0%	60.0%
Dental Coverage	75.0%	75.0%	60.0%
Life Insurance	83.3%	83.3%	60.0%
Long Term Disability Insurance	83.3%	83.3%	60.0%
Medical Insurance	100%	100%	80.0%
Prescription Drug Coverage	75.0%	66.7%	60.0%
Short Term Disability Coverage	33.3%	25.0%	20.0%
Vision Coverage	41.7%	41.7%	20.0%

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	60.0%
Holiday Leave	100%	100%	60.0%
Maternity/Paternity Leave	58.3%	58.3%	60.0%
Paid Time Off (PTO)	41.7%	41.7%	60.0%
Personal Days/Floating Holidays	100%	100%	0.0%
Sabbatical/Training Leave	50.0%	50.0%	60.0%
Sick Leave	100%	100%	20.0%
Vacation Leave	92%	92%	20.0%

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	33.3%	33.3%	20.0%
Business Partner Discounts	8.3%	8.3%	20.0%
Career Development Assistance	58.3%	58.3%	0.0%
Cell Phone/Reimbursement	33.3%	33.3%	20.0%
Childcare Assistance	8.3%	8.3%	0.0%
Clothing/Uniform Allowance	8.3%	8.3%	20.0%
Company Product/Services	8.3%	8.3%	0.0%
Company Vehicle/Mileage Reimbursement	75.0%	66.7%	80.0%
Employee Assistance Program	8.3%	8.3%	20.0%
Flex Spending Account/Cafeteria Plan	83.3%	83.3%	60.0%
Flexible Scheduling/Different Shifts	0.0%	0.0%	0.0%
Job Protected Unpaid Leave	50.0%	50.0%	60.0%
Parking/Transit Reimbursement/Discount	8.3%	8.3%	20.0%
Profit Sharing/Stock Options	0.0%	0.0%	0.0%
Recreational/Fitness Club Reimbursement	0.0%	0.0%	0.0%
Relocation/Moving Expense	8.3%	8.3%	0.0%
Retirement Package	66.7%	66.7%	60.0%
Shift Differential Pay	16.7%	16.7%	20.0%
Tuition/Cont. Education Assistance	8.3%	8.3%	0.0%
Wellness Program	41.7%	41.7%	60.0%

Finance & Insurance NAICS 52

81.2% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 10.1%
 - 23.1% plan to increase employee's contribution in the next year
- 15.4% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	46.2%	46.2%	0.0%
Dental Coverage	53.8%	53.8%	25.0%
Life Insurance	92.3%	92.3%	50.0%
Long Term Disability Insurance	61.5%	61.5%	0.0%
Medical Insurance	100%	100%	75.0%
Prescription Drug Coverage	46.2%	46.2%	25.0%
Short Term Disability Coverage	53.8%	53.8%	0.0%
Vision Coverage	7.7%	7.7%	25.0%

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	50.0%
Holiday Leave	100%	100%	75.0%
Maternity/Paternity Leave	92.3%	92.3%	50.0%
Paid Time Off (PTO)	53.8%	53.8%	75.0%
Personal Days/Floating Holidays	61.5%	61.5%	50.0%
Sabbatical/Training Leave	38.5%	38.5%	50.0%
Sick Leave	84.6%	84.6%	75.0%
Vacation Leave	100%	100%	75.0%

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	92.3%	92.3%	75.0%
Business Partner Discounts	0.0%	0.0%	0.0%
Career Development Assistance	69.2%	53.8%	75.0%
Cell Phone/Reimbursement	30.8%	30.8%	0.0%
Childcare Assistance	7.7%	7.7%	25.0%
Clothing/Uniform Allowance	7.7%	0.0%	25.0%
Company Product/Services	38.5%	38.5%	25.0%
Company Vehicle/Mileage Reimbursement	76.9%	76.9%	50.0%
Employee Assistance Program	15.4%	15.4%	25.0%
Flex Spending Account/Cafeteria Plan	61.5%	61.5%	25.0%
Flexible Scheduling/Different Shifts	0.0%	0.0%	0.0%
Job Protected Unpaid Leave	30.8%	30.8%	25.0%
Parking/Transit Reimbursement/Discount	7.7%	7.7%	25.0%
Profit Sharing/Stock Options	46.2%	38.5%	25.0%
Recreational/Fitness Club Reimbursement	23.1%	23.1%	25.0%
Relocation/Moving Expense	7.7%	7.7%	0.0%
Retirement Package	61.5%	61.5%	50.0%
Shift Differential Pay	0.0%	0.0%	0.0%
Tuition/Cont. Education Assistance	53.8%	53.8%	75.0%
Wellness Program	23.1%	23.1%	25.0%

Health Care/Social Assistance NAICS 62

89.7% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 22.1%
 - 13.8% plan to increase employee's contribution in the next year
- 2.9% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	37.1%	37.1%	17.6%
Dental Coverage	51.4%	51.4%	35.3%
Life Insurance	51.4%	48.6%	29.4%
Long Term Disability Insurance	31.4%	31.4%	17.6%
Medical Insurance	65.7%	65.7%	29.4%
Prescription Drug Coverage	25.7%	22.9%	17.6%
Short Term Disability Coverage	31.4%	31.4%	35.3%
Vision Coverage	11.4%	8.6%	17.6%

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	77.1%	77.1%	64.7%
Holiday Leave	80.0%	80.0%	64.7%
Maternity/Paternity Leave	45.7%	45.7%	41.2%
Paid Time Off (PTO)	57.1%	45.7%	35.3%
Personal Days/Floating Holidays	62.9%	51.4%	35.3%
Sabbatical/Training Leave	31.4%	17.1%	47.1%
Sick Leave	65.7%	65.7%	5.9%
Vacation Leave	71.4%	71.4%	58.8%

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	57.1%	57.1%	47.1%
Business Partner Discounts	20.0%	20.0%	17.6%
Career Development Assistance	40.0%	40.0%	41.2%
Cell Phone/Reimbursement	11.4%	11.4%	5.9%
Childcare Assistance	5.7%	5.7%	0.0%
Clothing/Uniform Allowance	28.6%	28.6%	29.4%
Company Product/Services	34.3%	34.3%	29.4%
Company Vehicle/Mileage Reimbursement	62.9%	60.0%	64.7%
Employee Assistance Program	22.9%	22.9%	23.5%
Flex Spending Account/Cafeteria Plan	48.6%	48.6%	58.8%
Flexible Scheduling/Different Shifts	28.6%	28.6%	23.5%
Job Protected Unpaid Leave	28.6%	28.6%	29.4%
Parking/Transit Reimbursement/Discount	2.9%	2.9%	5.9%
Profit Sharing/Stock Options	17.1%	17.1%	11.8%
Recreational/Fitness Club Reimbursement	8.6%	8.6%	11.8%
Relocation/Moving Expense	5.7%	5.7%	0.0%
Retirement Package	45.7%	42.9%	52.9%
Shift Differential Pay	20.0%	20.0%	23.5%
Tuition/Cont. Education Assistance	40.0%	40.0%	41.2%
Wellness Program	20.0%	20.0%	23.5%

Information Services NAICS 51

83.3% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 5.0%
 - 75.0% plan to increase employee's contribution in the next year
- 0.0 offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	60.0%	60.0%	*
Dental Coverage	40.0%	40.0%	*
Life Insurance	60.0%	60.0%	*
Long Term Disability Insurance	20.0%	20.0%	*
Medical Insurance	100%	100%	*
Prescription Drug Coverage	20.0%	20.0%	*
Short Term Disability Coverage	40.0%	40.0%	*
Vision Coverage	20.0%	20.0%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	*
Holiday Leave	100%	100%	*
Maternity/Paternity Leave	20.0%	20.0%	*
Paid Time Off (PTO)	20.0%	20.0%	*
Personal Days/Floating Holidays	80.0%	80.0%	*
Sabbatical/Training Leave	0.0%	0.0%	*
Sick Leave	100%	100%	*
Vacation Leave	100%	100%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	40.0%	40.0%	*
Business Partner Discounts	0.0%	0.0%	*
Career Development Assistance	40.0%	40.0%	*
Cell Phone/Reimbursement	40.0%	40.0%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	20.0%	20.0%	*
Company Product/Services	60.0%	60.0%	*
Company Vehicle/Mileage Reimbursement	100%	100%	*
Employee Assistance Program	0.0%	0.0%	*
Flex Spending Account/Cafeteria Plan	40.0%	40.0%	*
Flexible Scheduling/Different Shifts	20.0%	20.0%	*
Job Protected Unpaid Leave	20.0%	20.0%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	20.0%	20.0%	*
Recreational/Fitness Club Reimbursement	20.0%	20.0%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	20.0%	20.0%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	0.0%	0.0%	*
Wellness Program	20.0%	20.0%	*

Manufacturing NAICS 31-33

84.0% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 22.1%
 - 47.6% plan to increase employee's contribution in the next year
- 19.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	61.9%	61.9%	25.0%
Dental Coverage	61.9%	61.9%	25.0%
Life Insurance	61.9%	61.9%	25.0%
Long Term Disability Insurance	57.1%	57.1%	25.0%
Medical Insurance	95.2%	95.2%	50.0%
Prescription Drug Coverage	47.6%	47.6%	0.0%
Short Term Disability Coverage	61.9%	61.9%	25.0%
Vision Coverage	42.9%	42.9%	25.0%

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	85.7%	85.7%	75.0%
Holiday Leave	100%	100%	100%
Maternity/Paternity Leave	66.7%	66.7%	50.0%
Paid Time Off (PTO)	33.3%	28.6%	50.0%
Personal Days/Floating Holidays	61.9%	57.1%	25.0%
Sabbatical/Training Leave	19.0%	19.0%	25.0%
Sick Leave	47.6%	47.6%	0.0%
Vacation Leave	100%	95.2%	100%

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	61.9%	61.9%	50.0%
Business Partner Discounts	28.6%	28.6%	50.0%
Career Development Assistance	61.9%	61.9%	25.0%
Cell Phone/Reimbursement	42.9%	42.9%	25.0%
Childcare Assistance	0.0%	0.0%	0.0%
Clothing/Uniform Allowance	38.1%	38.1%	25.0%
Company Product/Services	42.9%	42.9%	75.0%
Company Vehicle/Mileage Reimbursement	76.2%	76.2%	25.0%
Employee Assistance Program	52.4%	52.4%	25.0%
Flex Spending Account/Cafeteria Plan	85.7%	85.7%	75.0%
Flexible Scheduling/Different Shifts	42.9%	42.9%	50.0%
Job Protected Unpaid Leave	66.7%	66.7%	75.0%
Parking/Transit Reimbursement/Discount	0.0%	0.0%	0.0%
Profit Sharing/Stock Options	42.9%	42.9%	25.0%
Recreational/Fitness Club Reimbursement	14.3%	14.3%	0.0%
Relocation/Moving Expense	47.6%	47.6%	25.0%
Retirement Package	57.1%	57.1%	25.0%
Shift Differential Pay	52.4%	52.4%	0.0%
Tuition/Cont. Education Assistance	61.9%	61.9%	25.0%
Wellness Program	52.4%	52.4%	25.0%

Personal Services NAICS 81

72.7% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 21.7%
 - 28.6% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	12.5%	14.3%	*
Dental Coverage	37.5%	42.9%	*
Life Insurance	12.5%	14.3%	*
Long Term Disability Insurance	25.0%	28.6%	*
Medical Insurance	87.5%	100%	*
Prescription Drug Coverage	12.5%	14.3%	*
Short Term Disability Coverage	12.5%	14.3%	*
Vision Coverage	12.5%	14.3%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	25.0%	28.6%	*
Holiday Leave	50.0%	57.1%	*
Maternity/Paternity Leave	0.0%	0.0%	*
Paid Time Off (PTO)	25.0%	28.6%	*
Personal Days/Floating Holidays	25.0%	28.6%	*
Sabbatical/Training Leave	0.0%	0.0%	*
Sick Leave	37.5%	42.9%	*
Vacation Leave	87.5%	85.7%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	37.5%	42.9%	*
Business Partner Discounts	0.0%	0.0%	*
Career Development Assistance	37.5%	42.9%	*
Cell Phone/Reimbursement	37.5%	42.9%	*
Childcare Assistance	25.0%	28.6%	*
Clothing/Uniform Allowance	50.0%	57.1%	*
Company Product/Services	62.5%	71.4%	*
Company Vehicle/Mileage Reimbursement	50.0%	57.1%	*
Employee Assistance Program	0.0%	0.0%	*
Flex Spending Account/Cafeteria Plan	12.5%	14.3%	*
Flexible Scheduling/Different Shifts	25.0%	28.6%	*
Job Protected Unpaid Leave	12.5%	14.3%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	12.5%	14.3%	*
Recreational/Fitness Club Reimbursement	12.5%	14.3%	*
Relocation/Moving Expense	25.0%	28.6%	*
Retirement Package	37.5%	42.9%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	12.5%	14.3%	*
Wellness Program	12.5%	14.3%	*

Professional Services NAICS 54

92.3% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.5%
 - 33.3% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	8.3%	9.1%	0.0%
Dental Coverage	25.0%	27.3%	25.0%
Life Insurance	33.3%	36.4%	0.0%
Long Term Disability Insurance	25.0%	27.3%	0.0%
Medical Insurance	58.3%	63.6%	25.0%
Prescription Drug Coverage	16.7%	18.2%	0.0%
Short Term Disability Coverage	16.7%	18.2%	0.0%
Vision Coverage	8.3%	9.1%	0.0%

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	66.7%	63.6%	75.0%
Holiday Leave	100%	100%	100%
Maternity/Paternity Leave	58.3%	63.6%	25.0%
Paid Time Off (PTO)	58.3%	63.6%	0.0%
Personal Days/Floating Holidays	33.3%	27.3%	25.0%
Sabbatical/Training Leave	41.7%	18.2%	75.0%
Sick Leave	66.7%	72.7%	0.0%
Vacation Leave	83.3%	81.8%	100%

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	75.0%	72.7%	75.0%
Business Partner Discounts	8.3%	9.1%	0.0%
Career Development Assistance	41.7%	36.4%	50.0%
Cell Phone/Reimbursement	41.7%	45.5%	0.0%
Childcare Assistance	0.0%	0.0%	0.0%
Clothing/Uniform Allowance	16.7%	18.2%	0.0%
Company Product/Services	25.0%	18.2%	25.0%
Company Vehicle/Mileage Reimbursement	58.3%	63.6%	0.0%
Employee Assistance Program	0.0%	0.0%	0.0%
Flex Spending Account/Cafeteria Plan	33.3%	36.4%	25.0%
Flexible Scheduling/Different Shifts	50.0%	45.5%	50.0%
Job Protected Unpaid Leave	8.3%	9.1%	25.0%
Parking/Transit Reimbursement/Discount	16.7%	18.2%	50.0%
Profit Sharing/Stock Options	8.3%	9.1%	0.0%
Recreational/Fitness Club Reimbursement	0.0%	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%	0.0%
Retirement Package	41.7%	36.4%	25.0%
Shift Differential Pay	0.0%	0.0%	0.0%
Tuition/Cont. Education Assistance	8.3%	9.1%	0.0%
Wellness Program	0.0%	0.0%	0.0%

Public Administration & Government NAICS 92

88.9% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 32.7%
 - 42.9% plan to increase employee's contribution in the next year
- 50.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	50.0%	50.0%	*
Dental Coverage	75.0%	75.0%	*
Life Insurance	87.5%	87.5%	*
Long Term Disability Insurance	0.0%	0.0%	*
Medical Insurance	87.5%	87.5%	*
Prescription Drug Coverage	25.0%	25.0%	*
Short Term Disability Coverage	25.0%	25.0%	*
Vision Coverage	37.5%	37.5%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	87.5%	87.5%	*
Holiday Leave	87.5%	87.5%	*
Maternity/Paternity Leave	50.0%	50.0%	*
Paid Time Off (PTO)	37.5%	37.5%	*
Personal Days/Floating Holidays	62.5%	62.5%	*
Sabbatical/Training Leave	12.5%	12.5%	*
Sick Leave	87.5%	87.5%	*
Vacation Leave	100%	100%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	0.0%	0.0%	*
Business Partner Discounts	0.0%	0.0%	*
Career Development Assistance	12.5%	12.5%	*
Cell Phone/Reimbursement	50.0%	50.0%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	37.5%	37.5%	*
Company Product/Services	0.0%	0.0%	*
Company Vehicle/Mileage Reimbursement	75.0%	75.0%	*
Employee Assistance Program	37.5%	37.5%	*
Flex Spending Account/Cafeteria Plan	37.5%	37.5%	*
Flexible Scheduling/Different Shifts	0.0%	0.0%	*
Job Protected Unpaid Leave	50.0%	50.0%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	0.0%	0.0%	*
Recreational/Fitness Club Reimbursement	12.5%	12.5%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	62.5%	62.5%	*
Shift Differential Pay	37.5%	37.5%	*
Tuition/Cont. Education Assistance	12.5%	12.5%	*
Wellness Program	12.5%	12.5%	*

Transportation & Warehousing NAICS 48-49

75.0% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 30.5%
 - 33.3% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	33.3%	33.3%	*
Dental Coverage	33.3%	33.3%	*
Life Insurance	66.7%	66.7%	*
Long Term Disability Insurance	11.1%	11.1%	*
Medical Insurance	88.9%	88.9%	*
Prescription Drug Coverage	55.6%	55.6%	*
Short Term Disability Coverage	22.2%	22.2%	*
Vision Coverage	22.2%	22.2%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	55.6%	55.6%	*
Holiday Leave	88.9%	88.9%	*
Maternity/Paternity Leave	22.2%	22.2%	*
Paid Time Off (PTO)	11.1%	11.1%	*
Personal Days/Floating Holidays	22.2%	22.2%	*
Sabbatical/Training Leave	0.0%	0.0%	*
Sick Leave	55.6%	55.6%	*
Vacation Leave	100%	100%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	66.7%	66.7%	*
Business Partner Discounts	11.1%	11.1%	*
Career Development Assistance	11.1%	11.1%	*
Cell Phone/Reimbursement	44.4%	44.4%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	22.2%	22.2%	*
Company Product/Services	22.2%	22.2%	*
Company Vehicle/Mileage Reimbursement	33.3%	33.3%	*
Employee Assistance Program	11.1%	11.1%	*
Flex Spending Account/Cafeteria Plan	22.2%	22.2%	*
Flexible Scheduling/Different Shifts	33.3%	33.3%	*
Job Protected Unpaid Leave	33.3%	33.3%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	22.2%	22.2%	*
Recreational/Fitness Club Reimbursement	11.1%	11.1%	*
Relocation/Moving Expense	11.1%	11.1%	*
Retirement Package	44.4%	44.4%	*
Shift Differential Pay	22.2%	22.2%	*
Tuition/Cont. Education Assistance	11.1%	11.1%	*
Wellness Program	11.1%	11.1%	*

Utilities NAICS 22

100% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 38.6%
 - 25.0% plan to increase employee's contribution in the next year
- 50.0% offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	50.0%	50.0%	*
Dental Coverage	25.0%	25.0%	*
Life Insurance	100%	100%	*
Long Term Disability Insurance	50.0%	50.0%	*
Medical Insurance	100%	100%	*
Prescription Drug Coverage	50.0%	50.0%	*
Short Term Disability Coverage	50.0%	50.0%	*
Vision Coverage	25.0%	25.0%	*

Paid Leave:

**Percent of Employers
Offering Paid Leave**

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	*
Holiday Leave	100%	100%	*
Maternity/Paternity Leave	100%	100%	*
Paid Time Off (PTO)	25.0%	25.0%	*
Personal Days/Floating Holidays	50.0%	50.0%	*
Sabbatical/Training Leave	0.0%	0.0%	*
Sick Leave	100%	100%	*
Vacation Leave	100%	100%	*

Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	0.0%	0.0%	*
Business Partner Discounts	25.0%	25.0%	*
Career Development Assistance	50.0%	50.0%	*
Cell Phone/Reimbursement	25.0%	25.0%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	100%	100%	*
Company Product/Services	0.0%	0.0%	*
Company Vehicle/Mileage Reimbursement	75.0%	75.0%	*
Employee Assistance Program	25.0%	25.0%	*
Flex Spending Account/Cafeteria Plan	25.0%	25.0%	*
Flexible Scheduling/Different Shifts	0.0%	0.0%	*
Job Protected Unpaid Leave	50.0%	50.0%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	0.0%	0.0%	*
Recreational/Fitness Club Reimbursement	25.0%	25.0%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	75.0%	75.0%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	50.0%	50.0%	*
Wellness Program	25.0%	25.0%	*

Wholesale & Retail Trade NAICS 42 & 44-45

70.5% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 15.2%
 - 31.0% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	29.0%	29.0%	0.0%
Dental Coverage	25.8%	25.8%	0.0%
Life Insurance	45.2%	45.2%	0.0%
Long Term Disability Insurance	16.1%	16.1%	0.0%
Medical Insurance	87.1%	87.1%	0.0%
Prescription Drug Coverage	29.0%	29.0%	0.0%
Short Term Disability Coverage	29.0%	29.0%	0.0%
Vision Coverage	6.5%	6.5%	0.0%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	61.3%	61.3%	50.0%
Holiday Leave	93.5%	93.5%	100%
Maternity/Paternity Leave	25.8%	25.8%	25.0%
Paid Time Off (PTO)	25.8%	19.4%	50.0%
Personal Days/Floating Holidays	35.5%	35.5%	0.0%
Sabbatical/Training Leave	22.6%	12.9%	75.0%
Sick Leave	48.4%	48.4%	0.0%
Vacation Leave	100%	100%	75.0%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	83.9%	83.9%	100%
Business Partner Discounts	32.3%	29.0%	50.0%
Career Development Assistance	32.3%	32.3%	25.0%
Cell Phone/Reimbursement	32.3%	32.3%	0.0%
Childcare Assistance	0.0%	0.0%	0.0%
Clothing/Uniform Allowance	51.6%	51.6%	25.0%
Company Product/Services	71.0%	71.0%	50.0%
Company Vehicle/Mileage Reimbursement	25.8%	25.8%	25.0%
Employee Assistance Program	9.7%	9.7%	25.0%
Flex Spending Account/Cafeteria Plan	32.3%	32.3%	0.0%
Flexible Scheduling/Different Shifts	6.5%	6.5%	0.0%
Job Protected Unpaid Leave	19.4%	19.4%	25.0%
Parking/Transit Reimbursement/Discount	3.2%	3.2%	0.0%
Profit Sharing/Stock Options	12.9%	12.9%	25.0%
Recreational/Fitness Club Reimbursement	3.2%	3.2%	25.0%
Relocation/Moving Expense	3.2%	3.2%	0.0%
Retirement Package	35.5%	35.5%	0.0%
Shift Differential Pay	6.5%	6.5%	25.0%
Tuition/Cont. Education Assistance	16.1%	16.1%	0.0%
Wellness Program	3.2%	3.2%	25.0%

Notes:

Employment Range - All Industries

1-24 Employees

73.1% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 21.5%
 - 29.5% plan to increase employee's contribution in the next year
- 3.8% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	25.5%	26.0%	4.3%
Dental Coverage	30.2%	30.8%	21.7%
Life Insurance	42.5%	43.3%	4.3%
Long Term Disability Insurance	17.9%	18.3%	0.0%
Medical Insurance	79.2%	80.8%	8.7%
Prescription Drug Coverage	24.5%	25.0%	4.3%
Short Term Disability Coverage	21.7%	22.1%	0.0%
Vision Coverage	9.4%	9.6%	4.3%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	66.0%	66.3%	52.2%
Holiday Leave	89.6%	90.4%	60.9%
Maternity/Paternity Leave	43.4%	44.2%	26.1%
Paid Time Off (PTO)	32.1%	27.9%	34.8%
Personal Days/Floating Holidays	47.2%	46.2%	13.0%
Sabbatical/Training Leave	18.9%	12.5%	43.5%
Sick Leave	64.2%	65.4%	8.7%
Vacation Leave	94.3%	94.2%	69.6%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	63.2%	63.5%	52.2%
Business Partner Discounts	15.1%	14.4%	13.0%
Career Development Assistance	39.6%	39.4%	30.4%
Cell Phone/Reimbursement	28.3%	28.8%	4.3%
Childcare Assistance	0.9%	1.0%	4.3%
Clothing/Uniform Allowance	35.8%	35.6%	26.1%
Company Product/Services	40.6%	40.4%	21.7%
Company Vehicle/Mileage Reimbursement	48.1%	48.1%	30.4%
Employee Assistance Program	4.7%	4.8%	4.3%
Flex Spending Account/Cafeteria Plan	35.8%	36.5%	26.1%
Flexible Scheduling/Different Shifts	14.2%	13.5%	17.4%
Job Protected Unpaid Leave	24.5%	25.0%	30.4%
Parking/Transit Reimbursement/Discount	5.7%	5.8%	21.7%
Profit Sharing/Stock Options	14.2%	13.5%	13.0%
Recreational/Fitness Club Reimbursement	5.7%	5.8%	8.7%
Relocation/Moving Expense	1.9%	1.9%	0.0%
Retirement Package	42.5%	41.3%	39.1%
Shift Differential Pay	0.0%	0.0%	0.0%
Tuition/Cont. Education Assistance	17.9%	18.3%	13.0%
Wellness Program	7.5%	7.7%	4.3%

25-49 Employees

85.3% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 17.8%
 - 32.1% plan to increase employee's contribution in the next year
- 7.1% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	31.0%	31.0%	12.5%
Dental Coverage	44.8%	44.8%	12.5%
Life Insurance	58.6%	58.6%	37.5%
Long Term Disability Insurance	27.6%	27.6%	0.0%
Medical Insurance	96.6%	96.6%	75.0%
Prescription Drug Coverage	31.0%	31.0%	0.0%
Short Term Disability Coverage	37.9%	37.9%	12.5%
Vision Coverage	17.2%	17.2%	12.5%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	82.8%	82.8%	62.5%
Holiday Leave	96.6%	96.6%	62.5%
Maternity/Paternity Leave	48.3%	48.3%	50.0%
Paid Time Off (PTO)	44.8%	44.8%	37.5%
Personal Days/Floating Holidays	55.2%	48.3%	50.0%
Sabbatical/Training Leave	27.6%	24.1%	37.5%
Sick Leave	58.6%	58.6%	25.0%
Vacation Leave	89.7%	89.7%	62.5%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	69.0%	69.0%	62.5%
Business Partner Discounts	17.2%	17.2%	25.0%
Career Development Assistance	31.0%	24.1%	37.5%
Cell Phone/Reimbursement	31.0%	31.0%	12.5%
Childcare Assistance	3.4%	3.4%	0.0%
Clothing/Uniform Allowance	24.1%	24.1%	25.0%
Company Product/Services	41.4%	41.4%	37.5%
Company Vehicle/Mileage Reimbursement	69.0%	69.0%	62.5%
Employee Assistance Program	10.3%	10.3%	0.0%
Flex Spending Account/Cafeteria Plan	44.8%	44.8%	50.0%
Flexible Scheduling/Different Shifts	17.2%	17.2%	12.5%
Job Protected Unpaid Leave	24.1%	24.1%	25.0%
Parking/Transit Reimbursement/Discount	3.4%	3.4%	12.5%
Profit Sharing/Stock Options	31.0%	31.0%	0.0%
Recreational/Fitness Club Reimbursement	10.3%	10.3%	12.5%
Relocation/Moving Expense	3.4%	3.4%	0.0%
Retirement Package	44.8%	44.8%	37.5%
Shift Differential Pay	17.2%	17.2%	0.0%
Tuition/Cont. Education Assistance	37.9%	37.9%	50.0%
Wellness Program	17.2%	17.2%	12.5%

50-99 Employees

94.1% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 23.5%
 - 35.7% plan to increase employee's contribution in the next year
- 25.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	43.8%	43.8%	16.7%
Dental Coverage	56.2%	56.2%	33.3%
Life Insurance	75.0%	68.8%	50.0%
Long Term Disability Insurance	43.8%	43.8%	33.3%
Medical Insurance	87.5%	87.5%	33.3%
Prescription Drug Coverage	43.8%	37.5%	33.3%
Short Term Disability Coverage	50.0%	43.8%	50.0%
Vision Coverage	25.0%	18.8%	33.3%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	75.0%	75.0%	50.0%
Holiday Leave	100%	100%	83.3%
Maternity/Paternity Leave	43.8%	43.8%	33.3%
Paid Time Off (PTO)	62.5%	56.2%	33.3%
Personal Days/Floating Holidays	56.2%	50.0%	16.7%
Sabbatical/Training Leave	43.8%	25.0%	66.7%
Sick Leave	62.5%	62.5%	0.0%
Vacation Leave	81.2%	81.2%	33.3%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	43.8%	43.8%	33.3%
Business Partner Discounts	12.5%	12.5%	16.7%
Career Development Assistance	43.8%	43.8%	33.3%
Cell Phone/Reimbursement	50.0%	50.0%	16.7%
Childcare Assistance	12.5%	12.5%	16.7%
Clothing/Uniform Allowance	25.0%	25.0%	16.7%
Company Product/Services	43.8%	43.8%	50.0%
Company Vehicle/Mileage Reimbursement	87.5%	87.5%	66.7%
Employee Assistance Program	31.2%	31.2%	33.3%
Flex Spending Account/Cafeteria Plan	50.0%	50.0%	33.3%
Flexible Scheduling/Different Shifts	12.5%	12.5%	16.7%
Job Protected Unpaid Leave	43.8%	43.8%	16.7%
Parking/Transit Reimbursement/Discount	0.0%	0.0%	0.0%
Profit Sharing/Stock Options	6.2%	6.2%	16.7%
Recreational/Fitness Club Reimbursement	12.5%	12.5%	16.7%
Relocation/Moving Expense	12.5%	12.5%	0.0%
Retirement Package	31.2%	31.2%	50.0%
Shift Differential Pay	25.0%	25.0%	33.3%
Tuition/Cont. Education Assistance	31.2%	31.2%	33.3%
Wellness Program	12.5%	12.5%	33.3%

100-249 Employees

100% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 38.5%
 - 62.5% plan to increase employee's contribution in the next year
- 56.2% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	93.8%	93.8%	40.0%
Dental Coverage	100%	100%	20.0%
Life Insurance	100%	100%	40.0%
Long Term Disability Insurance	75.0%	75.0%	40.0%
Medical Insurance	100%	100%	20.0%
Prescription Drug Coverage	75.0%	75.0%	40.0%
Short Term Disability Coverage	62.5%	62.5%	40.0%
Vision Coverage	56.2%	56.2%	0.0%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	87.5%	87.5%	40.0%
Holiday Leave	87.5%	87.5%	60.0%
Maternity/Paternity Leave	31.2%	31.2%	20.0%
Paid Time Off (PTO)	43.8%	37.5%	20.0%
Personal Days/Floating Holidays	68.8%	56.2%	40.0%
Sabbatical/Training Leave	12.5%	12.5%	20.0%
Sick Leave	68.8%	68.8%	20.0%
Vacation Leave	87.5%	81.2%	60.0%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	37.5%	37.5%	40.0%
Business Partner Discounts	12.5%	12.5%	20.0%
Career Development Assistance	56.2%	56.2%	40.0%
Cell Phone/Reimbursement	37.5%	37.5%	0.0%
Childcare Assistance	12.5%	12.5%	0.0%
Clothing/Uniform Allowance	31.2%	31.2%	40.0%
Company Product/Services	18.8%	18.8%	20.0%
Company Vehicle/Mileage Reimbursement	81.2%	81.2%	40.0%
Employee Assistance Program	62.5%	62.5%	40.0%
Flex Spending Account/Cafeteria Plan	93.8%	93.8%	60.0%
Flexible Scheduling/Different Shifts	31.2%	31.2%	40.0%
Job Protected Unpaid Leave	50.0%	50.0%	60.0%
Parking/Transit Reimbursement/Discount	0.0%	0.0%	0.0%
Profit Sharing/Stock Options	12.5%	12.5%	0.0%
Recreational/Fitness Club Reimbursement	12.5%	12.5%	20.0%
Relocation/Moving Expense	31.2%	31.2%	0.0%
Retirement Package	75.0%	75.0%	60.0%
Shift Differential Pay	50.0%	50.0%	60.0%
Tuition/Cont. Education Assistance	25.0%	25.0%	40.0%
Wellness Program	62.5%	62.5%	40.0%

250 + Employees

Notes:

100% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 23.8%
 - 54.5% plan to increase employee's contribution in the next year
- 46.2% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	92.3%	92.3%	75.0%
Dental Coverage	84.6%	84.6%	75.0%
Life Insurance	92.3%	92.3%	75.0%
Long Term Disability Insurance	100%	100%	75.0%
Medical Insurance	100%	100%	100%
Prescription Drug Coverage	61.5%	53.8%	50.0%
Short Term Disability Coverage	76.9%	76.9%	50.0%
Vision Coverage	46.2%	46.2%	50.0%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	100%
Holiday Leave	84.6%	84.6%	100%
Maternity/Paternity Leave	76.9%	76.9%	100%
Paid Time Off (PTO)	53.8%	46.2%	100%
Personal Days/Floating Holidays	76.9%	76.9%	25.0%
Sabbatical/Training Leave	53.8%	53.8%	75.0%
Sick Leave	61.5%	61.5%	25.0%
Vacation Leave	84.6%	84.6%	75.0%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	53.8%	53.8%	25.0%
Business Partner Discounts	38.5%	38.5%	25.0%
Career Development Assistance	61.5%	61.5%	25.0%
Cell Phone/Reimbursement	38.5%	38.5%	25.0%
Childcare Assistance	0.0%	0.0%	0.0%
Clothing/Uniform Allowance	30.8%	30.8%	25.0%
Company Product/Services	46.2%	46.2%	25.0%
Company Vehicle/Mileage Reimbursement	84.6%	76.9%	100%
Employee Assistance Program	76.9%	76.9%	75.0%
Flex Spending Account/Cafeteria Plan	84.6%	84.6%	100%
Flexible Scheduling/Different Shifts	61.5%	61.5%	50.0%
Job Protected Unpaid Leave	76.9%	76.9%	75.0%
Parking/Transit Reimbursement/Discount	0.0%	0.0%	0.0%
Profit Sharing/Stock Options	46.2%	46.2%	25.0%
Recreational/Fitness Club Reimbursement	23.1%	23.1%	0.0%
Relocation/Moving Expense	61.5%	61.5%	25.0%
Retirement Package	76.9%	76.9%	75.0%
Shift Differential Pay	76.9%	76.9%	50.0%
Tuition/Cont. Education Assistance	69.2%	69.2%	50.0%
Wellness Program	84.6%	84.6%	100%

Industry Clusters

Bioscience

90.0% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 21.3%
 - 42.9% plan to increase employee's contribution in the next year
- 22.2% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	77.8%	77.8%	40.0%
Dental Coverage	88.9%	88.9%	60.0%
Life Insurance	100%	88.9%	60.0%
Long Term Disability Insurance	88.9%	88.9%	60.0%
Medical Insurance	88.9%	88.9%	60.0%
Prescription Drug Coverage	55.6%	55.6%	20.0%
Short Term Disability Coverage	88.9%	88.9%	80.0%
Vision Coverage	55.6%	55.6%	40.0%

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	88.9%	88.9%	100%
Holiday Leave	77.8%	77.8%	100%
Maternity/Paternity Leave	55.6%	55.6%	80.0%
Paid Time Off (PTO)	88.9%	66.7%	60.0%
Personal Days/Floating Holidays	66.7%	44.4%	60.0%
Sabbatical/Training Leave	55.6%	44.4%	60.0%
Sick Leave	55.6%	55.6%	20.0%
Vacation Leave	66.7%	55.6%	80.0%

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	88.9%	88.9%	60.0%
Business Partner Discounts	44.4%	44.4%	40.0%
Career Development Assistance	44.4%	44.4%	40.0%
Cell Phone/Reimbursement	44.4%	44.4%	40.0%
Childcare Assistance	11.1%	11.1%	0.0%
Clothing/Uniform Allowance	33.3%	33.3%	20.0%
Company Product/Services	55.6%	55.6%	60.0%
Company Vehicle/Mileage Reimbursement	100%	100%	80.0%
Employee Assistance Program	88.9%	88.9%	80.0%
Flex Spending Account/Cafeteria Plan	100%	100%	100%
Flexible Scheduling/Different Shifts	66.7%	66.7%	60.0%
Job Protected Unpaid Leave	77.8%	77.8%	60.0%
Parking/Transit Reimbursement/Discount	0.0%	0.0%	0.0%
Profit Sharing/Stock Options	33.3%	33.3%	40.0%
Recreational/Fitness Club Reimbursement	0.0%	0.0%	0.0%
Relocation/Moving Expense	55.6%	55.6%	20.0%
Retirement Package	55.6%	55.6%	60.0%
Shift Differential Pay	66.7%	66.7%	60.0%
Tuition/Cont. Education Assistance	77.8%	77.8%	60.0%
Wellness Program	77.8%	77.8%	60.0%

Information Technology

80.0% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 10.0%
 - 100% plan to increase employee's contribution in the next year
- 0.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	Overall	Full-Time	Part-Time
AD&D	25.0%	25.0%	*
Dental Coverage	50.0%	50.0%	*
Life Insurance	50.0%	50.0%	*
Long Term Disability Insurance	25.0%	25.0%	*
Medical Insurance	100%	100%	*
Prescription Drug Coverage	50.0%	50.0%	*
Short Term Disability Coverage	25.0%	25.0%	*
Vision Coverage	0.0%	0.0%	*

Paid Leave:

Percent of Employers Offering Paid Leave

Paid Leave	Overall	Full-Time	Part-Time
Funeral/Bereavement Leave	100%	100%	*
Holiday Leave	100%	100%	*
Maternity/Paternity Leave	50.0%	50.0%	*
Paid Time Off (PTO)	50.0%	50.0%	*
Personal Days/Floating Holidays	50.0%	50.0%	*
Sabbatical/Training Leave	25.0%	25.0%	*
Sick Leave	75.0%	75.0%	*
Vacation Leave	100%	100%	*

Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Additional Benefit	Overall	Full-Time	Part-Time
Bonuses (Annual, Hiring, etc)	75.0%	75.0%	*
Business Partner Discounts	0.0%	0.0%	*
Career Development Assistance	25.0%	25.0%	*
Cell Phone/Reimbursement	25.0%	25.0%	*
Childcare Assistance	0.0%	0.0%	*
Clothing/Uniform Allowance	0.0%	0.0%	*
Company Product/Services	25.0%	25.0%	*
Company Vehicle/Mileage Reimbursement	100%	100%	*
Employee Assistance Program	0.0%	0.0%	*
Flex Spending Account/Cafeteria Plan	25.0%	25.0%	*
Flexible Scheduling/Different Shifts	25.0%	25.0%	*
Job Protected Unpaid Leave	25.0%	25.0%	*
Parking/Transit Reimbursement/Discount	0.0%	0.0%	*
Profit Sharing/Stock Options	25.0%	25.0%	*
Recreational/Fitness Club Reimbursement	0.0%	0.0%	*
Relocation/Moving Expense	0.0%	0.0%	*
Retirement Package	50.0%	50.0%	*
Shift Differential Pay	0.0%	0.0%	*
Tuition/Cont. Education Assistance	0.0%	0.0%	*
Wellness Program	0.0%	0.0%	*

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For more information regarding the Iowa Fringe Benefit Survey, contact:

Opportunity²
c/o Area 15 Regional Planning Commission
651 Indian Hills Drive
Building 17
Ottumwa, IA 52501
Phone: 641.684.6551
Fax: 641.684.4894
Email: efoudree@indianhills.edu
<http://www.op2iowa.com>
<http://www.area15rpc.com>