

IOWA
WORKFORCE
DEVELOPMENT



EMPLOYER BENEFIT ANALYSIS

STATE OF IOWA

RELEASED 2019

TABLE OF CONTENTS



INTRODUCTION	1
OVERALL BENEFIT INFORMATION	1
INDUSTRY SPECIFIC BENEFIT INFORMATION	
ACCOMMODATION & FOOD SERVICES	2
ADMINISTRATIVE & WASTE SERVICES	3
AGRICULTURE, FORESTRY, FISHING & MINING	4
ARTS, ENTERTAINMENT & RECREATION	5
CONSTRUCTION	6
EDUCATIONAL SERVICES	7
FINANCE, INSURANCE & REAL ESTATE	8
HEALTH CARE & SOCIAL ASSISTANCE	9
INFORMATION	10
MANAGEMENT	11
MANUFACTURING	12
PERSONAL SERVICES	13
PROFESSIONAL & TECHNICAL SERVICES	14
PUBLIC ADMINISTRATION	15
TRANSPORTATION & WAREHOUSING	16
UTILITIES	17
WHOLESALE & RETAIL TRADE	18

**Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



INTRODUCTION

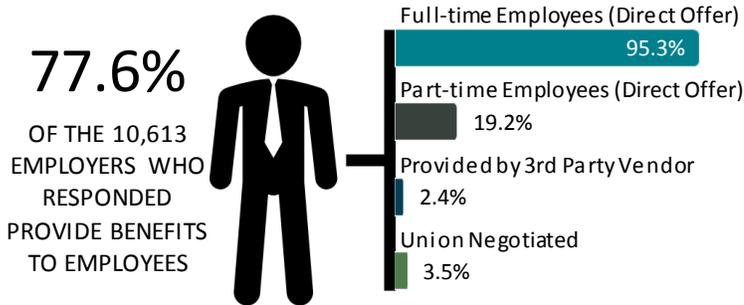
Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

Beginning in July 2018, 28,603 employers, operating 41,452 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 10,613 responses, yielding a 37.1 percent response rate.

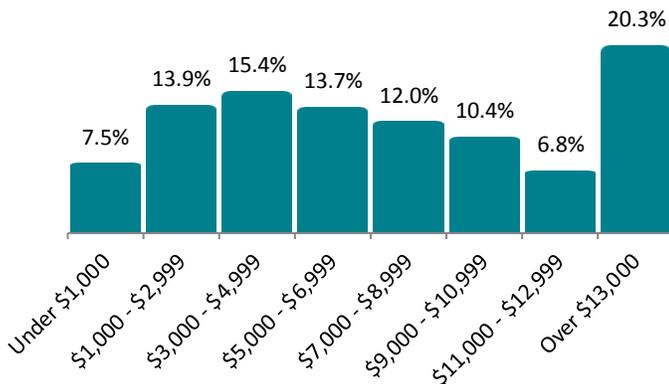


OVERALL BENEFITS INFORMATION

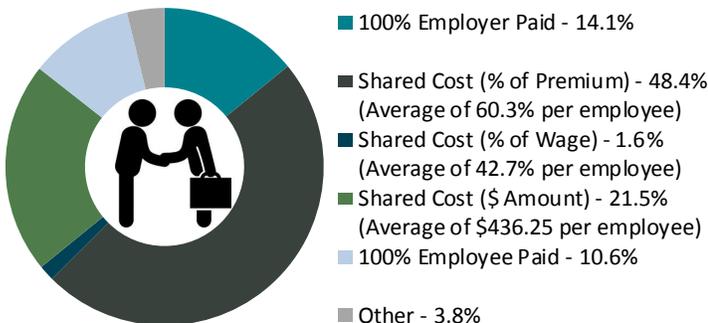
Benefits Offered to Employees



Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.4%	3.8%
Dental Coverage	52.7%	6.4%
Life Insurance	46.4%	5.2%
Long-Term Disability	33.9%	3.6%
Medical Insurance	78.1%	7.2%
Prescription Drug Coverage	59.3%	5.4%
Short-Term Disability	33.3%	3.9%
Vision Coverage	34.7%	4.4%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.1%	8.3%
Maternity/Paternity Leave	25.4%	3.2%
Paid Holidays - 7.0 Days Annually	73.6%	9.6%
Paid Sick Leave - 6.8 Days Annually	39.0%	5.6%
Paid Vacation - 7.6 Days Annually	65.0%	7.3%
Paid-Time-Off (PTO) - 9.2 Days Annually	45.8%	7.4%
Personal Days/Floating Holidays	30.4%	4.2%
Training Leave	16.3%	2.5%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.3%	8.9%
Childcare Assistance	2.3%	0.5%
Company Vehicle/Mileage	35.6%	4.4%
Employee Assistance Program	14.1%	3.5%
Flex Spending Account	28.8%	4.2%
Profit Sharing/Stock Options	16.3%	2.5%
Relocation/Moving Expense	5.8%	0.5%
Retirement Package	30.3%	5.4%
Shift Differential Pay	8.8%	1.8%
Tuition Assistance	15.9%	2.7%
Uniform Allowance	29.8%	4.0%
Wellness Program	10.2%	2.4%

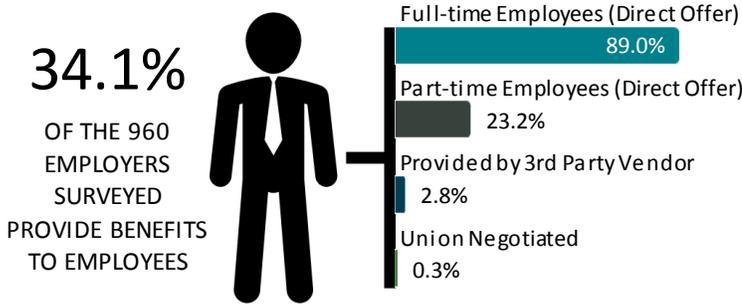
INDUSTRY BENEFITS



ACCOMMODATION & FOOD SERVICES

In July 2018, 3,737 employers in the Accommodation & Food Services Industry, operating 5,060 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 960 responses, yielding a 25.7 percent response rate.

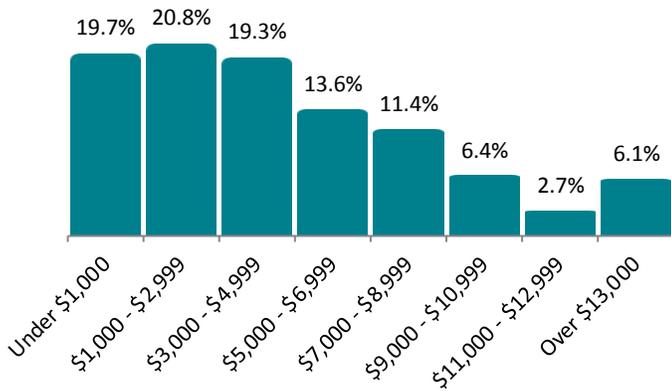
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	13.5%	0.6%
Dental Coverage	40.1%	4.0%
Life Insurance	18.0%	1.2%
Long-Term Disability	10.1%	0.3%
Medical Insurance	69.1%	5.8%
Prescription Drug Coverage	35.5%	3.1%
Short-Term Disability	9.5%	0.9%
Vision Coverage	24.5%	1.5%

Average Annual Benefit Package Cost Per Employee

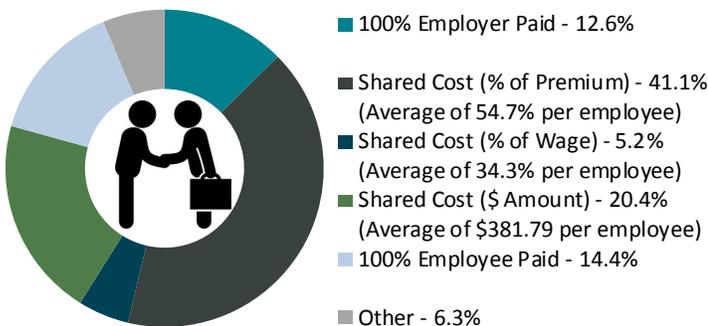


Paid Leave Offered by Employers

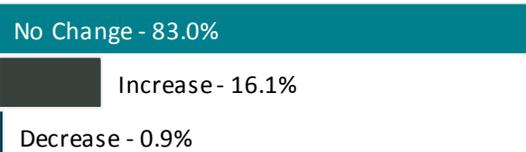
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	27.5%	4.6%
Maternity/Paternity Leave	11.0%	0.9%
Paid Holidays - 4.9 Days Annually	29.4%	3.1%
Paid Sick Leave - 5.0 Days Annually	18.7%	1.8%
Paid Vacation - 6.4 Days Annually	55.0%	6.7%
Paid-Time-Off (PTO) - 6.4 Days Annually	34.9%	4.9%
Personal Days/Floating Holidays	12.2%	1.2%
Training Leave	6.7%	0.6%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

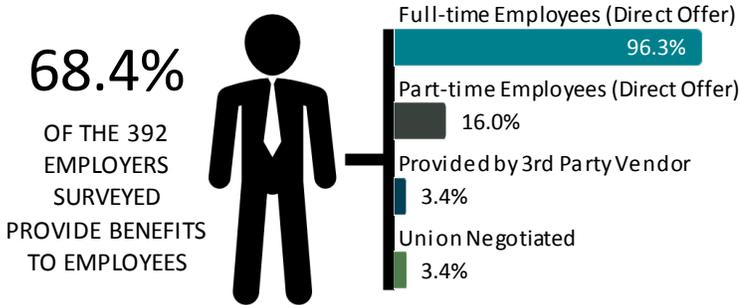
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	53.5%	9.8%
Childcare Assistance	0.6%	0.6%
Company Vehicle/Mileage	14.7%	0.9%
Employee Assistance Program	3.7%	0.9%
Flex Spending Account	7.6%	1.5%
Profit Sharing/Stock Options	6.1%	1.2%
Relocation/Moving Expense	2.4%	0.0%
Retirement Package	15.3%	3.1%
Shift Differential Pay	4.9%	1.2%
Tuition Assistance	4.6%	1.8%
Uniform Allowance	22.3%	5.5%
Wellness Program	4.0%	1.5%



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 1,388 employers in the Administrative & Waste Services Industry, operating 1,753 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 392 responses, yielding a 28.2 percent response rate.

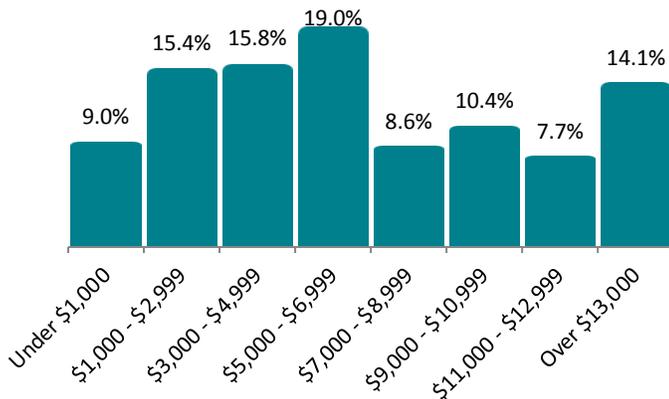
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.4%	2.2%
Dental Coverage	55.6%	3.0%
Life Insurance	49.6%	3.7%
Long-Term Disability	30.6%	2.6%
Medical Insurance	80.2%	4.5%
Prescription Drug Coverage	62.7%	3.7%
Short-Term Disability	31.3%	2.6%
Vision Coverage	36.6%	2.2%

Average Annual Benefit Package Cost Per Employee

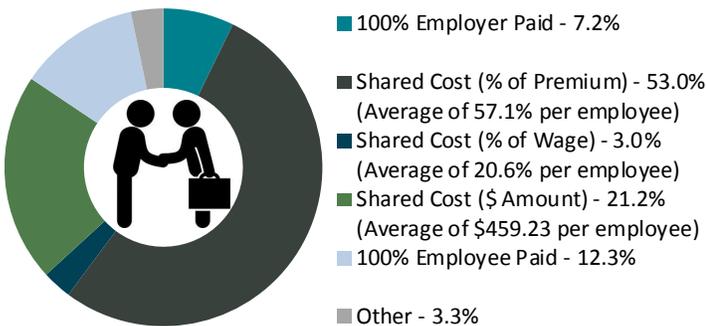


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.2%	5.6%
Maternity/Paternity Leave	21.3%	1.5%
Paid Holidays - 6.6 Days Annually	73.9%	7.5%
Paid Sick Leave - 7.5 Days Annually	32.5%	4.1%
Paid Vacation - 8.0 Days Annually	60.8%	7.5%
Paid-Time-Off (PTO) - 8.2 Days Annually	46.6%	6.0%
Personal Days/Floating Holidays	26.5%	2.6%
Training Leave	9.0%	1.1%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.2%	6.7%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	41.8%	3.7%
Employee Assistance Program	12.7%	2.2%
Flex Spending Account	23.9%	1.1%
Profit Sharing/Stock Options	11.2%	1.5%
Relocation/Moving Expense	6.3%	0.4%
Retirement Package	28.7%	4.5%
Shift Differential Pay	7.8%	1.1%
Tuition Assistance	11.6%	0.7%
Uniform Allowance	37.7%	3.0%
Wellness Program	9.3%	1.9%

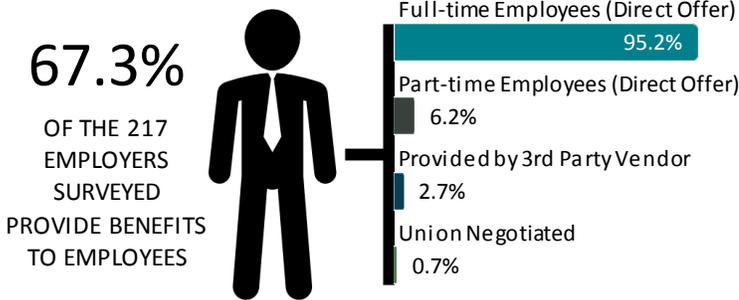
Employee Healthcare Plan Contribution Change





In July 2018, 825 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 1,034 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 217 responses, yielding a 26.3 percent response rate.

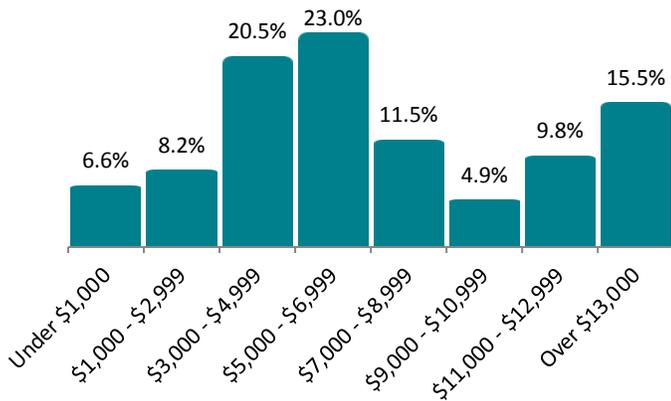
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.7%	0.7%
Dental Coverage	36.3%	1.4%
Life Insurance	32.9%	1.4%
Long-Term Disability	18.5%	0.0%
Medical Insurance	78.8%	1.4%
Prescription Drug Coverage	50.7%	0.7%
Short-Term Disability	19.9%	0.7%
Vision Coverage	22.6%	1.4%

Average Annual Benefit Package Cost Per Employee

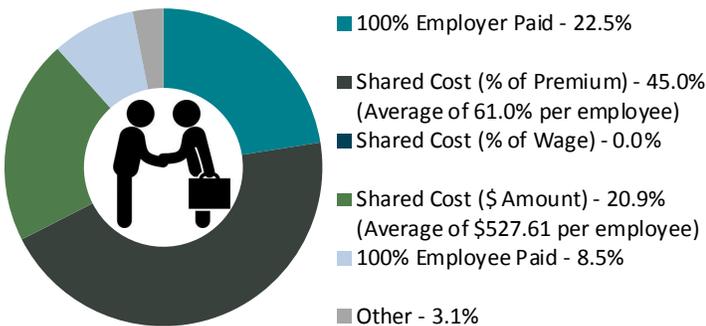


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.8%	0.0%
Maternity/Paternity Leave	18.5%	0.0%
Paid Holidays - 5.9 Days Annually	64.4%	0.7%
Paid Sick Leave - 4.6 Days Annually	28.8%	0.0%
Paid Vacation - 8.5 Days Annually	61.0%	1.4%
Paid-Time-Off (PTO) - 7.1 Days Annually	41.1%	0.7%
Personal Days/Floating Holidays	19.2%	0.0%
Training Leave	8.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	68.5%	4.1%
Childcare Assistance	1.4%	0.0%
Company Vehicle/Mileage	28.1%	0.7%
Employee Assistance Program	8.2%	0.0%
Flex Spending Account	17.8%	1.4%
Profit Sharing/Stock Options	11.6%	0.0%
Relocation/Moving Expense	3.4%	0.0%
Retirement Package	26.7%	0.7%
Shift Differential Pay	9.6%	1.4%
Tuition Assistance	8.2%	0.0%
Uniform Allowance	28.8%	0.0%
Wellness Program	6.2%	0.0%

Employee Healthcare Plan Contribution Change

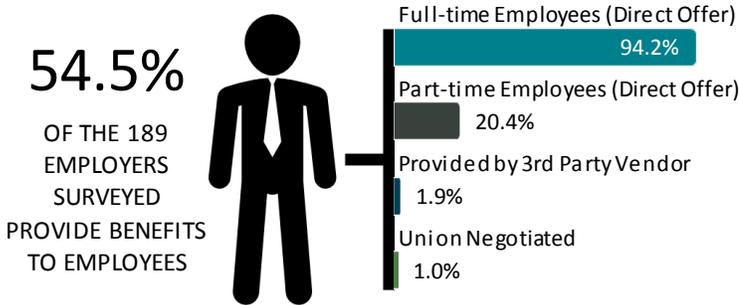




ARTS, ENTERTAINMENT & RECREATION

In July 2018, 579 employers in the Arts, Entertainment & Recreation Industry, operating 618 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 189 responses, yielding a 32.6 percent response rate.

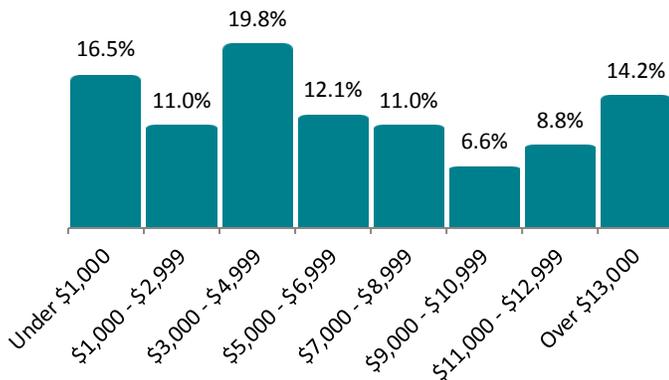
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.8%	5.8%
Dental Coverage	59.2%	3.9%
Life Insurance	45.6%	5.8%
Long-Term Disability	33.0%	1.9%
Medical Insurance	83.5%	4.9%
Prescription Drug Coverage	60.2%	3.9%
Short-Term Disability	30.1%	2.9%
Vision Coverage	39.8%	2.9%

Average Annual Benefit Package Cost Per Employee

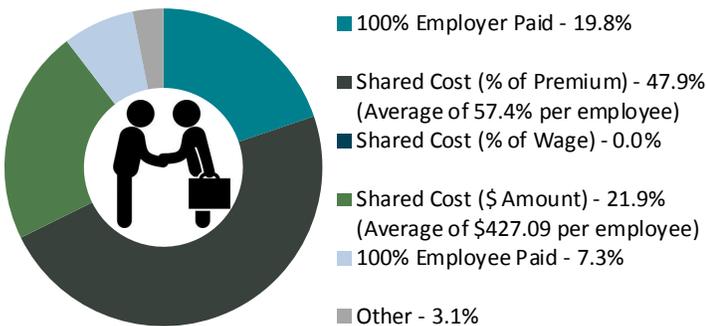


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.3%	6.8%
Maternity/Paternity Leave	33.0%	2.9%
Paid Holidays - 7.2 Days Annually	60.2%	5.8%
Paid Sick Leave - 7.4 Days Annually	39.8%	3.9%
Paid Vacation - 9.3 Days Annually	54.4%	4.9%
Paid-Time-Off (PTO) - 9.0 Days Annually	58.3%	8.7%
Personal Days/Floating Holidays	30.1%	3.9%
Training Leave	11.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	50.5%	4.9%
Childcare Assistance	6.8%	2.9%
Company Vehicle/Mileage	35.9%	5.8%
Employee Assistance Program	17.5%	7.8%
Flex Spending Account	26.2%	3.9%
Profit Sharing/Stock Options	5.8%	2.9%
Relocation/Moving Expense	9.7%	0.0%
Retirement Package	22.3%	4.9%
Shift Differential Pay	7.8%	1.9%
Tuition Assistance	7.8%	1.0%
Uniform Allowance	24.3%	3.9%
Wellness Program	15.5%	4.9%

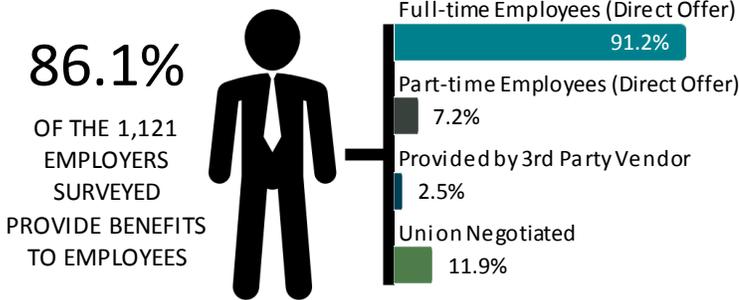
Employee Healthcare Plan Contribution Change





In July 2018, 2,808 employers in the Construction Industry, operating 2,908 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 1,121 responses, yielding a 39.9 percent response rate.

Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	29.6%	1.2%
Dental Coverage	43.9%	1.8%
Life Insurance	33.5%	1.5%
Long-Term Disability	19.7%	0.7%
Medical Insurance	71.8%	2.5%
Prescription Drug Coverage	53.4%	1.7%
Short-Term Disability	26.6%	0.6%
Vision Coverage	27.3%	0.7%

Average Annual Benefit Package Cost Per Employee

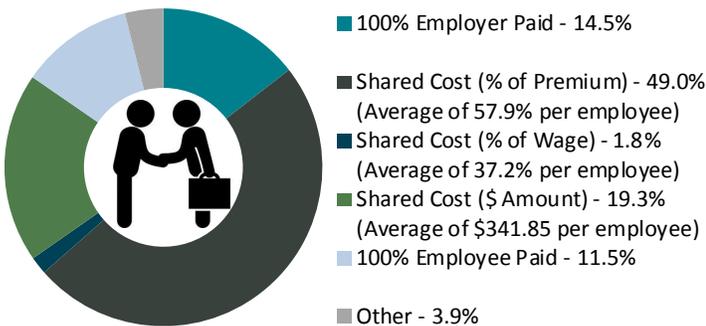


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	36.3%	0.8%
Maternity/Paternity Leave	12.7%	0.8%
Paid Holidays - 6.3 Days Annually	67.9%	3.1%
Paid Sick Leave - 5.1 Days Annually	19.8%	0.9%
Paid Vacation - 6.5 Days Annually	61.3%	1.6%
Paid-Time-Off (PTO) - 6.8 Days Annually	30.5%	1.8%
Personal Days/Floating Holidays	16.2%	0.6%
Training Leave	10.9%	0.4%

Average Annual Days Off Reported for Full-Time Positions

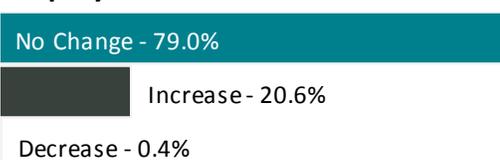
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.3%	3.1%
Childcare Assistance	0.6%	0.0%
Company Vehicle/Mileage	36.5%	1.7%
Employee Assistance Program	6.3%	0.6%
Flex Spending Account	15.5%	0.3%
Profit Sharing/Stock Options	12.8%	0.2%
Relocation/Moving Expense	2.5%	0.0%
Retirement Package	26.5%	1.9%
Shift Differential Pay	3.7%	0.0%
Tuition Assistance	11.1%	0.8%
Uniform Allowance	29.5%	1.8%
Wellness Program	3.8%	0.3%

Employee Healthcare Plan Contribution Change

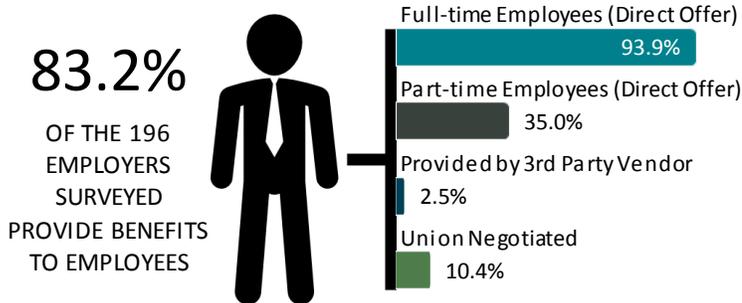




EDUCATIONAL SERVICES

In July 2018, 592 employers in the Educational Services Industry, operating 1,399 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 196 responses, yielding a 33.1 percent response rate.

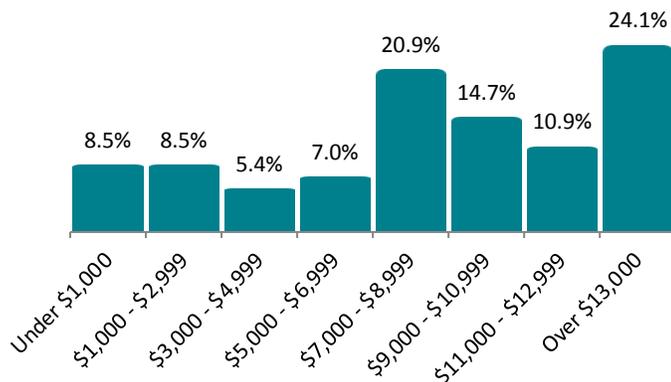
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	49.7%	11.7%
Dental Coverage	63.2%	17.2%
Life Insurance	61.3%	13.5%
Long-Term Disability	60.1%	14.1%
Medical Insurance	81.0%	20.9%
Prescription Drug Coverage	68.1%	17.2%
Short-Term Disability	20.2%	5.5%
Vision Coverage	46.0%	14.1%

Average Annual Benefit Package Cost Per Employee

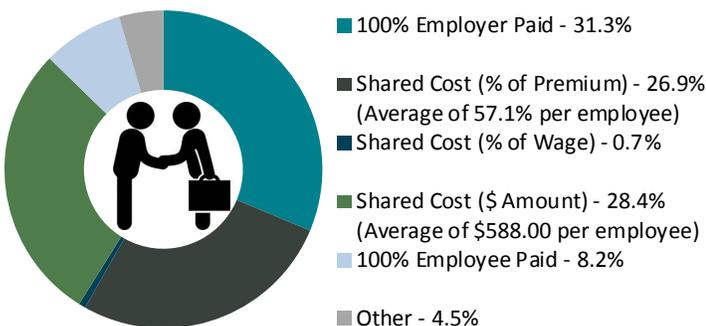


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	71.2%	24.5%
Maternity/Paternity Leave	44.2%	12.9%
Paid Holidays - 7.8 Days Annually	71.2%	20.9%
Paid Sick Leave - 11.1 Days Annually	68.7%	23.3%
Paid Vacation - 9.9 Days Annually	62.0%	9.8%
Paid-Time-Off (PTO) - 10.4 Days Annually	28.2%	8.0%
Personal Days/Floating Holidays	62.6%	20.9%
Training Leave	40.5%	12.9%

Average Annual Days Off Reported for Full-Time Positions

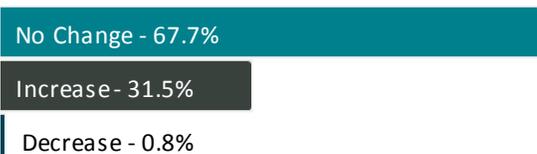
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	19.0%	4.3%
Childcare Assistance	2.5%	0.6%
Company Vehicle/Mileage	38.7%	8.0%
Employee Assistance Program	21.5%	6.1%
Flex Spending Account	57.7%	11.7%
Profit Sharing/Stock Options	3.7%	1.2%
Relocation/Moving Expense	16.6%	3.1%
Retirement Package	47.2%	9.8%
Shift Differential Pay	9.8%	2.5%
Tuition Assistance	22.7%	6.1%
Uniform Allowance	12.9%	3.7%
Wellness Program	14.7%	4.9%

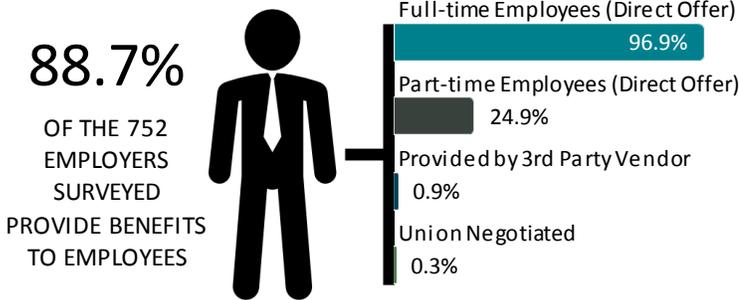
Employee Healthcare Plan Contribution Change





In July 2018, 1,693 employers in the Finance, Insurance & Real Estate Industry, operating 3,005 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 752 responses, yielding a 44.4 percent response rate.

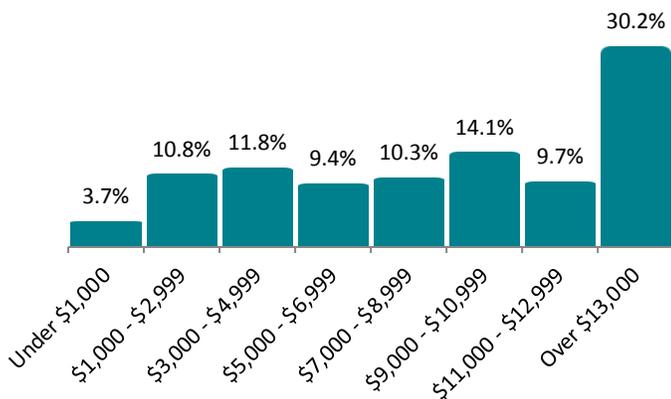
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.9%	5.7%
Dental Coverage	65.2%	10.3%
Life Insurance	64.6%	9.7%
Long-Term Disability	56.8%	8.5%
Medical Insurance	84.6%	11.4%
Prescription Drug Coverage	69.4%	8.8%
Short-Term Disability	48.0%	7.9%
Vision Coverage	44.4%	8.1%

Average Annual Benefit Package Cost Per Employee

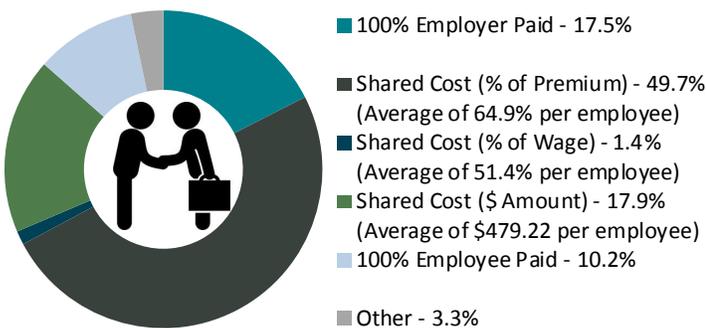


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	77.7%	12.7%
Maternity/Paternity Leave	43.9%	5.2%
Paid Holidays - 7.9 Days Annually	85.8%	14.1%
Paid Sick Leave - 7.3 Days Annually	51.3%	7.6%
Paid Vacation - 9.0 Days Annually	63.6%	10.9%
Paid-Time-Off (PTO) - 10.7 Days Annually	57.7%	10.2%
Personal Days/Floating Holidays	40.5%	6.3%
Training Leave	26.4%	5.5%

Average Annual Days Off Reported for Full-Time Positions

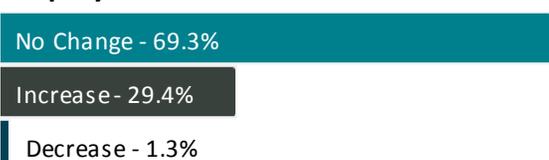
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.3%	14.7%
Childcare Assistance	2.2%	0.1%
Company Vehicle/Mileage	52.5%	10.0%
Employee Assistance Program	21.1%	6.9%
Flex Spending Account	49.5%	10.0%
Profit Sharing/Stock Options	24.7%	6.0%
Relocation/Moving Expense	6.7%	1.3%
Retirement Package	36.9%	9.0%
Shift Differential Pay	3.0%	1.8%
Tuition Assistance	24.6%	5.1%
Uniform Allowance	20.5%	5.2%
Wellness Program	15.9%	5.4%

Employee Healthcare Plan Contribution Change

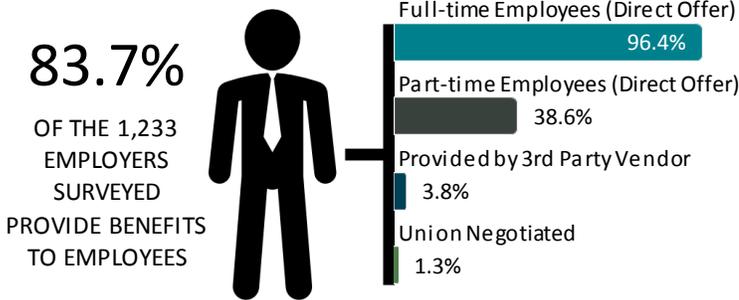




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 3,136 employers in the Health Care & Social Assistance Industry, operating 5,056 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 1,233 responses, yielding a 39.3 percent response rate.

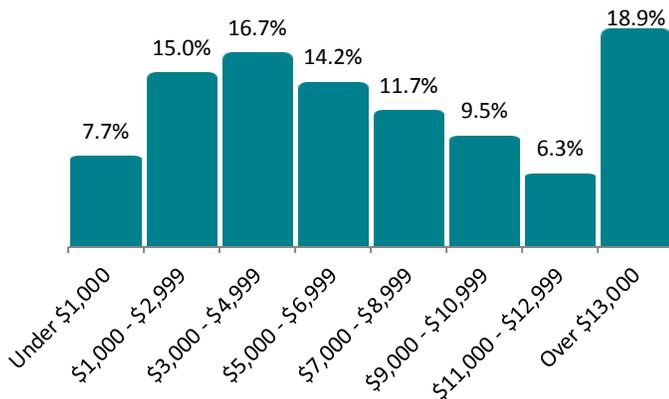
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.4%	7.9%
Dental Coverage	60.9%	17.5%
Life Insurance	45.3%	10.4%
Long-Term Disability	33.4%	6.1%
Medical Insurance	71.5%	14.9%
Prescription Drug Coverage	52.0%	10.8%
Short-Term Disability	32.8%	8.1%
Vision Coverage	40.3%	11.3%

Average Annual Benefit Package Cost Per Employee

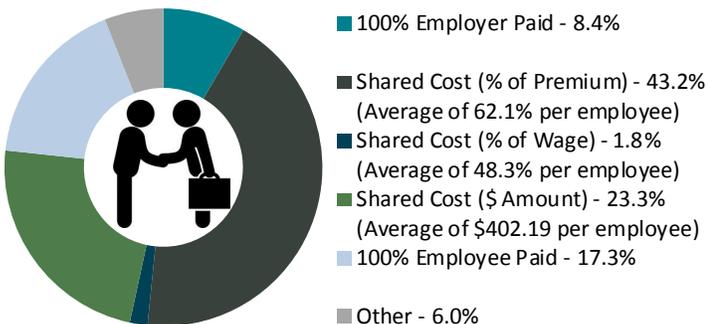


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.9%	20.0%
Maternity/Paternity Leave	27.5%	7.4%
Paid Holidays - 6.8 Days Annually	71.8%	20.5%
Paid Sick Leave - 6.8 Days Annually	46.3%	13.3%
Paid Vacation - 8.3 Days Annually	55.3%	15.7%
Paid-Time-Off (PTO) - 11.6 Days Annually	64.3%	21.8%
Personal Days/Floating Holidays	31.0%	8.7%
Training Leave	19.9%	5.8%

Average Annual Days Off Reported for Full-Time Positions

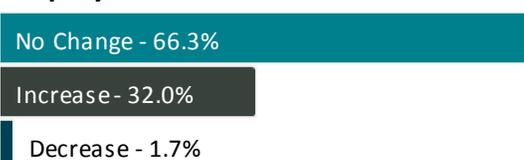
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.6%	20.4%
Childcare Assistance	7.1%	2.0%
Company Vehicle/Mileage	33.9%	10.5%
Employee Assistance Program	18.4%	9.4%
Flex Spending Account	31.0%	9.6%
Profit Sharing/Stock Options	20.0%	5.1%
Relocation/Moving Expense	4.4%	1.4%
Retirement Package	37.3%	11.8%
Shift Differential Pay	18.6%	8.3%
Tuition Assistance	26.4%	8.7%
Uniform Allowance	36.1%	11.8%
Wellness Program	12.5%	6.4%

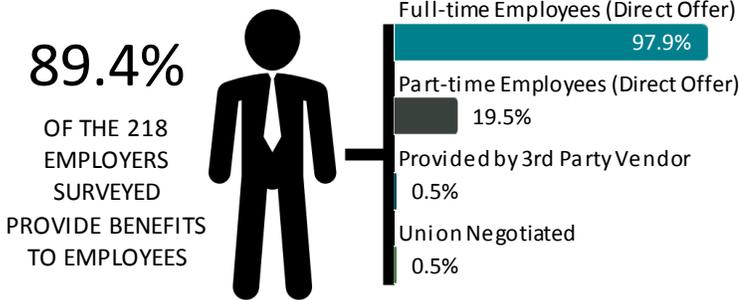
Employee Healthcare Plan Contribution Change





In July 2018, 481 employers in the Information Industry, operating 680 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 218 responses, yielding a 45.3 percent response rate.

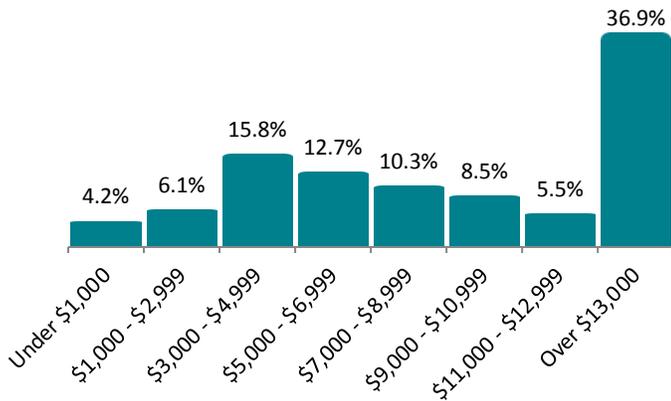
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	60.5%	6.7%
Dental Coverage	75.9%	9.2%
Life Insurance	70.8%	9.2%
Long-Term Disability	61.5%	5.6%
Medical Insurance	89.2%	9.2%
Prescription Drug Coverage	81.0%	8.2%
Short-Term Disability	48.7%	6.2%
Vision Coverage	56.9%	5.6%

Average Annual Benefit Package Cost Per Employee

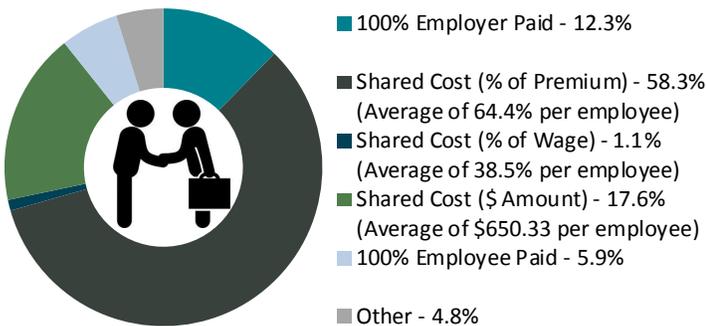


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.0%	10.8%
Maternity/Paternity Leave	39.5%	2.6%
Paid Holidays - 7.4 Days Annually	86.2%	11.8%
Paid Sick Leave - 8.2 Days Annually	60.5%	9.2%
Paid Vacation - 8.2 Days Annually	70.3%	10.8%
Paid-Time-Off (PTO) - 9.6 Days Annually	55.4%	8.7%
Personal Days/Floating Holidays	46.7%	6.7%
Training Leave	22.1%	1.5%

Average Annual Days Off Reported for Full-Time Positions

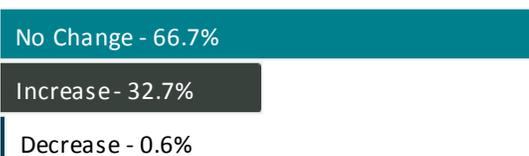
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.0%	8.7%
Childcare Assistance	0.5%	0.5%
Company Vehicle/Mileage	52.8%	5.6%
Employee Assistance Program	20.0%	4.1%
Flex Spending Account	39.5%	6.2%
Profit Sharing/Stock Options	16.9%	2.6%
Relocation/Moving Expense	12.8%	0.5%
Retirement Package	29.7%	3.6%
Shift Differential Pay	3.1%	0.0%
Tuition Assistance	19.0%	1.0%
Uniform Allowance	32.8%	2.1%
Wellness Program	20.5%	2.1%

Employee Healthcare Plan Contribution Change

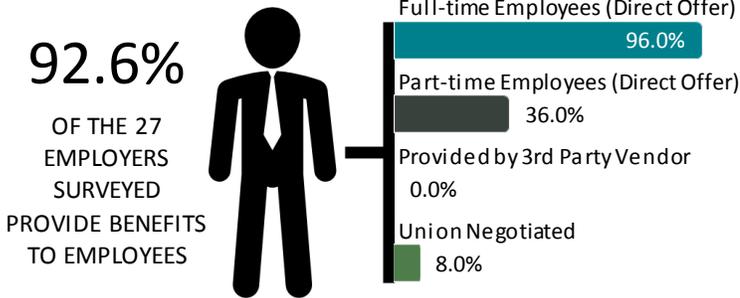




MANAGEMENT

In July 2018, 339 employers in the Management Industry, operating 396 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 27 responses, yielding a 8.0 percent response rate.

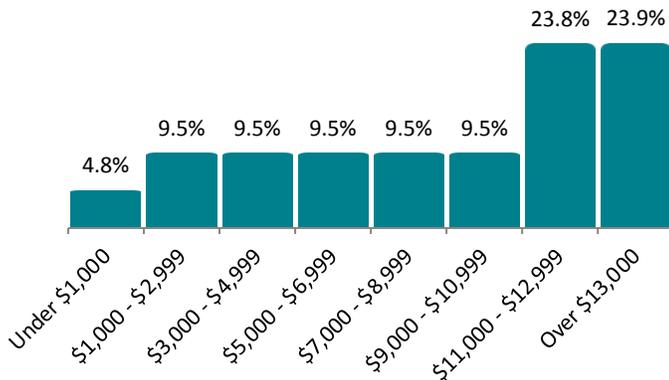
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	64.0%	8.0%
Dental Coverage	84.0%	16.0%
Life Insurance	68.0%	8.0%
Long-Term Disability	60.0%	8.0%
Medical Insurance	92.0%	20.0%
Prescription Drug Coverage	80.0%	8.0%
Short-Term Disability	40.0%	8.0%
Vision Coverage	60.0%	12.0%

Average Annual Benefit Package Cost Per Employee

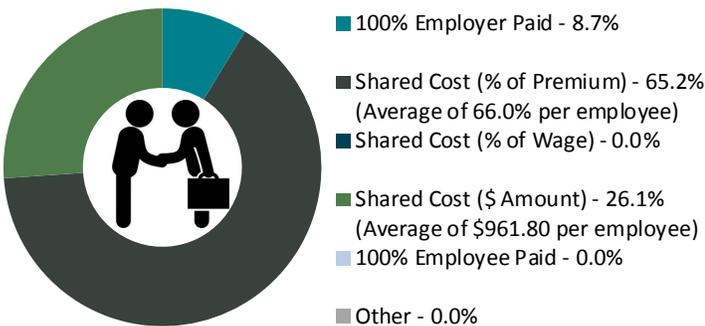


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	84.0%	16.0%
Maternity/Paternity Leave	28.0%	8.0%
Paid Holidays - 7.1 Days Annually	80.0%	16.0%
Paid Sick Leave - 5.2 Days Annually	28.0%	0.0%
Paid Vacation - 7.2 Days Annually	40.0%	0.0%
Paid-Time-Off (PTO) - 12.4 Days Annually	64.0%	20.0%
Personal Days/Floating Holidays	28.0%	4.0%
Training Leave	28.0%	12.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	76.0%	12.0%
Childcare Assistance	4.0%	4.0%
Company Vehicle/Mileage	48.0%	12.0%
Employee Assistance Program	36.0%	16.0%
Flex Spending Account	48.0%	8.0%
Profit Sharing/Stock Options	28.0%	12.0%
Relocation/Moving Expense	20.0%	0.0%
Retirement Package	24.0%	8.0%
Shift Differential Pay	12.0%	12.0%
Tuition Assistance	24.0%	12.0%
Uniform Allowance	40.0%	12.0%
Wellness Program	20.0%	12.0%

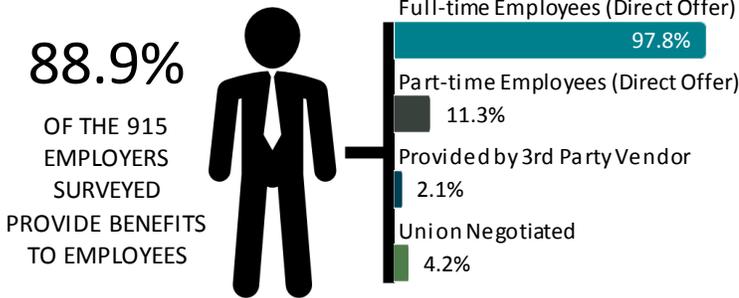
Employee Healthcare Plan Contribution Change





In July 2018, 2,237 employers in the Manufacturing Industry, operating 2,621 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 915 responses, yielding a 40.9 percent response rate.

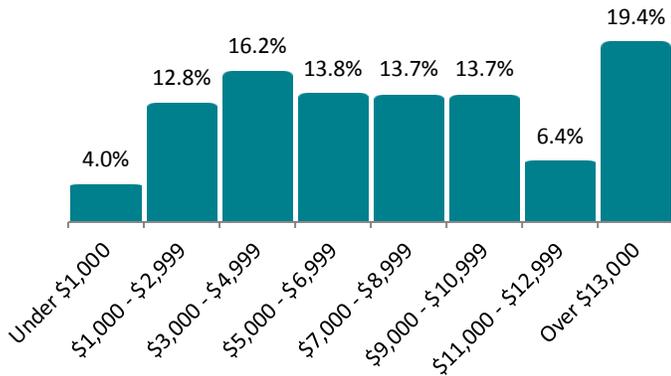
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.7%	3.9%
Dental Coverage	58.8%	4.6%
Life Insurance	60.1%	4.4%
Long-Term Disability	42.6%	2.8%
Medical Insurance	83.3%	5.5%
Prescription Drug Coverage	71.6%	4.8%
Short-Term Disability	50.4%	3.7%
Vision Coverage	42.1%	3.8%

Average Annual Benefit Package Cost Per Employee

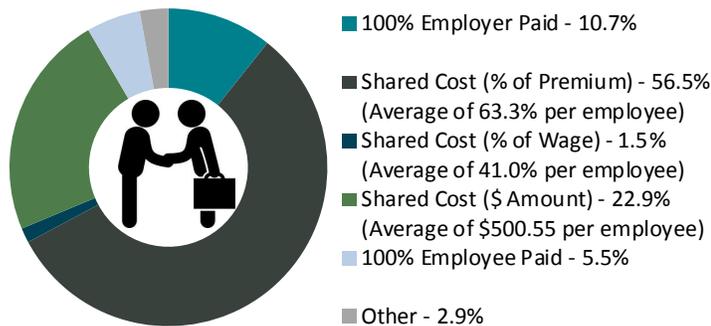


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.9%	5.0%
Maternity/Paternity Leave	22.3%	0.9%
Paid Holidays - 7.6 Days Annually	84.6%	7.0%
Paid Sick Leave - 4.8 Days Annually	27.6%	1.5%
Paid Vacation - 6.9 Days Annually	69.6%	4.2%
Paid-Time-Off (PTO) - 7.7 Days Annually	45.8%	4.1%
Personal Days/Floating Holidays	32.2%	1.7%
Training Leave	7.5%	0.4%

Average Annual Days Off Reported for Full-Time Positions

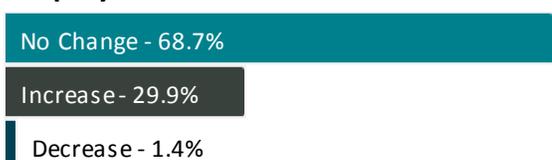
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	65.3%	4.8%
Childcare Assistance	1.6%	0.0%
Company Vehicle/Mileage	32.6%	1.8%
Employee Assistance Program	25.3%	3.2%
Flex Spending Account	36.2%	3.2%
Profit Sharing/Stock Options	23.1%	3.0%
Relocation/Moving Expense	11.3%	0.6%
Retirement Package	26.2%	2.6%
Shift Differential Pay	27.9%	2.0%
Tuition Assistance	21.0%	1.4%
Uniform Allowance	32.3%	2.5%
Wellness Program	17.0%	1.6%

Employee Healthcare Plan Contribution Change

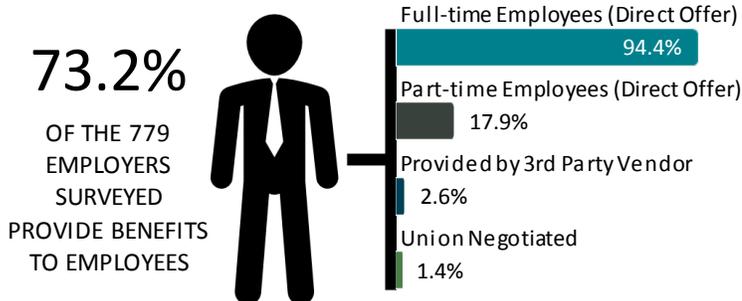




PERSONAL SERVICES

In July 2018, 1,865 employers in the Personal Services Industry, operating 2,226 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 779 responses, yielding a 41.8 percent response rate.

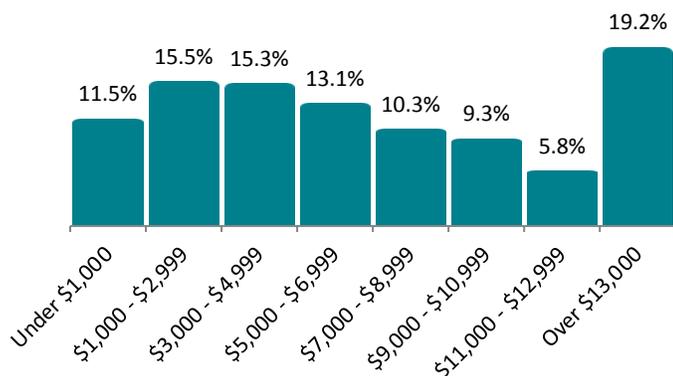
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	32.3%	3.3%
Dental Coverage	48.6%	5.3%
Life Insurance	40.5%	5.1%
Long-Term Disability	28.6%	4.0%
Medical Insurance	79.6%	6.8%
Prescription Drug Coverage	53.9%	5.0%
Short-Term Disability	29.5%	4.4%
Vision Coverage	27.0%	3.5%

Average Annual Benefit Package Cost Per Employee

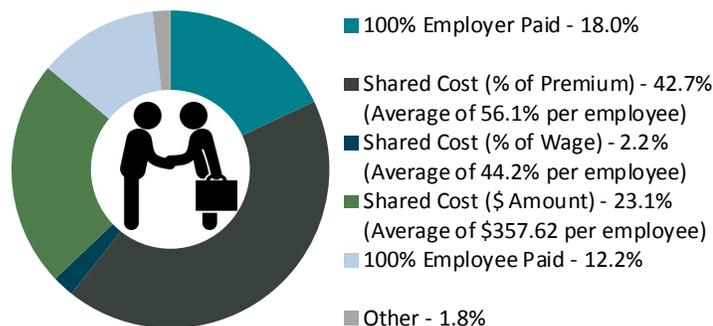


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	49.1%	7.5%
Maternity/Paternity Leave	23.0%	3.5%
Paid Holidays - 6.9 Days Annually	70.7%	9.1%
Paid Sick Leave - 7.1 Days Annually	38.8%	5.3%
Paid Vacation - 7.8 Days Annually	72.8%	8.1%
Paid-Time-Off (PTO) - 9.0 Days Annually	35.3%	5.8%
Personal Days/Floating Holidays	29.1%	4.7%
Training Leave	17.0%	1.8%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

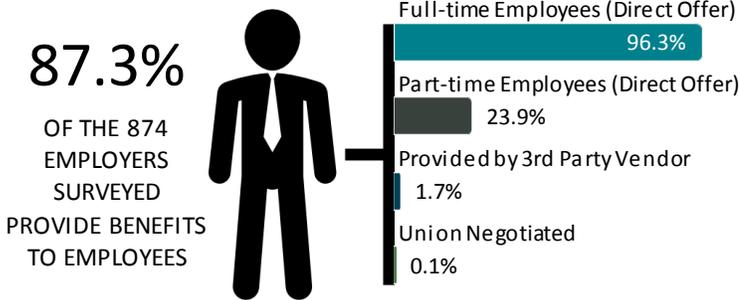
	Full-Time Positions	Part-Time Positions
Bonuses	54.0%	7.5%
Childcare Assistance	1.4%	0.2%
Company Vehicle/Mileage	26.7%	3.2%
Employee Assistance Program	8.4%	2.1%
Flex Spending Account	19.8%	3.2%
Profit Sharing/Stock Options	10.2%	1.8%
Relocation/Moving Expense	3.0%	0.0%
Retirement Package	31.2%	4.9%
Shift Differential Pay	3.0%	0.2%
Tuition Assistance	13.2%	1.6%
Uniform Allowance	31.6%	2.3%
Wellness Program	7.0%	1.1%



PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 2,040 employers in the Professional & Technical Services Industry, operating 2,286 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 874 responses, yielding a 42.8 percent response rate.

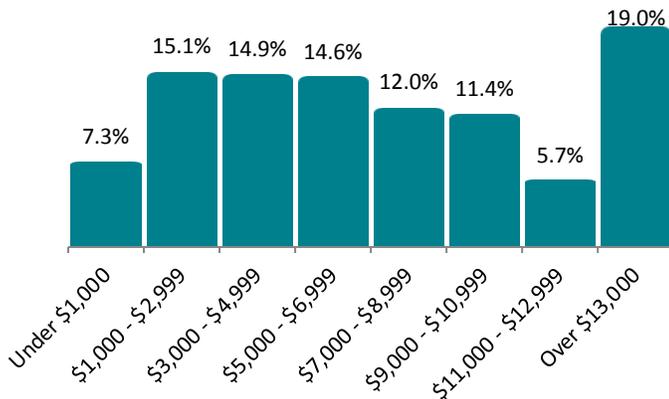
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.2%	3.3%
Dental Coverage	48.9%	5.0%
Life Insurance	43.0%	5.4%
Long-Term Disability	36.2%	4.5%
Medical Insurance	75.8%	5.6%
Prescription Drug Coverage	55.0%	3.6%
Short-Term Disability	31.3%	3.7%
Vision Coverage	32.0%	3.4%

Average Annual Benefit Package Cost Per Employee

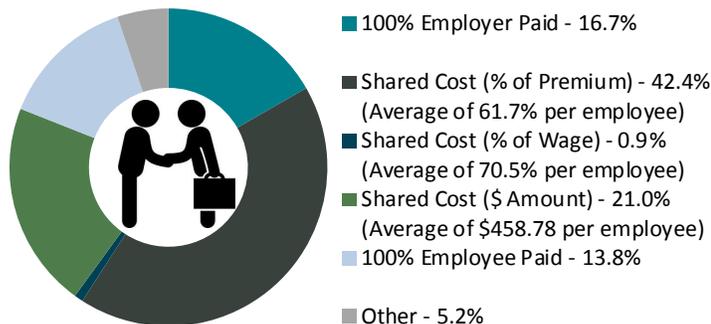


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.1%	9.7%
Maternity/Paternity Leave	35.4%	3.9%
Paid Holidays - 7.2 Days Annually	83.5%	13.2%
Paid Sick Leave - 6.0 Days Annually	48.5%	6.7%
Paid Vacation - 8.9 Days Annually	65.1%	8.5%
Paid-Time-Off (PTO) - 10.3 Days Annually	61.5%	9.3%
Personal Days/Floating Holidays	39.8%	5.5%
Training Leave	22.4%	3.8%

Average Annual Days Off Reported for Full-Time Positions

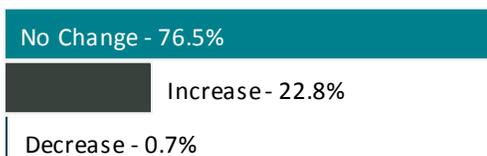
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	74.0%	14.0%
Childcare Assistance	2.9%	0.5%
Company Vehicle/Mileage	45.2%	6.7%
Employee Assistance Program	10.4%	1.8%
Flex Spending Account	31.7%	4.2%
Profit Sharing/Stock Options	24.8%	3.5%
Relocation/Moving Expense	8.7%	0.4%
Retirement Package	35.1%	8.5%
Shift Differential Pay	2.2%	0.3%
Tuition Assistance	19.1%	3.0%
Uniform Allowance	15.3%	3.1%
Wellness Program	7.7%	2.1%

Employee Healthcare Plan Contribution Change

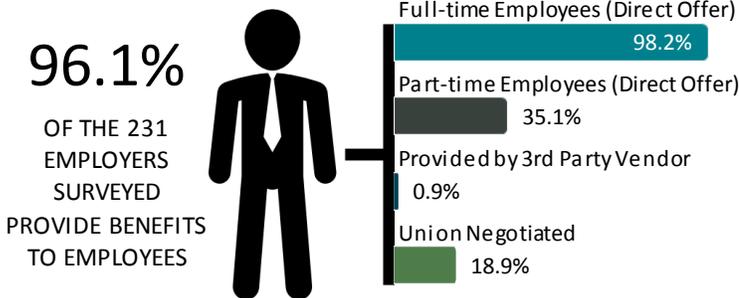




PUBLIC ADMINISTRATION

In July 2018, 354 employers in the Public Administration Industry, operating 621 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 231 responses, yielding a 65.3 percent response rate.

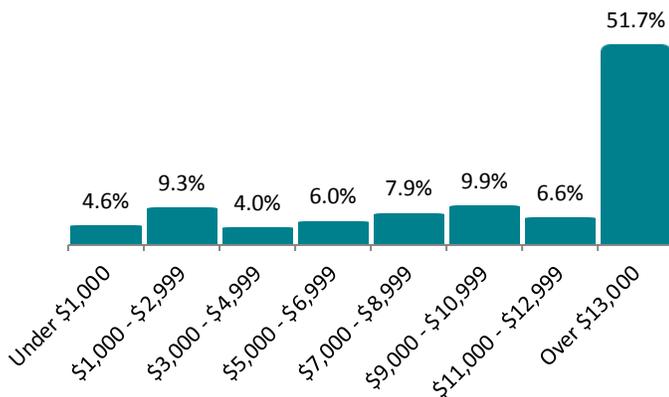
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.6%	10.4%
Dental Coverage	55.4%	13.1%
Life Insurance	61.7%	8.6%
Long-Term Disability	35.6%	6.8%
Medical Insurance	75.7%	15.3%
Prescription Drug Coverage	73.5%	15.8%
Short-Term Disability	28.8%	7.2%
Vision Coverage	41.9%	9.9%

Average Annual Benefit Package Cost Per Employee

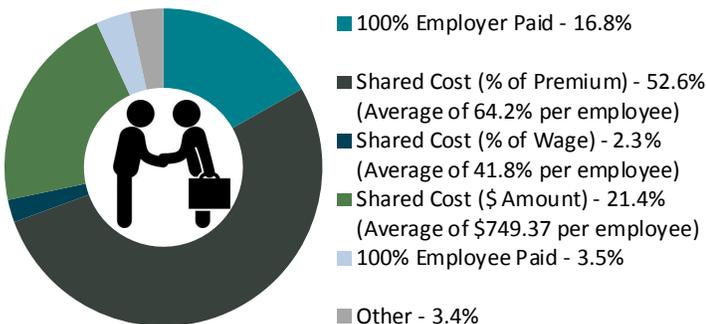


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	75.2%	16.2%
Maternity/Paternity Leave	38.7%	9.9%
Paid Holidays - 9.6 Days Annually	77.5%	17.1%
Paid Sick Leave - 12.8 Days Annually	76.1%	17.1%
Paid Vacation - 8.4 Days Annually	73.4%	17.6%
Paid-Time-Off (PTO) - 7.9 Days Annually	26.6%	4.1%
Personal Days/Floating Holidays	50.5%	6.3%
Training Leave	22.5%	4.1%

Average Annual Days Off Reported for Full-Time Positions

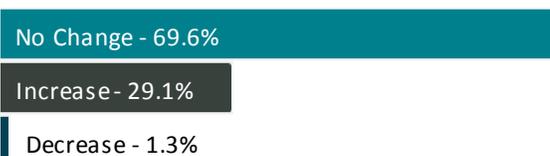
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	11.3%	4.5%
Childcare Assistance	2.7%	1.4%
Company Vehicle/Mileage	42.3%	5.4%
Employee Assistance Program	32.9%	10.8%
Flex Spending Account	41.4%	9.5%
Profit Sharing/Stock Options	3.2%	1.4%
Relocation/Moving Expense	5.4%	1.8%
Retirement Package	37.8%	13.5%
Shift Differential Pay	16.7%	2.7%
Tuition Assistance	11.7%	1.8%
Uniform Allowance	32.9%	2.3%
Wellness Program	16.2%	5.9%

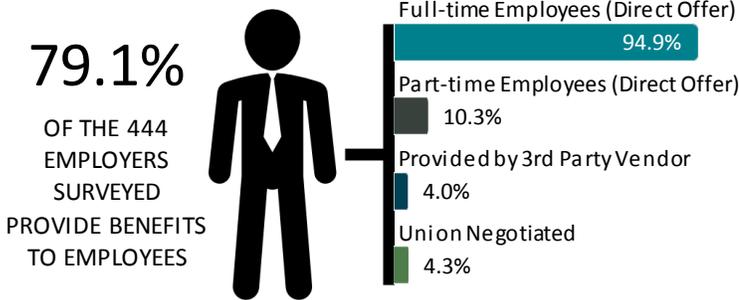
Employee Healthcare Plan Contribution Change





In July 2018, 1,319 employers in the Transportation & Warehousing Industry, operating 1,586 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 444 responses, yielding a 33.7 percent response rate.

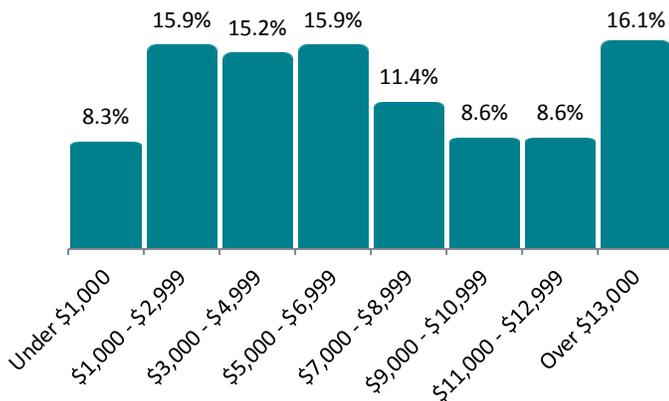
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.8%	2.0%
Dental Coverage	46.7%	2.6%
Life Insurance	40.7%	3.7%
Long-Term Disability	24.8%	1.7%
Medical Insurance	79.8%	3.4%
Prescription Drug Coverage	60.4%	2.6%
Short-Term Disability	29.9%	2.6%
Vision Coverage	32.8%	1.4%

Average Annual Benefit Package Cost Per Employee

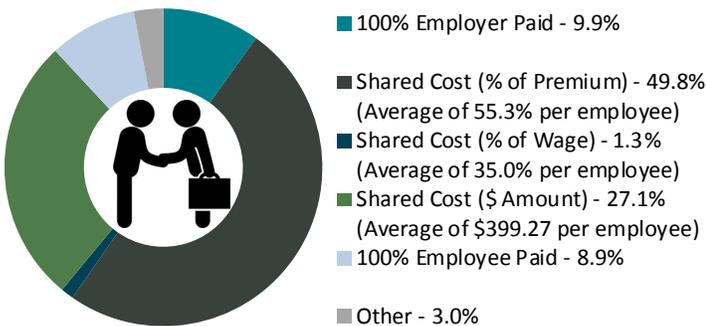


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.7%	4.3%
Maternity/Paternity Leave	16.8%	2.0%
Paid Holidays - 6.4 Days Annually	61.5%	4.6%
Paid Sick Leave - 5.7 Days Annually	26.8%	2.3%
Paid Vacation - 6.2 Days Annually	72.1%	2.6%
Paid-Time-Off (PTO) - 7.7 Days Annually	29.3%	2.3%
Personal Days/Floating Holidays	23.1%	2.0%
Training Leave	11.1%	1.1%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.5%	3.7%
Childcare Assistance	2.6%	0.0%
Company Vehicle/Mileage	20.8%	2.3%
Employee Assistance Program	11.7%	1.4%
Flex Spending Account	19.7%	2.0%
Profit Sharing/Stock Options	10.0%	1.1%
Relocation/Moving Expense	3.7%	0.3%
Retirement Package	25.4%	2.3%
Shift Differential Pay	6.8%	0.9%
Tuition Assistance	8.3%	0.3%
Uniform Allowance	25.9%	1.4%
Wellness Program	8.8%	1.4%

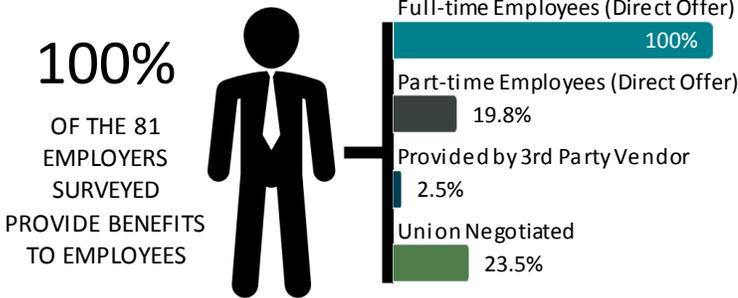
Employee Healthcare Plan Contribution Change





In July 2018, 122 employers in the Utilities Industry, operating 256 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 81 responses, yielding a 66.4 percent response rate.

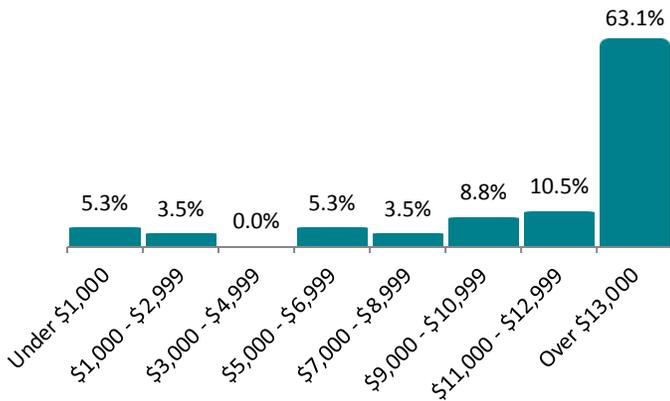
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.1%	4.9%
Dental Coverage	45.7%	2.5%
Life Insurance	69.1%	6.2%
Long-Term Disability	45.7%	4.9%
Medical Insurance	74.1%	9.9%
Prescription Drug Coverage	69.1%	6.2%
Short-Term Disability	27.2%	2.5%
Vision Coverage	35.8%	3.7%

Average Annual Benefit Package Cost Per Employee

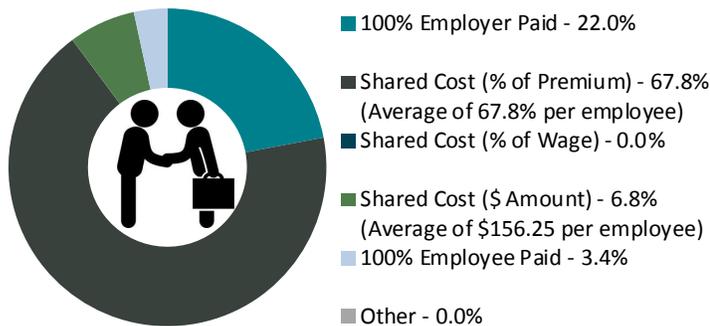


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.2%	7.4%
Maternity/Paternity Leave	27.2%	0.0%
Paid Holidays - 8.7 Days Annually	72.8%	7.4%
Paid Sick Leave - 10.3 Days Annually	59.3%	8.6%
Paid Vacation - 7.1 Days Annually	59.3%	11.1%
Paid-Time-Off (PTO) - 11.3 Days Annually	29.6%	2.5%
Personal Days/Floating Holidays	48.1%	4.9%
Training Leave	21.0%	2.5%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	21.0%	1.2%
Childcare Assistance	1.2%	0.0%
Company Vehicle/Mileage	42.0%	3.7%
Employee Assistance Program	30.9%	3.7%
Flex Spending Account	44.4%	4.9%
Profit Sharing/Stock Options	1.2%	0.0%
Relocation/Moving Expense	7.4%	0.0%
Retirement Package	35.8%	3.7%
Shift Differential Pay	4.9%	0.0%
Tuition Assistance	30.9%	4.9%
Uniform Allowance	58.0%	7.4%
Wellness Program	23.5%	4.9%

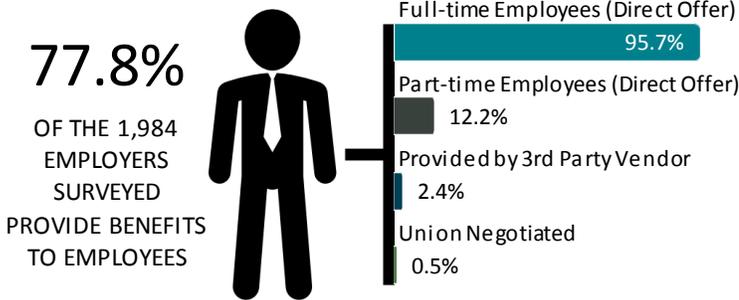
Employee Healthcare Plan Contribution Change





In July 2018, 5,088 employers in the Wholesale & Retail Trade Industry, operating 9,947 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 1,984 responses, yielding a 39.0 percent response rate.

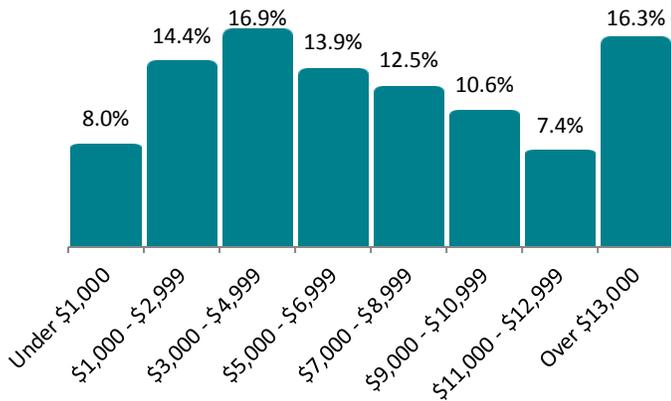
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.5%	1.4%
Dental Coverage	47.5%	2.4%
Life Insurance	43.5%	2.3%
Long-Term Disability	31.0%	1.4%
Medical Insurance	80.8%	4.1%
Prescription Drug Coverage	59.4%	2.6%
Short-Term Disability	32.8%	2.1%
Vision Coverage	29.1%	1.7%

Average Annual Benefit Package Cost Per Employee

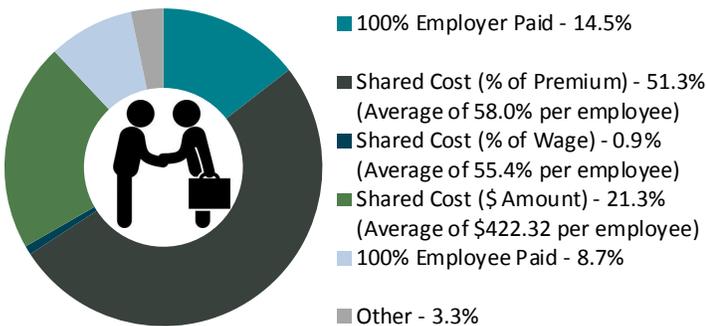


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	55.8%	4.3%
Maternity/Paternity Leave	21.4%	1.4%
Paid Holidays - 6.3 Days Annually	75.3%	5.5%
Paid Sick Leave - 4.8 Days Annually	39.2%	2.5%
Paid Vacation - 6.8 Days Annually	70.3%	4.1%
Paid-Time-Off (PTO) - 7.5 Days Annually	43.5%	4.3%
Personal Days/Floating Holidays	27.3%	2.1%
Training Leave	15.3%	0.9%

Average Annual Days Off Reported for Full-Time Positions

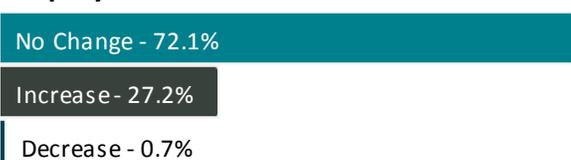
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.0%	5.9%
Childcare Assistance	1.2%	0.1%
Company Vehicle/Mileage	32.4%	1.4%
Employee Assistance Program	9.2%	1.2%
Flex Spending Account	25.8%	1.6%
Profit Sharing/Stock Options	16.1%	1.2%
Relocation/Moving Expense	3.8%	0.1%
Retirement Package	27.3%	2.6%
Shift Differential Pay	4.1%	0.4%
Tuition Assistance	9.7%	0.7%
Uniform Allowance	35.9%	2.4%
Wellness Program	7.3%	0.3%

Employee Healthcare Plan Contribution Change



IOWA
WORKFORCE
DEVELOPMENT

Iowa Workforce Development
Labor Market Information Division
Regional Research & Analysis Bureau
1000 E. Grand Avenue
Des Moines, Iowa 50319

Phone: (515) 281-7524 | Email: Laborshed.Studies@iwd.iowa.gov
www.iowaworkforcedevelopment.gov
www.iowalmi.gov