

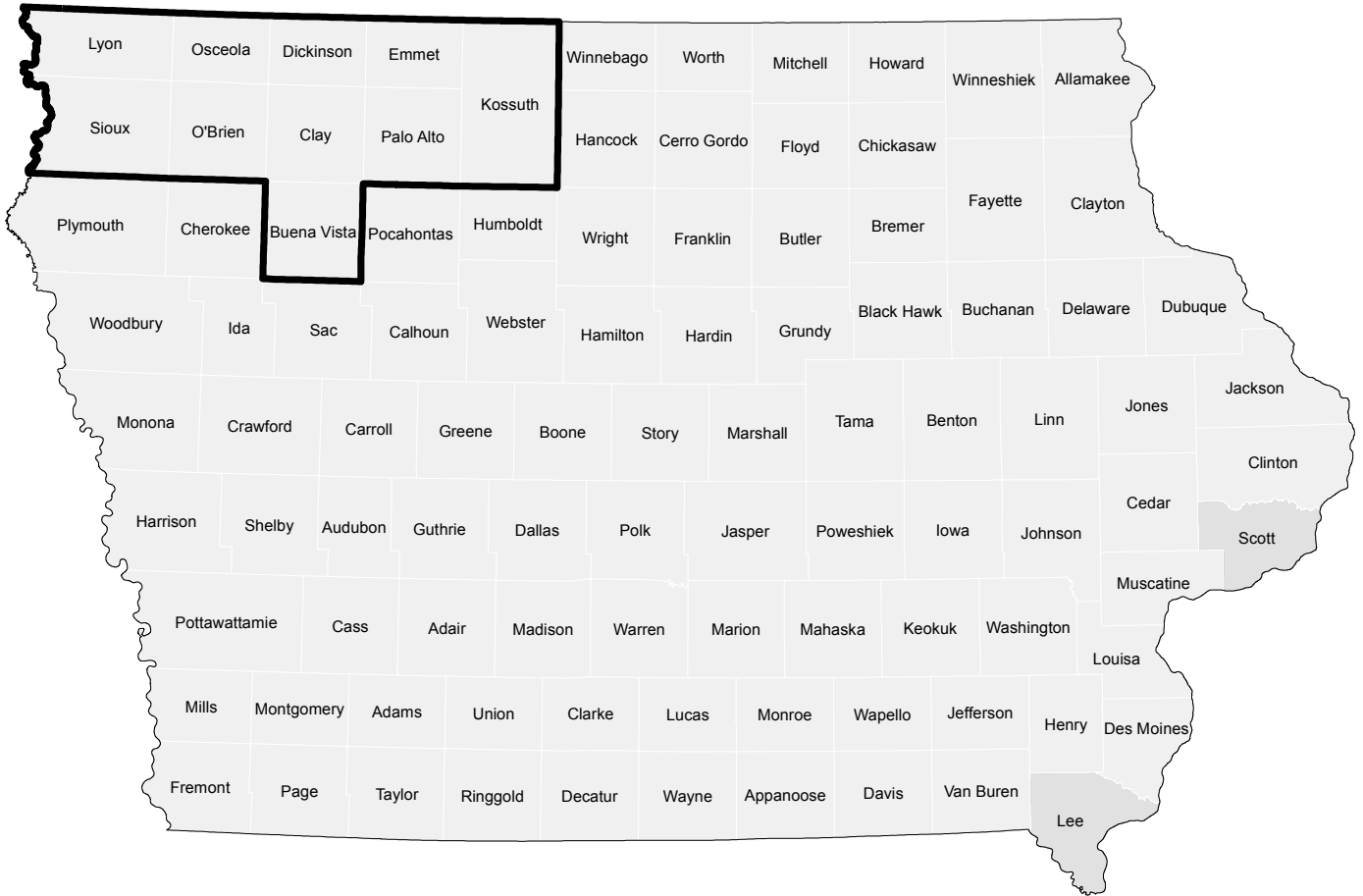


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 3/4**  
**RELEASED 2019**

BUENA VISTA, CLAY, DICKINSON, EMMET, KOSSUTH, LYON,  
O'BRIEN, OSCEOLA, PALO ALTO AND SIOUX COUNTIES

**Counties within Iowa Workforce Development Region 3/4 included within this analysis:**

- Buena Vista
- Clay
- Dickinson
- Emmet
- Kossuth
- Lyon
- O'Brien
- Osceola
- Palo Alto
- Sioux



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



# 2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



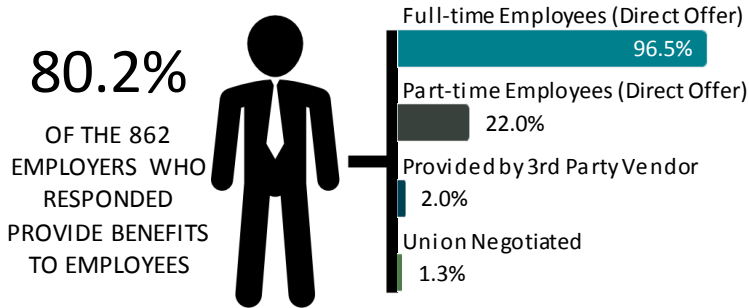
## INTRODUCTION

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.

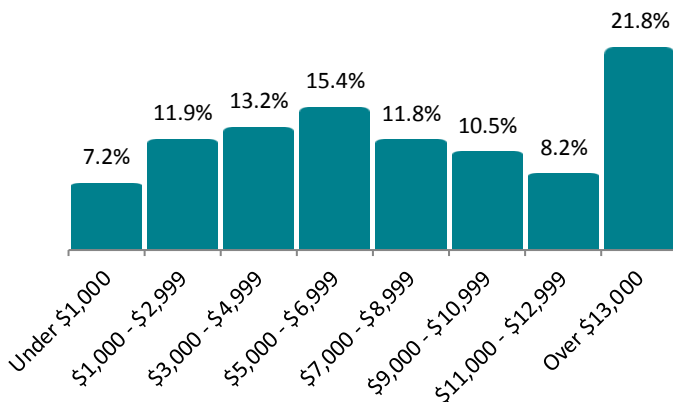
Beginning in July 2018, 2,061 employers, operating 2,544 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 862 responses, yielding a 41.8 percent response rate.



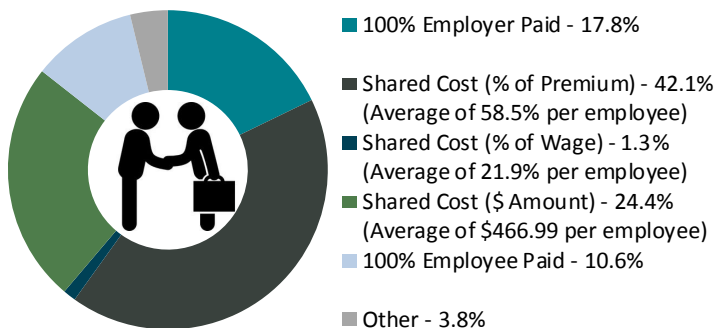
### Benefits Offered to Employees



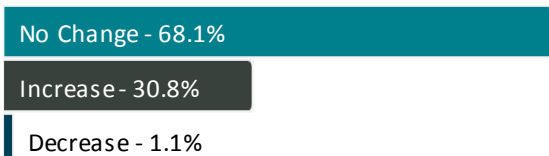
### Average Annual Benefit Package Cost Per Employee



### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



## OVERALL BENEFITS INFORMATION

### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.0%	3.8%
Dental Coverage	46.6%	6.4%
Life Insurance	49.5%	5.6%
Long-Term Disability	35.6%	3.6%
Medical Insurance	80.3%	6.8%
Prescription Drug Coverage	58.5%	4.6%
Short-Term Disability	35.6%	4.9%
Vision Coverage	32.9%	5.4%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.2%	9.3%
Maternity/Paternity Leave	28.9%	4.1%
Paid Holidays - 6.9 Days Annually	76.4%	11.4%
Paid Sick Leave - 7.1 Days Annually	43.3%	7.1%
Paid Vacation - 7.6 Days Annually	67.0%	8.5%
Paid-Time-Off (PTO) - 8.9 Days Annually	52.0%	8.5%
Personal Days/Floating Holidays	36.6%	6.1%
Training Leave	19.7%	3.3%

*Average Annual Days Off Reported for Full-Time Positions*

### Other Benefits Offered by Employers

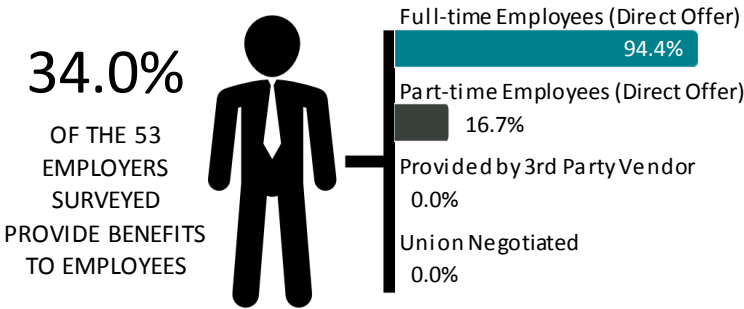
	Full-Time Positions	Part-Time Positions
Bonuses	66.9%	11.3%
Childcare Assistance	2.6%	0.6%
Company Vehicle/Mileage	44.0%	5.1%
Employee Assistance Program	16.6%	4.6%
Flex Spending Account	38.5%	5.4%
Profit Sharing/Stock Options	17.9%	2.9%
Relocation/Moving Expense	7.4%	0.6%
Retirement Package	33.0%	7.8%
Shift Differential Pay	8.1%	2.3%
Tuition Assistance	15.8%	2.7%
Uniform Allowance	40.1%	5.9%
Wellness Program	11.7%	3.0%



## ACCOMMODATION & FOOD SERVICES

In July 2018, 212 employers in the Accommodation & Food Services Industry, operating 250 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 53 responses, yielding a 25.0 percent response rate.

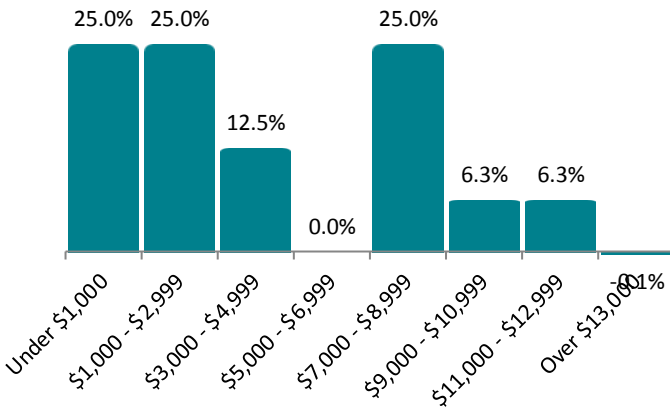
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	16.7%	0.0%
Dental Coverage	33.3%	0.0%
Life Insurance	22.2%	0.0%
Long-Term Disability	11.1%	0.0%
Medical Insurance	72.2%	5.6%
Prescription Drug Coverage	44.5%	0.0%
Short-Term Disability	5.6%	0.0%
Vision Coverage	27.8%	0.0%

### Average Annual Benefit Package Cost Per Employee

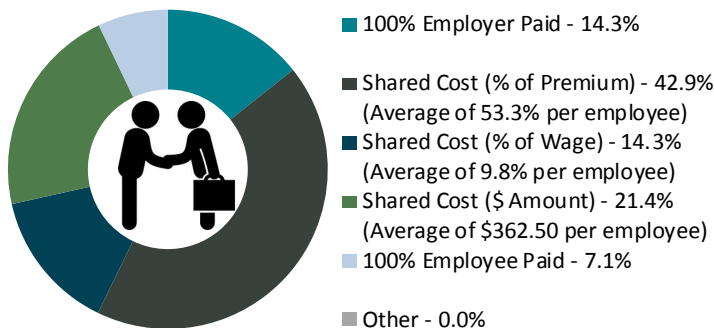


### Paid Leave Offered by Employers

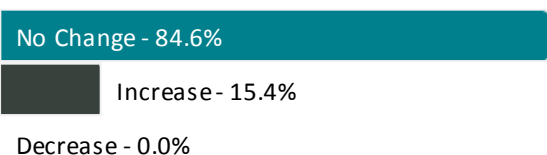
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	27.8%	0.0%
Maternity/Paternity Leave	5.6%	0.0%
Paid Holidays - 5.7 Days Annually	22.2%	5.6%
Paid Sick Leave - 6.0 Days Annually	16.7%	0.0%
Paid Vacation - 4.1 Days Annually	55.6%	0.0%
Paid-Time-Off (PTO) - 6.7 Days Annually	38.9%	5.6%
Personal Days/Floating Holidays	11.1%	0.0%
Training Leave	0.0%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

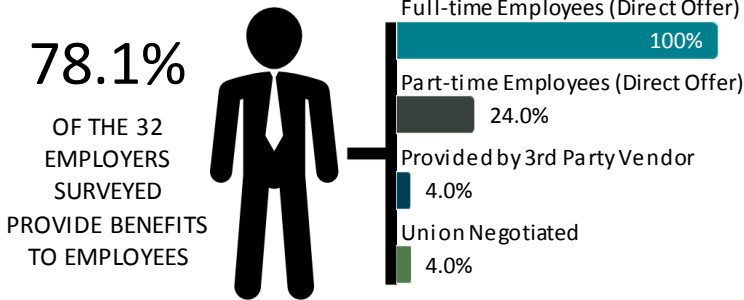
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	72.2%	5.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	27.8%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	11.1%	0.0%
Profit Sharing/Stock Options	5.6%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	16.7%	5.6%
Shift Differential Pay	5.6%	0.0%
Tuition Assistance	5.6%	5.6%
Uniform Allowance	44.4%	11.1%
Wellness Program	0.0%	0.0%



## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 66 employers in the Administrative & Waste Services Industry, operating 70 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 48.5 percent response rate.

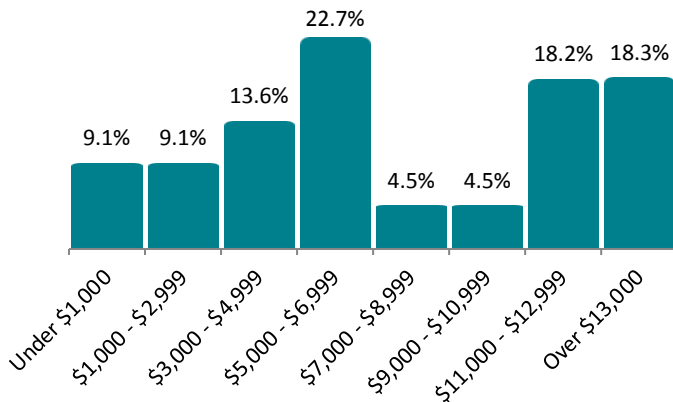
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	4.0%
Dental Coverage	44.0%	0.0%
Life Insurance	64.0%	8.0%
Long-Term Disability	40.0%	4.0%
Medical Insurance	84.0%	0.0%
Prescription Drug Coverage	64.0%	0.0%
Short-Term Disability	48.0%	8.0%
Vision Coverage	36.0%	0.0%

### Average Annual Benefit Package Cost Per Employee

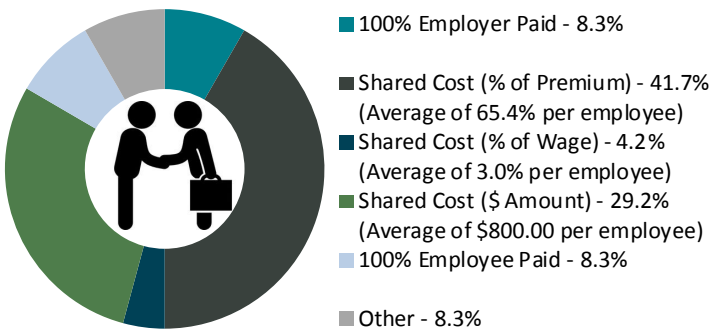


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	68.0%	8.0%
Maternity/Paternity Leave	16.0%	0.0%
Paid Holidays - 6.5 Days Annually	84.0%	12.0%
Paid Sick Leave - 7.4 Days Annually	44.0%	4.0%
Paid Vacation - 7.6 Days Annually	64.0%	16.0%
Paid-Time-Off (PTO) - 6.6 Days Annually	56.0%	4.0%
Personal Days/Floating Holidays	40.0%	4.0%
Training Leave	16.0%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

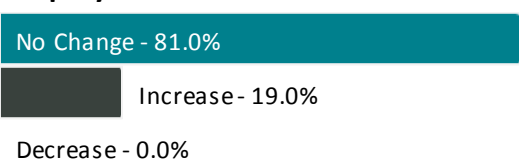
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	64.0%	8.0%
Childcare Assistance	4.0%	0.0%
Company Vehicle/Mileage	48.0%	4.0%
Employee Assistance Program	20.0%	0.0%
Flex Spending Account	36.0%	0.0%
Profit Sharing/Stock Options	12.0%	8.0%
Relocation/Moving Expense	8.0%	0.0%
Retirement Package	36.0%	4.0%
Shift Differential Pay	8.0%	0.0%
Tuition Assistance	20.0%	4.0%
Uniform Allowance	32.0%	0.0%
Wellness Program	16.0%	0.0%

### Employee Healthcare Plan Contribution Change

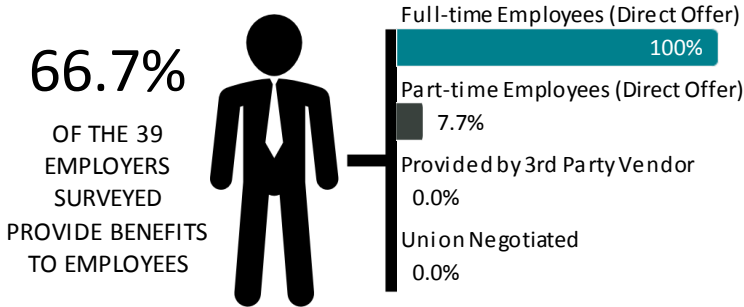




## AGRICULTURE, FORESTRY, FISHING & MINING

In July 2018, 184 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 195 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 39 responses, yielding a 21.2 percent response rate.

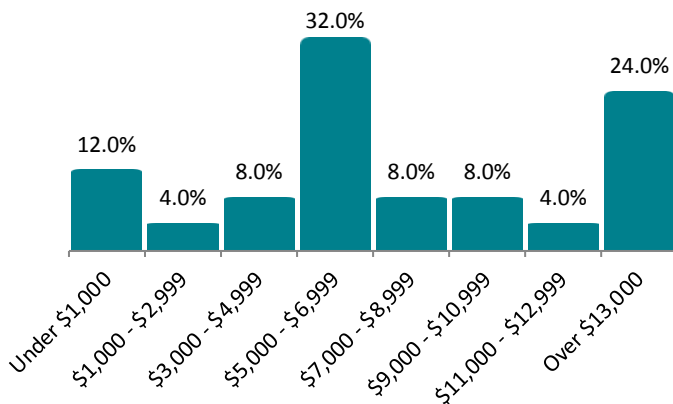
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.1%	0.0%
Dental Coverage	34.6%	0.0%
Life Insurance	30.8%	3.8%
Long-Term Disability	15.4%	0.0%
Medical Insurance	88.5%	0.0%
Prescription Drug Coverage	42.3%	0.0%
Short-Term Disability	19.2%	0.0%
Vision Coverage	15.4%	0.0%

### Average Annual Benefit Package Cost Per Employee

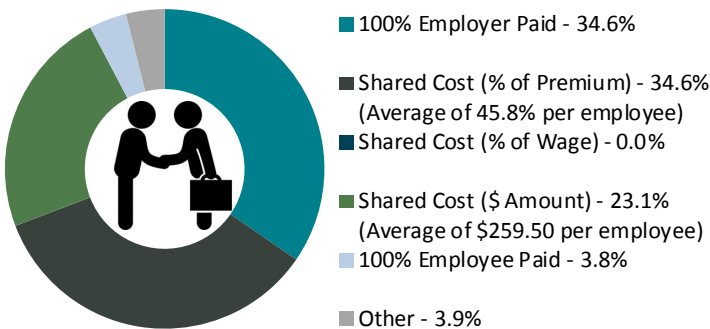


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	38.5%	0.0%
Maternity/Paternity Leave	19.2%	0.0%
Paid Holidays - 5.8 Days Annually	61.5%	3.8%
Paid Sick Leave - 4.7 Days Annually	26.9%	0.0%
Paid Vacation - 7.3 Days Annually	46.2%	0.0%
Paid-Time-Off (PTO) - 9.0 Days Annually	57.7%	0.0%
Personal Days/Floating Holidays	26.9%	0.0%
Training Leave	15.4%	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	65.4%	0.0%
Childcare Assistance	3.8%	0.0%
Company Vehicle/Mileage	11.5%	0.0%
Employee Assistance Program	19.2%	0.0%
Flex Spending Account	19.2%	3.8%
Profit Sharing/Stock Options	15.4%	0.0%
Relocation/Moving Expense	3.8%	0.0%
Retirement Package	19.2%	0.0%
Shift Differential Pay	7.7%	3.8%
Tuition Assistance	7.7%	0.0%
Uniform Allowance	23.1%	0.0%
Wellness Program	3.8%	0.0%

### Employee Healthcare Plan Contribution Change

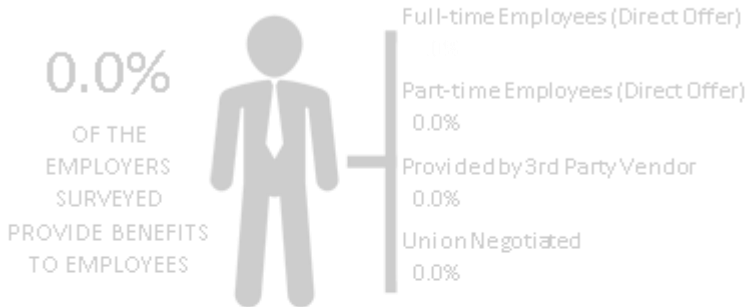






# ARTS, ENTERTAINMENT & RECREATION

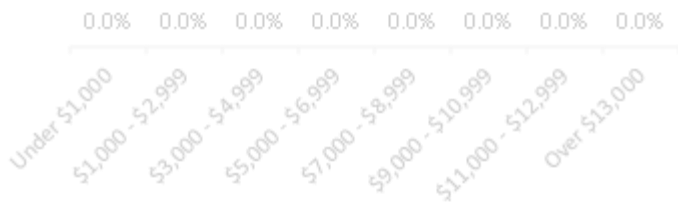
## Benefits Offered to Employees



## Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

## Average Annual Benefit Package Cost Per Employee



## Paid Leave Offered by Employers

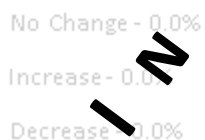
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

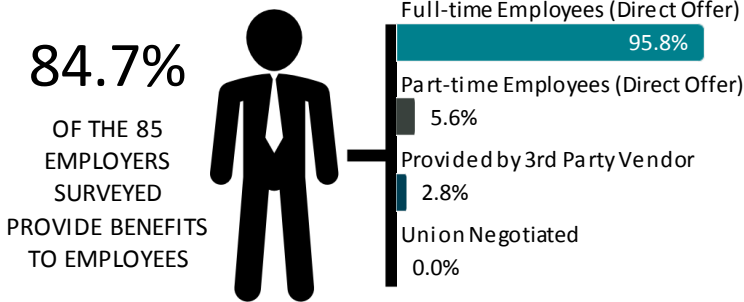
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 177 employers in the Construction Industry, operating 179 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 85 responses, yielding a 48.0 percent response rate.

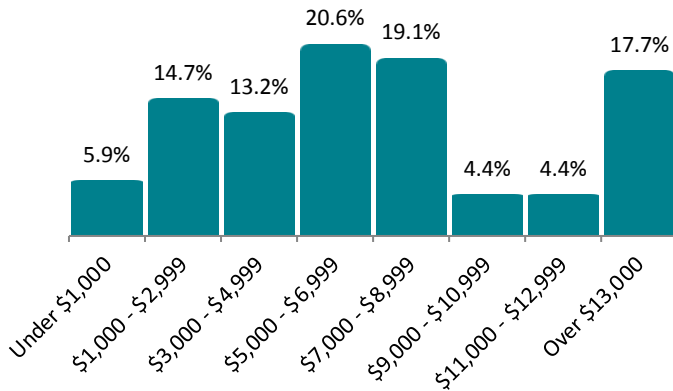
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.4%	1.4%
Dental Coverage	31.9%	1.4%
Life Insurance	40.3%	2.8%
Long-Term Disability	20.8%	0.0%
Medical Insurance	77.8%	2.8%
Prescription Drug Coverage	47.2%	1.4%
Short-Term Disability	26.4%	0.0%
Vision Coverage	22.2%	1.4%

### Average Annual Benefit Package Cost Per Employee

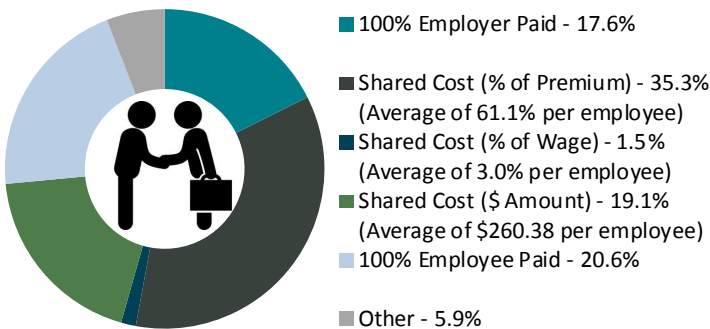


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	37.5%	0.0%
Maternity/Paternity Leave	8.3%	0.0%
Paid Holidays - 6.4 Days Annually	83.3%	1.4%
Paid Sick Leave - 6.5 Days Annually	27.8%	0.0%
Paid Vacation - 7.7 Days Annually	72.2%	0.0%
Paid-Time-Off (PTO) - 5.2 Days Annually	38.9%	1.4%
Personal Days/Floating Holidays	23.6%	0.0%
Training Leave	9.7%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

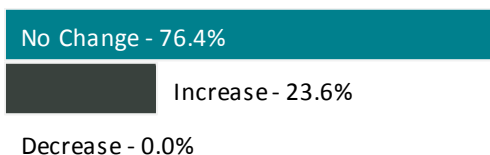
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	79.2%	4.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	37.5%	2.8%
Employee Assistance Program	4.2%	1.4%
Flex Spending Account	27.8%	1.4%
Profit Sharing/Stock Options	16.7%	1.4%
Relocation/Moving Expense	5.6%	0.0%
Retirement Package	26.4%	1.4%
Shift Differential Pay	1.4%	0.0%
Tuition Assistance	11.1%	0.0%
Uniform Allowance	47.2%	1.4%
Wellness Program	4.2%	1.4%

### Employee Healthcare Plan Contribution Change

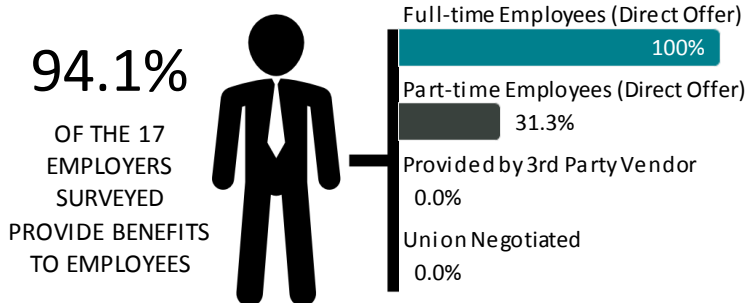




## EDUCATIONAL SERVICES

In July 2018, 50 employers in the Educational Services Industry, operating 91 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 17 responses, yielding a 34.0 percent response rate.

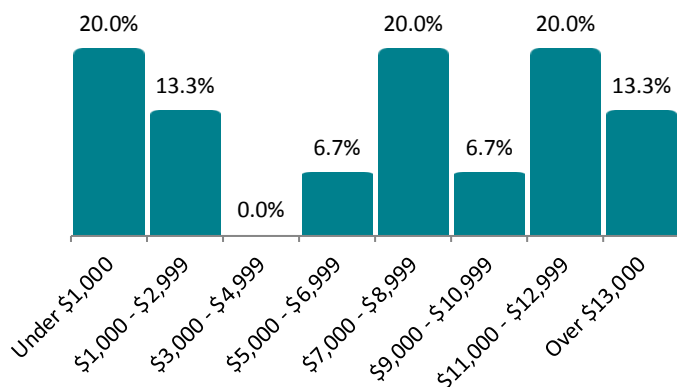
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	68.8%	12.5%
Dental Coverage	62.5%	12.5%
Life Insurance	75.0%	6.3%
Long-Term Disability	75.0%	6.3%
Medical Insurance	93.8%	12.5%
Prescription Drug Coverage	75.0%	18.8%
Short-Term Disability	37.5%	6.3%
Vision Coverage	56.3%	12.5%

### Average Annual Benefit Package Cost Per Employee

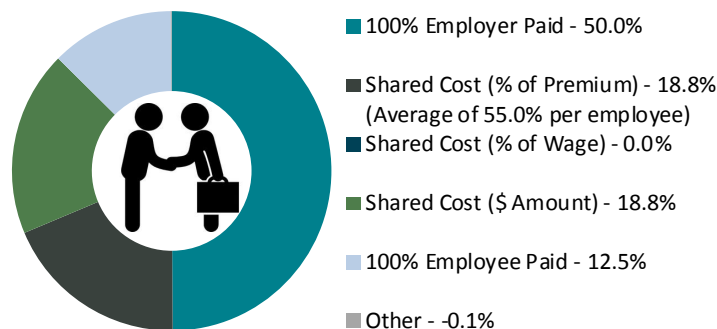


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	93.8%	25.0%
Maternity/Paternity Leave	75.0%	12.5%
Paid Holidays - 7.6 Days Annually	81.3%	18.8%
Paid Sick Leave - 10.3 Days Annually	93.8%	31.3%
Paid Vacation - 10.3 Days Annually	62.5%	6.3%
Paid-Time-Off (PTO) - 8.5 Days Annually	37.5%	12.5%
Personal Days/Floating Holidays	87.5%	31.3%
Training Leave	50.0%	12.5%

*Average Annual Days Off Reported for Full-Time Positions*

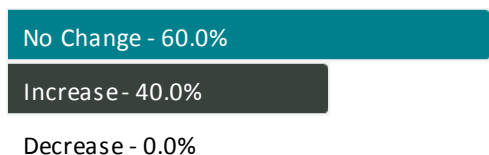
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	25.0%	6.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	43.8%	0.0%
Employee Assistance Program	18.8%	6.3%
Flex Spending Account	87.5%	12.5%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	31.3%	0.0%
Retirement Package	68.8%	18.8%
Shift Differential Pay	12.5%	0.0%
Tuition Assistance	18.8%	0.0%
Uniform Allowance	18.8%	0.0%
Wellness Program	25.0%	6.3%

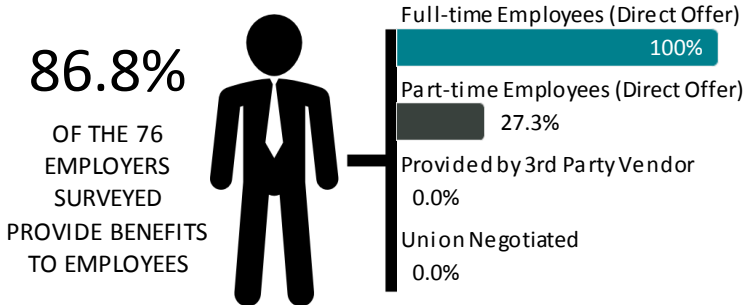
### Employee Healthcare Plan Contribution Change





In July 2018, 112 employers in the Finance, Insurance & Real Estate Industry, operating 166 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 76 responses, yielding a 67.9 percent response rate.

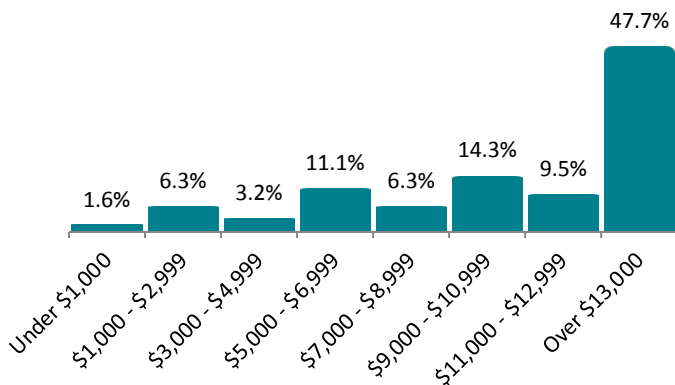
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	43.9%	6.1%
Dental Coverage	69.7%	9.1%
Life Insurance	74.2%	10.6%
Long-Term Disability	68.2%	12.1%
Medical Insurance	95.5%	10.6%
Prescription Drug Coverage	75.7%	9.1%
Short-Term Disability	53.0%	7.6%
Vision Coverage	53.0%	12.1%

**Average Annual Benefit Package Cost Per Employee**

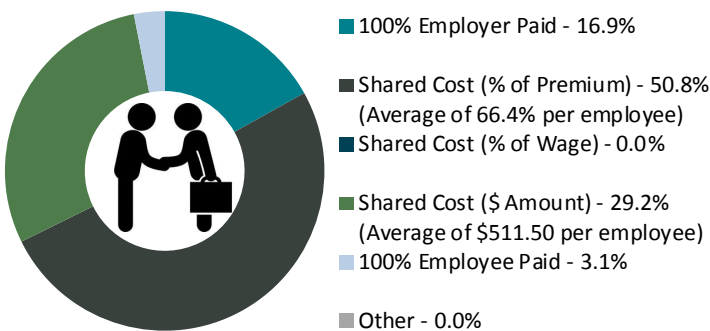


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	83.3%	18.2%
Maternity/Paternity Leave	50.0%	7.6%
Paid Holidays - 8.0 Days Annually	90.9%	19.7%
Paid Sick Leave - 6.7 Days Annually	65.2%	10.6%
Paid Vacation - 8.9 Days Annually	68.2%	12.1%
Paid-Time-Off (PTO) - 12.5 Days Annually	62.1%	16.7%
Personal Days/Floating Holidays	48.5%	7.6%
Training Leave	36.4%	10.6%

*Average Annual Days Off Reported for Full-Time Positions*

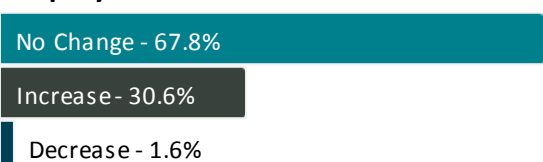
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	80.3%	19.7%
Childcare Assistance	1.5%	0.0%
Company Vehicle/Mileage	71.2%	15.2%
Employee Assistance Program	18.2%	7.6%
Flex Spending Account	62.1%	15.2%
Profit Sharing/Stock Options	25.8%	4.5%
Relocation/Moving Expense	15.2%	3.0%
Retirement Package	51.5%	13.6%
Shift Differential Pay	4.5%	3.0%
Tuition Assistance	22.7%	6.1%
Uniform Allowance	40.9%	12.1%
Wellness Program	12.1%	4.5%

**Employee Healthcare Plan Contribution Change**

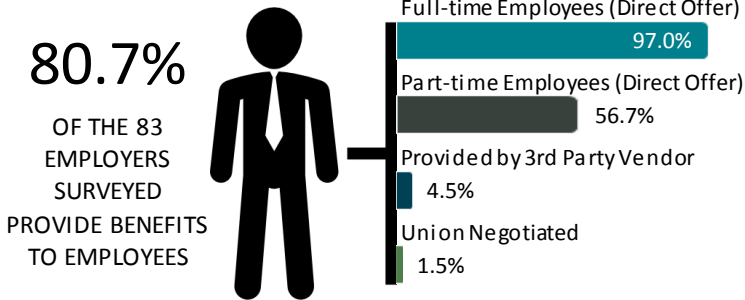




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 198 employers in the Health Care & Social Assistance Industry, operating 254 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 83 responses, yielding a 41.9 percent response rate.

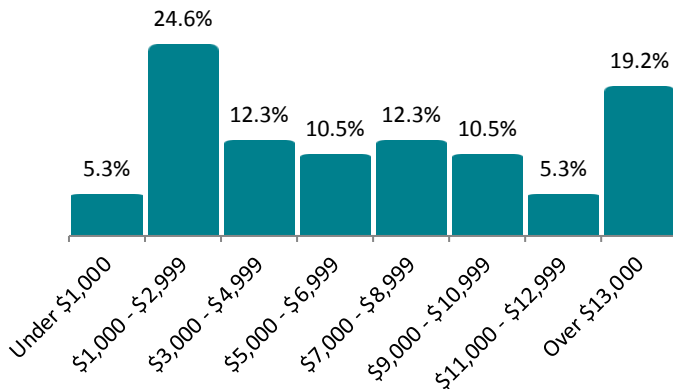
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	41.8%	6.0%
Dental Coverage	65.7%	23.9%
Life Insurance	52.2%	9.0%
Long-Term Disability	32.8%	3.0%
Medical Insurance	71.6%	14.9%
Prescription Drug Coverage	52.2%	7.5%
Short-Term Disability	37.3%	7.5%
Vision Coverage	40.3%	11.9%

### Average Annual Benefit Package Cost Per Employee

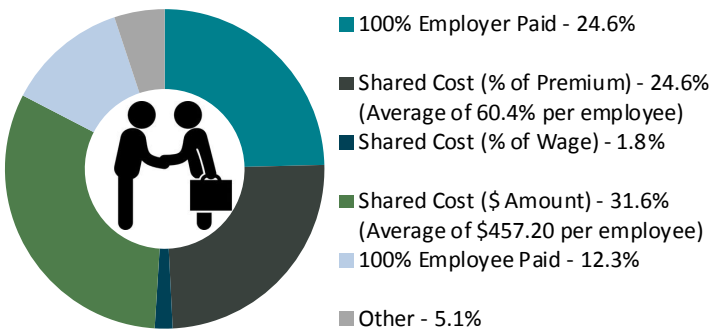


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.7%	28.4%
Maternity/Paternity Leave	31.3%	11.9%
Paid Holidays - 6.5 Days Annually	70.1%	35.8%
Paid Sick Leave - 6.4 Days Annually	43.3%	23.9%
Paid Vacation - 7.5 Days Annually	52.2%	26.9%
Paid-Time-Off (PTO) - 11.5 Days Annually	65.7%	26.9%
Personal Days/Floating Holidays	38.8%	20.9%
Training Leave	26.9%	11.9%

*Average Annual Days Off Reported for Full-Time Positions*

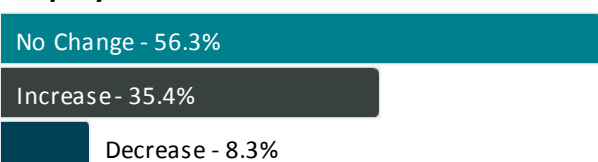
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	65.7%	29.9%
Childcare Assistance	11.9%	3.0%
Company Vehicle/Mileage	47.8%	13.4%
Employee Assistance Program	28.4%	16.4%
Flex Spending Account	40.3%	10.4%
Profit Sharing/Stock Options	19.4%	7.5%
Relocation/Moving Expense	4.5%	1.5%
Retirement Package	40.3%	20.9%
Shift Differential Pay	23.9%	14.9%
Tuition Assistance	29.9%	14.9%
Uniform Allowance	40.3%	19.4%
Wellness Program	16.4%	9.0%

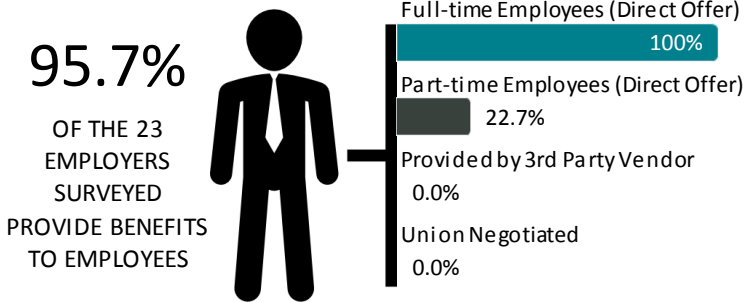
### Employee Healthcare Plan Contribution Change





In July 2018, 38 employers in the Information Industry, operating 48 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 60.5 percent response rate.

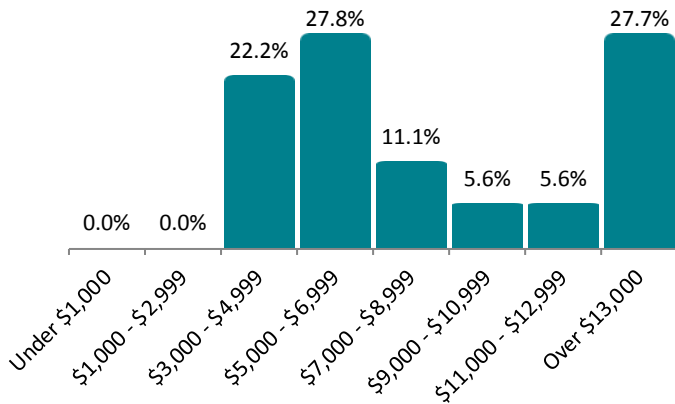
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	63.6%	4.5%
Dental Coverage	63.6%	4.5%
Life Insurance	68.2%	9.1%
Long-Term Disability	50.0%	4.5%
Medical Insurance	90.9%	4.5%
Prescription Drug Coverage	86.4%	4.5%
Short-Term Disability	59.1%	9.1%
Vision Coverage	59.1%	4.5%

### Average Annual Benefit Package Cost Per Employee

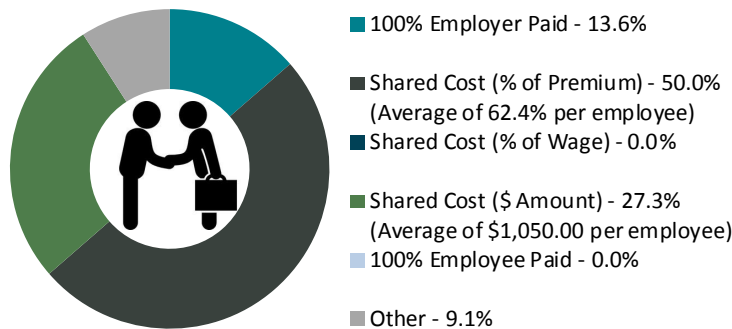


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	81.8%	9.1%
Maternity/Paternity Leave	40.9%	0.0%
Paid Holidays - 6.7 Days Annually	90.9%	18.2%
Paid Sick Leave - 6.1 Days Annually	40.9%	9.1%
Paid Vacation - 6.6 Days Annually	68.2%	13.6%
Paid-Time-Off (PTO) - 8.0 Days Annually	59.1%	9.1%
Personal Days/Floating Holidays	36.4%	4.5%
Training Leave	9.1%	4.5%

*Average Annual Days Off Reported for Full-Time Positions*

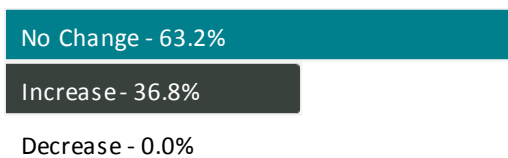
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

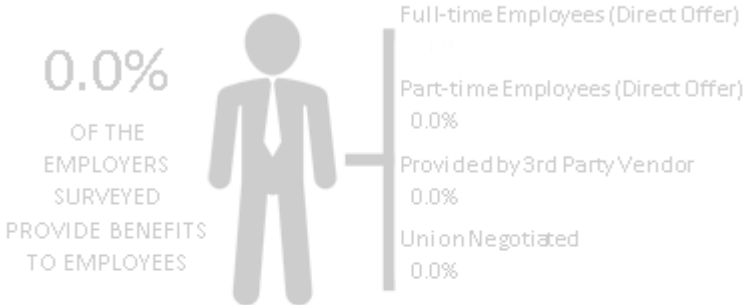
	Full-Time Positions	Part-Time Positions
Bonuses	54.5%	9.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	45.5%	4.5%
Employee Assistance Program	22.7%	0.0%
Flex Spending Account	45.5%	9.1%
Profit Sharing/Stock Options	4.5%	0.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	27.3%	9.1%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	13.6%	0.0%
Uniform Allowance	31.8%	9.1%
Wellness Program	31.8%	4.5%

### Employee Healthcare Plan Contribution Change





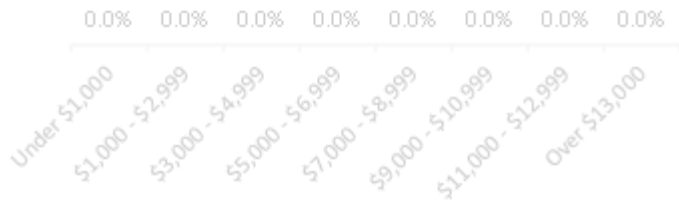
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

**Average Annual Benefit Package Cost Per Employee**



**Paid Leave Offered by Employers**

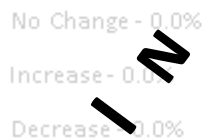
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

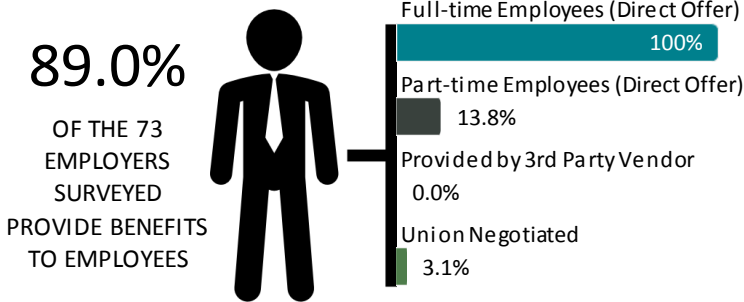
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 197 employers in the Manufacturing Industry, operating 219 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 73 responses, yielding a 37.1 percent response rate.

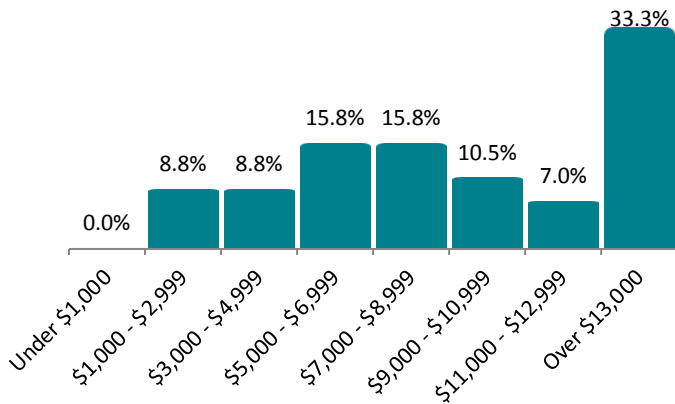
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.3%	3.1%
Dental Coverage	63.1%	4.6%
Life Insurance	58.5%	4.6%
Long-Term Disability	38.5%	1.5%
Medical Insurance	89.2%	6.2%
Prescription Drug Coverage	76.9%	6.2%
Short-Term Disability	56.9%	3.1%
Vision Coverage	36.9%	4.6%

### Average Annual Benefit Package Cost Per Employee

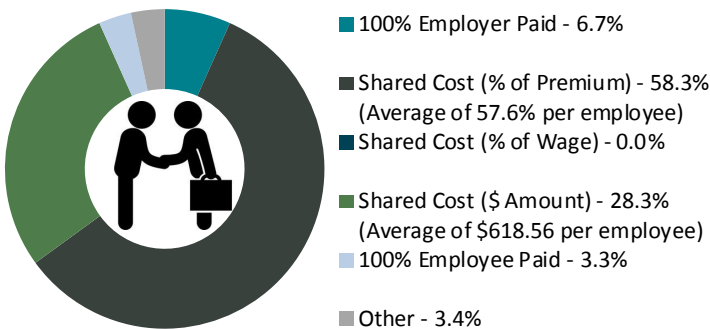


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	72.3%	3.1%
Maternity/Paternity Leave	27.7%	0.0%
Paid Holidays - 7.3 Days Annually	89.2%	1.5%
Paid Sick Leave - 6.2 Days Annually	27.7%	0.0%
Paid Vacation - 6.3 Days Annually	72.3%	3.1%
Paid-Time-Off (PTO) - 7.0 Days Annually	53.8%	1.5%
Personal Days/Floating Holidays	40.0%	1.5%
Training Leave	4.6%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

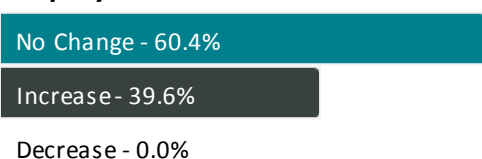
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.8%	9.2%
Childcare Assistance	3.1%	0.0%
Company Vehicle/Mileage	38.5%	1.5%
Employee Assistance Program	30.8%	4.6%
Flex Spending Account	47.7%	1.5%
Profit Sharing/Stock Options	26.2%	4.6%
Relocation/Moving Expense	12.3%	1.5%
Retirement Package	26.2%	4.6%
Shift Differential Pay	30.8%	3.1%
Tuition Assistance	13.8%	0.0%
Uniform Allowance	40.0%	4.6%
Wellness Program	18.5%	3.1%

### Employee Healthcare Plan Contribution Change



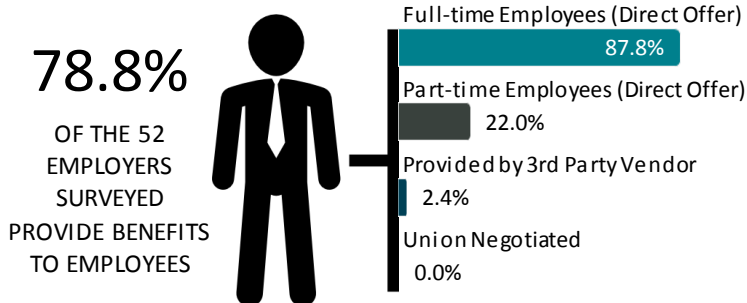




## PERSONAL SERVICES

In July 2018, 106 employers in the Personal Services Industry, operating 108 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 52 responses, yielding a 49.1 percent response rate.

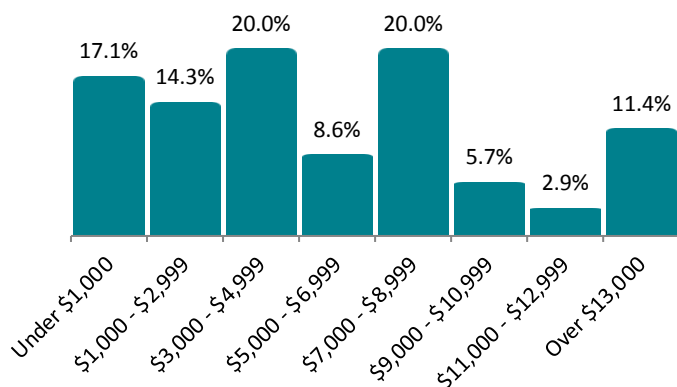
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	24.4%	0.0%
Dental Coverage	24.4%	2.4%
Life Insurance	26.8%	2.4%
Long-Term Disability	22.0%	2.4%
Medical Insurance	63.4%	4.9%
Prescription Drug Coverage	29.2%	0.0%
Short-Term Disability	19.5%	7.3%
Vision Coverage	12.2%	0.0%

### Average Annual Benefit Package Cost Per Employee

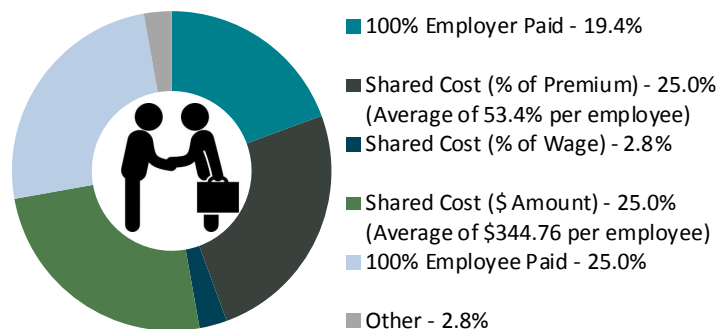


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.9%	2.4%
Maternity/Paternity Leave	34.1%	2.4%
Paid Holidays - 6.6 Days Annually	70.7%	7.3%
Paid Sick Leave - 5.2 Days Annually	51.2%	4.9%
Paid Vacation - 7.4 Days Annually	75.6%	9.8%
Paid-Time-Off (PTO) - 4.3 Days Annually	53.7%	4.9%
Personal Days/Floating Holidays	31.7%	7.3%
Training Leave	26.8%	2.4%

*Average Annual Days Off Reported for Full-Time Positions*

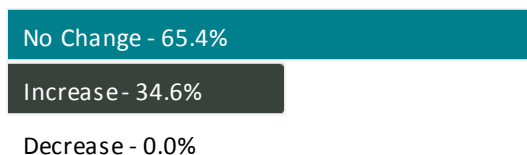
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.0%	14.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	39.0%	7.3%
Employee Assistance Program	4.9%	0.0%
Flex Spending Account	17.1%	0.0%
Profit Sharing/Stock Options	9.8%	2.4%
Relocation/Moving Expense	7.3%	0.0%
Retirement Package	26.8%	4.9%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	4.9%	0.0%
Uniform Allowance	48.8%	9.8%
Wellness Program	4.9%	0.0%

### Employee Healthcare Plan Contribution Change

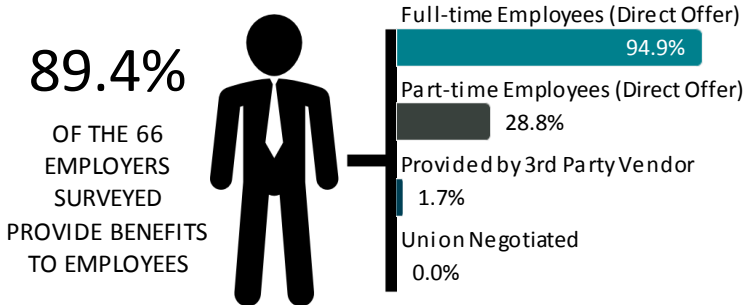




## PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 107 employers in the Professional & Technical Services Industry, operating 115 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 66 responses, yielding a 61.7 percent response rate.

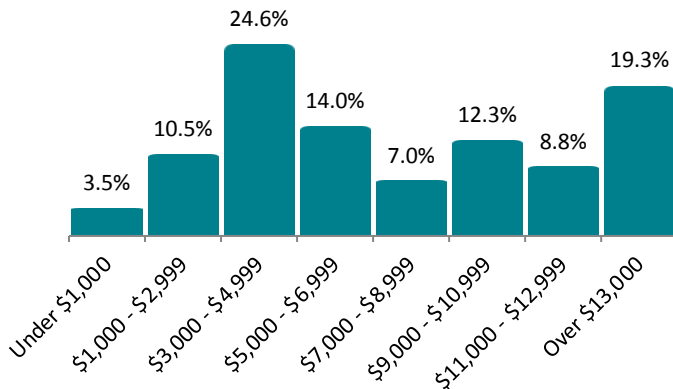
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	27.1%	5.1%
Dental Coverage	27.1%	5.1%
Life Insurance	39.0%	8.5%
Long-Term Disability	33.9%	3.4%
Medical Insurance	74.6%	8.5%
Prescription Drug Coverage	44.1%	1.7%
Short-Term Disability	32.2%	3.4%
Vision Coverage	27.1%	5.1%

### Average Annual Benefit Package Cost Per Employee

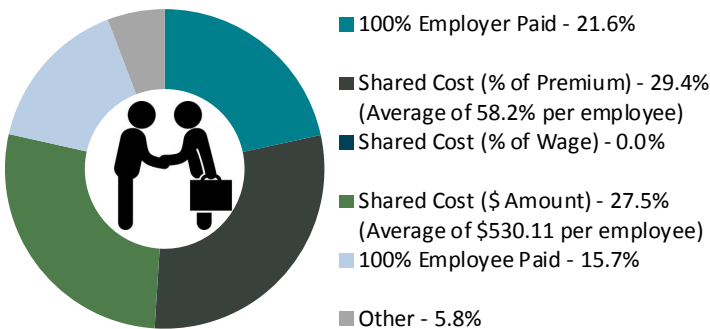


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.8%	11.9%
Maternity/Paternity Leave	40.7%	3.4%
Paid Holidays - 7.0 Days Annually	78.0%	13.6%
Paid Sick Leave - 5.9 Days Annually	45.8%	6.8%
Paid Vacation - 9.0 Days Annually	69.5%	11.9%
Paid-Time-Off (PTO) - 9.9 Days Annually	62.7%	13.6%
Personal Days/Floating Holidays	42.4%	5.1%
Training Leave	22.0%	3.4%

*Average Annual Days Off Reported for Full-Time Positions*

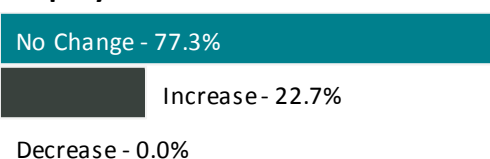
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	74.6%	15.3%
Childcare Assistance	1.7%	0.0%
Company Vehicle/Mileage	54.2%	1.7%
Employee Assistance Program	11.9%	3.4%
Flex Spending Account	42.4%	3.4%
Profit Sharing/Stock Options	25.4%	5.1%
Relocation/Moving Expense	6.8%	0.0%
Retirement Package	33.9%	10.2%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	23.7%	1.7%
Uniform Allowance	23.7%	1.7%
Wellness Program	8.5%	3.4%

### Employee Healthcare Plan Contribution Change

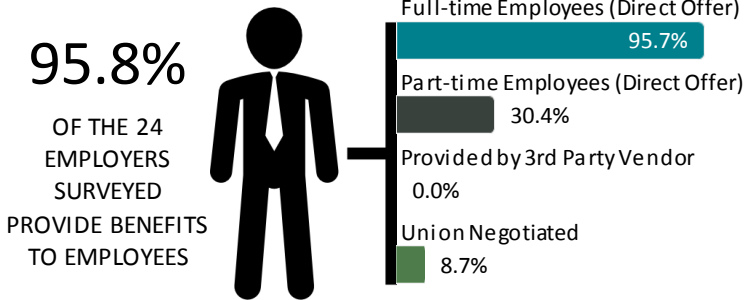




## PUBLIC ADMINISTRATION

In July 2018, 33 employers in the Public Administration Industry, operating 44 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 24 responses, yielding a 72.7 percent response rate.

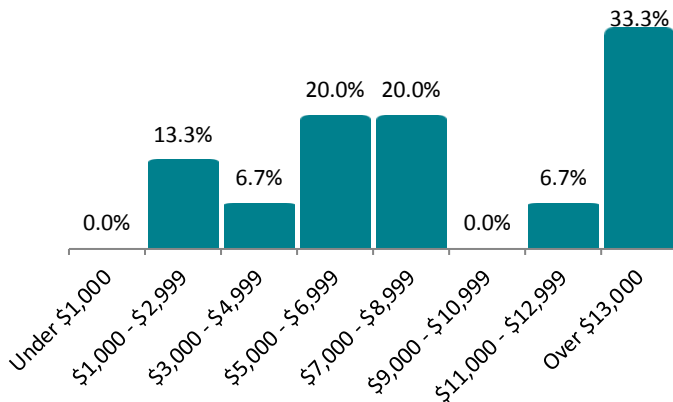
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	60.9%	13.0%
Dental Coverage	52.2%	13.0%
Life Insurance	65.2%	4.3%
Long-Term Disability	39.1%	4.3%
Medical Insurance	87.0%	13.0%
Prescription Drug Coverage	91.3%	17.3%
Short-Term Disability	30.4%	13.0%
Vision Coverage	34.8%	13.0%

### Average Annual Benefit Package Cost Per Employee

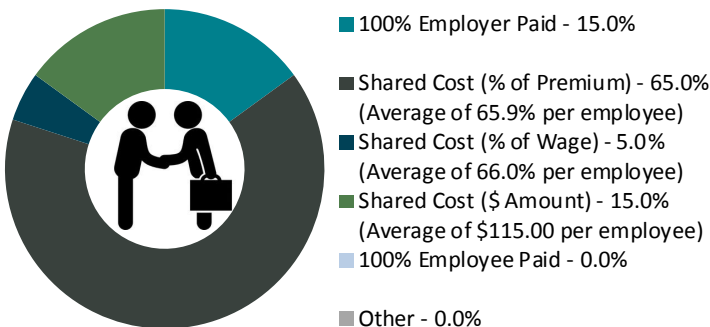


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	87.0%	21.7%
Maternity/Paternity Leave	43.5%	13.0%
Paid Holidays - 9.4 Days Annually	87.0%	26.1%
Paid Sick Leave - 14.8 Days Annually	82.6%	21.7%
Paid Vacation - 9.8 Days Annually	82.6%	26.1%
Paid-Time-Off (PTO) - 15 Days Annually	34.8%	8.7%
Personal Days/Floating Holidays	52.2%	8.7%
Training Leave	21.7%	4.3%

*Average Annual Days Off Reported for Full-Time Positions*

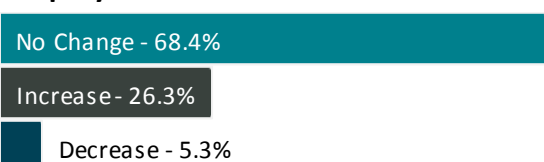
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	21.7%	8.7%
Childcare Assistance	8.7%	4.3%
Company Vehicle/Mileage	34.8%	4.3%
Employee Assistance Program	39.1%	21.7%
Flex Spending Account	52.2%	17.4%
Profit Sharing/Stock Options	8.7%	4.3%
Relocation/Moving Expense	8.7%	0.0%
Retirement Package	39.1%	26.1%
Shift Differential Pay	4.3%	0.0%
Tuition Assistance	4.3%	0.0%
Uniform Allowance	43.5%	0.0%
Wellness Program	26.1%	8.7%

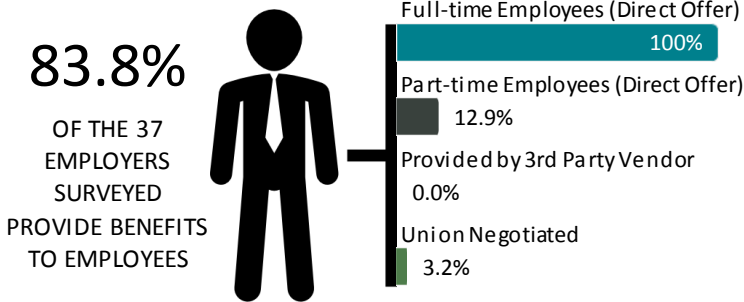
### Employee Healthcare Plan Contribution Change





In July 2018, 102 employers in the Transportation & Warehousing Industry, operating 106 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 37 responses, yielding a 36.3 percent response rate.

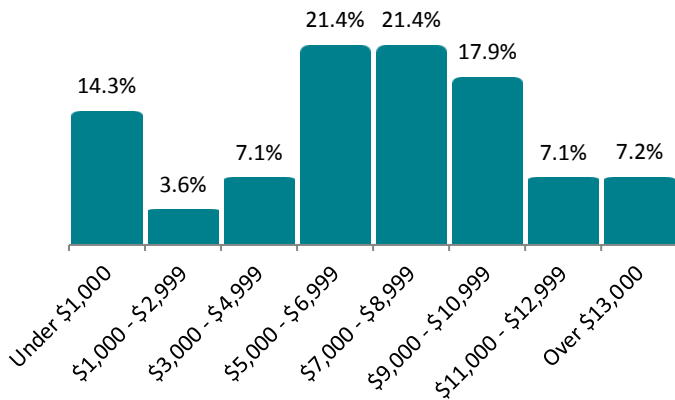
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	22.6%	0.0%
Dental Coverage	29.0%	0.0%
Life Insurance	29.0%	3.2%
Long-Term Disability	22.6%	3.2%
Medical Insurance	74.2%	0.0%
Prescription Drug Coverage	45.2%	0.0%
Short-Term Disability	25.8%	3.2%
Vision Coverage	19.4%	3.2%

**Average Annual Benefit Package Cost Per Employee**

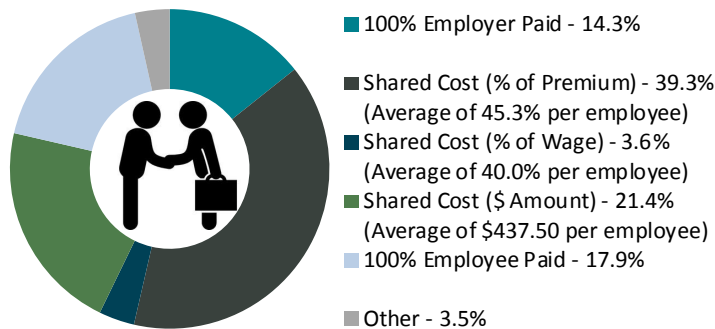


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	32.3%	0.0%
Maternity/Paternity Leave	6.5%	0.0%
Paid Holidays - 6.4 Days Annually	48.4%	0.0%
Paid Sick Leave - 6.7 Days Annually	25.8%	0.0%
Paid Vacation - 5.8 Days Annually	77.4%	0.0%
Paid-Time-Off (PTO) - 9.3 Days Annually	29.0%	0.0%
Personal Days/Floating Holidays	19.4%	0.0%
Training Leave	9.7%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

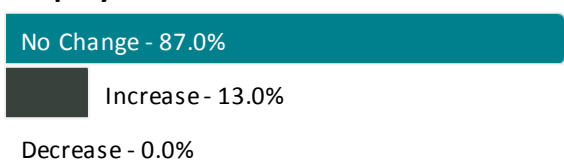
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	67.7%	3.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	19.4%	0.0%
Employee Assistance Program	6.5%	0.0%
Flex Spending Account	22.6%	0.0%
Profit Sharing/Stock Options	3.2%	0.0%
Relocation/Moving Expense	3.2%	0.0%
Retirement Package	25.8%	6.5%
Shift Differential Pay	3.2%	0.0%
Tuition Assistance	9.7%	0.0%
Uniform Allowance	29.0%	0.0%
Wellness Program	0.0%	0.0%

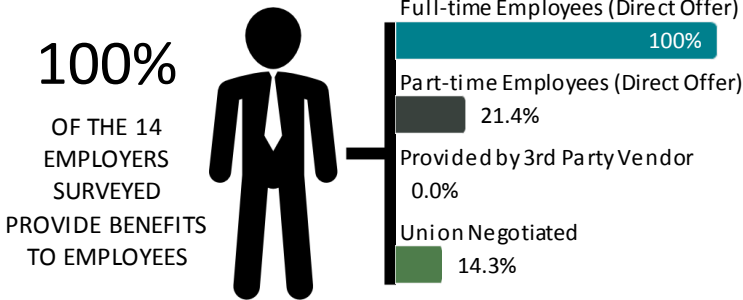
**Employee Healthcare Plan Contribution Change**





In July 2018, 20 employers in the Utilities Industry, operating 29 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 14 responses, yielding a 70.0 percent response rate.

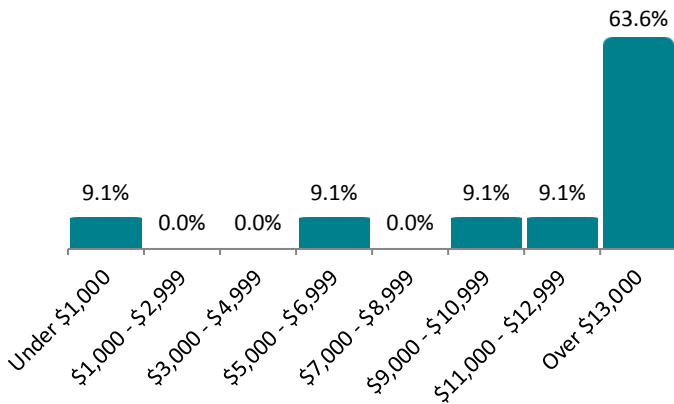
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	64.3%	7.1%
Dental Coverage	50.0%	7.1%
Life Insurance	71.4%	7.1%
Long-Term Disability	57.1%	7.1%
Medical Insurance	78.6%	7.1%
Prescription Drug Coverage	78.6%	7.1%
Short-Term Disability	28.6%	7.1%
Vision Coverage	28.6%	7.1%

**Average Annual Benefit Package Cost Per Employee**

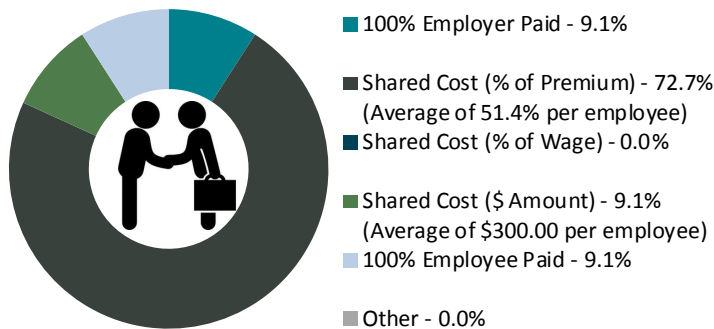


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.9%	7.1%
Maternity/Paternity Leave	35.7%	0.0%
Paid Holidays - 8.6 Days Annually	78.6%	7.1%
Paid Sick Leave - 11.7 Days Annually	64.3%	7.1%
Paid Vacation - 6.8 Days Annually	57.1%	14.3%
Paid-Time-Off (PTO) - 9.3 Days Annually	35.7%	0.0%
Personal Days/Floating Holidays	35.7%	7.1%
Training Leave	28.6%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

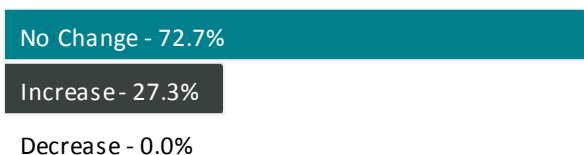
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	28.6%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	57.1%	0.0%
Employee Assistance Program	35.7%	0.0%
Flex Spending Account	64.3%	7.1%
Profit Sharing/Stock Options	7.1%	0.0%
Relocation/Moving Expense	21.4%	0.0%
Retirement Package	57.1%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	28.6%	7.1%
Uniform Allowance	78.6%	7.1%
Wellness Program	28.6%	7.1%

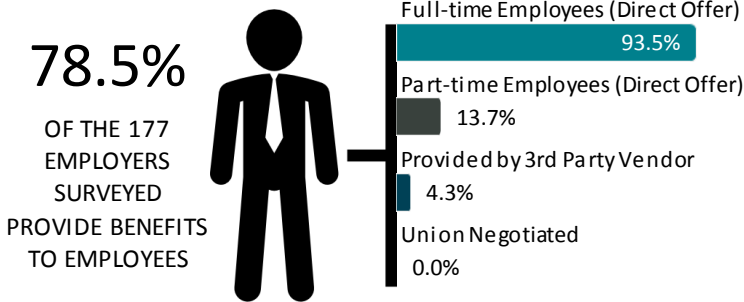
**Employee Healthcare Plan Contribution Change**





In July 2018, 424 employers in the Wholesale & Retail Trade Industry, operating 631 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 177 responses, yielding a 41.7 percent response rate.

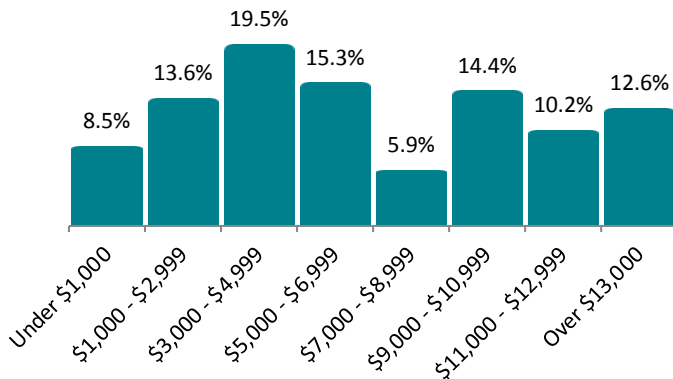
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.2%	1.4%
Dental Coverage	42.4%	3.6%
Life Insurance	45.3%	2.9%
Long-Term Disability	30.9%	2.9%
Medical Insurance	77.0%	5.0%
Prescription Drug Coverage	58.3%	2.9%
Short-Term Disability	32.4%	3.6%
Vision Coverage	30.2%	2.9%

### Average Annual Benefit Package Cost Per Employee

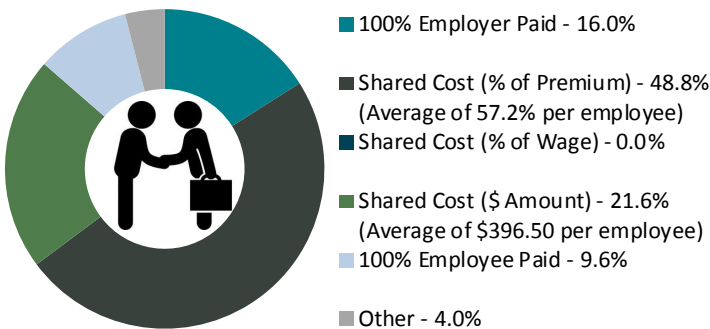


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.0%	5.0%
Maternity/Paternity Leave	23.0%	3.6%
Paid Holidays - 6.0 Days Annually	74.1%	6.5%
Paid Sick Leave - 5.4 Days Annually	41.0%	4.3%
Paid Vacation - 6.9 Days Annually	67.6%	2.9%
Paid-Time-Off (PTO) - 7.6 Days Annually	51.1%	5.8%
Personal Days/Floating Holidays	35.3%	4.3%
Training Leave	19.4%	0.7%

*Average Annual Days Off Reported for Full-Time Positions*

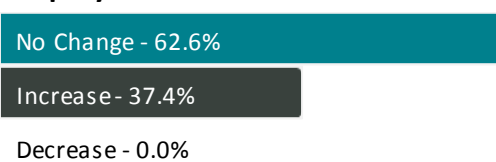
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	69.8%	8.6%
Childcare Assistance	0.7%	0.0%
Company Vehicle/Mileage	43.9%	2.2%
Employee Assistance Program	10.8%	0.7%
Flex Spending Account	32.4%	2.9%
Profit Sharing/Stock Options	21.6%	0.0%
Relocation/Moving Expense	1.4%	0.0%
Retirement Package	27.3%	2.2%
Shift Differential Pay	4.3%	0.0%
Tuition Assistance	12.9%	0.0%
Uniform Allowance	47.5%	3.6%
Wellness Program	7.2%	0.0%

### Employee Healthcare Plan Contribution Change





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