



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 5
RELEASED 2019

CALHOUN, HAMILTON, HUMBOLDT, POCAHONTAS,
WEBSTER AND WRIGHT COUNTIES

Counties within Iowa Workforce Development Region 5 included within this analysis:

- Calhoun
- Hamilton
- Humboldt
- Pocahontas
- Webster
- Wright

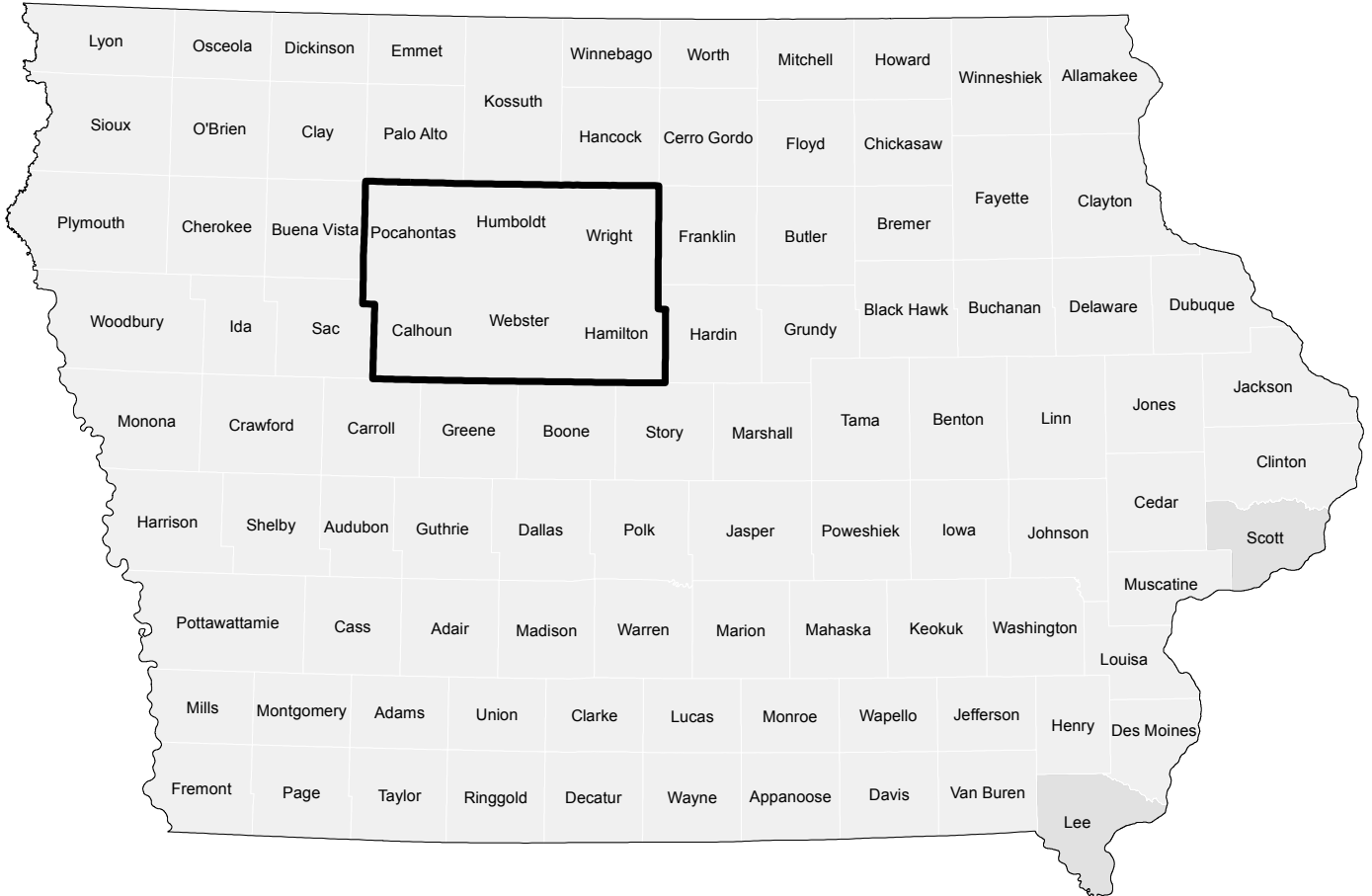


TABLE OF CONTENTS



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



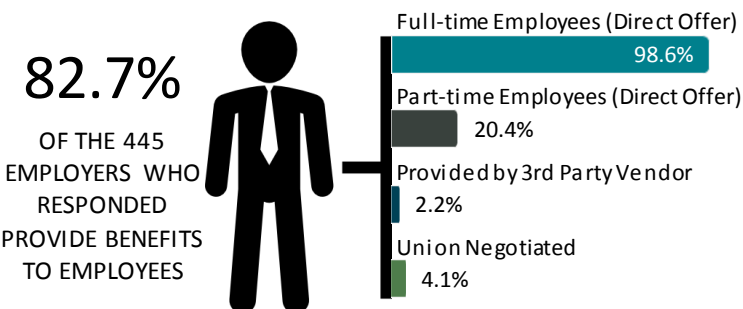
INTRODUCTION

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.

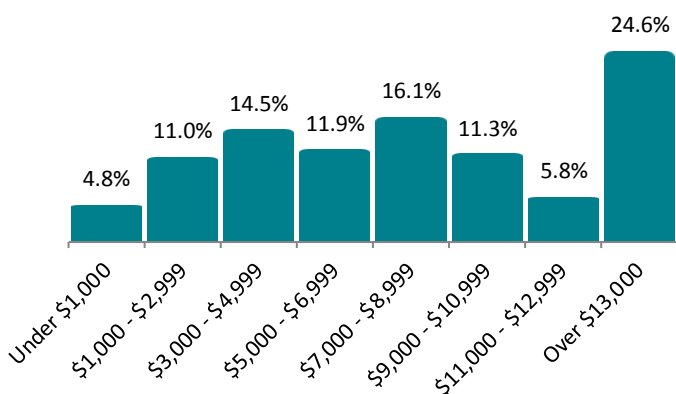
Beginning in July 2018, 1,037 employers, operating 1,276 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 445 responses, yielding a 42.9 percent response rate.



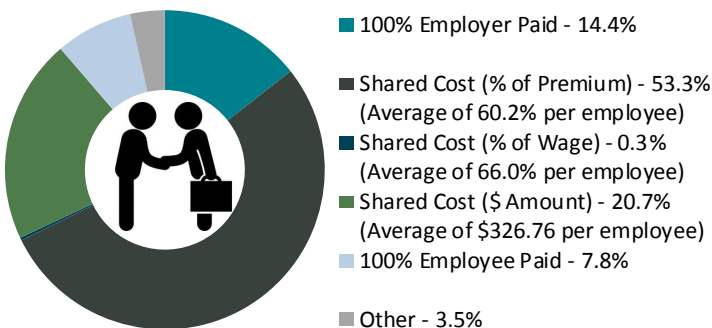
Benefits Offered to Employees



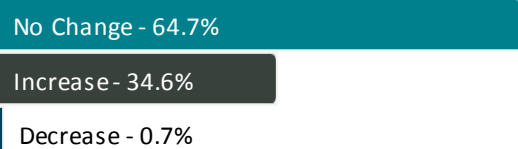
Average Annual Benefit Package Cost Per Employee



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	45.4%	5.2%
Dental Coverage	56.8%	7.9%
Life Insurance	57.9%	6.3%
Long-Term Disability	40.5%	4.6%
Medical Insurance	83.4%	7.1%
Prescription Drug Coverage	68.8%	6.8%
Short-Term Disability	38.3%	4.6%
Vision Coverage	43.5%	5.4%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.8%	9.5%
Maternity/Paternity Leave	30.7%	4.3%
Paid Holidays - 7.2 Days Annually	77.7%	9.8%
Paid Sick Leave - 7.5 Days Annually	42.4%	7.6%
Paid Vacation - 8.0 Days Annually	66.3%	8.4%
Paid-Time-Off (PTO) - 9.5 Days Annually	48.4%	6.8%
Personal Days/Floating Holidays	33.2%	5.2%
Training Leave	17.9%	2.4%

Average Annual Days Off Reported for Full-Time Positions

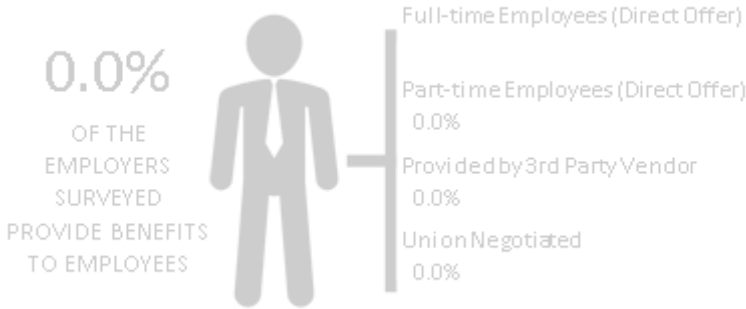
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.9%	8.7%
Childcare Assistance	3.3%	1.6%
Company Vehicle/Mileage	47.6%	6.8%
Employee Assistance Program	22.0%	5.7%
Flex Spending Account	36.4%	4.9%
Profit Sharing/Stock Options	19.8%	3.0%
Relocation/Moving Expense	9.2%	1.4%
Retirement Package	29.9%	6.3%
Shift Differential Pay	12.2%	3.8%
Tuition Assistance	20.4%	3.8%
Uniform Allowance	37.2%	5.2%
Wellness Program	16.3%	4.1%

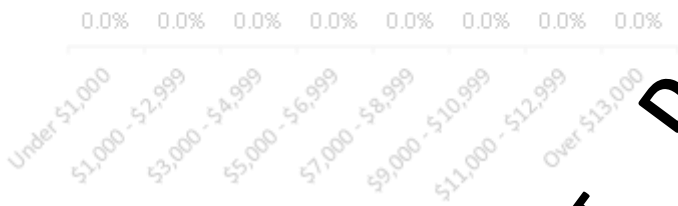


ACCOMMODATION & FOOD SERVICES

Benefits Offered to Employees



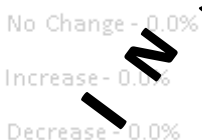
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Insurance Benefits Offered by Employers

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%

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%
Paid 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

Other Benefits Offered by Employers

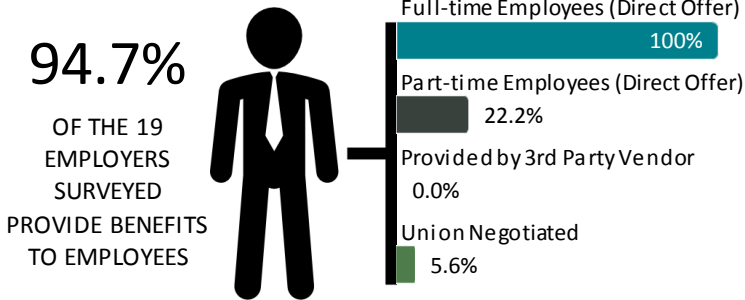
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 41 employers in the Administrative & Waste Services Industry, operating 41 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 19 responses, yielding a 46.3 percent response rate.

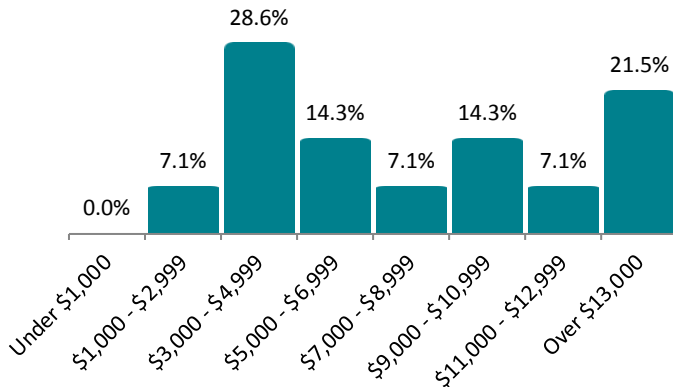
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.9%	0.0%
Dental Coverage	50.0%	0.0%
Life Insurance	55.6%	0.0%
Long-Term Disability	33.3%	0.0%
Medical Insurance	77.8%	0.0%
Prescription Drug Coverage	77.8%	0.0%
Short-Term Disability	50.0%	0.0%
Vision Coverage	50.0%	0.0%

Average Annual Benefit Package Cost Per Employee

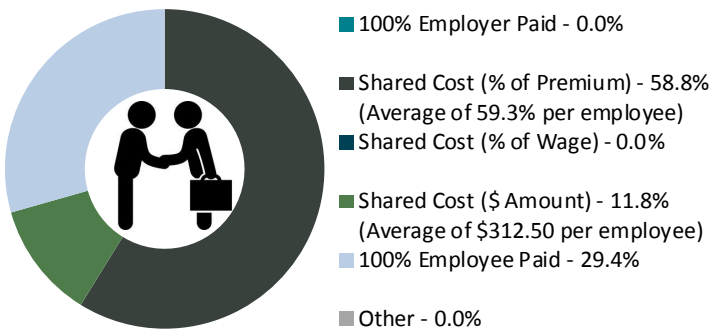


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	5.6%
Maternity/Paternity Leave	27.8%	0.0%
Paid Holidays - 6.9 Days Annually	83.3%	11.1%
Paid Sick Leave - 5.4 Days Annually	50.0%	5.6%
Paid Vacation - 8.6 Days Annually	72.2%	5.6%
Paid-Time-Off (PTO) - 5.7 Days Annually	50.0%	0.0%
Personal Days/Floating Holidays	33.3%	5.6%
Training Leave	5.6%	0.0%

Average Annual Days Off Reported for Full-Time Positions

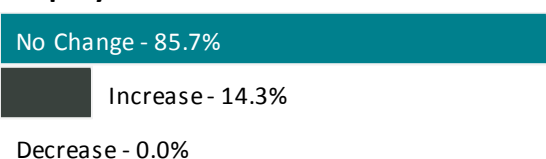
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	38.9%	0.0%
Childcare Assistance	11.1%	0.0%
Company Vehicle/Mileage	50.0%	11.1%
Employee Assistance Program	22.2%	0.0%
Flex Spending Account	22.2%	0.0%
Profit Sharing/Stock Options	11.1%	0.0%
Relocation/Moving Expense	5.6%	0.0%
Retirement Package	22.2%	5.6%
Shift Differential Pay	11.1%	0.0%
Tuition Assistance	22.2%	0.0%
Uniform Allowance	55.6%	5.6%
Wellness Program	22.2%	0.0%

Employee Healthcare Plan Contribution Change

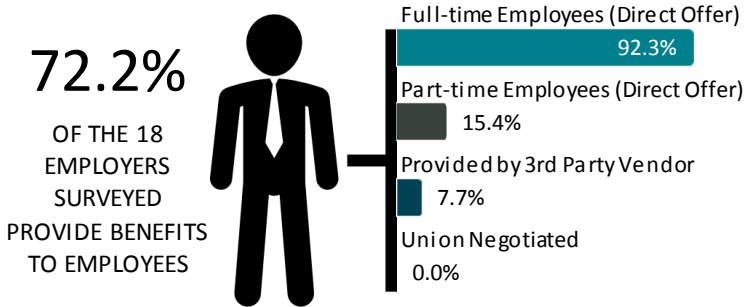




AGRICULTURE, FORESTRY, FISHING & MINING

In July 2018, 55 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 80 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 18 responses, yielding a 32.7 percent response rate.

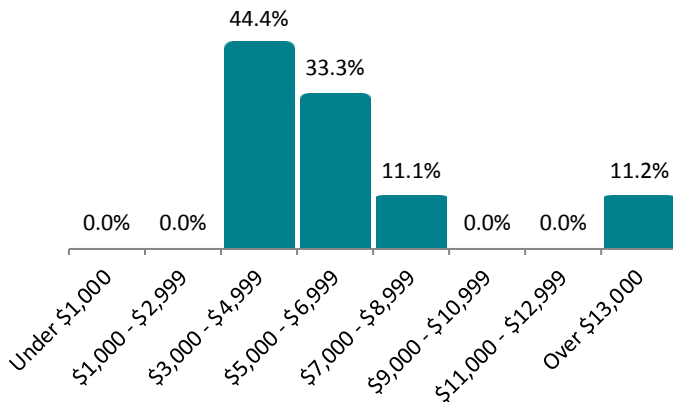
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	46.2%	0.0%
Dental Coverage	38.5%	0.0%
Life Insurance	46.2%	0.0%
Long-Term Disability	46.2%	0.0%
Medical Insurance	84.6%	0.0%
Prescription Drug Coverage	61.5%	0.0%
Short-Term Disability	38.5%	0.0%
Vision Coverage	15.4%	0.0%

Average Annual Benefit Package Cost Per Employee

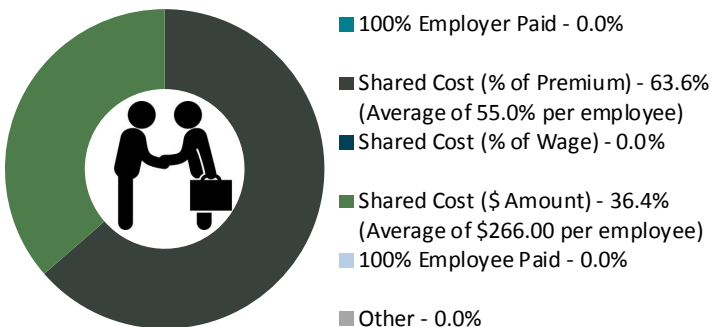


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	46.2%	0.0%
Maternity/Paternity Leave	30.8%	0.0%
Paid Holidays - 6.4 Days Annually	69.2%	0.0%
Paid Sick Leave - 2.0 Days Annually	15.4%	0.0%
Paid Vacation - 7.4 Days Annually	53.8%	7.7%
Paid-Time-Off (PTO) - 7.0 Days Annually	53.8%	7.7%
Personal Days/Floating Holidays	15.4%	0.0%
Training Leave	7.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

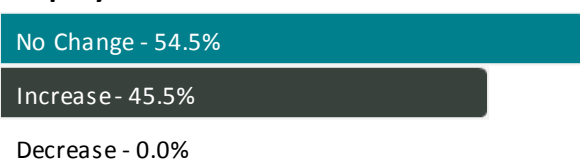
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	53.8%	15.4%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.8%	0.0%
Employee Assistance Program	23.1%	0.0%
Flex Spending Account	15.4%	0.0%
Profit Sharing/Stock Options	15.4%	0.0%
Relocation/Moving Expense	15.4%	0.0%
Retirement Package	23.1%	0.0%
Shift Differential Pay	46.2%	7.7%
Tuition Assistance	23.1%	0.0%
Uniform Allowance	38.5%	0.0%
Wellness Program	15.4%	0.0%

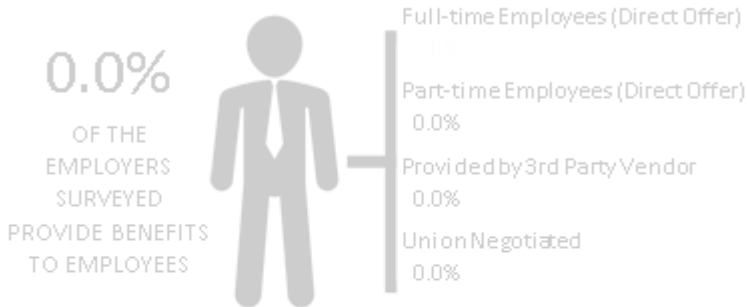
Employee Healthcare Plan Contribution Change





ARTS, ENTERTAINMENT & RECREATION

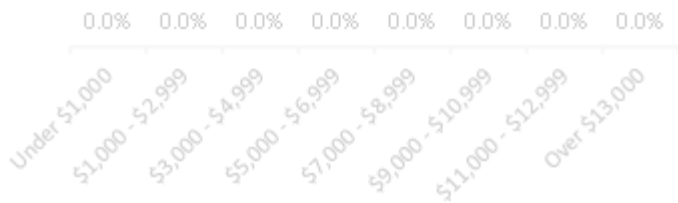
Benefits Offered to Employees



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

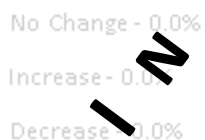
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



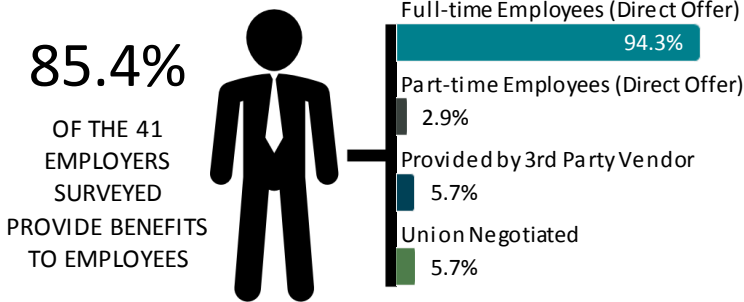
Other Benefits Offered by Employers

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%



In July 2018, 87 employers in the Construction Industry, operating 87 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 41 responses, yielding a 47.1 percent response rate.

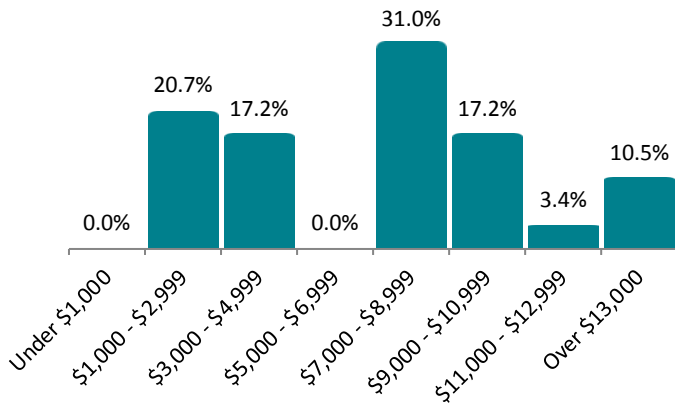
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.3%	2.9%
Dental Coverage	48.6%	2.9%
Life Insurance	42.9%	2.9%
Long-Term Disability	17.1%	0.0%
Medical Insurance	88.6%	2.9%
Prescription Drug Coverage	54.3%	2.9%
Short-Term Disability	28.6%	0.0%
Vision Coverage	34.3%	2.9%

Average Annual Benefit Package Cost Per Employee

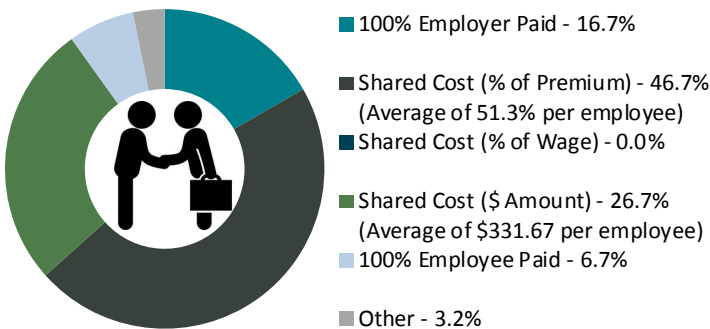


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	37.1%	0.0%
Maternity/Paternity Leave	20.0%	0.0%
Paid Holidays - 6.2 Days Annually	74.3%	2.9%
Paid Sick Leave - 4.0 Days Annually	20.0%	0.0%
Paid Vacation - 7.4 Days Annually	65.7%	0.0%
Paid-Time-Off (PTO) - 6.3 Days Annually	34.3%	2.9%
Personal Days/Floating Holidays	8.6%	0.0%
Training Leave	14.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

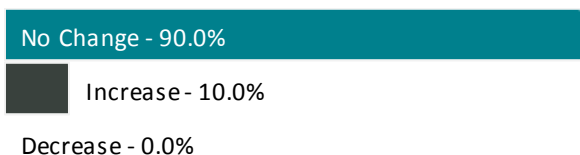
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	74.3%	2.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	34.3%	2.9%
Employee Assistance Program	2.9%	0.0%
Flex Spending Account	17.1%	2.9%
Profit Sharing/Stock Options	17.1%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	22.9%	2.9%
Shift Differential Pay	5.7%	0.0%
Tuition Assistance	8.6%	0.0%
Uniform Allowance	40.0%	0.0%
Wellness Program	2.9%	0.0%

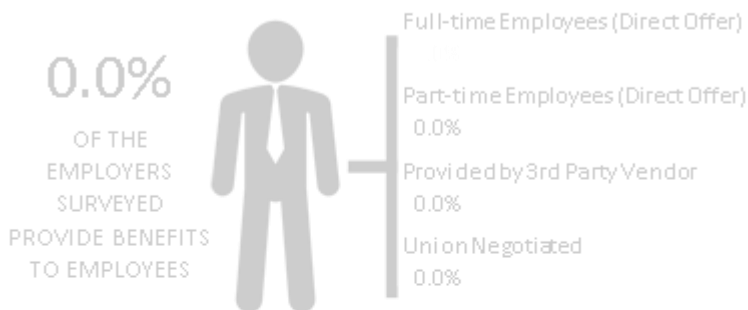
Employee Healthcare Plan Contribution Change





EDUCATIONAL SERVICES

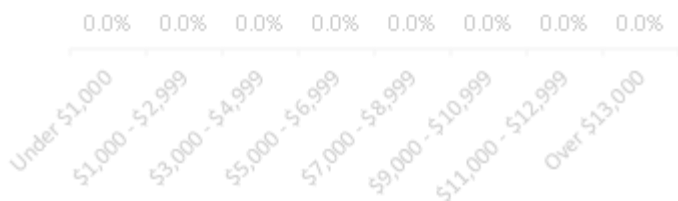
Benefits Offered to Employees



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

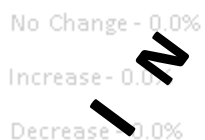
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



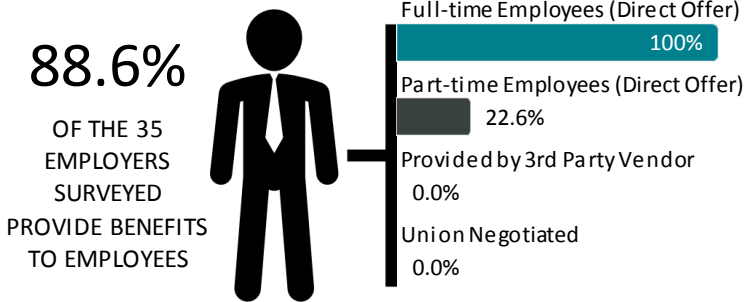
Other Benefits Offered by Employers

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%



In July 2018, 56 employers in the Finance, Insurance & Real Estate Industry, operating 77 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 35 responses, yielding a 62.5 percent response rate.

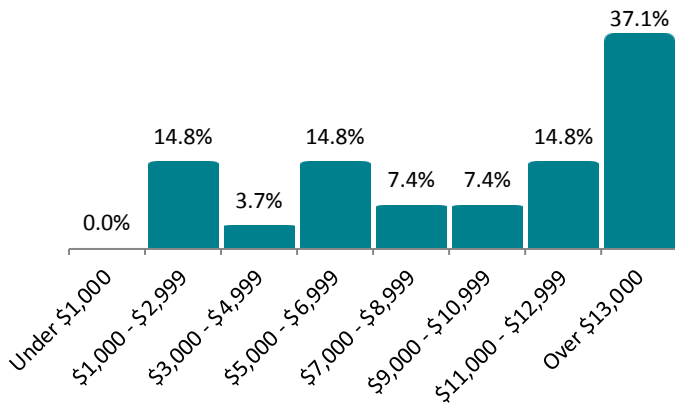
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.2%	6.5%
Dental Coverage	64.5%	12.9%
Life Insurance	71.0%	16.1%
Long-Term Disability	54.8%	16.1%
Medical Insurance	87.1%	9.7%
Prescription Drug Coverage	67.7%	6.5%
Short-Term Disability	48.4%	12.9%
Vision Coverage	51.6%	9.7%

Average Annual Benefit Package Cost Per Employee

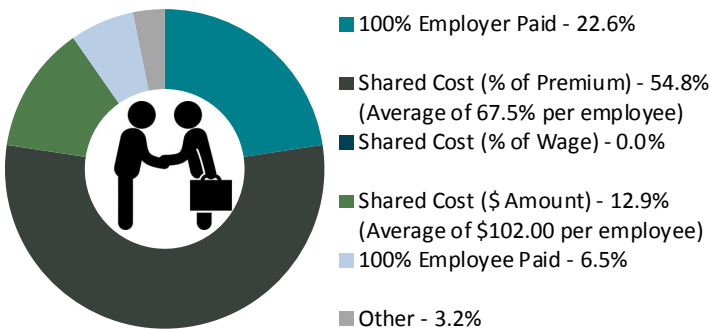


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.6%	16.1%
Maternity/Paternity Leave	25.8%	0.0%
Paid Holidays - 8.5 Days Annually	83.9%	9.7%
Paid Sick Leave - 8.2 Days Annually	48.4%	6.5%
Paid Vacation - 10.3 Days Annually	58.1%	9.7%
Paid-Time-Off (PTO) - 14.1 Days Annually	48.4%	9.7%
Personal Days/Floating Holidays	32.3%	6.5%
Training Leave	22.6%	3.2%

Average Annual Days Off Reported for Full-Time Positions

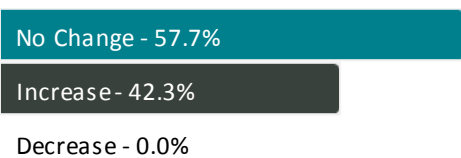
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	71.0%	12.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	48.4%	12.9%
Employee Assistance Program	19.4%	6.5%
Flex Spending Account	64.5%	12.9%
Profit Sharing/Stock Options	32.3%	9.7%
Relocation/Moving Expense	3.2%	0.0%
Retirement Package	19.4%	3.2%
Shift Differential Pay	3.2%	0.0%
Tuition Assistance	22.6%	6.5%
Uniform Allowance	19.4%	9.7%
Wellness Program	22.6%	3.2%

Employee Healthcare Plan Contribution Change

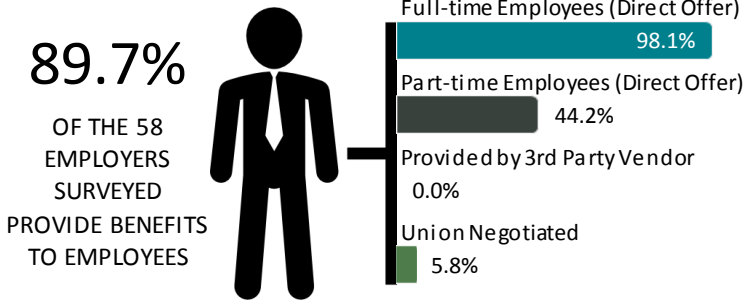




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 112 employers in the Health Care & Social Assistance Industry, operating 137 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 58 responses, yielding a 51.8 percent response rate.

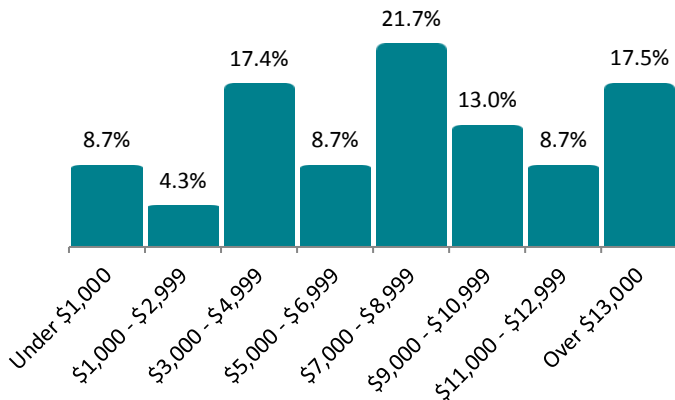
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.9%	11.5%
Dental Coverage	69.2%	25.0%
Life Insurance	57.7%	11.5%
Long-Term Disability	42.3%	3.8%
Medical Insurance	75.0%	17.3%
Prescription Drug Coverage	65.3%	15.4%
Short-Term Disability	36.5%	9.6%
Vision Coverage	50.0%	13.5%

Average Annual Benefit Package Cost Per Employee

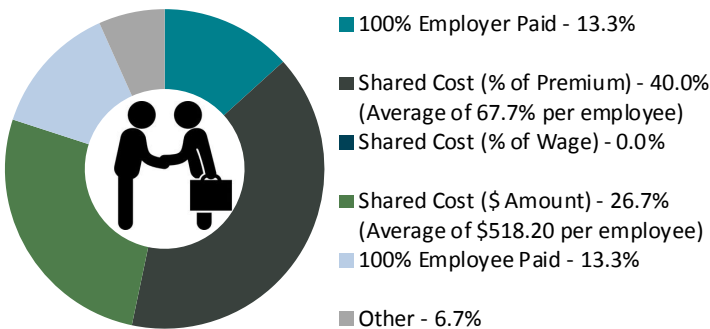


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	71.2%	26.9%
Maternity/Paternity Leave	34.6%	13.5%
Paid Holidays - 7.4 Days Annually	76.9%	25.0%
Paid Sick Leave - 7.0 Days Annually	51.9%	23.1%
Paid Vacation - 10 Days Annually	44.2%	17.3%
Paid-Time-Off (PTO) - 11.8 Days Annually	73.1%	21.2%
Personal Days/Floating Holidays	36.5%	13.5%
Training Leave	28.8%	11.5%

Average Annual Days Off Reported for Full-Time Positions

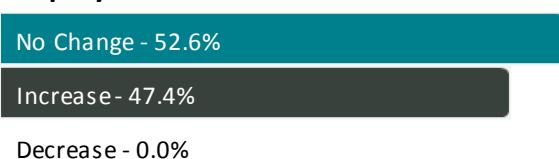
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.5%	23.1%
Childcare Assistance	17.3%	9.6%
Company Vehicle/Mileage	55.8%	17.3%
Employee Assistance Program	36.5%	21.2%
Flex Spending Account	46.2%	13.5%
Profit Sharing/Stock Options	15.4%	7.7%
Relocation/Moving Expense	9.6%	5.8%
Retirement Package	44.2%	19.2%
Shift Differential Pay	23.1%	19.2%
Tuition Assistance	34.6%	19.2%
Uniform Allowance	32.7%	17.3%
Wellness Program	23.1%	15.4%

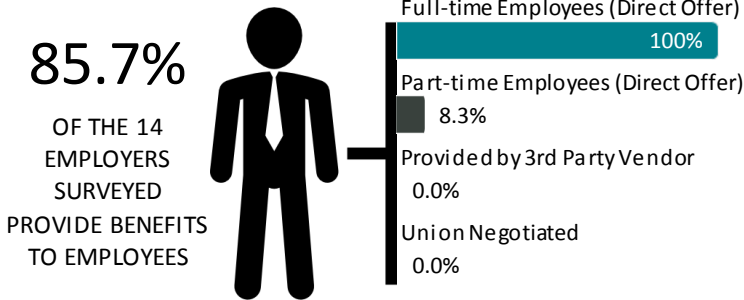
Employee Healthcare Plan Contribution Change





In July 2018, 36 employers in the Information Industry, operating 37 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 14 responses, yielding a 38.9 percent response rate.

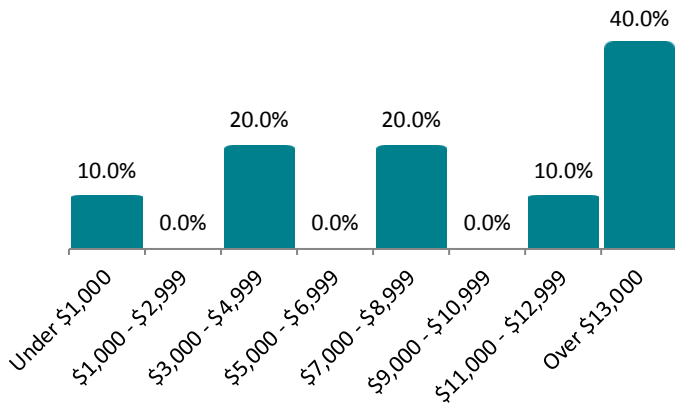
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	66.7%	0.0%
Dental Coverage	66.7%	0.0%
Life Insurance	75.0%	0.0%
Long-Term Disability	50.0%	0.0%
Medical Insurance	83.3%	0.0%
Prescription Drug Coverage	66.6%	0.0%
Short-Term Disability	33.3%	0.0%
Vision Coverage	66.7%	0.0%

Average Annual Benefit Package Cost Per Employee

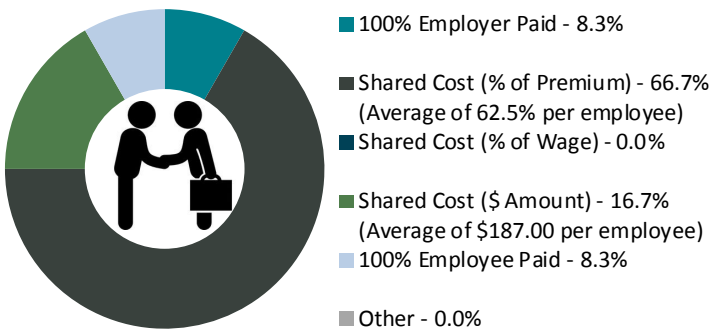


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	75.0%	8.3%
Maternity/Paternity Leave	66.7%	0.0%
Paid Holidays - 7.5 Days Annually	83.3%	8.3%
Paid Sick Leave - 6.6 Days Annually	66.7%	8.3%
Paid Vacation - 8.0 Days Annually	83.3%	8.3%
Paid-Time-Off (PTO) - 4.5 Days Annually	41.7%	0.0%
Personal Days/Floating Holidays	50.0%	0.0%
Training Leave	25.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

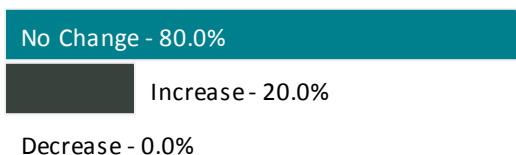
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

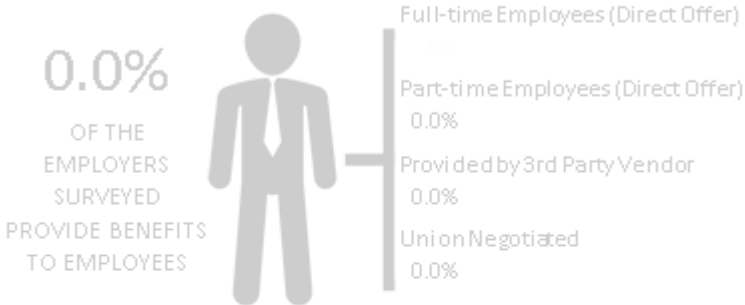
	Full-Time Positions	Part-Time Positions
Bonuses	41.7%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	33.3%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	25.0%	0.0%
Profit Sharing/Stock Options	8.3%	0.0%
Relocation/Moving Expense	8.3%	0.0%
Retirement Package	8.3%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	16.7%	0.0%
Uniform Allowance	33.3%	0.0%
Wellness Program	16.7%	0.0%

Employee Healthcare Plan Contribution Change





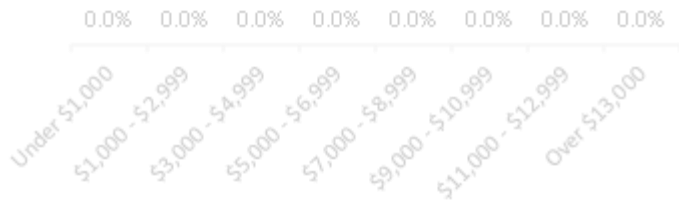
Benefits Offered to Employees



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

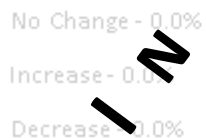
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

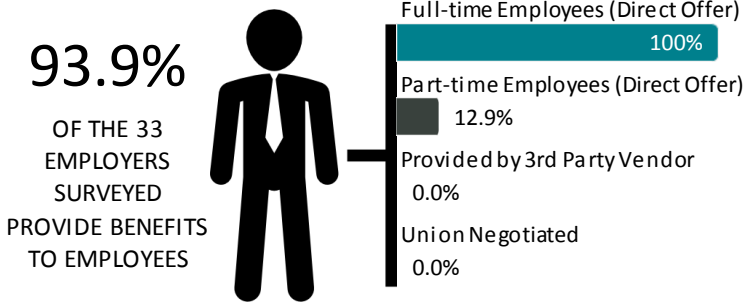
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 83 employers in the Manufacturing Industry, operating 87 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 33 responses, yielding a 39.8 percent response rate.

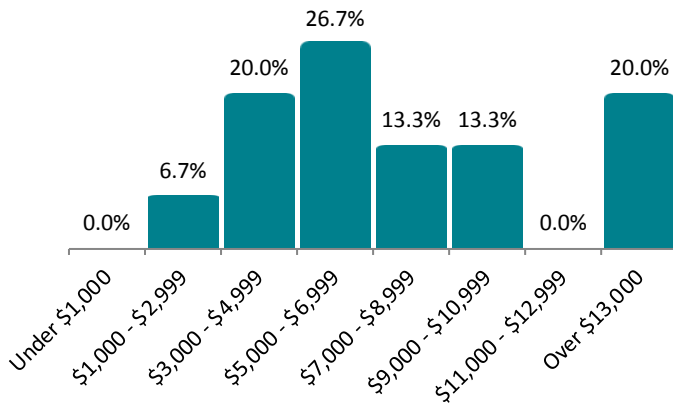
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	61.3%	6.5%
Dental Coverage	77.4%	6.5%
Life Insurance	74.2%	3.2%
Long-Term Disability	48.4%	3.2%
Medical Insurance	93.5%	9.7%
Prescription Drug Coverage	83.9%	6.5%
Short-Term Disability	64.5%	3.2%
Vision Coverage	48.4%	3.2%

Average Annual Benefit Package Cost Per Employee

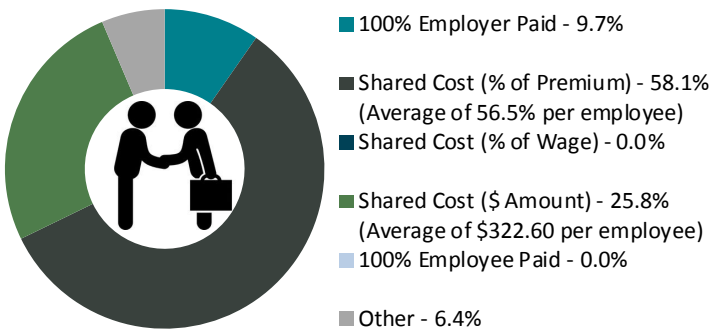


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.7%	9.7%
Maternity/Paternity Leave	22.6%	0.0%
Paid Holidays - 7.3 Days Annually	87.1%	6.5%
Paid Sick Leave - 3.3 Days Annually	16.1%	0.0%
Paid Vacation - 5.9 Days Annually	71.0%	3.2%
Paid-Time-Off (PTO) - 8.3 Days Annually	48.4%	3.2%
Personal Days/Floating Holidays	38.7%	0.0%
Training Leave	9.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

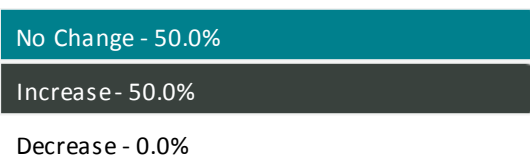
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

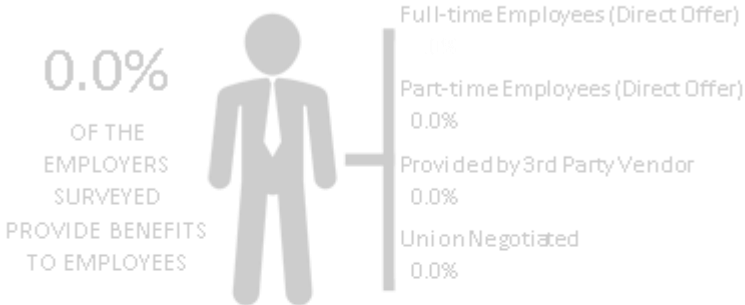
	Full-Time Positions	Part-Time Positions
Bonuses	71.0%	3.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	45.2%	0.0%
Employee Assistance Program	35.5%	0.0%
Flex Spending Account	45.2%	0.0%
Profit Sharing/Stock Options	19.4%	0.0%
Relocation/Moving Expense	19.4%	0.0%
Retirement Package	32.3%	0.0%
Shift Differential Pay	35.5%	3.2%
Tuition Assistance	19.4%	0.0%
Uniform Allowance	54.8%	0.0%
Wellness Program	29.0%	3.2%

Employee Healthcare Plan Contribution Change





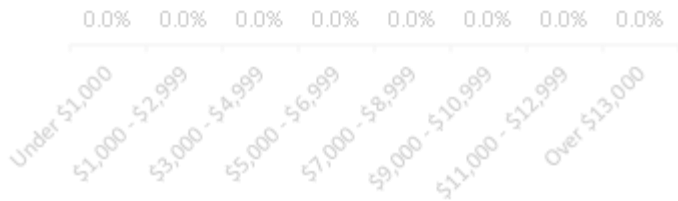
Benefits Offered to Employees



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

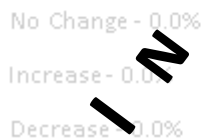
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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%

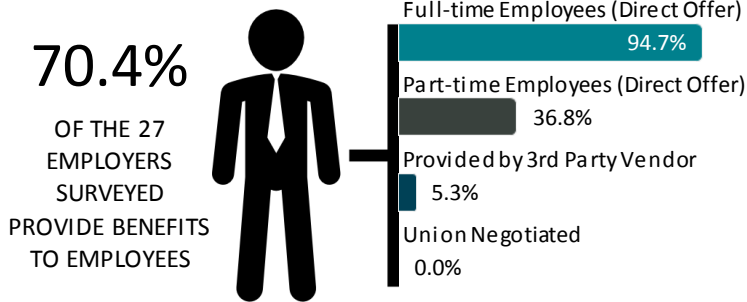
INSUFFICIENT DATA TO REPORT



PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 45 employers in the Professional & Technical Services Industry, operating 46 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 27 responses, yielding a 60.0 percent response rate.

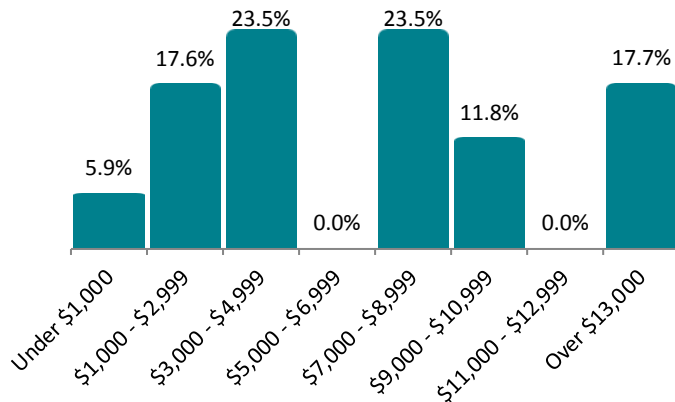
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.8%	0.0%
Dental Coverage	26.3%	0.0%
Life Insurance	52.6%	5.3%
Long-Term Disability	36.8%	5.3%
Medical Insurance	63.2%	5.3%
Prescription Drug Coverage	42.1%	0.0%
Short-Term Disability	26.3%	0.0%
Vision Coverage	26.3%	0.0%

Average Annual Benefit Package Cost Per Employee

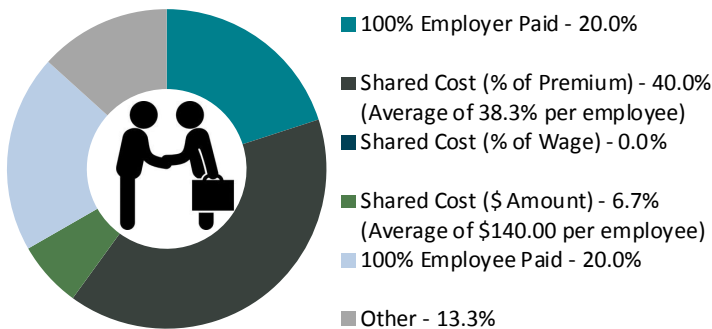


Paid Leave Offered by Employers

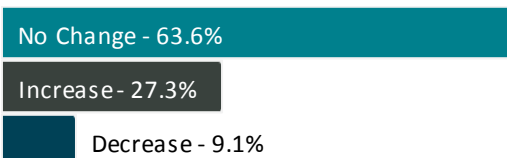
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	52.6%	0.0%
Maternity/Paternity Leave	47.4%	0.0%
Paid Holidays - 7.4 Days Annually	73.7%	10.5%
Paid Sick Leave - 8.3 Days Annually	52.6%	5.3%
Paid Vacation - 8.8 Days Annually	73.7%	10.5%
Paid-Time-Off (PTO) - 10.3 Days Annually	57.9%	10.5%
Personal Days/Floating Holidays	47.4%	5.3%
Training Leave	15.8%	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

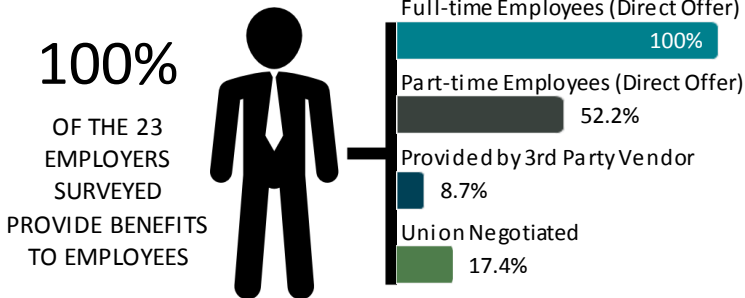
	Full-Time Positions	Part-Time Positions
Bonuses	89.5%	31.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	57.9%	5.3%
Employee Assistance Program	10.5%	0.0%
Flex Spending Account	31.6%	0.0%
Profit Sharing/Stock Options	42.1%	10.5%
Relocation/Moving Expense	26.3%	0.0%
Retirement Package	31.6%	10.5%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	26.3%	0.0%
Uniform Allowance	10.5%	0.0%
Wellness Program	15.8%	5.3%



PUBLIC ADMINISTRATION

In July 2018, 32 employers in the Public Administration Industry, operating 37 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 71.9 percent response rate.

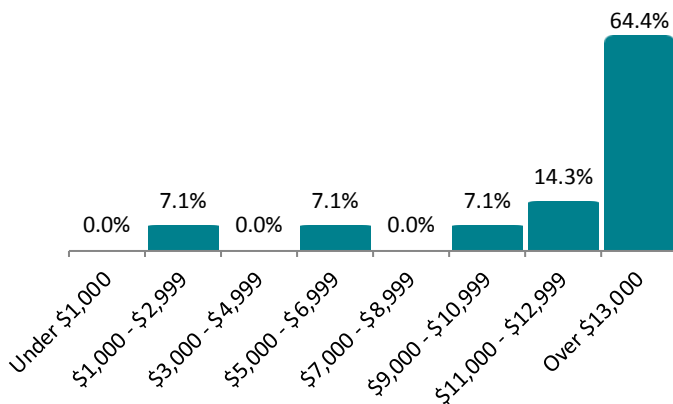
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.8%	21.7%
Dental Coverage	65.2%	26.1%
Life Insurance	73.9%	21.7%
Long-Term Disability	39.1%	17.4%
Medical Insurance	82.6%	26.1%
Prescription Drug Coverage	86.9%	34.8%
Short-Term Disability	26.1%	17.4%
Vision Coverage	52.2%	21.7%

Average Annual Benefit Package Cost Per Employee

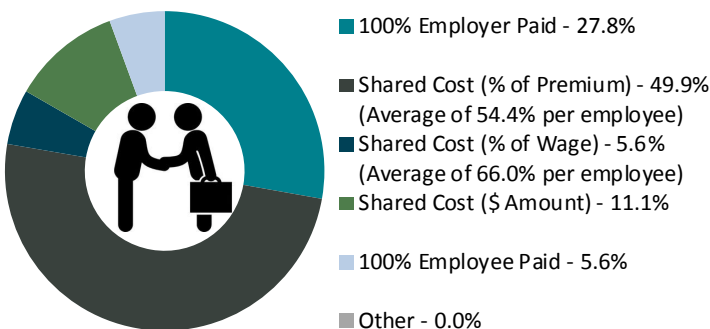


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	82.6%	26.1%
Maternity/Paternity Leave	56.5%	21.7%
Paid Holidays - 9.5 Days Annually	78.3%	26.1%
Paid Sick Leave - 13.8 Days Annually	78.3%	26.1%
Paid Vacation - 9.9 Days Annually	78.3%	26.1%
Paid-Time-Off (PTO) - 10 Days Annually	34.8%	8.7%
Personal Days/Floating Holidays	65.2%	17.4%
Training Leave	21.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

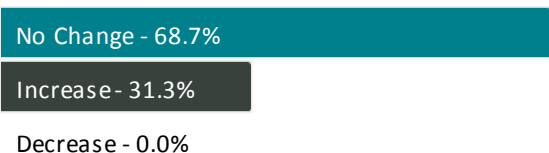
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	13.0%	8.7%
Childcare Assistance	4.3%	4.3%
Company Vehicle/Mileage	52.2%	17.4%
Employee Assistance Program	52.2%	21.7%
Flex Spending Account	47.8%	17.4%
Profit Sharing/Stock Options	4.3%	4.3%
Relocation/Moving Expense	13.0%	8.7%
Retirement Package	39.1%	21.7%
Shift Differential Pay	17.4%	4.3%
Tuition Assistance	4.3%	4.3%
Uniform Allowance	26.1%	0.0%
Wellness Program	26.1%	13.0%

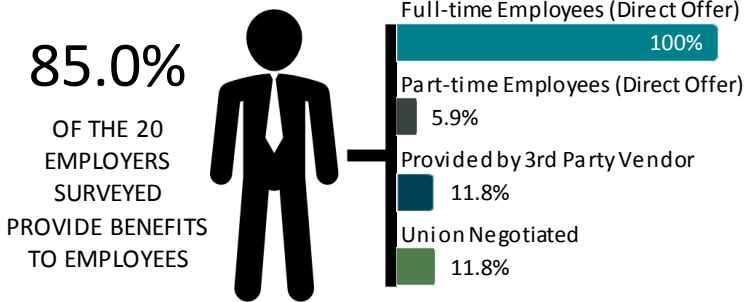
Employee Healthcare Plan Contribution Change





In July 2018, 52 employers in the Transportation & Warehousing Industry, operating 54 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 20 responses, yielding a 38.5 percent response rate.

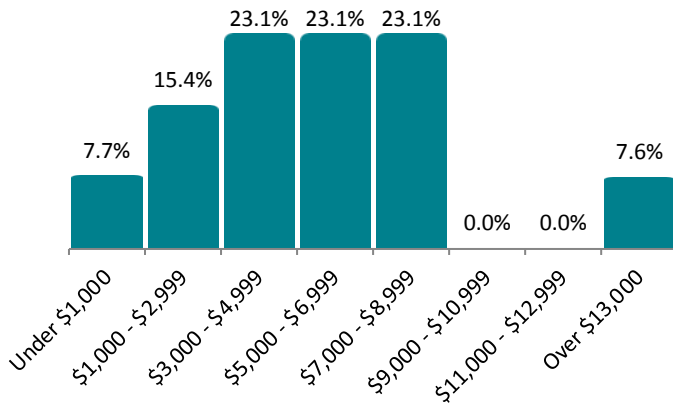
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	41.2%	0.0%
Dental Coverage	29.4%	0.0%
Life Insurance	47.1%	0.0%
Long-Term Disability	29.4%	0.0%
Medical Insurance	76.5%	0.0%
Prescription Drug Coverage	52.9%	0.0%
Short-Term Disability	29.4%	0.0%
Vision Coverage	29.4%	0.0%

Average Annual Benefit Package Cost Per Employee

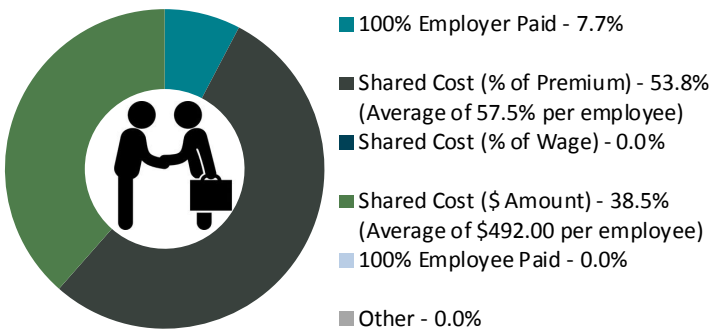


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	52.9%	0.0%
Maternity/Paternity Leave	11.8%	0.0%
Paid Holidays - 6.1 Days Annually	64.7%	0.0%
Paid Sick Leave - 9.7 Days Annually	17.6%	0.0%
Paid Vacation - 5.7 Days Annually	58.8%	0.0%
Paid-Time-Off (PTO) - 10.8 Days Annually	35.3%	0.0%
Personal Days/Floating Holidays	17.6%	0.0%
Training Leave	11.8%	0.0%

Average Annual Days Off Reported for Full-Time Positions

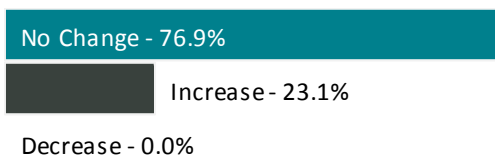
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	47.1%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	17.6%	0.0%
Employee Assistance Program	5.9%	0.0%
Flex Spending Account	17.6%	0.0%
Profit Sharing/Stock Options	11.8%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	17.6%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	5.9%	0.0%
Uniform Allowance	23.5%	0.0%
Wellness Program	0.0%	0.0%

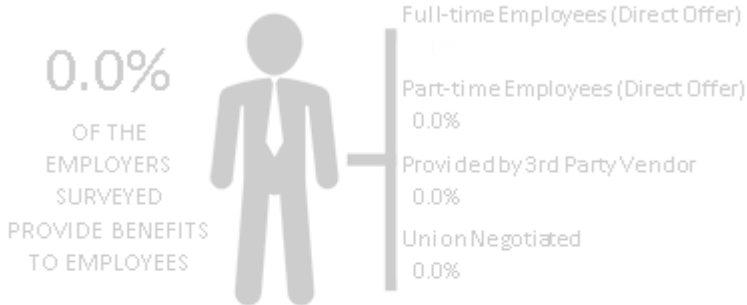
Employee Healthcare Plan Contribution Change





UTILITIES

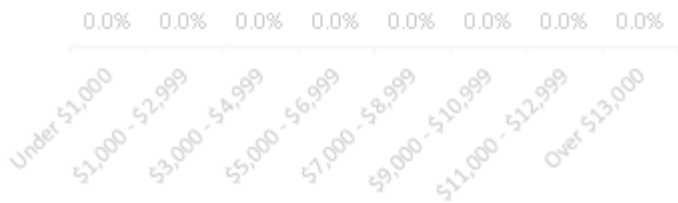
Benefits Offered to Employees



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

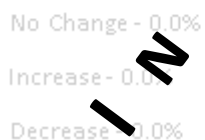
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave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

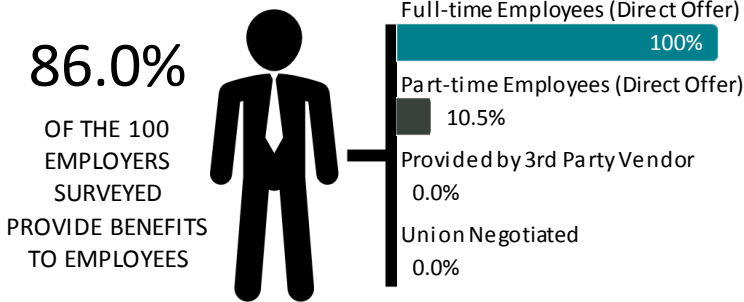
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 233 employers in the Wholesale & Retail Trade Industry, operating 346 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 100 responses, yielding a 42.9 percent response rate.

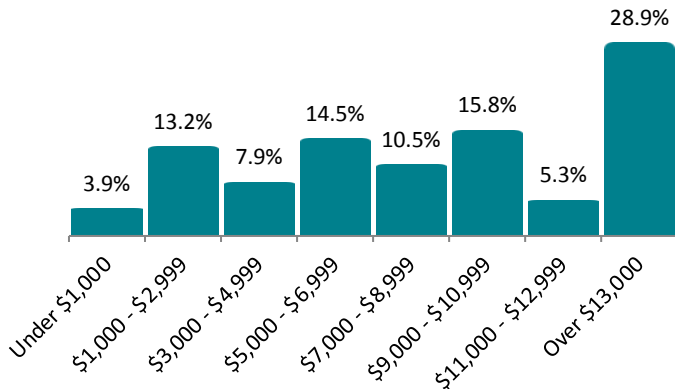
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.3%	2.3%
Dental Coverage	55.8%	2.3%
Life Insurance	55.8%	3.5%
Long-Term Disability	43.0%	3.5%
Medical Insurance	90.7%	2.3%
Prescription Drug Coverage	74.4%	2.4%
Short-Term Disability	41.9%	3.5%
Vision Coverage	45.3%	2.3%

Average Annual Benefit Package Cost Per Employee

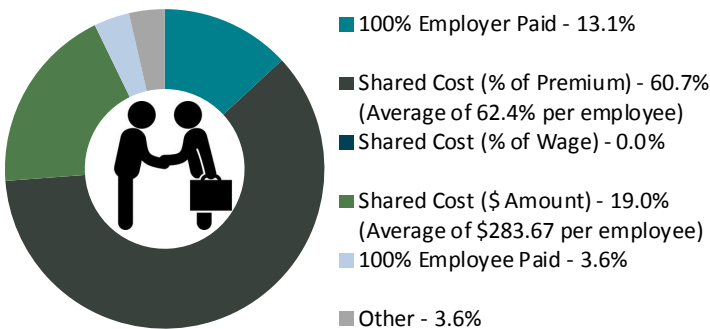


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.3%	2.3%
Maternity/Paternity Leave	26.7%	2.3%
Paid Holidays - 6.4 Days Annually	80.2%	3.5%
Paid Sick Leave - 4.5 Days Annually	43.0%	2.3%
Paid Vacation - 6.6 Days Annually	74.4%	3.5%
Paid-Time-Off (PTO) - 7.7 Days Annually	50.0%	3.5%
Personal Days/Floating Holidays	29.1%	1.2%
Training Leave	14.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

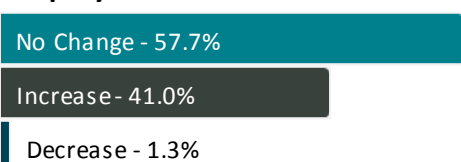
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.3%	2.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	53.5%	2.3%
Employee Assistance Program	18.6%	2.3%
Flex Spending Account	34.9%	0.0%
Profit Sharing/Stock Options	27.9%	1.2%
Relocation/Moving Expense	5.8%	0.0%
Retirement Package	29.1%	2.3%
Shift Differential Pay	7.0%	0.0%
Tuition Assistance	23.3%	1.2%
Uniform Allowance	45.3%	7.0%
Wellness Program	11.6%	0.0%

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