

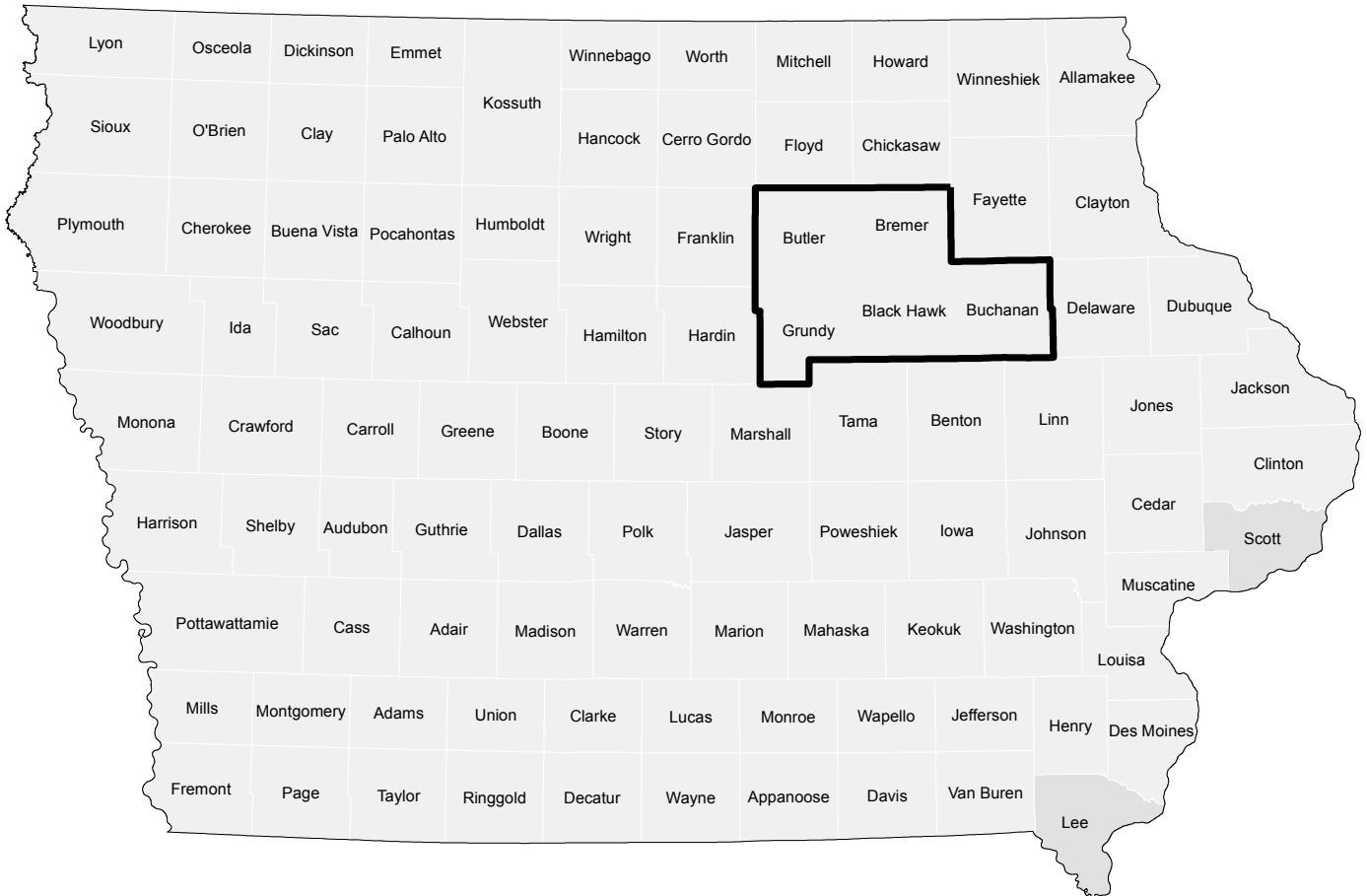


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 7**  
**RELEASED 2019**

BLACK HAWK, BREMER, BUCHANAN,  
BUTLER AND GRUNDY COUNTIES

**Counties within Iowa Workforce Development Region 7 included within this analysis:**

- Black Hawk
- Bremer
- Buchanan
- Butler
- Grundy



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# 2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



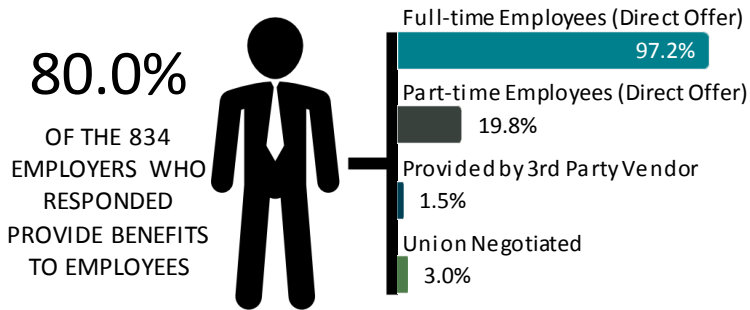
## INTRODUCTION

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.

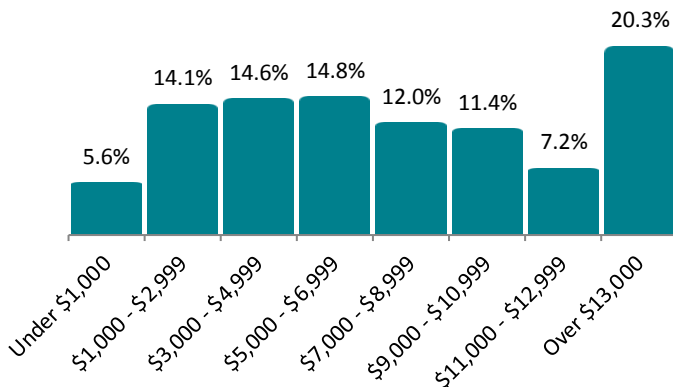
Beginning in July 2018, 2,083 employers, operating 2,616 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 834 responses, yielding a 40.0 percent response rate.



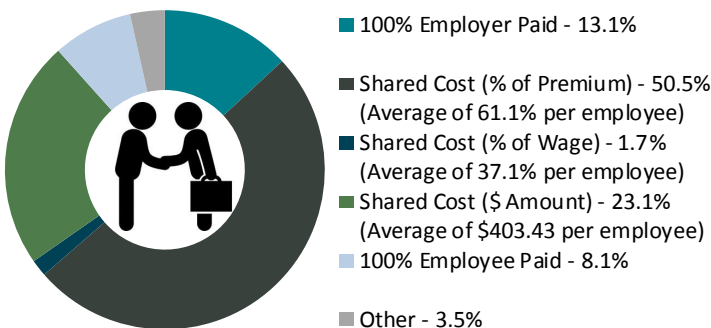
### Benefits Offered to Employees



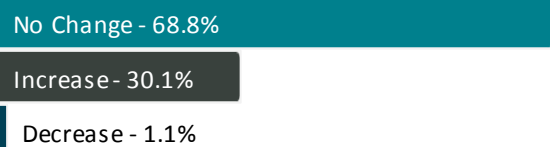
### Average Annual Benefit Package Cost Per Employee



### 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	40.9%	4.0%
Dental Coverage	57.0%	6.7%
Life Insurance	49.2%	5.4%
Long-Term Disability	36.6%	3.3%
Medical Insurance	84.1%	7.2%
Prescription Drug Coverage	64.6%	6.1%
Short-Term Disability	39.4%	3.4%
Vision Coverage	39.6%	4.6%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.8%	8.4%
Maternity/Paternity Leave	25.6%	2.8%
Paid Holidays - 7.0 Days Annually	76.5%	9.6%
Paid Sick Leave - 5.9 Days Annually	36.7%	5.7%
Paid Vacation - 7.3 Days Annually	66.7%	7.8%
Paid-Time-Off (PTO) - 9.8 Days Annually	48.0%	8.8%
Personal Days/Floating Holidays	32.7%	4.5%
Training Leave	15.7%	2.4%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	8.1%
Childcare Assistance	3.0%	0.9%
Company Vehicle/Mileage	40.5%	5.5%
Employee Assistance Program	16.2%	4.0%
Flex Spending Account	34.5%	4.5%
Profit Sharing/Stock Options	19.3%	2.5%
Relocation/Moving Expense	6.6%	0.4%
Retirement Package	32.8%	6.3%
Shift Differential Pay	9.4%	2.5%
Tuition Assistance	18.6%	3.3%
Uniform Allowance	27.4%	3.7%
Wellness Program	12.6%	3.3%

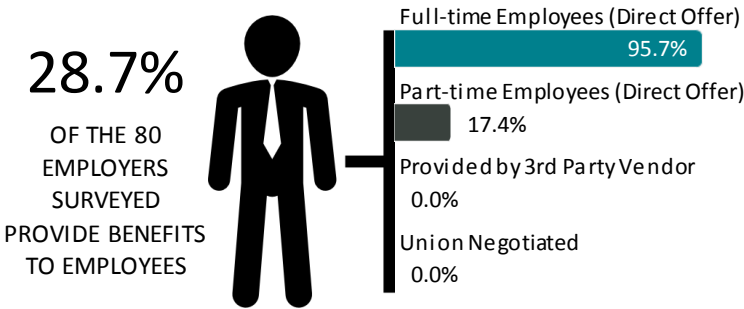
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In July 2018, 252 employers in the Accommodation & Food Services Industry, operating 309 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 80 responses, yielding a 31.7 percent response rate.

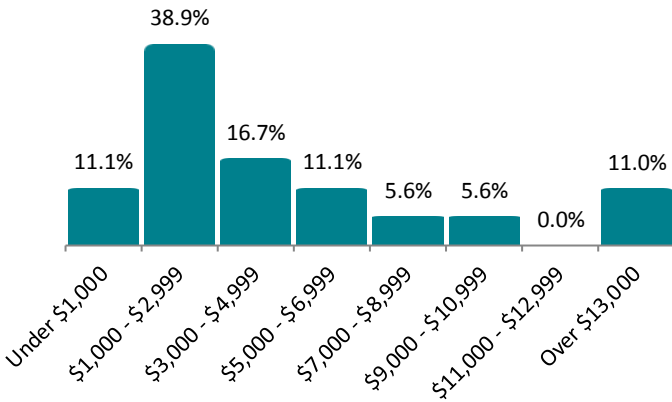
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	8.7%	0.0%
Dental Coverage	30.4%	4.3%
Life Insurance	13.0%	0.0%
Long-Term Disability	4.3%	0.0%
Medical Insurance	78.3%	4.3%
Prescription Drug Coverage	30.4%	0.0%
Short-Term Disability	4.3%	0.0%
Vision Coverage	8.7%	0.0%

### Average Annual Benefit Package Cost Per Employee

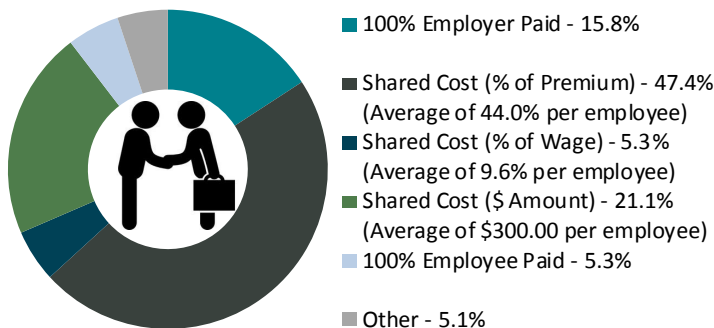


### Paid Leave Offered by Employers

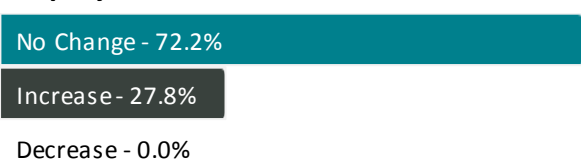
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	26.1%	4.3%
Maternity/Paternity Leave	13.0%	0.0%
Paid Holidays - 4.7 Days Annually	26.1%	4.3%
Paid Sick Leave - 2.8 Days Annually	30.4%	4.3%
Paid Vacation - 7.5 Days Annually	73.9%	0.0%
Paid-Time-Off (PTO) - 6.5 Days Annually	30.4%	4.3%
Personal Days/Floating Holidays	21.7%	0.0%
Training Leave	13.0%	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

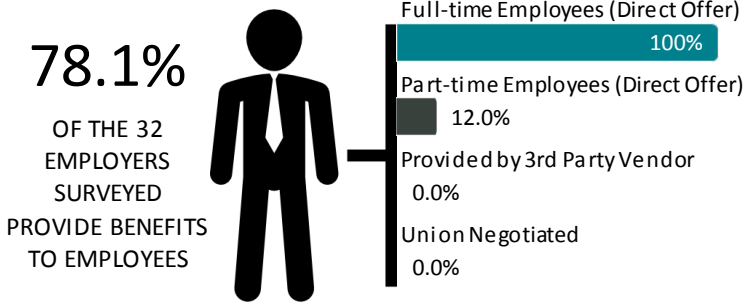
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	65.2%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	17.4%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	8.7%	0.0%
Profit Sharing/Stock Options	13.0%	0.0%
Relocation/Moving Expense	4.3%	0.0%
Retirement Package	13.0%	4.3%
Shift Differential Pay	4.3%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	13.0%	0.0%
Wellness Program	0.0%	0.0%



## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 107 employers in the Administrative & Waste Services Industry, operating 118 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 29.9 percent response rate.

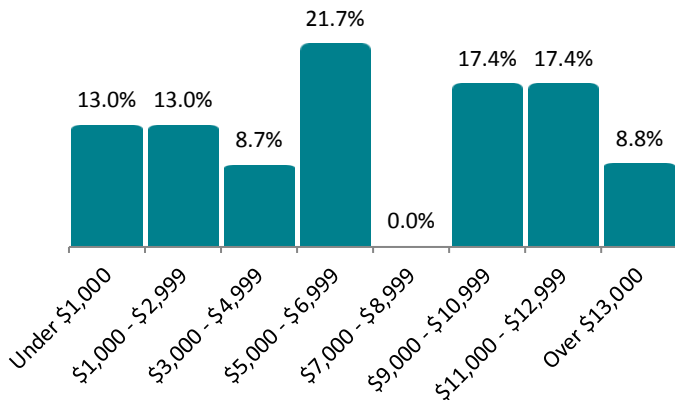
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	28.0%	0.0%
Dental Coverage	52.0%	0.0%
Life Insurance	48.0%	0.0%
Long-Term Disability	16.0%	0.0%
Medical Insurance	84.0%	4.0%
Prescription Drug Coverage	60.0%	4.0%
Short-Term Disability	28.0%	0.0%
Vision Coverage	32.0%	0.0%

### Average Annual Benefit Package Cost Per Employee

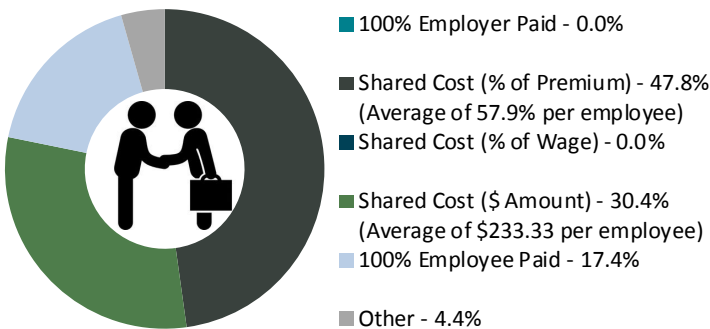


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.0%	4.0%
Maternity/Paternity Leave	8.0%	0.0%
Paid Holidays - 5.5 Days Annually	68.0%	12.0%
Paid Sick Leave - 5.0 Days Annually	20.0%	0.0%
Paid Vacation - 6.6 Days Annually	60.0%	12.0%
Paid-Time-Off (PTO) - 6.3 Days Annually	44.0%	4.0%
Personal Days/Floating Holidays	20.0%	0.0%
Training Leave	4.0%	0.0%

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

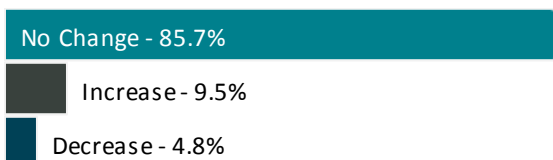
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	64.0%	8.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	36.0%	0.0%
Employee Assistance Program	4.0%	0.0%
Flex Spending Account	12.0%	0.0%
Profit Sharing/Stock Options	16.0%	0.0%
Relocation/Moving Expense	4.0%	0.0%
Retirement Package	28.0%	4.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	4.0%	0.0%
Uniform Allowance	40.0%	4.0%
Wellness Program	4.0%	0.0%

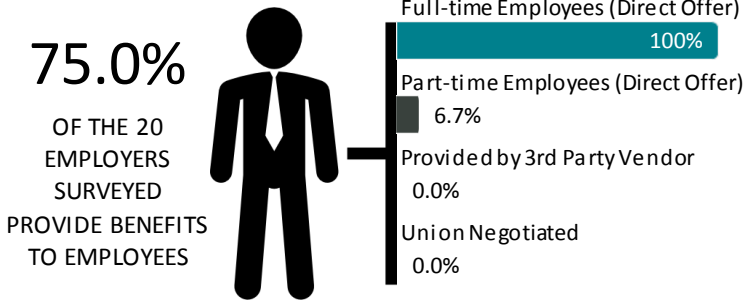
### Employee Healthcare Plan Contribution Change





In July 2018, 46 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 57 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 20 responses, yielding a 43.5 percent response rate.

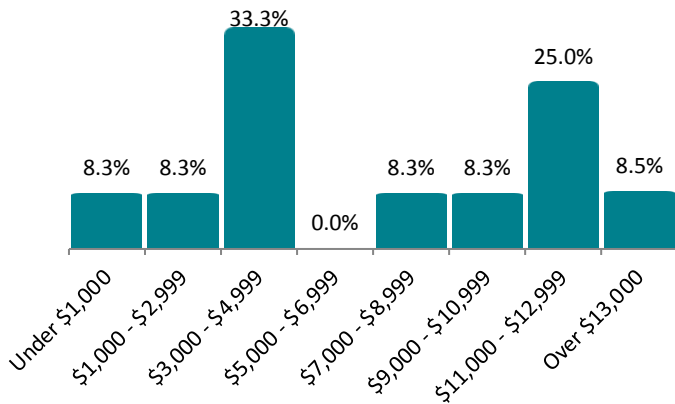
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	0.0%
Dental Coverage	53.3%	6.7%
Life Insurance	53.3%	0.0%
Long-Term Disability	20.0%	0.0%
Medical Insurance	93.3%	6.7%
Prescription Drug Coverage	60.0%	6.7%
Short-Term Disability	26.7%	0.0%
Vision Coverage	33.3%	6.7%

**Average Annual Benefit Package Cost Per Employee**

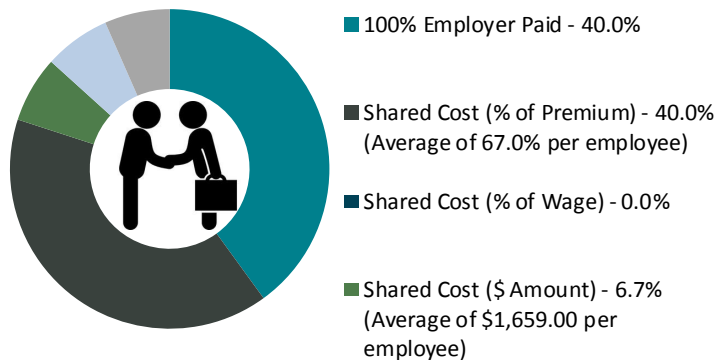


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.0%	0.0%
Maternity/Paternity Leave	13.3%	0.0%
Paid Holidays - 5.6 Days Annually	73.3%	0.0%
Paid Sick Leave - 5.0 Days Annually	33.3%	0.0%
Paid Vacation - 8.6 Days Annually	66.7%	0.0%
Paid-Time-Off (PTO) - 5.7 Days Annually	33.3%	0.0%
Personal Days/Floating Holidays	40.0%	0.0%
Training Leave	13.3%	0.0%

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

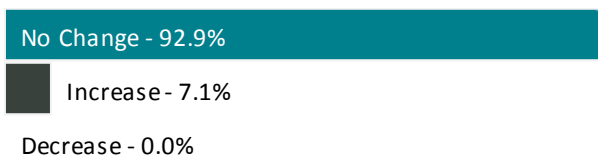
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	86.7%	6.7%
Childcare Assistance	6.7%	0.0%
Company Vehicle/Mileage	53.3%	0.0%
Employee Assistance Program	13.3%	0.0%
Flex Spending Account	33.3%	6.7%
Profit Sharing/Stock Options	6.7%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	40.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	6.7%	0.0%
Uniform Allowance	33.3%	0.0%
Wellness Program	13.3%	0.0%

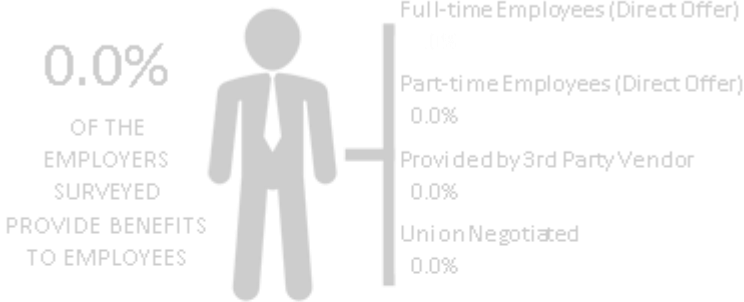
**Employee Healthcare Plan Contribution Change**







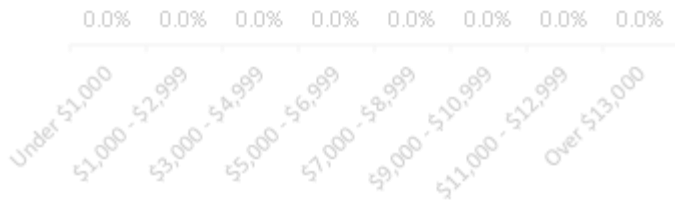
Benefits Offered to Employees



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%
Sabbatical Leave	0.0%	0.0%

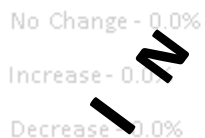
How Healthcare Premiums are Paid



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%

Employee Healthcare Plan Contribution Change

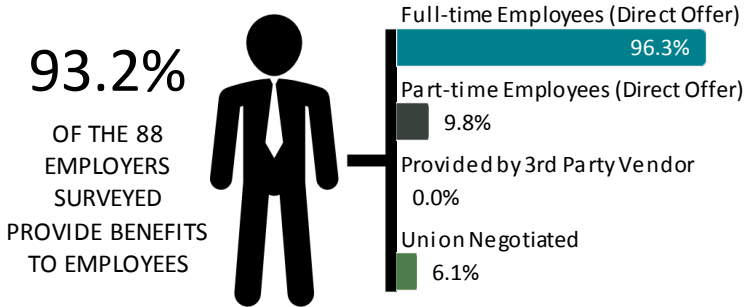


INSUFFICIENT DATA TO REPORT THIS SECTION (THERE ARE NOT ENOUGH RESPONSES TO BE ABLE TO REPORT THIS SECTION)



In July 2018, 166 employers in the Construction Industry, operating 167 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 88 responses, yielding a 53.0 percent response rate.

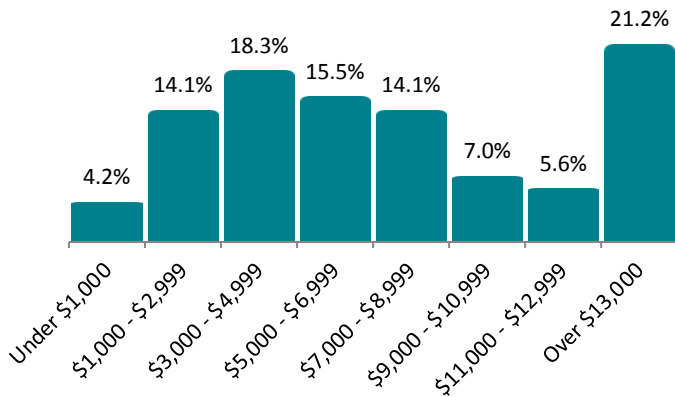
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	42.7%	4.9%
Dental Coverage	47.6%	3.7%
Life Insurance	47.6%	3.7%
Long-Term Disability	28.0%	1.2%
Medical Insurance	85.4%	3.7%
Prescription Drug Coverage	64.6%	3.7%
Short-Term Disability	43.9%	1.2%
Vision Coverage	30.5%	1.2%

### Average Annual Benefit Package Cost Per Employee

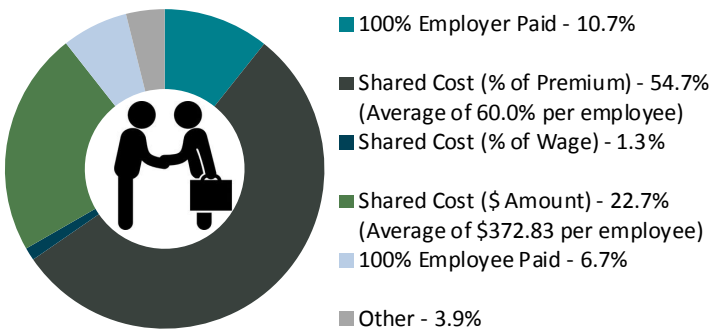


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	45.1%	1.2%
Maternity/Paternity Leave	23.2%	1.2%
Paid Holidays - 6.2 Days Annually	80.5%	6.1%
Paid Sick Leave - 4.1 Days Annually	24.4%	1.2%
Paid Vacation - 6.8 Days Annually	78.0%	4.9%
Paid-Time-Off (PTO) - 6.9 Days Annually	31.7%	4.9%
Personal Days/Floating Holidays	20.7%	2.4%
Training Leave	7.3%	1.2%

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

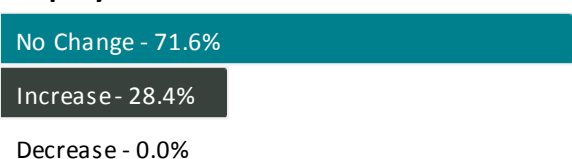
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	78.0%	6.1%
Childcare Assistance	1.2%	0.0%
Company Vehicle/Mileage	41.5%	3.7%
Employee Assistance Program	4.9%	0.0%
Flex Spending Account	28.0%	1.2%
Profit Sharing/Stock Options	22.0%	0.0%
Relocation/Moving Expense	3.7%	0.0%
Retirement Package	30.5%	3.7%
Shift Differential Pay	3.7%	0.0%
Tuition Assistance	15.9%	1.2%
Uniform Allowance	31.7%	3.7%
Wellness Program	6.1%	0.0%

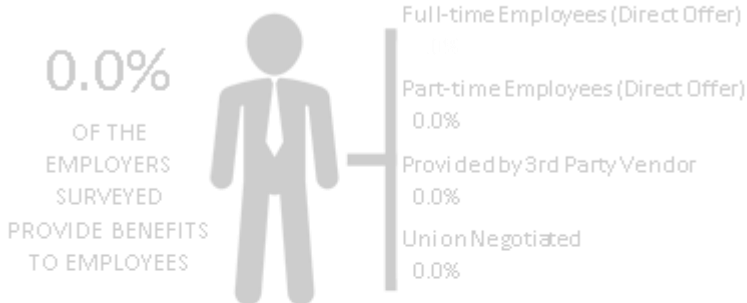
### Employee Healthcare Plan Contribution Change





# EDUCATIONAL SERVICES

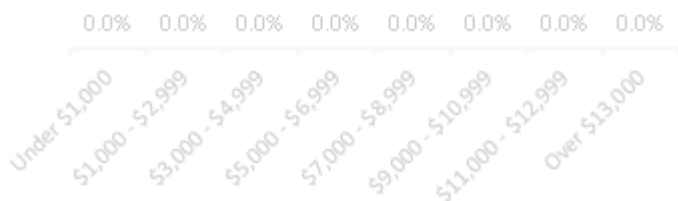
## Benefits Offered to Employees



## 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%
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%
Sabbatical Leave	0.0%	0.0%

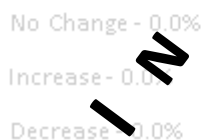
## How Healthcare Premiums are Paid



## 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%

## Employee Healthcare Plan Contribution Change

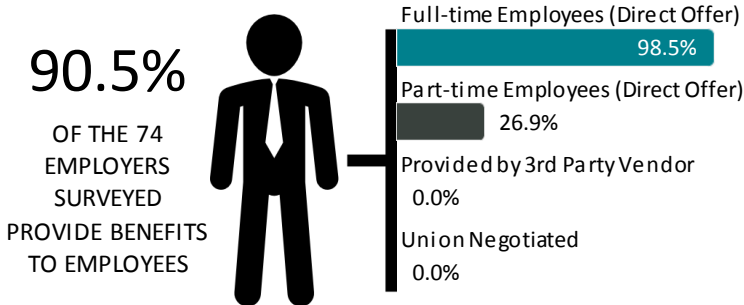


INSUFFICIENT DATA TO REPORT THIS SECTION (THERE ARE NOT ENOUGH RESPONSES TO BE ABLE TO REPORT THIS SECTION)



In July 2018, 146 employers in the Finance, Insurance & Real Estate Industry, operating 211 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 74 responses, yielding a 50.7 percent response rate.

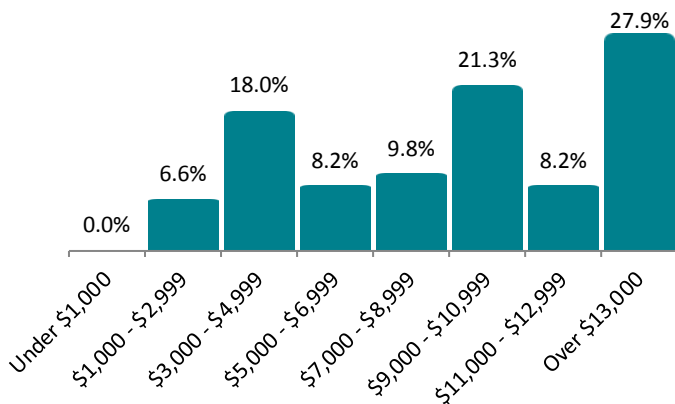
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.7%	7.5%
Dental Coverage	70.1%	14.9%
Life Insurance	67.2%	10.4%
Long-Term Disability	64.2%	9.0%
Medical Insurance	89.6%	11.9%
Prescription Drug Coverage	74.6%	13.4%
Short-Term Disability	59.7%	10.4%
Vision Coverage	50.7%	11.9%

**Average Annual Benefit Package Cost Per Employee**

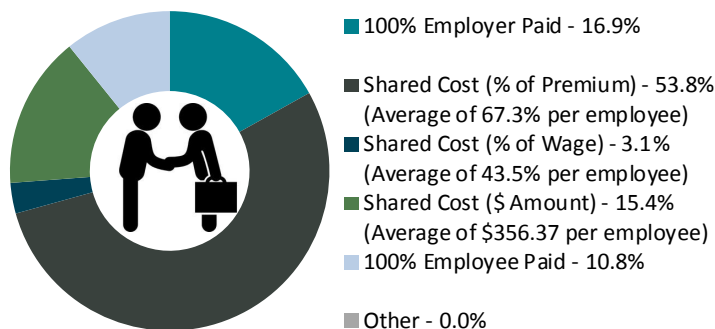


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	74.6%	11.9%
Maternity/Paternity Leave	44.8%	7.5%
Paid Holidays - 8.1 Days Annually	92.5%	16.4%
Paid Sick Leave - 5.7 Days Annually	49.3%	7.5%
Paid Vacation - 9.0 Days Annually	62.7%	9.0%
Paid-Time-Off (PTO) - 11 Days Annually	65.7%	14.9%
Personal Days/Floating Holidays	41.8%	9.0%
Training Leave	31.3%	9.0%

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

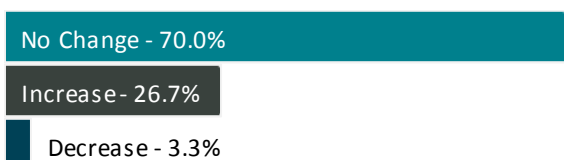
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	86.6%	17.9%
Childcare Assistance	3.0%	0.0%
Company Vehicle/Mileage	64.2%	16.4%
Employee Assistance Program	25.4%	7.5%
Flex Spending Account	49.3%	7.5%
Profit Sharing/Stock Options	32.8%	7.5%
Relocation/Moving Expense	9.0%	1.5%
Retirement Package	34.3%	7.5%
Shift Differential Pay	1.5%	1.5%
Tuition Assistance	28.4%	4.5%
Uniform Allowance	23.9%	9.0%
Wellness Program	26.9%	9.0%

**Employee Healthcare Plan Contribution Change**

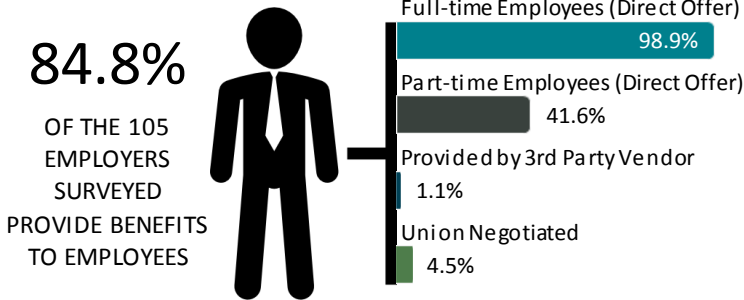




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 220 employers in the Health Care & Social Assistance Industry, operating 332 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 105 responses, yielding a 47.7 percent response rate.

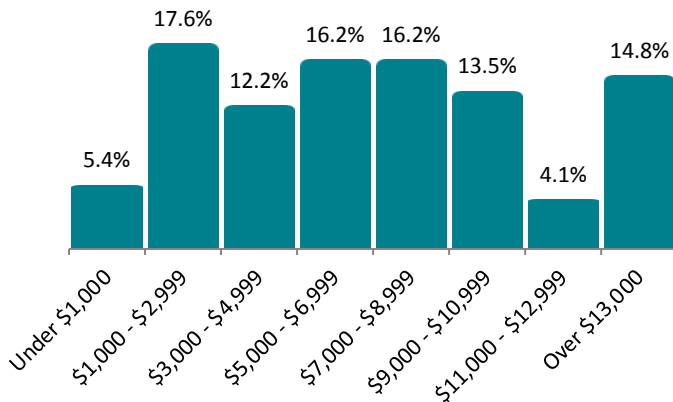
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.3%	6.7%
Dental Coverage	62.9%	16.9%
Life Insurance	44.9%	9.0%
Long-Term Disability	36.0%	6.7%
Medical Insurance	74.2%	12.4%
Prescription Drug Coverage	58.4%	9.0%
Short-Term Disability	31.5%	5.6%
Vision Coverage	47.2%	9.0%

### Average Annual Benefit Package Cost Per Employee

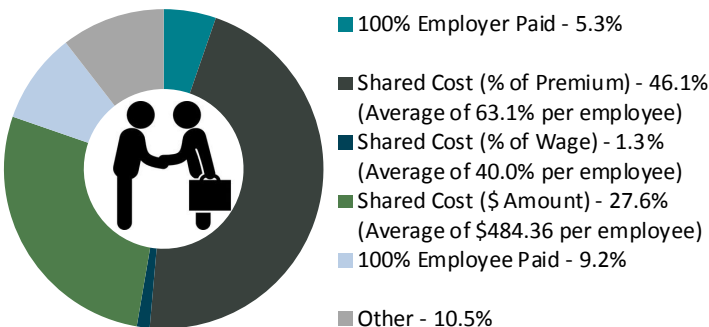


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.2%	21.3%
Maternity/Paternity Leave	24.7%	6.7%
Paid Holidays - 7.2 Days Annually	68.5%	15.7%
Paid Sick Leave - 7.2 Days Annually	44.9%	15.7%
Paid Vacation - 9.4 Days Annually	53.9%	15.7%
Paid-Time-Off (PTO) - 13.5 Days Annually	67.4%	27.0%
Personal Days/Floating Holidays	32.6%	7.9%
Training Leave	19.1%	4.5%

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

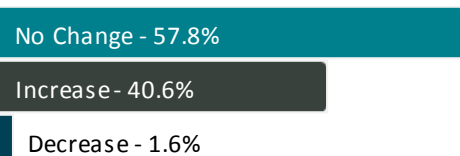
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.3%	16.9%
Childcare Assistance	5.6%	3.4%
Company Vehicle/Mileage	40.4%	11.2%
Employee Assistance Program	27.0%	13.5%
Flex Spending Account	36.0%	10.1%
Profit Sharing/Stock Options	20.2%	6.7%
Relocation/Moving Expense	5.6%	2.2%
Retirement Package	37.1%	14.6%
Shift Differential Pay	22.5%	11.2%
Tuition Assistance	33.7%	12.4%
Uniform Allowance	27.0%	6.7%
Wellness Program	18.0%	11.2%

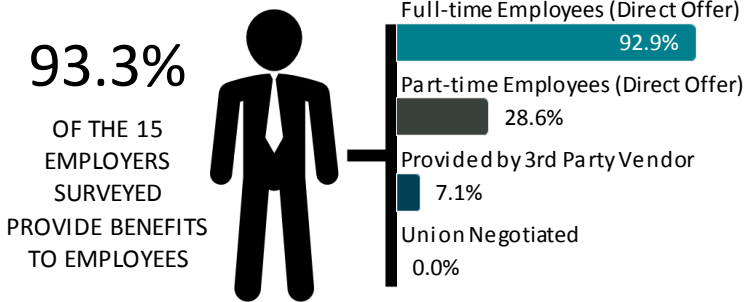
### Employee Healthcare Plan Contribution Change





In July 2018, 37 employers in the Information Industry, operating 39 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 40.5 percent response rate.

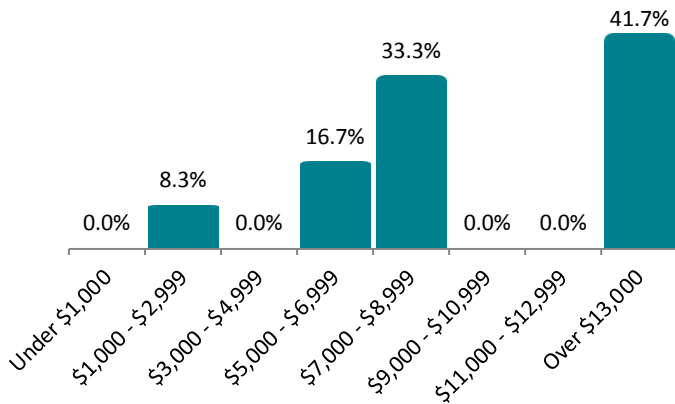
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	14.3%
Dental Coverage	85.7%	14.3%
Life Insurance	71.4%	21.4%
Long-Term Disability	64.3%	7.1%
Medical Insurance	92.9%	14.3%
Prescription Drug Coverage	85.7%	21.4%
Short-Term Disability	35.7%	7.1%
Vision Coverage	71.4%	7.1%

### Average Annual Benefit Package Cost Per Employee

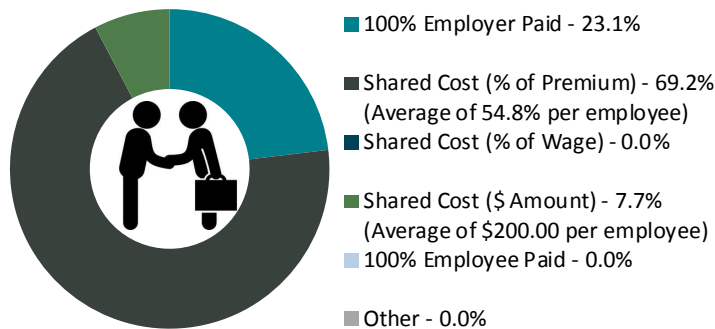


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	85.7%	14.3%
Maternity/Paternity Leave	14.3%	7.1%
Paid Holidays - 6.3 Days Annually	85.7%	14.3%
Paid Sick Leave - 9.4 Days Annually	78.6%	14.3%
Paid Vacation - 9.2 Days Annually	78.6%	14.3%
Paid-Time-Off (PTO) - 8.0 Days Annually	21.4%	0.0%
Personal Days/Floating Holidays	35.7%	7.1%
Training Leave	21.4%	0.0%

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

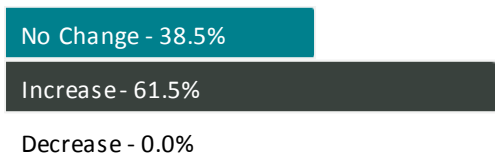
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

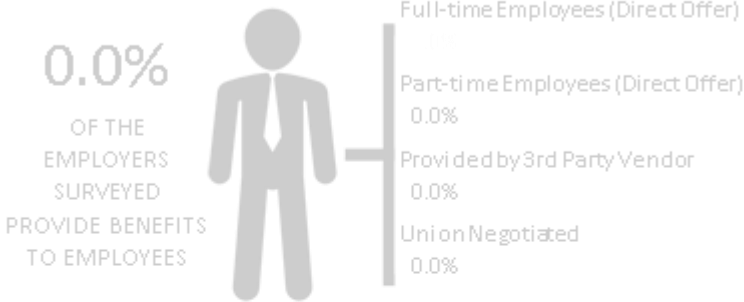
	Full-Time Positions	Part-Time Positions
Bonuses	57.1%	7.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	57.1%	0.0%
Employee Assistance Program	14.3%	0.0%
Flex Spending Account	50.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	28.6%	0.0%
Retirement Package	28.6%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	7.1%	0.0%
Uniform Allowance	21.4%	0.0%
Wellness Program	14.3%	0.0%

### Employee Healthcare Plan Contribution Change





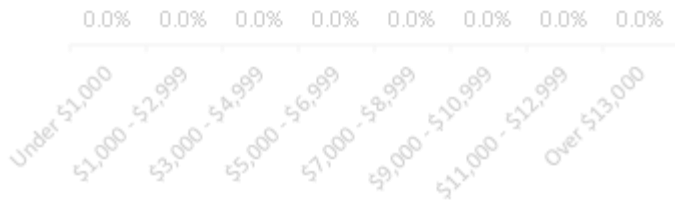
Benefits Offered to Employees



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%
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%
Sabbatical Leave	0.0%	0.0%

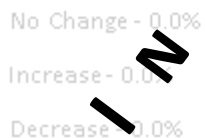
How Healthcare Premiums are Paid



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%

Employee Healthcare Plan Contribution Change

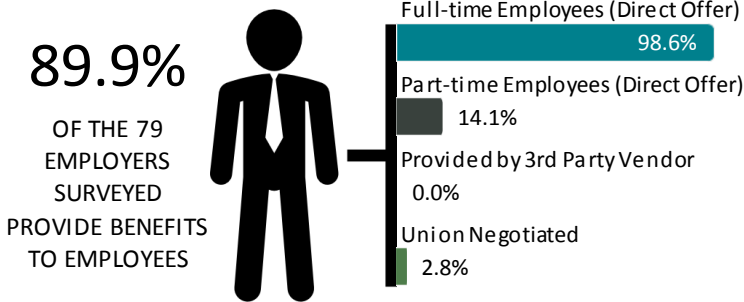


INSUFFICIENT DATA TO REPORT THIS SECTION (THERE ARE NOT ENOUGH RESPONSES TO BE ABLE TO REPORT THIS SECTION)



In July 2018, 180 employers in the Manufacturing Industry, operating 194 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 79 responses, yielding a 43.9 percent response rate.

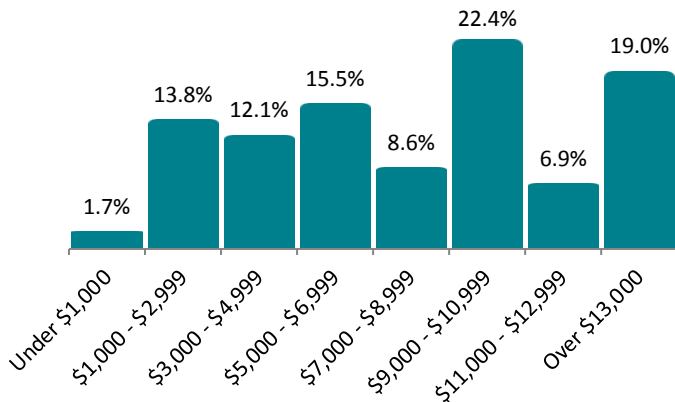
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.7%	4.2%
Dental Coverage	53.5%	4.2%
Life Insurance	62.0%	4.2%
Long-Term Disability	42.3%	1.4%
Medical Insurance	88.7%	5.6%
Prescription Drug Coverage	74.6%	4.2%
Short-Term Disability	54.9%	2.8%
Vision Coverage	39.4%	4.2%

### Average Annual Benefit Package Cost Per Employee

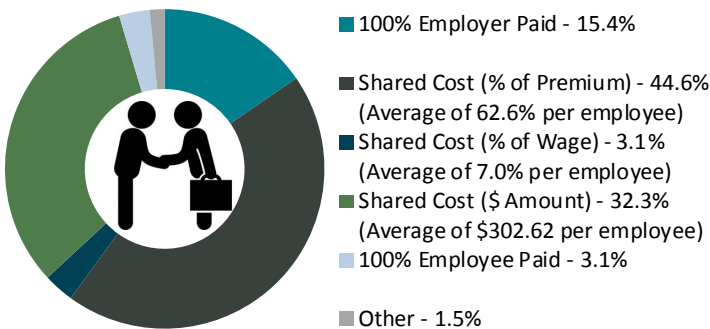


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.1%	5.6%
Maternity/Paternity Leave	23.9%	0.0%
Paid Holidays - 7.8 Days Annually	88.7%	7.0%
Paid Sick Leave - 4.1 Days Annually	23.9%	2.8%
Paid Vacation - 6.0 Days Annually	77.5%	5.6%
Paid-Time-Off (PTO) - 7.1 Days Annually	42.3%	2.8%
Personal Days/Floating Holidays	35.2%	2.8%
Training Leave	4.2%	0.0%

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

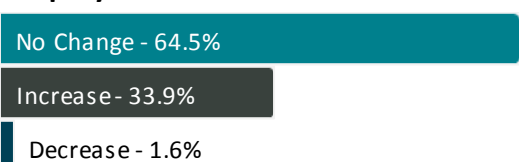
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	71.8%	5.6%
Childcare Assistance	4.2%	0.0%
Company Vehicle/Mileage	23.9%	0.0%
Employee Assistance Program	22.5%	4.2%
Flex Spending Account	35.2%	4.2%
Profit Sharing/Stock Options	25.4%	2.8%
Relocation/Moving Expense	9.9%	0.0%
Retirement Package	26.8%	5.6%
Shift Differential Pay	26.8%	4.2%
Tuition Assistance	19.7%	1.4%
Uniform Allowance	25.4%	1.4%
Wellness Program	14.1%	1.4%

### Employee Healthcare Plan Contribution Change



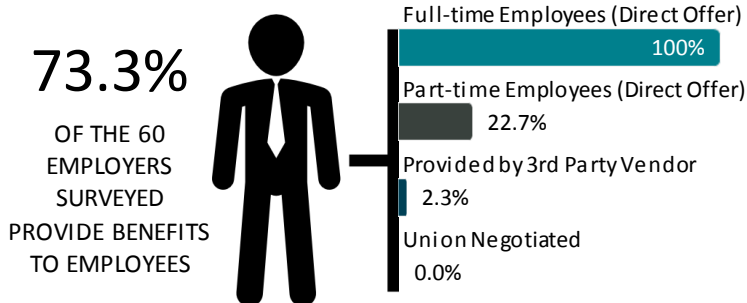




## PERSONAL SERVICES

In July 2018, 128 employers in the Personal Services Industry, operating 140 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 60 responses, yielding a 46.9 percent response rate.

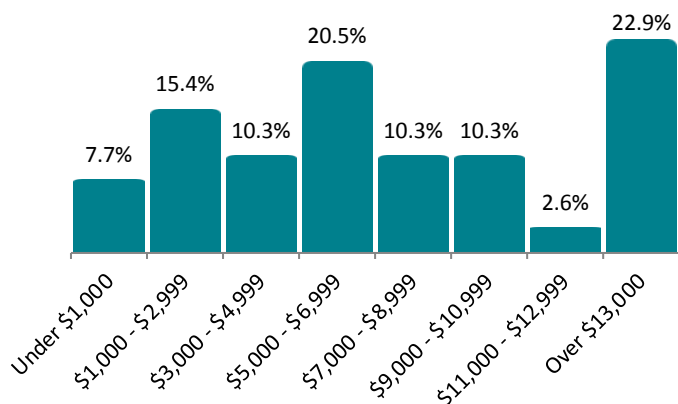
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.6%	2.3%
Dental Coverage	65.9%	2.3%
Life Insurance	43.2%	4.5%
Long-Term Disability	34.1%	2.3%
Medical Insurance	88.6%	4.5%
Prescription Drug Coverage	72.7%	2.3%
Short-Term Disability	36.4%	4.5%
Vision Coverage	45.5%	4.5%

### Average Annual Benefit Package Cost Per Employee

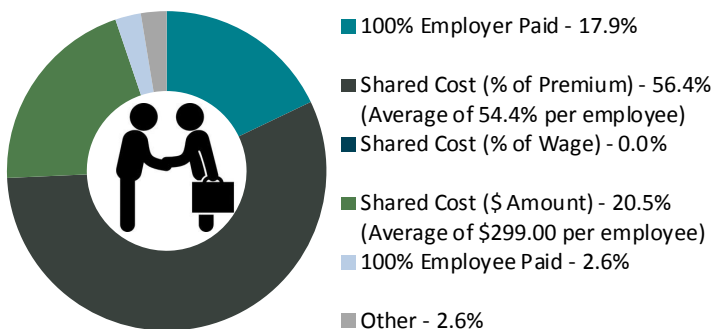


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.9%	13.6%
Maternity/Paternity Leave	27.3%	4.5%
Paid Holidays - 6.7 Days Annually	79.5%	15.9%
Paid Sick Leave - 6.4 Days Annually	36.4%	4.5%
Paid Vacation - 8.3 Days Annually	75.0%	11.4%
Paid-Time-Off (PTO) - 11 Days Annually	43.2%	9.1%
Personal Days/Floating Holidays	36.4%	4.5%
Training Leave	18.2%	0.0%

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

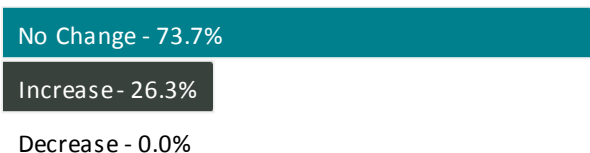
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.6%	6.8%
Childcare Assistance	6.8%	2.3%
Company Vehicle/Mileage	29.5%	2.3%
Employee Assistance Program	11.4%	4.5%
Flex Spending Account	29.5%	6.8%
Profit Sharing/Stock Options	11.4%	4.5%
Relocation/Moving Expense	2.3%	0.0%
Retirement Package	56.8%	9.1%
Shift Differential Pay	9.1%	2.3%
Tuition Assistance	15.9%	6.8%
Uniform Allowance	34.1%	2.3%
Wellness Program	6.8%	2.3%

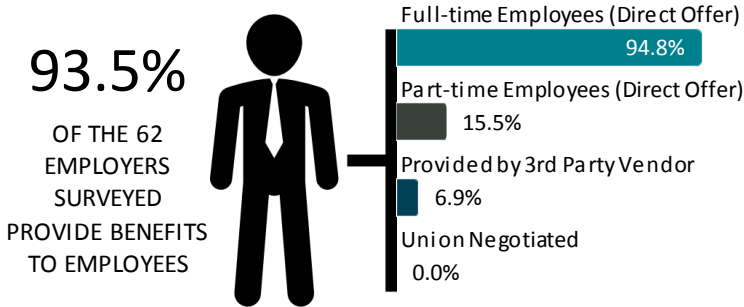
### Employee Healthcare Plan Contribution Change





In July 2018, 145 employers in the Professional & Technical Services Industry, operating 147 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 62 responses, yielding a 42.8 percent response rate.

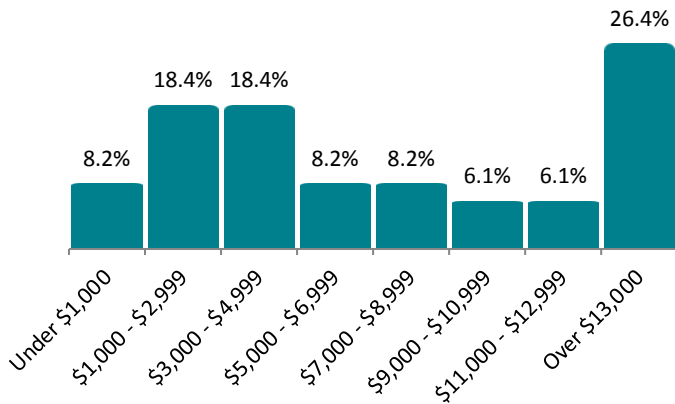
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	31.0%	0.0%
Dental Coverage	39.7%	0.0%
Life Insurance	37.9%	0.0%
Long-Term Disability	32.8%	0.0%
Medical Insurance	72.4%	0.0%
Prescription Drug Coverage	46.6%	0.0%
Short-Term Disability	36.2%	0.0%
Vision Coverage	37.9%	0.0%

**Average Annual Benefit Package Cost Per Employee**

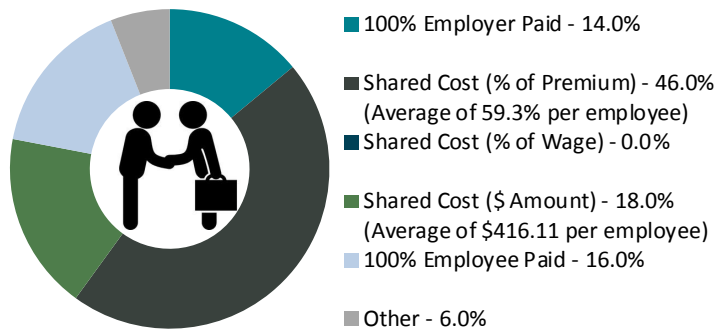


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.9%	3.4%
Maternity/Paternity Leave	36.2%	0.0%
Paid Holidays - 7.5 Days Annually	77.6%	1.7%
Paid Sick Leave - 5.8 Days Annually	39.7%	1.7%
Paid Vacation - 7.0 Days Annually	60.3%	1.7%
Paid-Time-Off (PTO) - 10 Days Annually	58.6%	5.2%
Personal Days/Floating Holidays	36.2%	0.0%
Training Leave	24.1%	1.7%

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

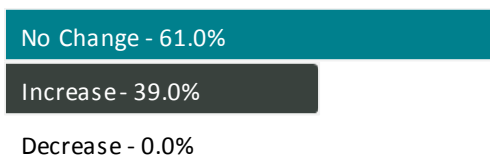
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	62.1%	6.9%
Childcare Assistance	1.7%	0.0%
Company Vehicle/Mileage	37.9%	3.4%
Employee Assistance Program	13.8%	1.7%
Flex Spending Account	36.2%	3.4%
Profit Sharing/Stock Options	19.0%	0.0%
Relocation/Moving Expense	8.6%	0.0%
Retirement Package	39.7%	3.4%
Shift Differential Pay	5.2%	1.7%
Tuition Assistance	25.9%	1.7%
Uniform Allowance	19.0%	1.7%
Wellness Program	6.9%	0.0%

**Employee Healthcare Plan Contribution Change**

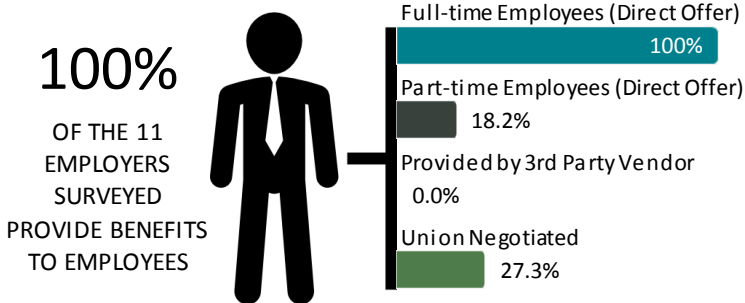




## PUBLIC ADMINISTRATION

In July 2018, 20 employers in the Public Administration Industry, operating 25 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 11 responses, yielding a 55.0 percent response rate.

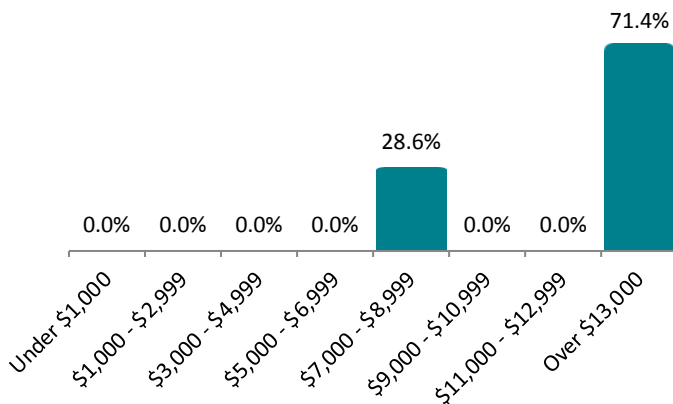
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	18.2%	9.1%
Dental Coverage	63.6%	9.1%
Life Insurance	27.3%	9.1%
Long-Term Disability	36.4%	9.1%
Medical Insurance	72.7%	18.2%
Prescription Drug Coverage	72.7%	18.2%
Short-Term Disability	18.2%	9.1%
Vision Coverage	63.6%	9.1%

### Average Annual Benefit Package Cost Per Employee

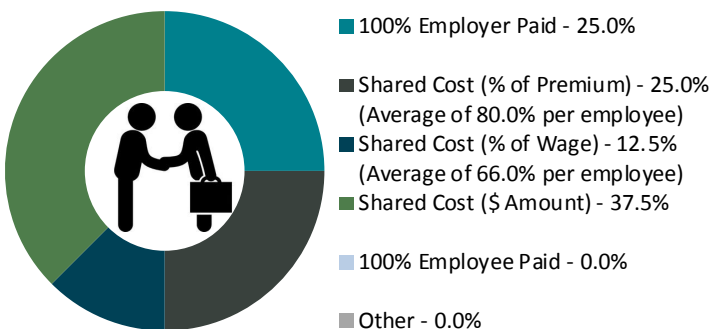


### Paid Leave Offered by Employers

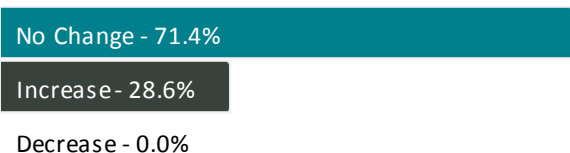
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	72.7%	18.2%
Maternity/Paternity Leave	45.5%	9.1%
Paid Holidays - 9.4 Days Annually	72.7%	18.2%
Paid Sick Leave - 11.7 Days Annually	63.6%	18.2%
Paid Vacation - 7.6 Days Annually	63.6%	18.2%
Paid-Time-Off (PTO) - 3.0 Days Annually	27.3%	9.1%
Personal Days/Floating Holidays	36.4%	9.1%
Training Leave	9.1%	0.0%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



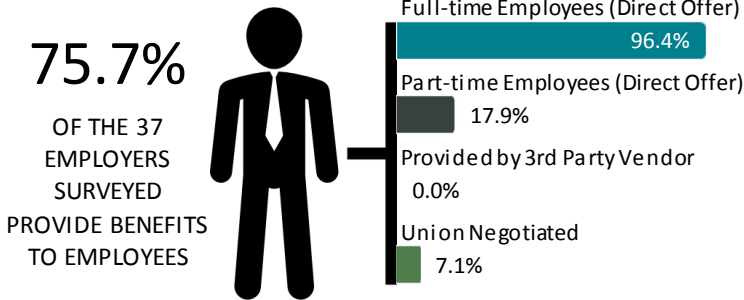
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	9.1%	9.1%
Childcare Assistance	9.1%	9.1%
Company Vehicle/Mileage	54.5%	9.1%
Employee Assistance Program	27.3%	9.1%
Flex Spending Account	36.4%	9.1%
Profit Sharing/Stock Options	9.1%	9.1%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	27.3%	9.1%
Shift Differential Pay	9.1%	0.0%
Tuition Assistance	9.1%	0.0%
Uniform Allowance	45.5%	0.0%
Wellness Program	18.2%	9.1%



In July 2018, 100 employers in the Transportation & Warehousing Industry, operating 108 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 37 responses, yielding a 37.0 percent response rate.

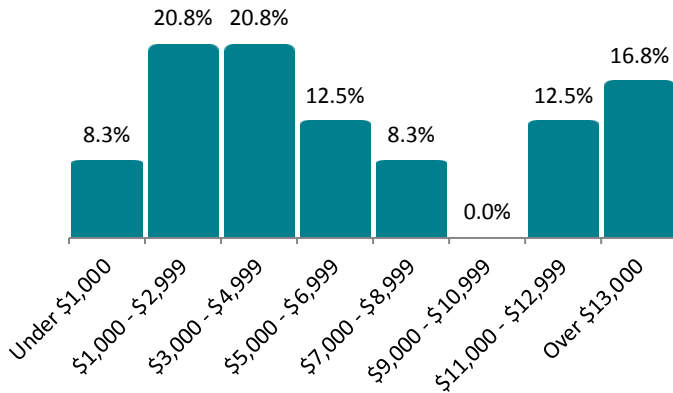
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.3%	7.1%
Dental Coverage	50.0%	7.1%
Life Insurance	42.9%	10.7%
Long-Term Disability	28.6%	3.6%
Medical Insurance	85.7%	10.7%
Prescription Drug Coverage	64.3%	7.1%
Short-Term Disability	35.7%	3.6%
Vision Coverage	25.0%	0.0%

**Average Annual Benefit Package Cost Per Employee**

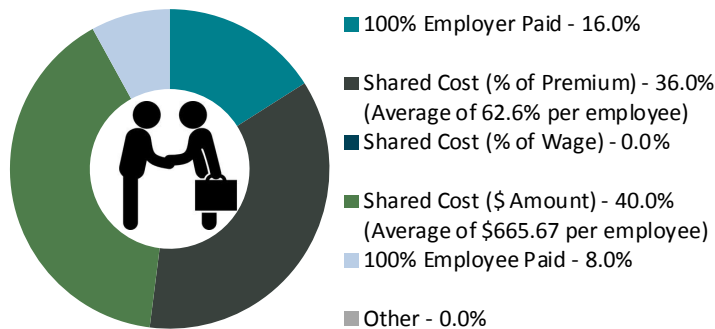


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	53.6%	10.7%
Maternity/Paternity Leave	17.9%	3.6%
Paid Holidays - 6.2 Days Annually	60.7%	10.7%
Paid Sick Leave - 4.6 Days Annually	32.1%	3.6%
Paid Vacation - 6.1 Days Annually	67.9%	10.7%
Paid-Time-Off (PTO) - 9.7 Days Annually	32.1%	7.1%
Personal Days/Floating Holidays	21.4%	3.6%
Training Leave	17.9%	3.6%

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

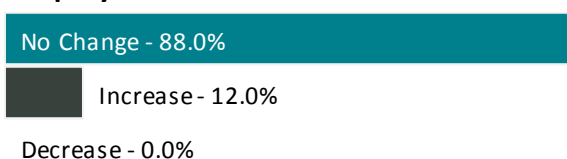
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	57.1%	7.1%
Childcare Assistance	3.6%	0.0%
Company Vehicle/Mileage	25.0%	7.1%
Employee Assistance Program	7.1%	0.0%
Flex Spending Account	21.4%	0.0%
Profit Sharing/Stock Options	21.4%	3.6%
Relocation/Moving Expense	3.6%	0.0%
Retirement Package	21.4%	7.1%
Shift Differential Pay	7.1%	3.6%
Tuition Assistance	7.1%	0.0%
Uniform Allowance	21.4%	3.6%
Wellness Program	14.3%	3.6%

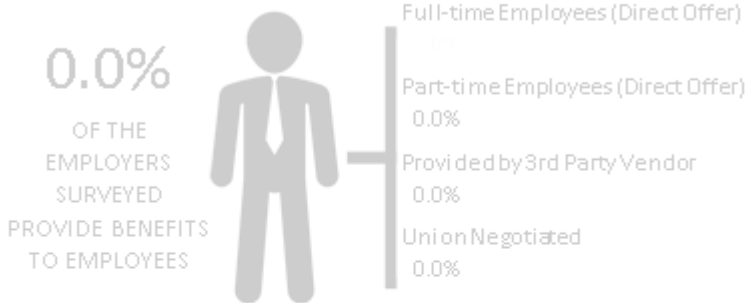
**Employee Healthcare Plan Contribution Change**





# UTILITIES

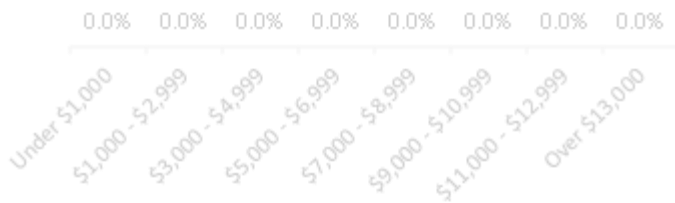
## Benefits Offered to Employees



## 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%
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%
Sabbatical Leave	0.0%	0.0%

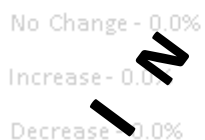
## How Healthcare Premiums are Paid



## 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%

## Employee Healthcare Plan Contribution Change

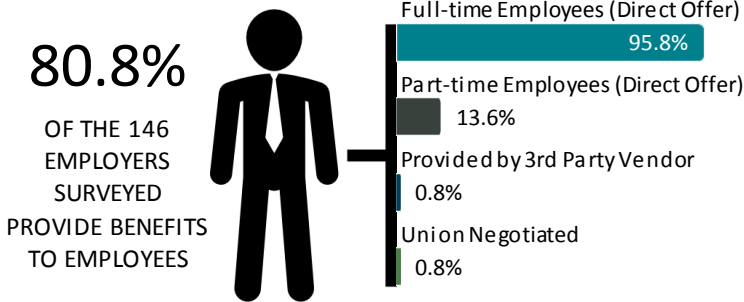


INSUFFICIENT DATA TO REPORT THIS SECTION (THERE ARE NOT ENOUGH RESPONSES TO BE ABLE TO REPORT THIS SECTION)



In July 2018, 439 employers in the Wholesale & Retail Trade Industry, operating 619 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 146 responses, yielding a 33.3 percent response rate.

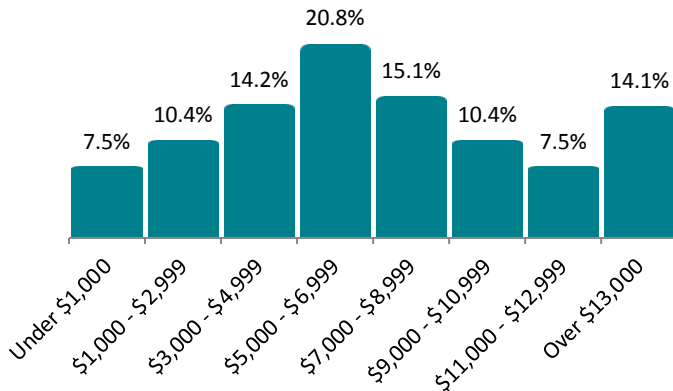
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.8%	1.7%
Dental Coverage	63.6%	3.4%
Life Insurance	47.5%	3.4%
Long-Term Disability	37.3%	1.7%
Medical Insurance	89.8%	5.9%
Prescription Drug Coverage	67.8%	5.0%
Short-Term Disability	39.8%	2.5%
Vision Coverage	39.8%	3.4%

### Average Annual Benefit Package Cost Per Employee

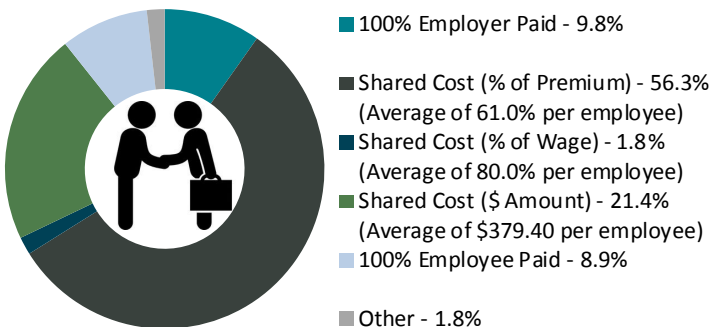


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.9%	2.5%
Maternity/Paternity Leave	22.9%	1.7%
Paid Holidays - 6.3 Days Annually	78.0%	5.1%
Paid Sick Leave - 4.4 Days Annually	34.7%	2.5%
Paid Vacation - 5.8 Days Annually	66.1%	4.2%
Paid-Time-Off (PTO) - 7.8 Days Annually	51.7%	4.2%
Personal Days/Floating Holidays	34.7%	3.4%
Training Leave	15.3%	0.8%

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

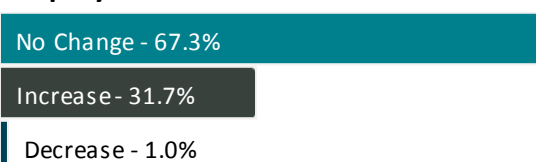
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	71.2%	2.5%
Childcare Assistance	0.8%	0.0%
Company Vehicle/Mileage	42.4%	3.4%
Employee Assistance Program	15.3%	0.8%
Flex Spending Account	39.0%	2.5%
Profit Sharing/Stock Options	17.8%	0.0%
Relocation/Moving Expense	5.1%	0.0%
Retirement Package	28.8%	4.2%
Shift Differential Pay	6.8%	0.0%
Tuition Assistance	11.0%	0.0%
Uniform Allowance	30.5%	2.5%
Wellness Program	11.9%	0.8%

### Employee Healthcare Plan Contribution Change





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