

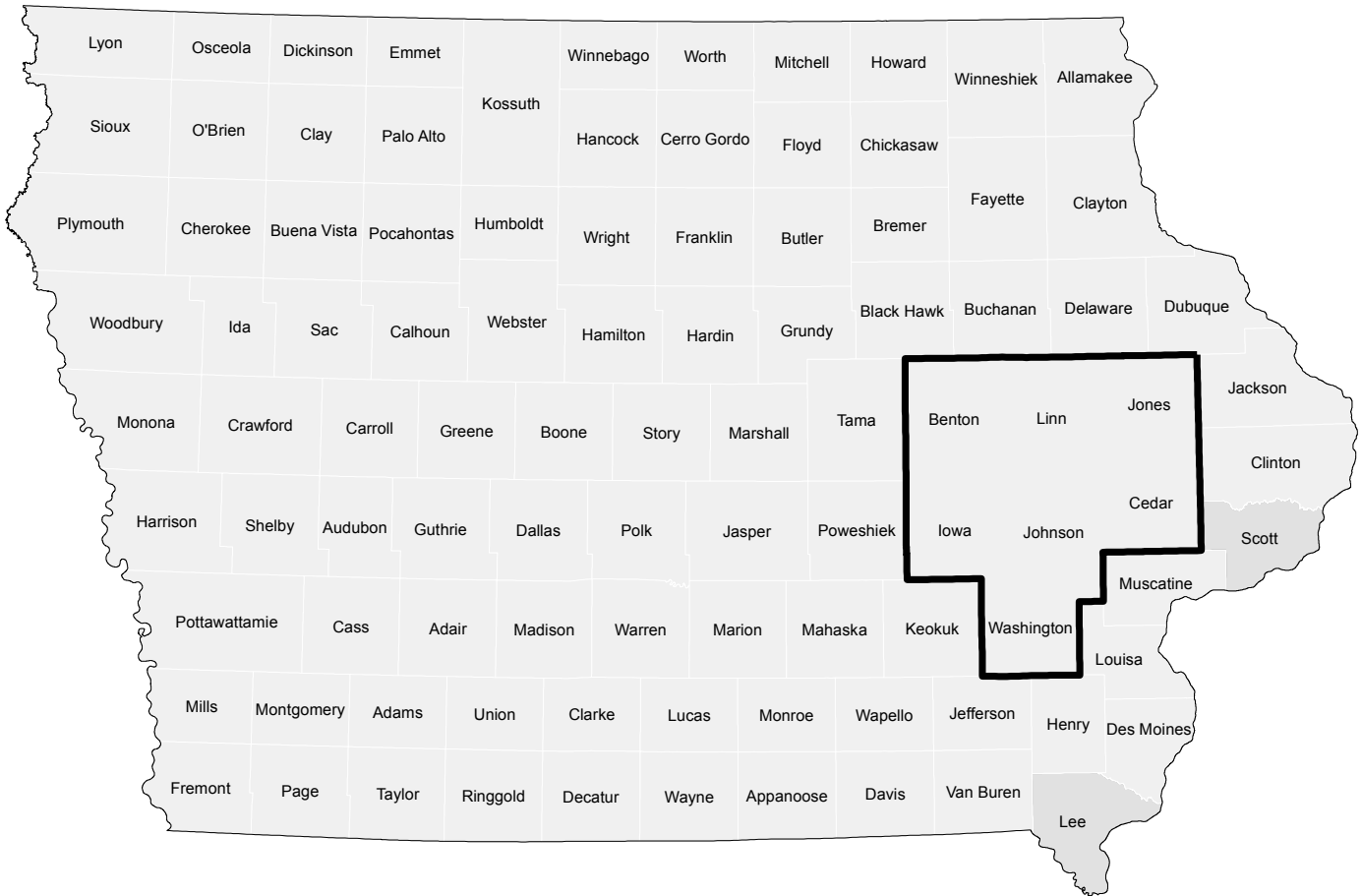


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 10**  
**RELEASED 2019**

BENTON, CEDAR, IOWA, JOHNSON, JONES,  
LINN AND WASHINGTON COUNTIES

**Counties within Iowa Workforce Development Region 10 included within this analysis:**

- Benton
- Cedar
- Iowa
- Johnson
- Jones
- Linn
- Washington



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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



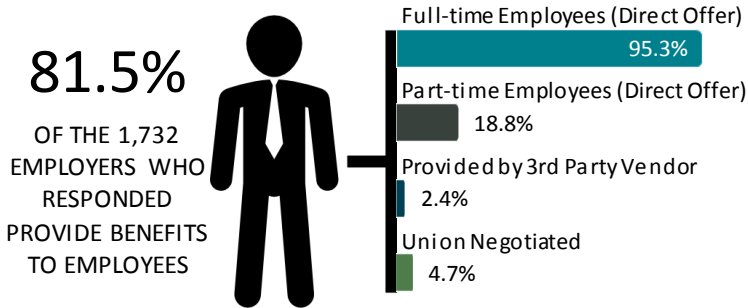
## INTRODUCTION

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.

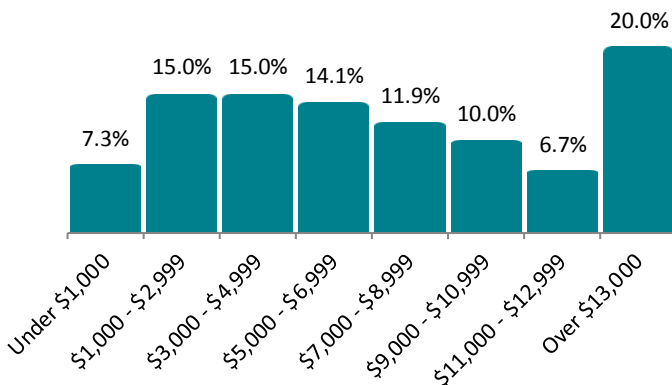
Beginning in July 2018, 4,728 employers operating 6,075 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 1,732 responses, yielding a 36.6 percent response rate.



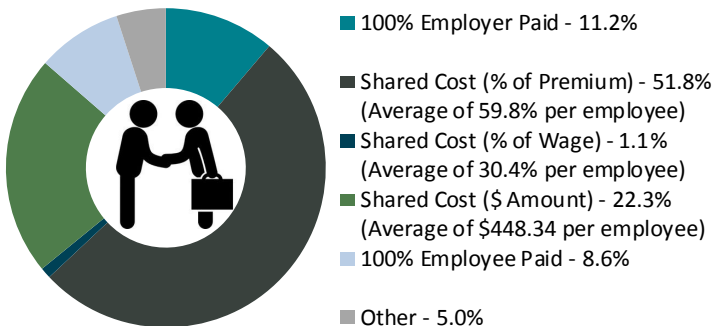
### Benefits Offered to Employees



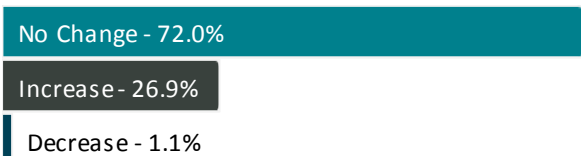
### Average Annual Benefit Package Cost Per Employee



### 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	40.5%	4.8%
Dental Coverage	62.1%	7.3%
Life Insurance	46.0%	5.7%
Long-Term Disability	38.9%	4.5%
Medical Insurance	81.0%	7.9%
Prescription Drug Coverage	65.1%	6.8%
Short-Term Disability	36.0%	4.7%
Vision Coverage	41.4%	5.4%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.2%	8.8%
Maternity/Paternity Leave	25.3%	3.8%
Paid Holidays - 7.1 Days Annually	73.2%	10.1%
Paid Sick Leave - 6.3 Days Annually	38.6%	5.7%
Paid Vacation - 8.0 Days Annually	64.0%	7.5%
Paid-Time-Off (PTO) - 9.3 Days Annually	46.5%	7.4%
Personal Days/Floating Holidays	28.8%	4.9%
Training Leave	15.5%	3.0%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	62.2%	10.0%
Childcare Assistance	3.0%	0.9%
Company Vehicle/Mileage	37.7%	5.5%
Employee Assistance Program	16.3%	4.0%
Flex Spending Account	30.7%	5.2%
Profit Sharing/Stock Options	17.8%	3.0%
Relocation/Moving Expense	7.4%	0.7%
Retirement Package	30.5%	5.1%
Shift Differential Pay	8.9%	2.2%
Tuition Assistance	18.5%	3.3%
Uniform Allowance	27.6%	4.0%
Wellness Program	12.4%	3.6%

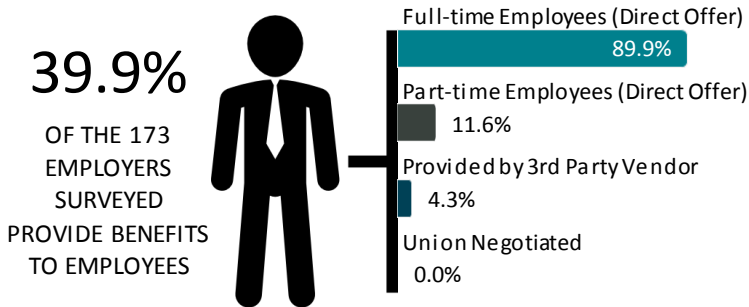
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In July 2018, 687 employers in the Accommodation & Food Services Industry, operating 859 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 173 responses, yielding a 25.2 percent response rate.

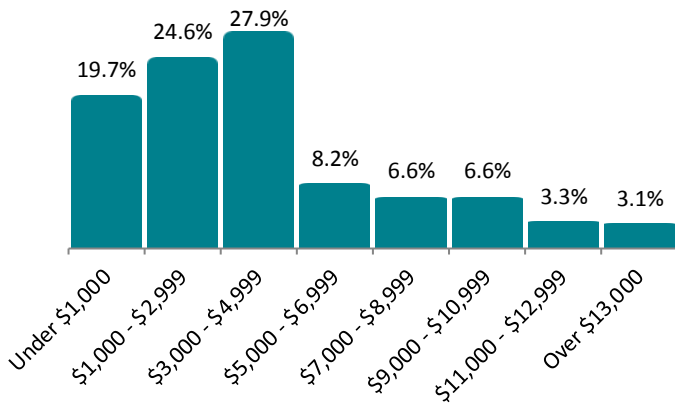
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	8.7%	0.0%
Dental Coverage	52.2%	0.0%
Life Insurance	10.1%	0.0%
Long-Term Disability	10.1%	0.0%
Medical Insurance	78.3%	0.0%
Prescription Drug Coverage	39.1%	0.0%
Short-Term Disability	8.7%	0.0%
Vision Coverage	30.4%	0.0%

### Average Annual Benefit Package Cost Per Employee

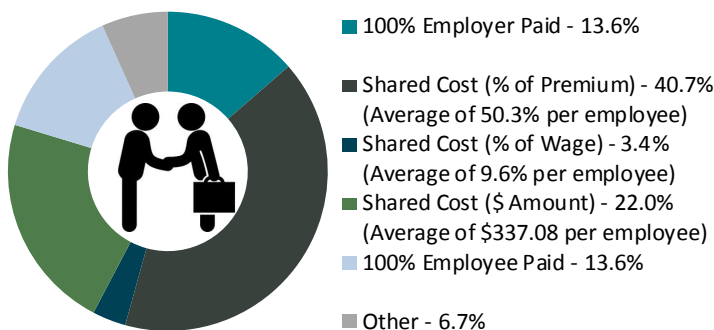


### Paid Leave Offered by Employers

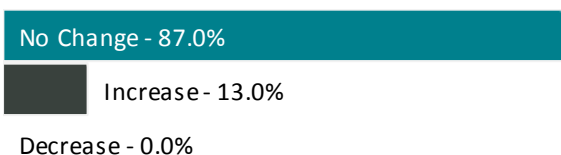
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	26.1%	1.4%
Maternity/Paternity Leave	10.1%	0.0%
Paid Holidays - 5.4 Days Annually	29.0%	0.0%
Paid Sick Leave - 5.5 Days Annually	15.9%	1.4%
Paid Vacation - 6.4 Days Annually	55.1%	0.0%
Paid-Time-Off (PTO) - 6.4 Days Annually	37.7%	1.4%
Personal Days/Floating Holidays	5.8%	0.0%
Training Leave	7.2%	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

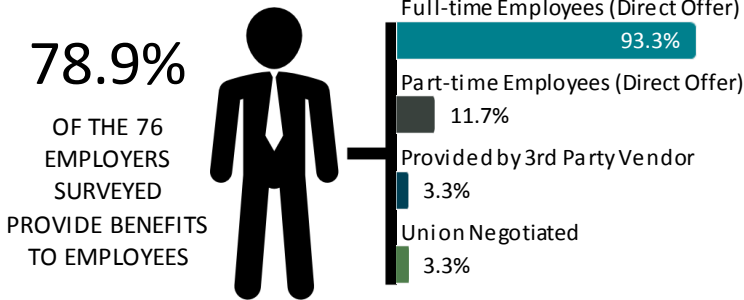
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	52.2%	7.2%
Childcare Assistance	1.4%	1.4%
Company Vehicle/Mileage	14.5%	0.0%
Employee Assistance Program	4.3%	1.4%
Flex Spending Account	10.1%	2.9%
Profit Sharing/Stock Options	4.3%	1.4%
Relocation/Moving Expense	5.8%	0.0%
Retirement Package	17.4%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	2.9%	0.0%
Uniform Allowance	23.2%	2.9%
Wellness Program	4.3%	1.4%



## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 263 employers in the Administrative & Waste Services Industry, operating 289 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 76 responses, yielding a 28.9 percent response rate.

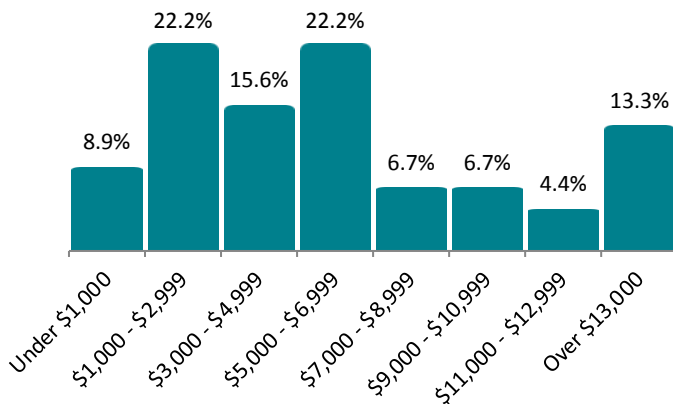
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.7%	0.0%
Dental Coverage	68.3%	1.7%
Life Insurance	43.3%	1.7%
Long-Term Disability	33.3%	0.0%
Medical Insurance	83.3%	5.0%
Prescription Drug Coverage	70.0%	1.7%
Short-Term Disability	31.7%	3.3%
Vision Coverage	50.0%	1.7%

### Average Annual Benefit Package Cost Per Employee

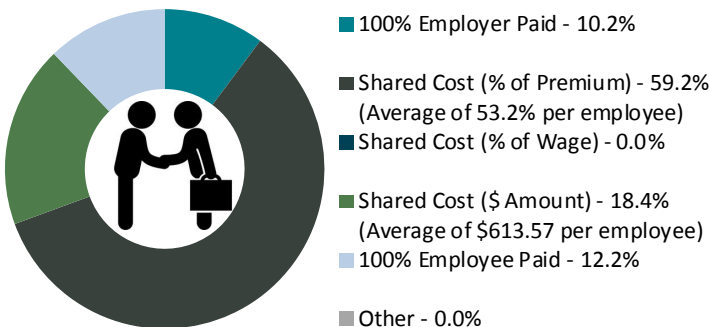


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	1.7%
Maternity/Paternity Leave	16.7%	0.0%
Paid Holidays - 6.3 Days Annually	66.7%	3.3%
Paid Sick Leave - 5.2 Days Annually	25.0%	5.0%
Paid Vacation - 8.1 Days Annually	55.0%	5.0%
Paid-Time-Off (PTO) - 9.6 Days Annually	43.3%	1.7%
Personal Days/Floating Holidays	16.7%	1.7%
Training Leave	8.3%	0.0%

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

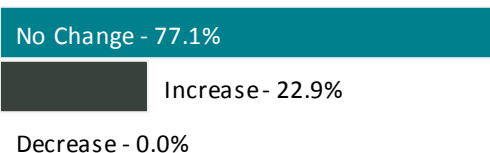
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.3%	3.3%
Childcare Assistance	1.7%	0.0%
Company Vehicle/Mileage	40.0%	1.7%
Employee Assistance Program	11.7%	1.7%
Flex Spending Account	21.7%	0.0%
Profit Sharing/Stock Options	8.3%	0.0%
Relocation/Moving Expense	11.7%	0.0%
Retirement Package	25.0%	1.7%
Shift Differential Pay	10.0%	0.0%
Tuition Assistance	15.0%	0.0%
Uniform Allowance	36.7%	0.0%
Wellness Program	8.3%	0.0%

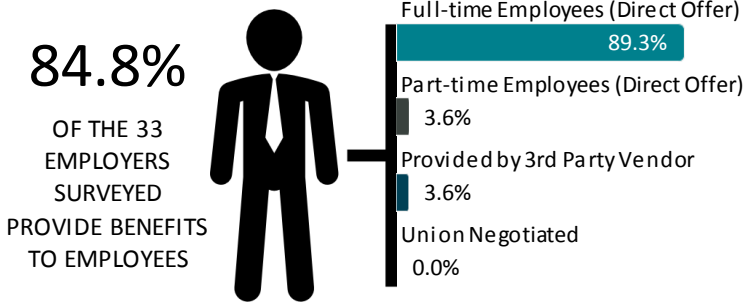
### Employee Healthcare Plan Contribution Change





In July 2018, 82 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 89 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 33 responses, yielding a 40.2 percent response rate.

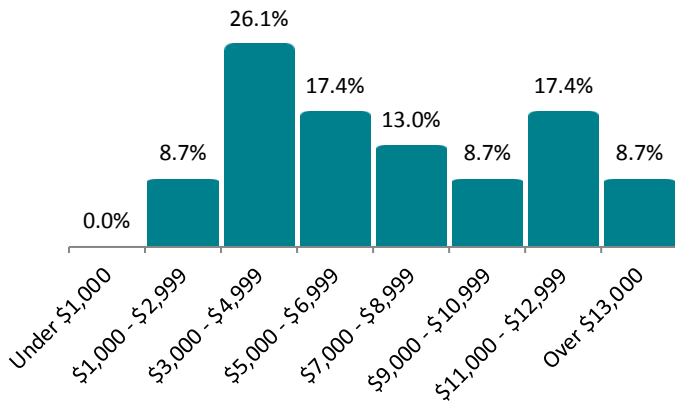
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	32.1%	0.0%
Dental Coverage	35.7%	0.0%
Life Insurance	32.1%	0.0%
Long-Term Disability	25.0%	0.0%
Medical Insurance	75.0%	0.0%
Prescription Drug Coverage	50.0%	0.0%
Short-Term Disability	28.6%	0.0%
Vision Coverage	21.4%	0.0%

**Average Annual Benefit Package Cost Per Employee**

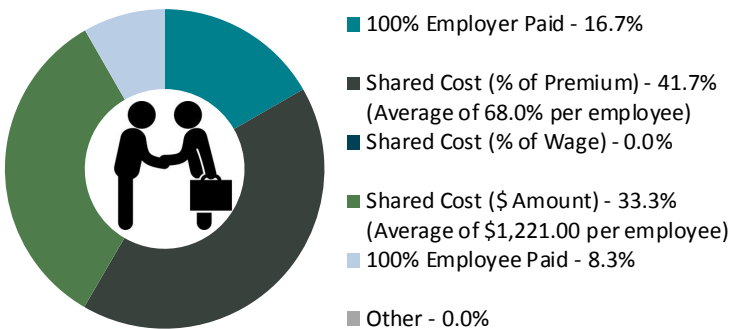


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.9%	0.0%
Maternity/Paternity Leave	25.0%	0.0%
Paid Holidays - 6.1 Days Annually	64.3%	0.0%
Paid Sick Leave - 3.0 Days Annually	14.3%	0.0%
Paid Vacation - 8.0 Days Annually	46.4%	0.0%
Paid-Time-Off (PTO) - 9.1 Days Annually	42.9%	0.0%
Personal Days/Floating Holidays	21.4%	0.0%
Training Leave	3.6%	0.0%

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

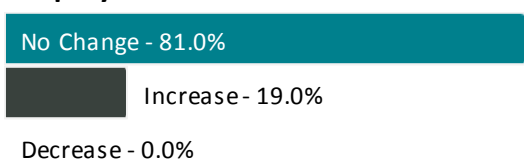
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	60.7%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	28.6%	0.0%
Employee Assistance Program	14.3%	0.0%
Flex Spending Account	17.9%	3.6%
Profit Sharing/Stock Options	10.7%	0.0%
Relocation/Moving Expense	10.7%	0.0%
Retirement Package	25.0%	0.0%
Shift Differential Pay	14.3%	3.6%
Tuition Assistance	10.7%	0.0%
Uniform Allowance	28.6%	0.0%
Wellness Program	14.3%	0.0%

**Employee Healthcare Plan Contribution Change**



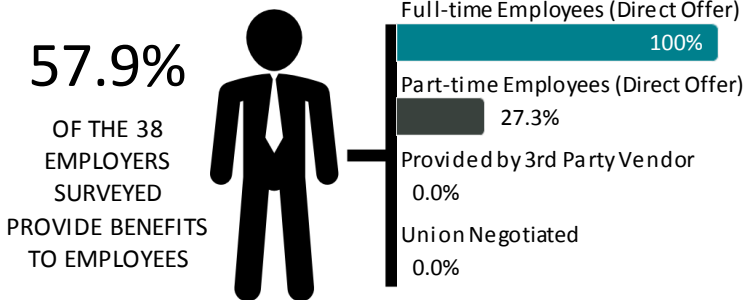




## ARTS, ENTERTAINMENT & RECREATION

In July 2018, 102 employers in the Arts, Entertainment & Recreation Industry, operating 109 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 37.3 percent response rate.

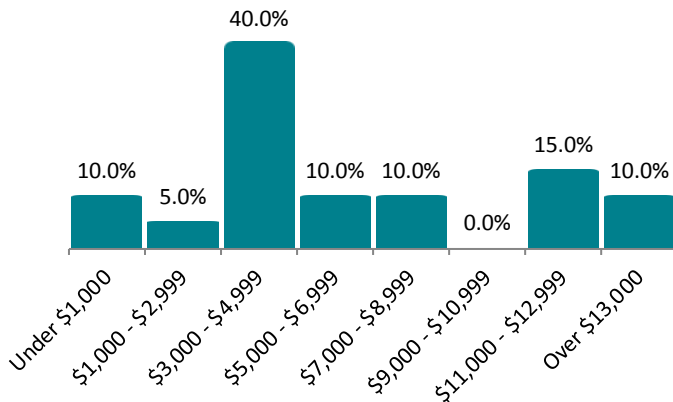
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.5%	9.1%
Dental Coverage	72.7%	4.5%
Life Insurance	36.4%	9.1%
Long-Term Disability	40.9%	4.5%
Medical Insurance	95.5%	4.5%
Prescription Drug Coverage	68.2%	4.5%
Short-Term Disability	31.8%	4.5%
Vision Coverage	45.5%	4.5%

### Average Annual Benefit Package Cost Per Employee

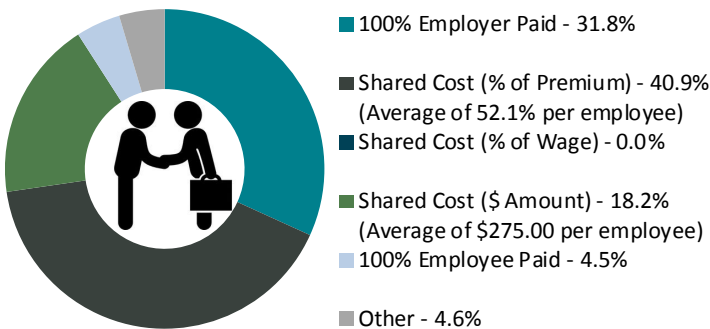


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.1%	4.5%
Maternity/Paternity Leave	36.4%	0.0%
Paid Holidays - 7.2 Days Annually	68.2%	4.5%
Paid Sick Leave - 6.8 Days Annually	45.5%	4.5%
Paid Vacation - 9.4 Days Annually	77.3%	9.1%
Paid-Time-Off (PTO) - 10.4 Days Annually	59.1%	4.5%
Personal Days/Floating Holidays	36.4%	4.5%
Training Leave	22.7%	0.0%

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

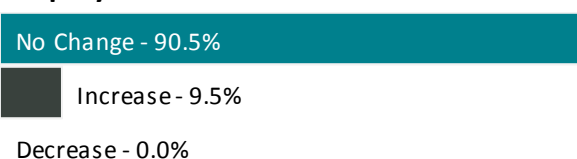
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

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

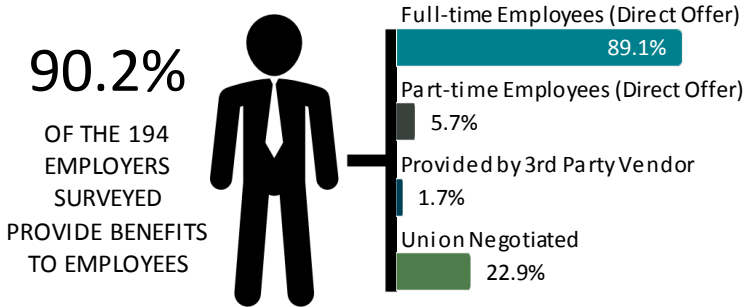
### Employee Healthcare Plan Contribution Change





In July 2018, 463 employers in the Construction Industry, operating 465 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 194 responses, yielding a 41.9 percent response rate.

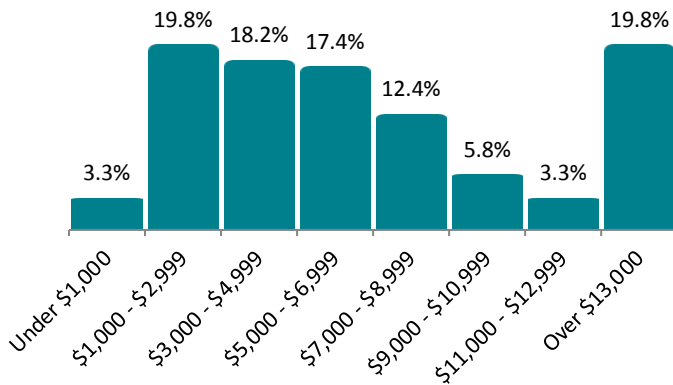
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	27.4%	0.6%
Dental Coverage	48.6%	0.6%
Life Insurance	26.9%	0.6%
Long-Term Disability	16.6%	0.0%
Medical Insurance	67.4%	0.6%
Prescription Drug Coverage	54.3%	0.6%
Short-Term Disability	22.3%	0.0%
Vision Coverage	29.7%	0.6%

### Average Annual Benefit Package Cost Per Employee

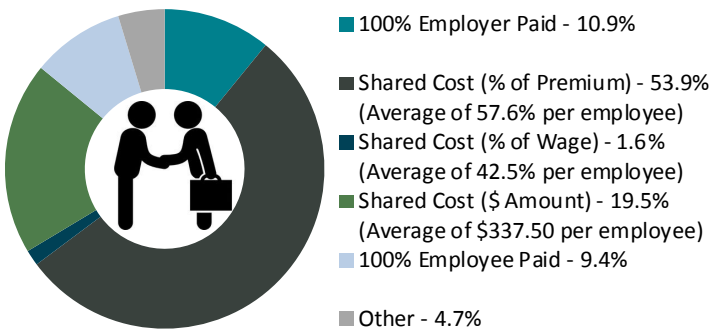


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	32.6%	0.0%
Maternity/Paternity Leave	8.6%	0.0%
Paid Holidays - 6.5 Days Annually	58.3%	2.3%
Paid Sick Leave - 4.2 Days Annually	16.0%	0.0%
Paid Vacation - 6.0 Days Annually	52.6%	0.6%
Paid-Time-Off (PTO) - 6.7 Days Annually	24.0%	1.1%
Personal Days/Floating Holidays	10.3%	0.6%
Training Leave	9.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

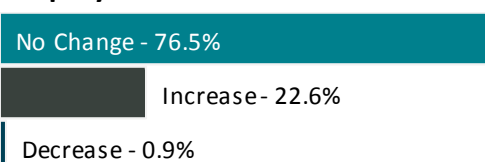
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	56.6%	1.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	35.4%	0.0%
Employee Assistance Program	4.6%	0.0%
Flex Spending Account	11.4%	0.6%
Profit Sharing/Stock Options	12.6%	0.0%
Relocation/Moving Expense	2.3%	0.0%
Retirement Package	28.0%	1.1%
Shift Differential Pay	4.0%	0.0%
Tuition Assistance	10.9%	0.6%
Uniform Allowance	21.7%	0.6%
Wellness Program	3.4%	0.0%

### Employee Healthcare Plan Contribution Change

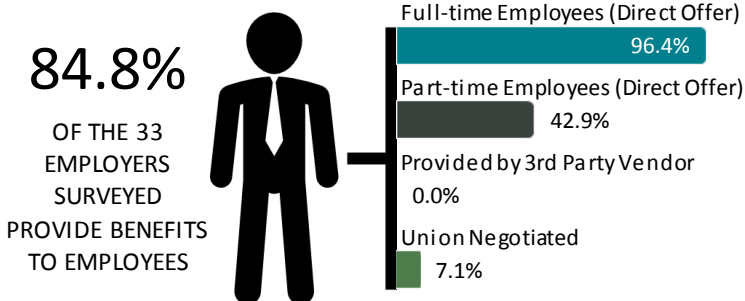




## EDUCATIONAL SERVICES

In July 2018, 99 employers in the Educational Services Industry, operating 215 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 33 responses, yielding a 33.3 percent response rate.

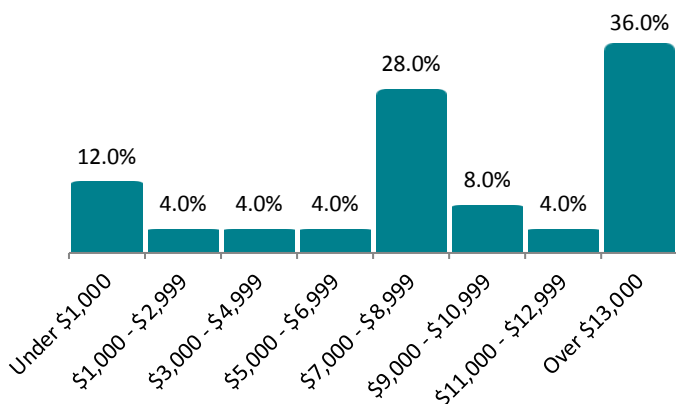
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.6%	21.4%
Dental Coverage	78.6%	25.0%
Life Insurance	60.7%	21.4%
Long-Term Disability	57.1%	25.0%
Medical Insurance	92.9%	35.7%
Prescription Drug Coverage	75.0%	28.6%
Short-Term Disability	35.7%	17.9%
Vision Coverage	50.0%	17.9%

### Average Annual Benefit Package Cost Per Employee

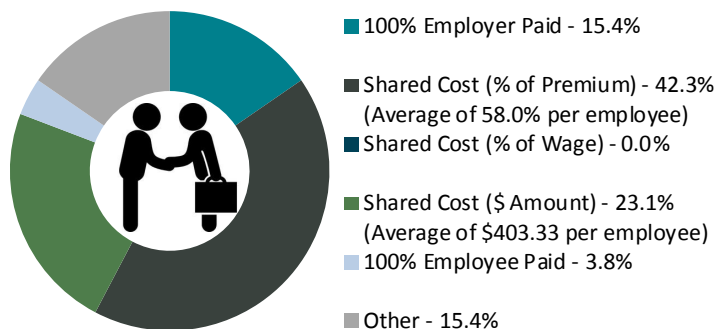


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.9%	32.1%
Maternity/Paternity Leave	39.3%	21.4%
Paid Holidays - 8.0 Days Annually	71.4%	32.1%
Paid Sick Leave - 8.9 Days Annually	57.1%	25.0%
Paid Vacation - 10.8 Days Annually	60.7%	14.3%
Paid-Time-Off (PTO) - 12.7 Days Annually	50.0%	14.3%
Personal Days/Floating Holidays	57.1%	21.4%
Training Leave	42.9%	25.0%

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

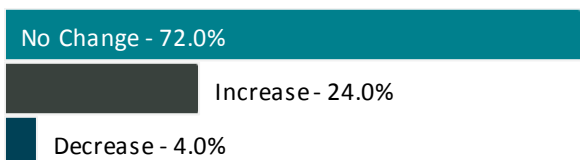
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	35.7%	10.7%
Childcare Assistance	3.6%	0.0%
Company Vehicle/Mileage	46.4%	14.3%
Employee Assistance Program	32.1%	10.7%
Flex Spending Account	60.7%	25.0%
Profit Sharing/Stock Options	10.7%	3.6%
Relocation/Moving Expense	28.6%	10.7%
Retirement Package	50.0%	14.3%
Shift Differential Pay	17.9%	14.3%
Tuition Assistance	32.1%	14.3%
Uniform Allowance	7.1%	3.6%
Wellness Program	25.0%	7.1%

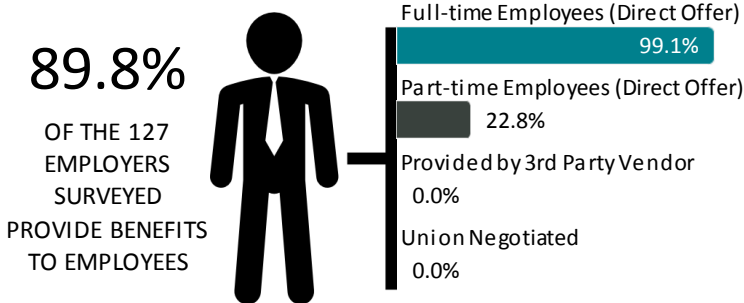
### Employee Healthcare Plan Contribution Change





In July 2018, 282 employers in the Finance, Insurance & Real Estate Industry, operating 411 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 127 responses, yielding a 45.0 percent response rate.

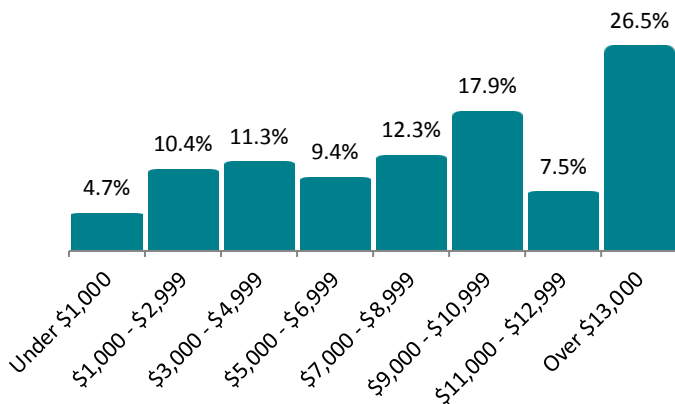
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.8%	7.9%
Dental Coverage	74.6%	10.5%
Life Insurance	64.0%	8.8%
Long-Term Disability	59.6%	8.8%
Medical Insurance	89.5%	9.6%
Prescription Drug Coverage	76.4%	8.8%
Short-Term Disability	50.9%	10.5%
Vision Coverage	54.4%	7.9%

### Average Annual Benefit Package Cost Per Employee

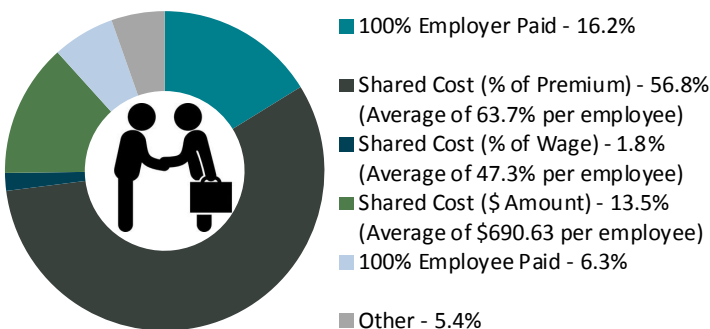


### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.3%	12.3%
Maternity/Paternity Leave	46.5%	6.1%
Paid Holidays - 7.6 Days Annually	89.5%	12.3%
Paid Sick Leave - 5.8 Days Annually	50.0%	7.9%
Paid Vacation - 8.0 Days Annually	66.7%	11.4%
Paid-Time-Off (PTO) - 9.3 Days Annually	54.4%	9.6%
Personal Days/Floating Holidays	40.4%	7.0%
Training Leave	26.3%	6.1%

Average Annual Days Off Reported for Full-Time Positions

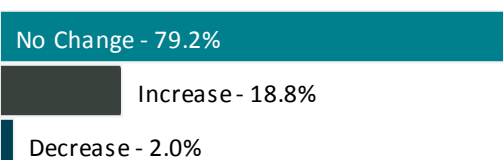
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	79.8%	14.9%
Childcare Assistance	1.8%	0.0%
Company Vehicle/Mileage	56.1%	10.5%
Employee Assistance Program	21.1%	6.1%
Flex Spending Account	50.0%	6.1%
Profit Sharing/Stock Options	30.7%	7.9%
Relocation/Moving Expense	7.0%	1.8%
Retirement Package	38.6%	7.9%
Shift Differential Pay	2.6%	1.8%
Tuition Assistance	28.9%	7.0%
Uniform Allowance	18.4%	5.3%
Wellness Program	16.7%	7.0%

### Employee Healthcare Plan Contribution Change

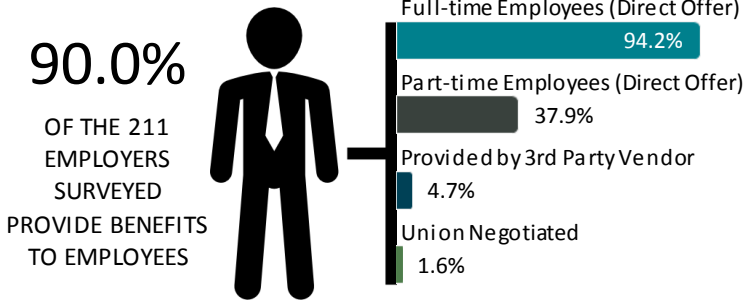




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 529 employers in the Health Care & Social Assistance Industry, operating 788 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 211 responses, yielding a 39.9 percent response rate.

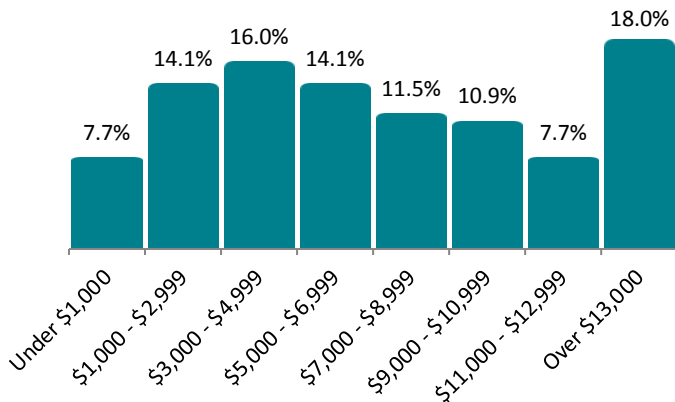
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	8.9%
Dental Coverage	65.3%	21.1%
Life Insurance	47.9%	9.5%
Long-Term Disability	41.1%	5.8%
Medical Insurance	74.7%	20.0%
Prescription Drug Coverage	61.5%	16.4%
Short-Term Disability	39.5%	8.9%
Vision Coverage	46.8%	13.7%

### Average Annual Benefit Package Cost Per Employee

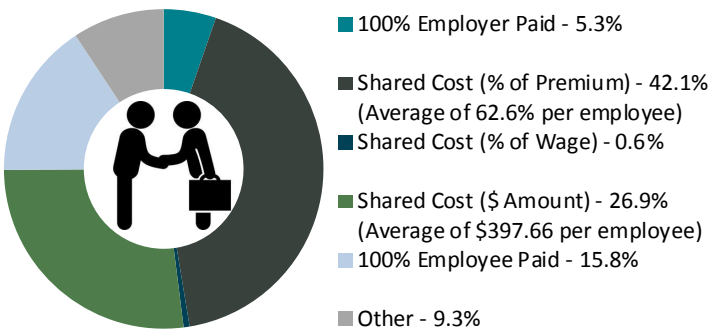


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.1%	21.1%
Maternity/Paternity Leave	26.3%	6.8%
Paid Holidays - 6.9 Days Annually	74.2%	24.7%
Paid Sick Leave - 7.5 Days Annually	40.5%	11.1%
Paid Vacation - 9.5 Days Annually	48.9%	16.3%
Paid-Time-Off (PTO) - 11.4 Days Annually	67.4%	21.6%
Personal Days/Floating Holidays	26.3%	7.9%
Training Leave	15.3%	5.3%

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

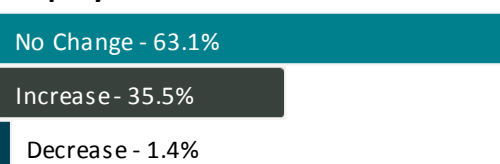
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.7%	22.1%
Childcare Assistance	11.1%	3.2%
Company Vehicle/Mileage	35.3%	12.6%
Employee Assistance Program	23.2%	9.5%
Flex Spending Account	34.2%	10.0%
Profit Sharing/Stock Options	24.2%	6.3%
Relocation/Moving Expense	6.3%	1.6%
Retirement Package	30.0%	12.1%
Shift Differential Pay	17.9%	7.4%
Tuition Assistance	28.4%	9.5%
Uniform Allowance	35.3%	16.3%
Wellness Program	15.8%	7.9%

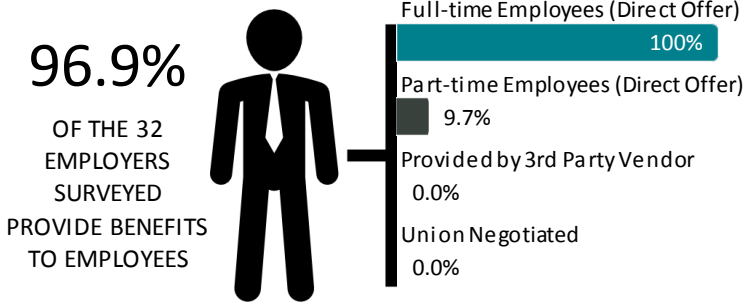
### Employee Healthcare Plan Contribution Change





In July 2018, 86 employers in the Information Industry, operating 101 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 37.2 percent response rate.

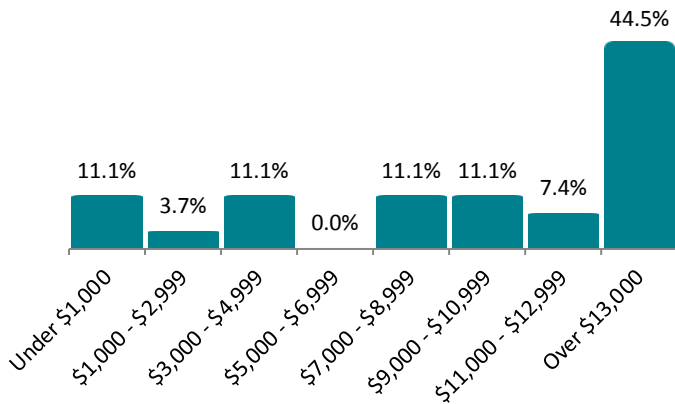
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	80.6%	6.5%
Dental Coverage	93.5%	6.5%
Life Insurance	87.1%	3.2%
Long-Term Disability	83.9%	3.2%
Medical Insurance	96.8%	6.5%
Prescription Drug Coverage	93.5%	3.2%
Short-Term Disability	58.1%	3.2%
Vision Coverage	67.7%	3.2%

### Average Annual Benefit Package Cost Per Employee

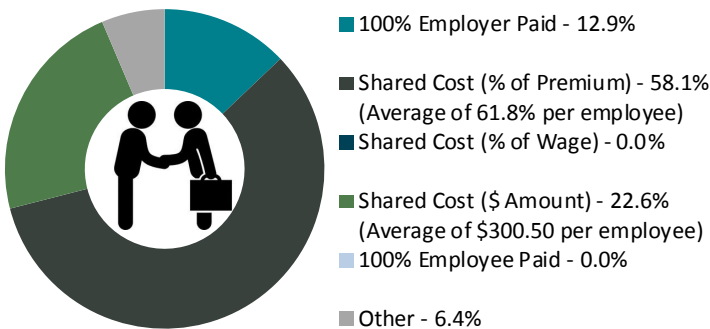


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	90.3%	3.2%
Maternity/Paternity Leave	38.7%	3.2%
Paid Holidays - 7.8 Days Annually	93.5%	3.2%
Paid Sick Leave - 7.8 Days Annually	54.8%	3.2%
Paid Vacation - 7.9 Days Annually	64.5%	3.2%
Paid-Time-Off (PTO) - 10.9 Days Annually	58.1%	3.2%
Personal Days/Floating Holidays	45.2%	3.2%
Training Leave	22.6%	0.0%

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

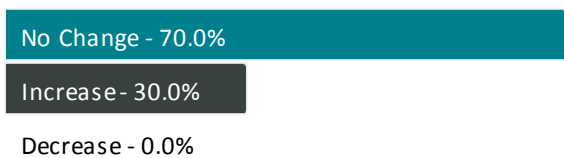
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

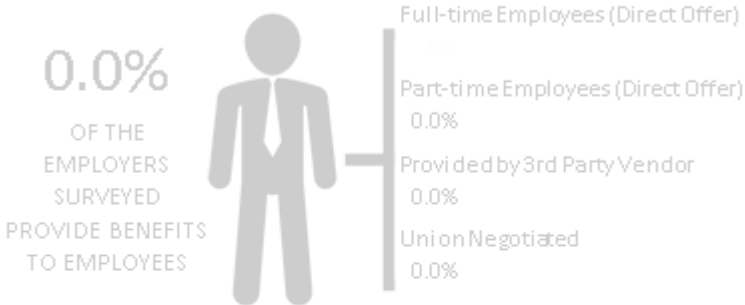
	Full-Time Positions	Part-Time Positions
Bonuses	71.0%	6.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	58.1%	0.0%
Employee Assistance Program	35.5%	3.2%
Flex Spending Account	45.2%	3.2%
Profit Sharing/Stock Options	25.8%	0.0%
Relocation/Moving Expense	25.8%	0.0%
Retirement Package	29.0%	0.0%
Shift Differential Pay	9.7%	0.0%
Tuition Assistance	29.0%	3.2%
Uniform Allowance	32.3%	0.0%
Wellness Program	25.8%	0.0%

### Employee Healthcare Plan Contribution Change





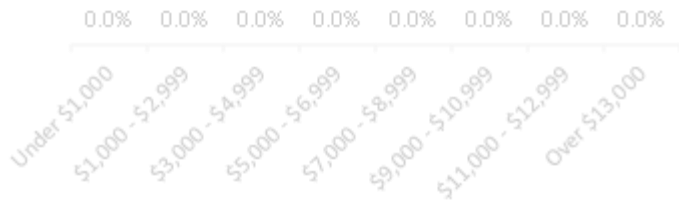
**Benefits Offered to Employees**



**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**

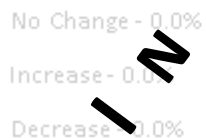
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

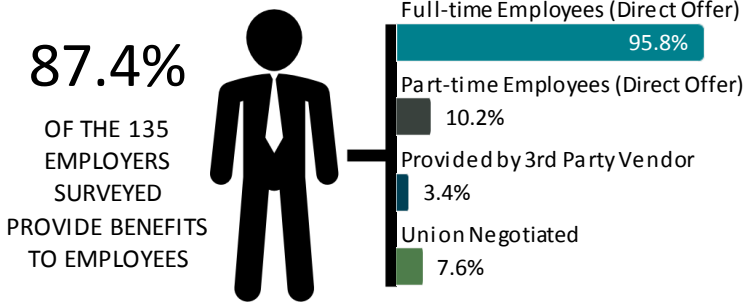
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 294 employers in the Manufacturing Industry, operating 314 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 135 responses, yielding a 45.9 percent response rate.

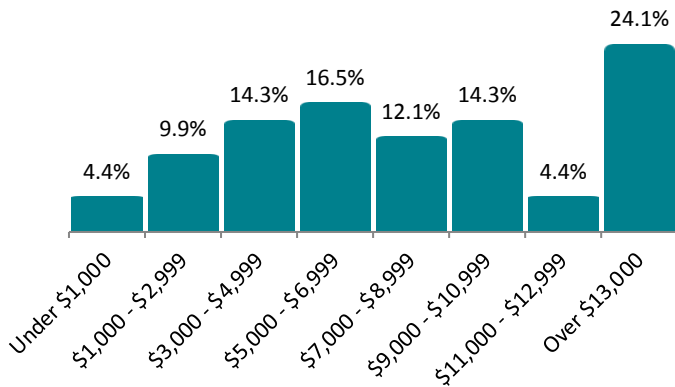
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.7%	5.1%
Dental Coverage	64.4%	5.9%
Life Insurance	59.3%	6.8%
Long-Term Disability	45.8%	3.4%
Medical Insurance	78.8%	5.9%
Prescription Drug Coverage	72.9%	5.9%
Short-Term Disability	50.0%	5.1%
Vision Coverage	44.9%	4.2%

**Average Annual Benefit Package Cost Per Employee**

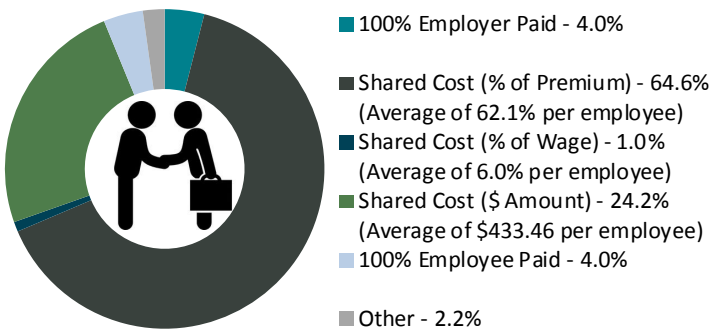


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	63.6%	3.4%
Maternity/Paternity Leave	20.3%	0.8%
Paid Holidays - 7.6 Days Annually	78.0%	6.8%
Paid Sick Leave - 4.3 Days Annually	22.0%	0.8%
Paid Vacation - 6.8 Days Annually	66.9%	5.1%
Paid-Time-Off (PTO) - 5.6 Days Annually	43.2%	1.7%
Personal Days/Floating Holidays	27.1%	1.7%
Training Leave	5.9%	0.8%

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

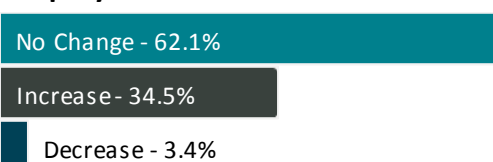
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	57.6%	4.2%
Childcare Assistance	1.7%	0.0%
Company Vehicle/Mileage	28.8%	3.4%
Employee Assistance Program	21.2%	5.1%
Flex Spending Account	37.3%	4.2%
Profit Sharing/Stock Options	22.0%	2.5%
Relocation/Moving Expense	6.8%	0.0%
Retirement Package	22.0%	2.5%
Shift Differential Pay	21.2%	2.5%
Tuition Assistance	23.7%	1.7%
Uniform Allowance	26.3%	2.5%
Wellness Program	19.5%	5.9%

**Employee Healthcare Plan Contribution Change**



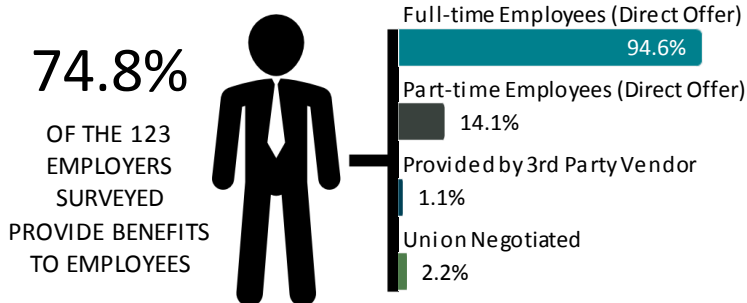




## PERSONAL SERVICES

In July 2018, 279 employers in the Personal Services Industry, operating 331 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 123 responses, yielding a 44.1 percent response rate.

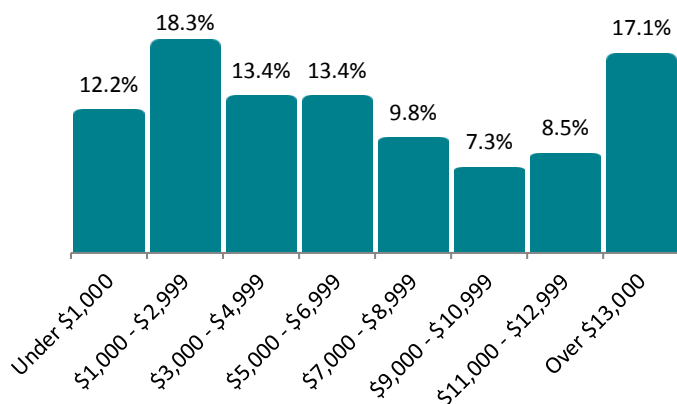
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.0%	3.3%
Dental Coverage	58.7%	4.3%
Life Insurance	43.5%	7.6%
Long-Term Disability	35.9%	4.3%
Medical Insurance	85.9%	7.6%
Prescription Drug Coverage	61.9%	4.3%
Short-Term Disability	34.8%	3.3%
Vision Coverage	33.7%	3.3%

### Average Annual Benefit Package Cost Per Employee

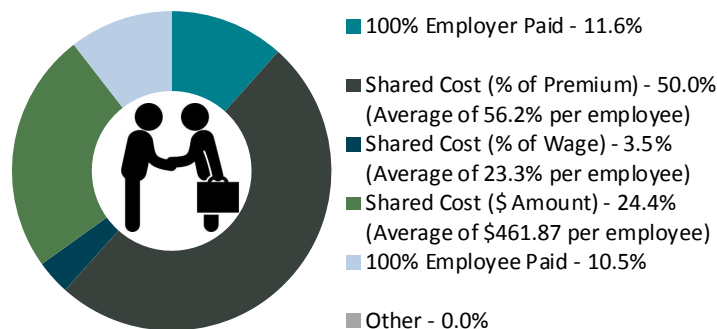


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	55.4%	8.7%
Maternity/Paternity Leave	26.1%	2.2%
Paid Holidays - 6.8 Days Annually	70.7%	7.6%
Paid Sick Leave - 7.7 Days Annually	40.2%	5.4%
Paid Vacation - 8.9 Days Annually	73.9%	8.7%
Paid-Time-Off (PTO) - 10.9 Days Annually	31.5%	2.2%
Personal Days/Floating Holidays	28.3%	4.3%
Training Leave	19.6%	1.1%

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

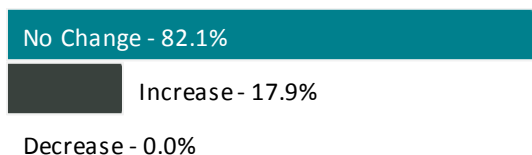
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	52.2%	6.5%
Childcare Assistance	2.2%	0.0%
Company Vehicle/Mileage	28.3%	2.2%
Employee Assistance Program	12.0%	1.1%
Flex Spending Account	27.2%	4.3%
Profit Sharing/Stock Options	6.5%	1.1%
Relocation/Moving Expense	3.3%	0.0%
Retirement Package	35.9%	7.6%
Shift Differential Pay	3.3%	0.0%
Tuition Assistance	15.2%	2.2%
Uniform Allowance	31.5%	0.0%
Wellness Program	7.6%	2.2%

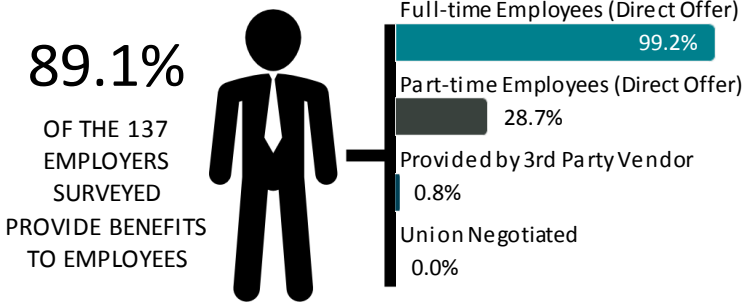
### Employee Healthcare Plan Contribution Change





In July 2018, 348 employers in the Professional & Technical Services Industry, operating 363 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 137 responses, yielding a 39.4 percent response rate.

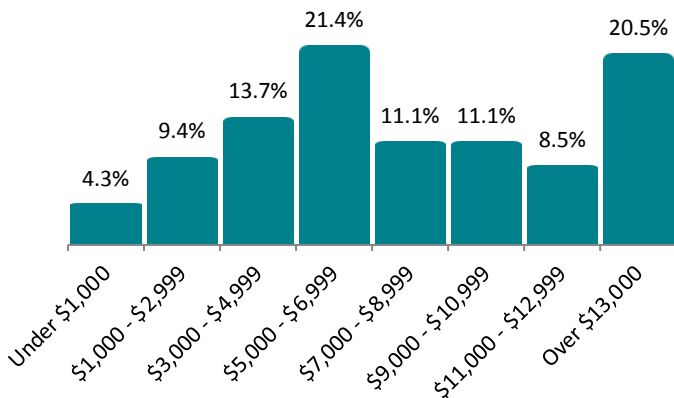
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.1%	9.0%
Dental Coverage	68.0%	10.7%
Life Insurance	50.0%	9.8%
Long-Term Disability	53.3%	9.8%
Medical Insurance	87.7%	9.8%
Prescription Drug Coverage	70.5%	9.0%
Short-Term Disability	38.5%	7.4%
Vision Coverage	45.9%	8.2%

**Average Annual Benefit Package Cost Per Employee**

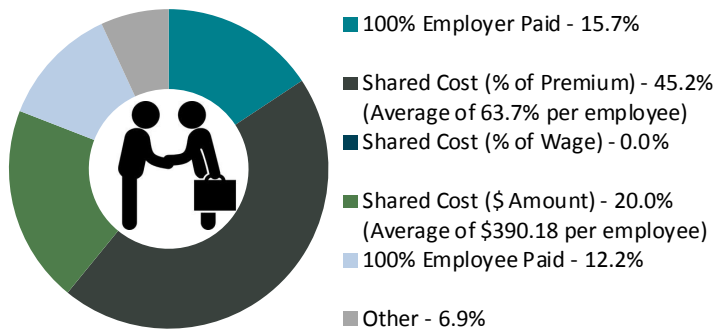


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.8%	15.6%
Maternity/Paternity Leave	39.3%	9.0%
Paid Holidays - 7.6 Days Annually	90.2%	20.5%
Paid Sick Leave - 6.2 Days Annually	60.7%	13.1%
Paid Vacation - 9.9 Days Annually	75.4%	12.3%
Paid-Time-Off (PTO) - 10.9 Days Annually	60.7%	13.9%
Personal Days/Floating Holidays	45.1%	11.5%
Training Leave	26.2%	6.6%

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

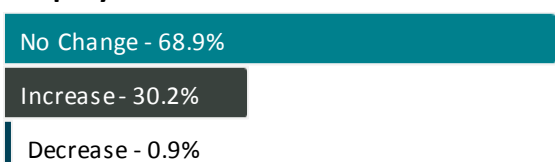
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	79.5%	21.3%
Childcare Assistance	3.3%	1.6%
Company Vehicle/Mileage	53.3%	12.3%
Employee Assistance Program	18.0%	3.3%
Flex Spending Account	40.2%	7.4%
Profit Sharing/Stock Options	28.7%	5.7%
Relocation/Moving Expense	15.6%	0.0%
Retirement Package	36.1%	9.0%
Shift Differential Pay	1.6%	0.8%
Tuition Assistance	24.6%	4.1%
Uniform Allowance	11.5%	2.5%
Wellness Program	12.3%	4.1%

**Employee Healthcare Plan Contribution Change**

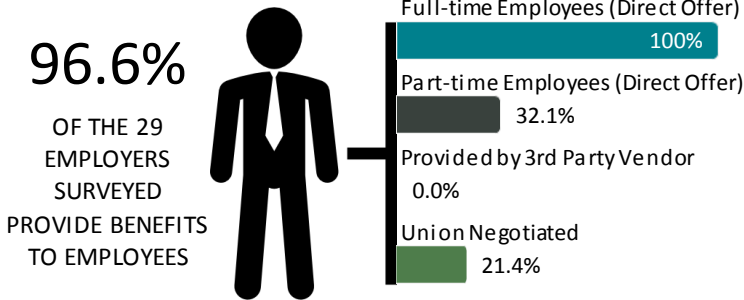




## PUBLIC ADMINISTRATION

In July 2018, 44 employers in the Public Administration Industry, operating 61 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 65.9 percent response rate.

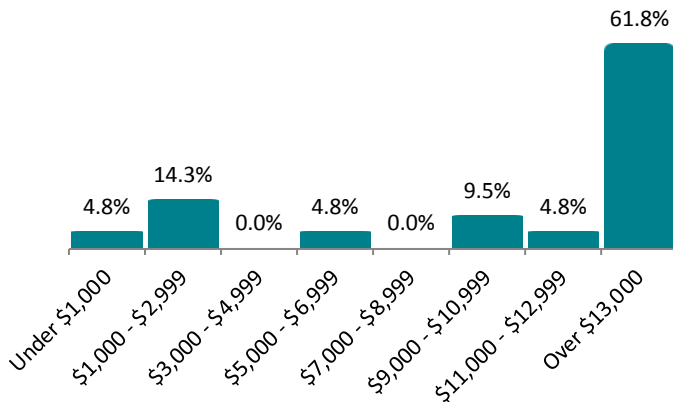
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	17.9%
Dental Coverage	60.7%	17.9%
Life Insurance	64.3%	21.4%
Long-Term Disability	46.4%	21.4%
Medical Insurance	75.0%	21.4%
Prescription Drug Coverage	82.2%	32.1%
Short-Term Disability	39.3%	14.3%
Vision Coverage	46.4%	17.9%

### Average Annual Benefit Package Cost Per Employee

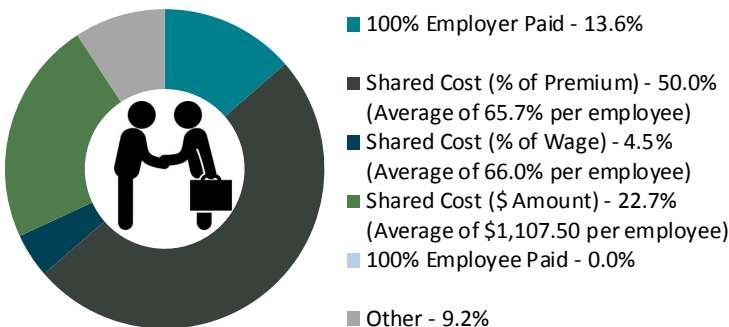


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	78.6%	21.4%
Maternity/Paternity Leave	46.4%	21.4%
Paid Holidays - 10 Days Annually	78.6%	21.4%
Paid Sick Leave - 12 Days Annually	75.0%	21.4%
Paid Vacation - 9.5 Days Annually	78.6%	21.4%
Paid-Time-Off (PTO) - 3.7 Days Annually	35.7%	17.9%
Personal Days/Floating Holidays	64.3%	17.9%
Training Leave	17.9%	14.3%

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

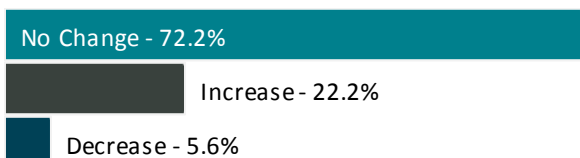
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	21.4%	17.9%
Childcare Assistance	7.1%	7.1%
Company Vehicle/Mileage	50.0%	17.9%
Employee Assistance Program	35.7%	17.9%
Flex Spending Account	42.9%	17.9%
Profit Sharing/Stock Options	10.7%	7.1%
Relocation/Moving Expense	7.1%	7.1%
Retirement Package	53.6%	17.9%
Shift Differential Pay	28.6%	7.1%
Tuition Assistance	32.1%	7.1%
Uniform Allowance	42.9%	10.7%
Wellness Program	21.4%	14.3%

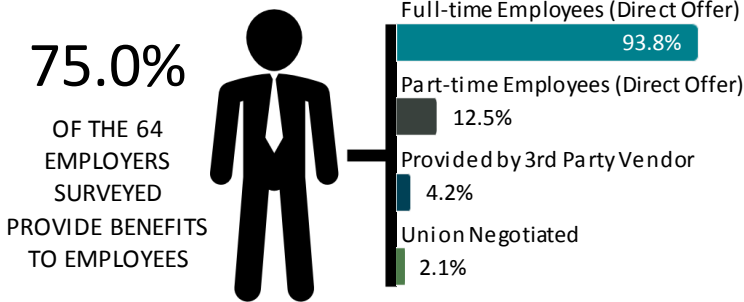
### Employee Healthcare Plan Contribution Change





In July 2018, 188 employers in the Transportation & Warehousing Industry, operating 197 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 64 responses, yielding a 34.0 percent response rate.

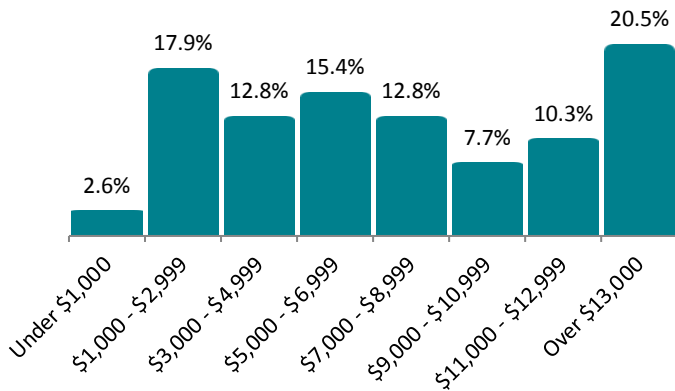
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.8%	0.0%
Dental Coverage	66.7%	2.1%
Life Insurance	52.1%	2.1%
Long-Term Disability	35.4%	2.1%
Medical Insurance	85.4%	0.0%
Prescription Drug Coverage	70.9%	0.0%
Short-Term Disability	39.6%	2.1%
Vision Coverage	45.8%	2.1%

**Average Annual Benefit Package Cost Per Employee**

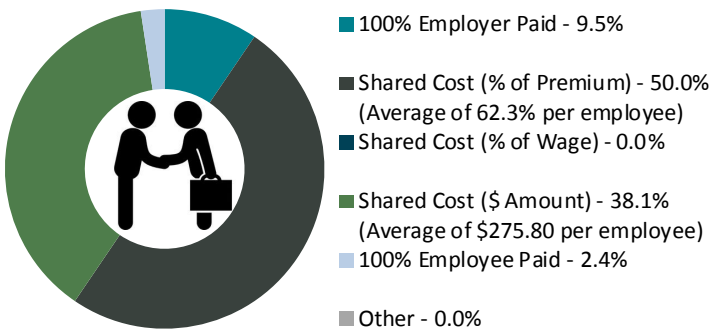


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.2%	6.3%
Maternity/Paternity Leave	22.9%	2.1%
Paid Holidays - 6.3 Days Annually	70.8%	8.3%
Paid Sick Leave - 5.7 Days Annually	37.5%	4.2%
Paid Vacation - 6.7 Days Annually	72.9%	0.0%
Paid-Time-Off (PTO) - 7.0 Days Annually	41.7%	2.1%
Personal Days/Floating Holidays	29.2%	4.2%
Training Leave	14.6%	2.1%

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

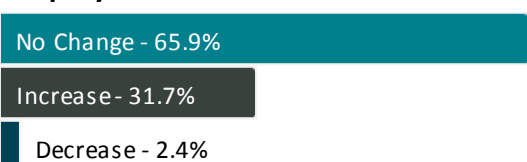
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	4.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	29.2%	2.1%
Employee Assistance Program	22.9%	4.2%
Flex Spending Account	29.2%	2.1%
Profit Sharing/Stock Options	8.3%	0.0%
Relocation/Moving Expense	6.3%	0.0%
Retirement Package	20.8%	0.0%
Shift Differential Pay	12.5%	0.0%
Tuition Assistance	8.3%	0.0%
Uniform Allowance	31.3%	2.1%
Wellness Program	14.6%	2.1%

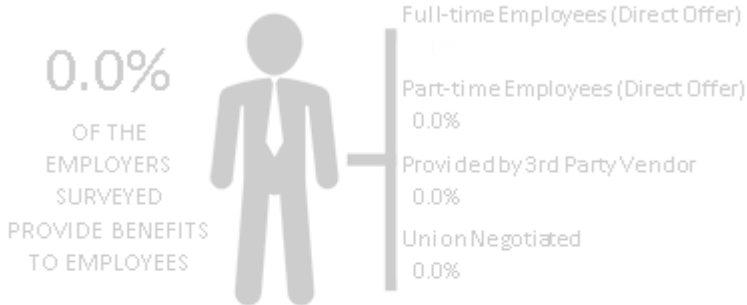
**Employee Healthcare Plan Contribution Change**





# UTILITIES

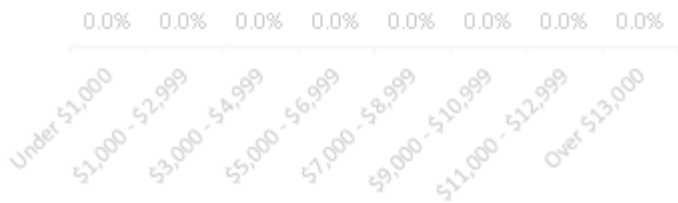
## Benefits Offered to Employees



## 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

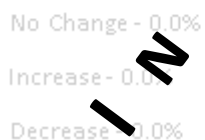
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

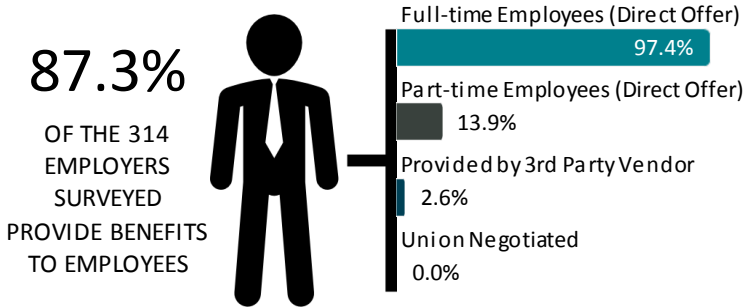
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 923 employers in the Wholesale & Retail Trade Industry, operating 1,401 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 314 responses, yielding a 34.0 percent response rate.

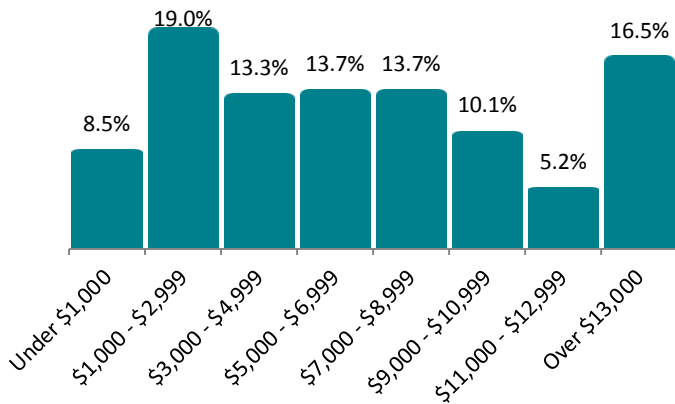
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.3%	1.8%
Dental Coverage	58.0%	2.9%
Life Insurance	44.2%	2.6%
Long-Term Disability	35.8%	1.8%
Medical Insurance	83.2%	4.4%
Prescription Drug Coverage	64.2%	3.3%
Short-Term Disability	33.9%	1.8%
Vision Coverage	35.0%	2.6%

**Average Annual Benefit Package Cost Per Employee**

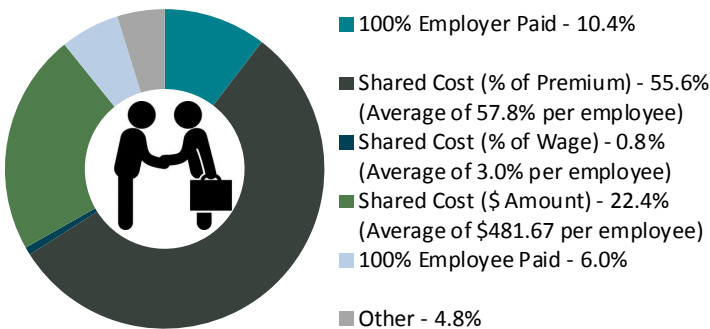


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.9%	5.1%
Maternity/Paternity Leave	21.9%	1.8%
Paid Holidays - 6.5 Days Annually	78.1%	4.7%
Paid Sick Leave - 4.8 Days Annually	47.1%	2.6%
Paid Vacation - 6.9 Days Annually	73.4%	5.5%
Paid-Time-Off (PTO) - 7.4 Days Annually	45.3%	4.7%
Personal Days/Floating Holidays	30.3%	2.9%
Training Leave	13.1%	0.7%

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

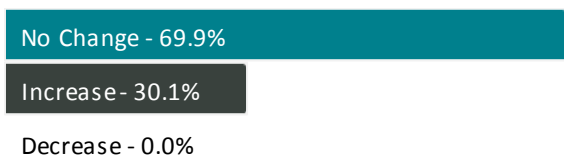
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	69.7%	6.6%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	36.1%	2.6%
Employee Assistance Program	11.7%	1.1%
Flex Spending Account	28.1%	3.3%
Profit Sharing/Stock Options	17.9%	1.8%
Relocation/Moving Expense	3.3%	0.0%
Retirement Package	31.4%	2.2%
Shift Differential Pay	5.8%	0.4%
Tuition Assistance	11.3%	0.4%
Uniform Allowance	33.2%	1.1%
Wellness Program	9.9%	0.7%

**Employee Healthcare Plan Contribution Change**





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