

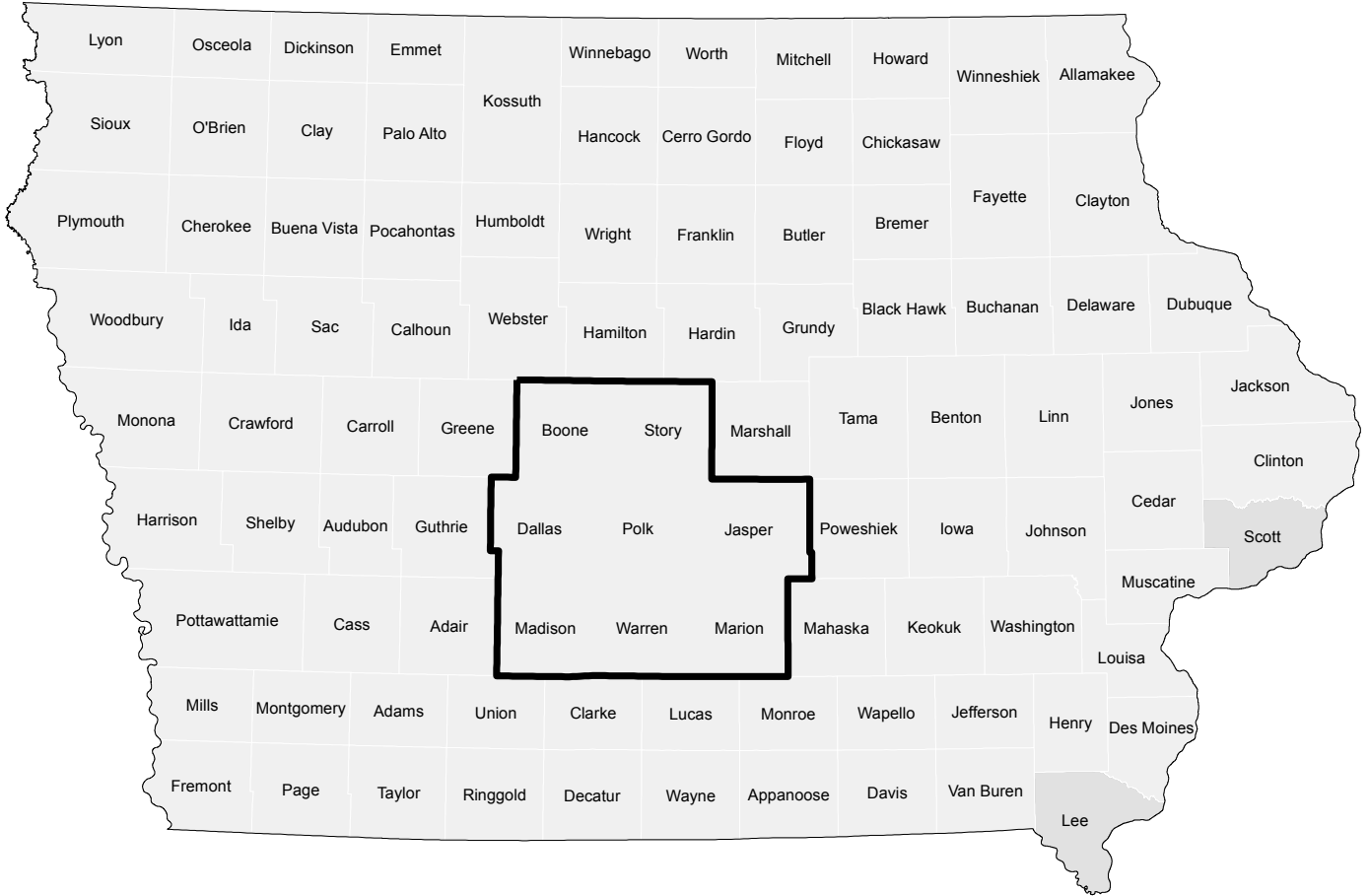


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 11**  
**RELEASED 2019**

BOONE, DALLAS, JASPER, MADISON, MARION, POLK,  
STORY AND WARREN COUNTIES

**Counties within Iowa Workforce Development Region 11 included within this analysis:**

- Boone
- Dallas
- Jasper
- Madison
- Marion
- Polk
- Story
- Warren



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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



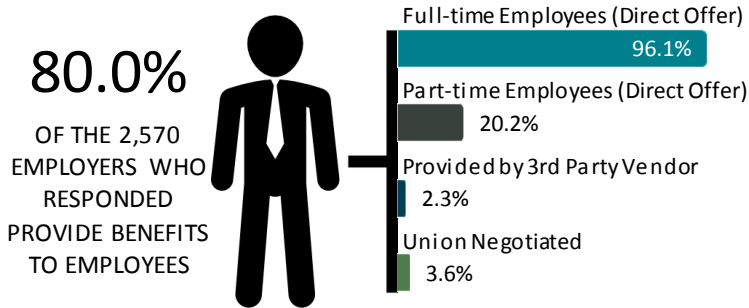
## INTRODUCTION

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.

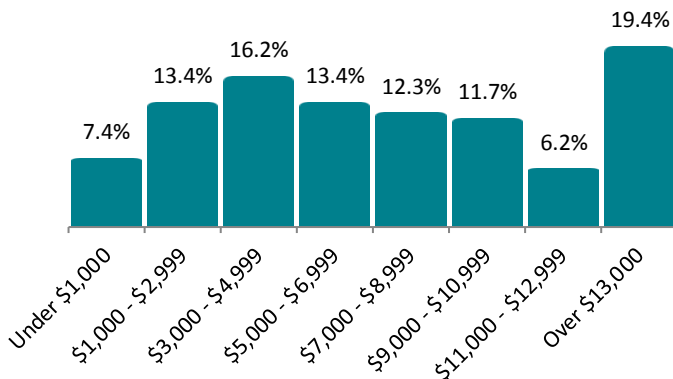
Beginning in July 2018, 7,904 employers operating 10,436 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 2,570 responses, yielding a 32.5 percent response rate.



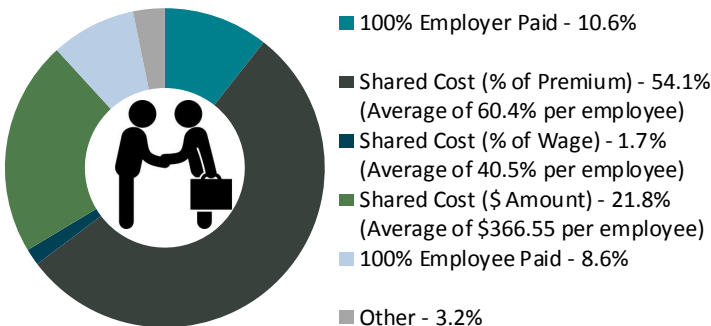
### Benefits Offered to Employees



### 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	44.0%	4.5%
Dental Coverage	62.8%	8.4%
Life Insurance	53.8%	6.1%
Long-Term Disability	42.4%	4.9%
Medical Insurance	82.5%	8.8%
Prescription Drug Coverage	65.4%	6.4%
Short-Term Disability	38.7%	4.7%
Vision Coverage	41.1%	5.7%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.5%	8.9%
Maternity/Paternity Leave	30.0%	3.7%
Paid Holidays - 7.1 Days Annually	76.0%	10.4%
Paid Sick Leave - 6.9 Days Annually	39.2%	5.7%
Paid Vacation - 8.3 Days Annually	58.4%	6.9%
Paid-Time-Off (PTO) - 10.3 Days Annually	54.3%	8.5%
Personal Days/Floating Holidays	29.1%	3.6%
Training Leave	15.7%	2.8%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	65.0%	9.7%
Childcare Assistance	2.5%	0.5%
Company Vehicle/Mileage	40.4%	5.3%
Employee Assistance Program	19.6%	4.6%
Flex Spending Account	35.4%	5.4%
Profit Sharing/Stock Options	18.8%	3.1%
Relocation/Moving Expense	7.9%	0.8%
Retirement Package	29.5%	5.7%
Shift Differential Pay	7.3%	1.6%
Tuition Assistance	19.1%	2.8%
Uniform Allowance	28.0%	4.1%
Wellness Program	12.1%	2.8%

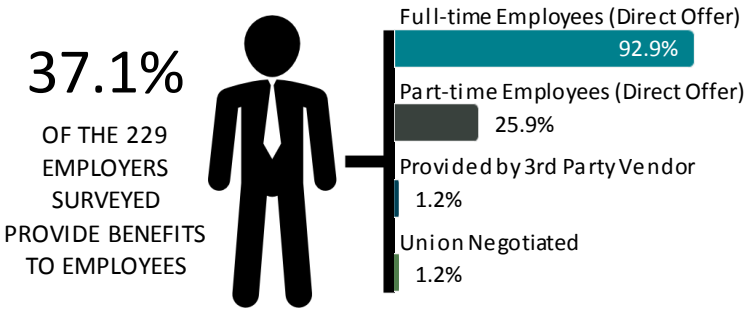
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In July 2018, 975 employers in the Accommodation & Food Services Industry, operating 1,360 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 229 responses, yielding a 23.5 percent response rate.

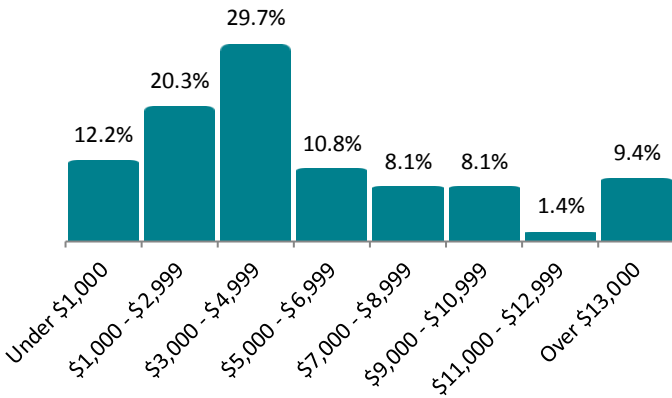
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	16.5%	0.0%
Dental Coverage	50.6%	10.6%
Life Insurance	21.2%	1.2%
Long-Term Disability	11.8%	1.2%
Medical Insurance	78.8%	12.9%
Prescription Drug Coverage	37.7%	7.1%
Short-Term Disability	10.6%	1.2%
Vision Coverage	24.7%	3.5%

### Average Annual Benefit Package Cost Per Employee

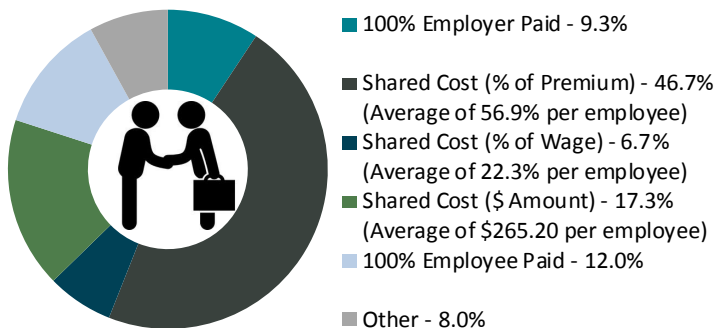


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	28.2%	5.9%
Maternity/Paternity Leave	22.4%	2.4%
Paid Holidays - 4.5 Days Annually	37.6%	3.5%
Paid Sick Leave - 6.1 Days Annually	21.2%	2.4%
Paid Vacation - 7.1 Days Annually	52.9%	7.1%
Paid-Time-Off (PTO) - 6.8 Days Annually	37.6%	2.4%
Personal Days/Floating Holidays	16.5%	2.4%
Training Leave	12.9%	2.4%

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

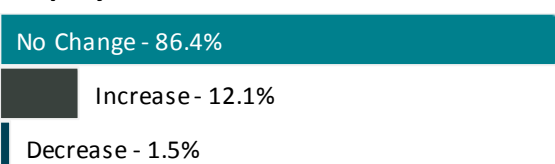
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.2%	12.9%
Childcare Assistance	1.2%	1.2%
Company Vehicle/Mileage	14.1%	1.2%
Employee Assistance Program	2.4%	0.0%
Flex Spending Account	8.2%	2.4%
Profit Sharing/Stock Options	5.9%	2.4%
Relocation/Moving Expense	5.9%	0.0%
Retirement Package	16.5%	4.7%
Shift Differential Pay	4.7%	0.0%
Tuition Assistance	2.4%	0.0%
Uniform Allowance	25.9%	1.2%
Wellness Program	5.9%	1.2%

### Employee Healthcare Plan Contribution Change

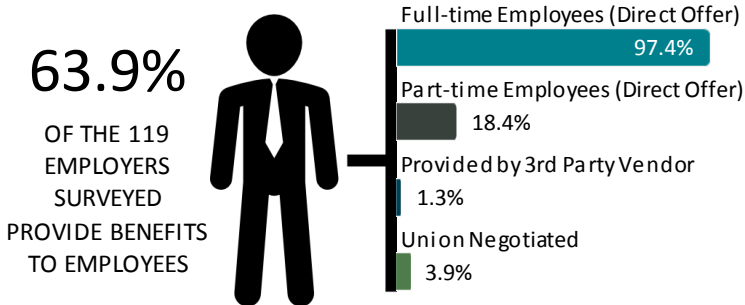




## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 485 employers in the Administrative & Waste Services Industry, operating 539 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 119 responses, yielding a 24.5 percent response rate.

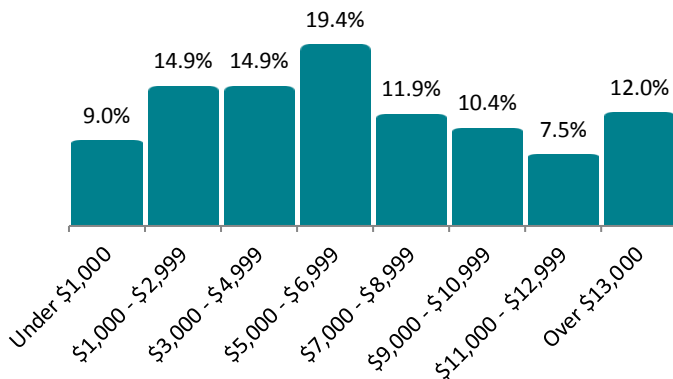
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.3%	3.9%
Dental Coverage	65.8%	6.6%
Life Insurance	60.5%	6.6%
Long-Term Disability	38.2%	3.9%
Medical Insurance	81.6%	6.6%
Prescription Drug Coverage	72.4%	6.6%
Short-Term Disability	36.8%	3.9%
Vision Coverage	36.8%	5.3%

### Average Annual Benefit Package Cost Per Employee

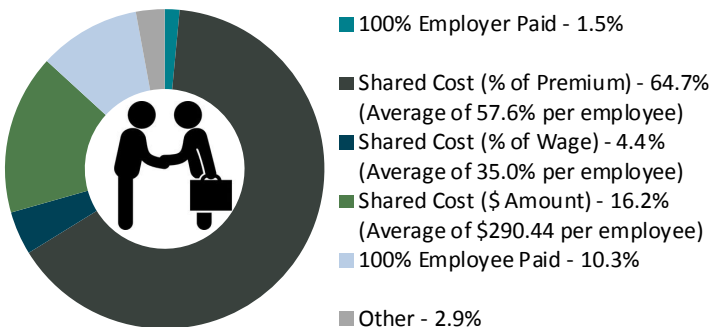


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.5%	5.3%
Maternity/Paternity Leave	22.4%	3.9%
Paid Holidays - 6.9 Days Annually	81.6%	7.9%
Paid Sick Leave - 7.0 Days Annually	42.1%	6.6%
Paid Vacation - 8.4 Days Annually	59.2%	10.5%
Paid-Time-Off (PTO) - 9.0 Days Annually	57.9%	7.9%
Personal Days/Floating Holidays	35.5%	2.6%
Training Leave	13.2%	2.6%

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

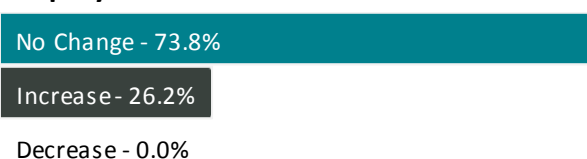
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.8%	5.3%
Childcare Assistance	1.3%	0.0%
Company Vehicle/Mileage	46.1%	2.6%
Employee Assistance Program	17.1%	5.3%
Flex Spending Account	35.5%	2.6%
Profit Sharing/Stock Options	9.2%	2.6%
Relocation/Moving Expense	11.8%	1.3%
Retirement Package	30.3%	5.3%
Shift Differential Pay	5.3%	0.0%
Tuition Assistance	13.2%	0.0%
Uniform Allowance	36.8%	2.6%
Wellness Program	6.6%	1.3%

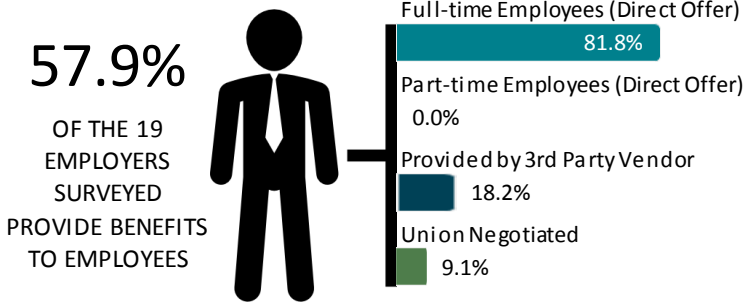
### Employee Healthcare Plan Contribution Change





In July 2018, 75 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 86 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 19 responses, yielding a 25.3 percent response rate.

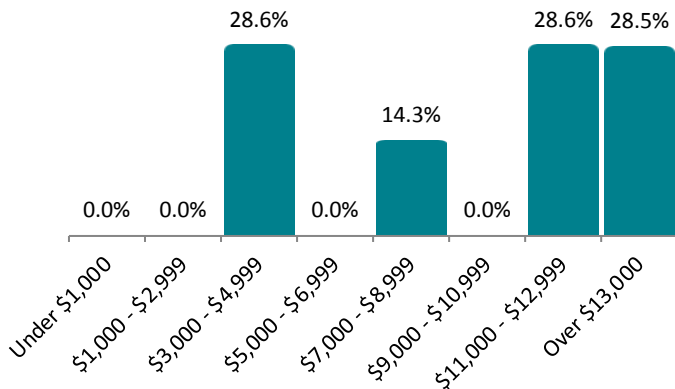
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	27.3%	0.0%
Dental Coverage	54.5%	0.0%
Life Insurance	36.4%	0.0%
Long-Term Disability	36.4%	0.0%
Medical Insurance	72.7%	0.0%
Prescription Drug Coverage	36.4%	0.0%
Short-Term Disability	18.2%	0.0%
Vision Coverage	27.3%	0.0%

**Average Annual Benefit Package Cost Per Employee**

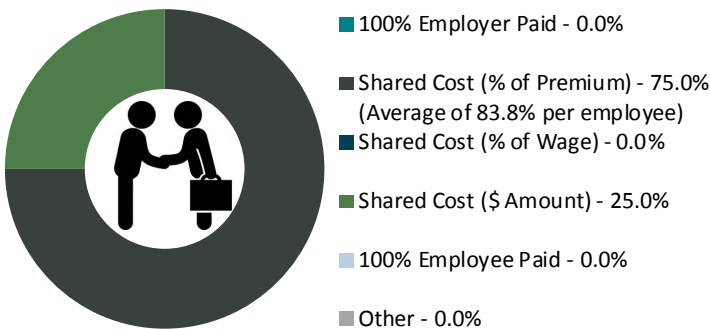


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	36.4%	0.0%
Maternity/Paternity Leave	36.4%	0.0%
Paid Holidays - 7.4 Days Annually	54.5%	0.0%
Paid Sick Leave - 3.5 Days Annually	18.2%	0.0%
Paid Vacation - 11.7 Days Annually	27.3%	0.0%
Paid-Time-Off (PTO) - 5.0 Days Annually	45.5%	0.0%
Personal Days/Floating Holidays	9.1%	0.0%
Training Leave	0.0%	0.0%

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

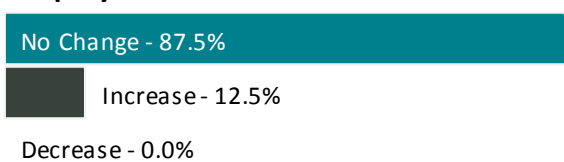
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

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

**Employee Healthcare Plan Contribution Change**



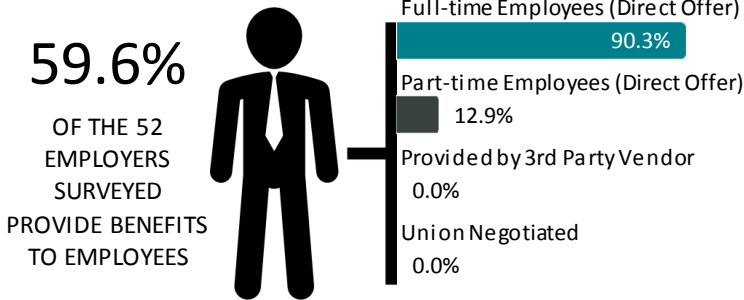




## ARTS, ENTERTAINMENT & RECREATION

In July 2018, 170 employers in the Arts, Entertainment & Recreation Industry, operating 188 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 52 responses, yielding a 30.6 percent response rate.

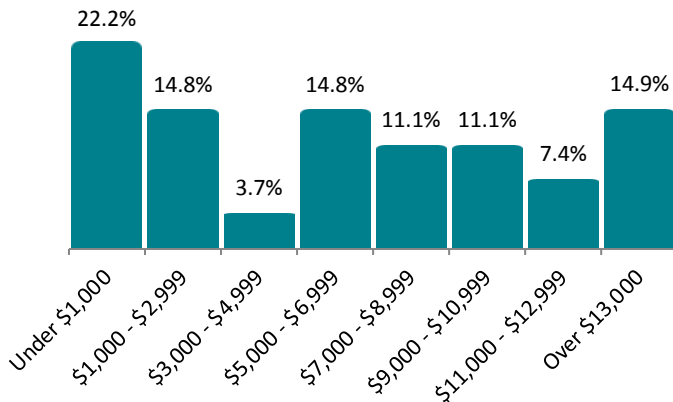
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.4%	0.0%
Dental Coverage	74.2%	3.2%
Life Insurance	51.6%	3.2%
Long-Term Disability	41.9%	0.0%
Medical Insurance	87.1%	3.2%
Prescription Drug Coverage	70.9%	3.2%
Short-Term Disability	41.9%	0.0%
Vision Coverage	61.3%	3.2%

### Average Annual Benefit Package Cost Per Employee

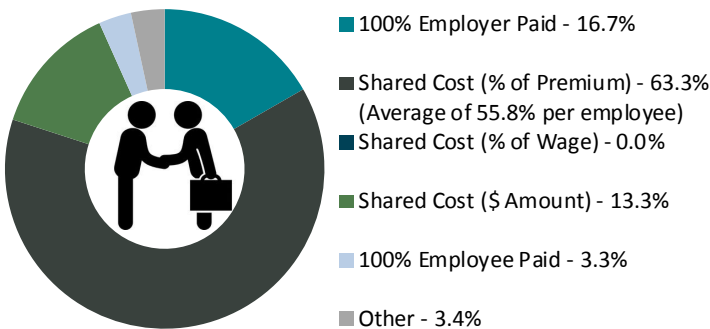


### Paid Leave Offered by Employers

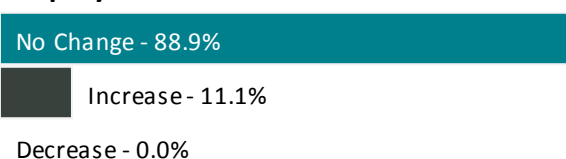
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	48.4%	3.2%
Maternity/Paternity Leave	29.0%	0.0%
Paid Holidays - 7.8 Days Annually	58.1%	6.5%
Paid Sick Leave - 7.4 Days Annually	41.9%	3.2%
Paid Vacation - 9.7 Days Annually	54.8%	3.2%
Paid-Time-Off (PTO) - 8.8 Days Annually	64.5%	6.5%
Personal Days/Floating Holidays	35.5%	3.2%
Training Leave	9.7%	0.0%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



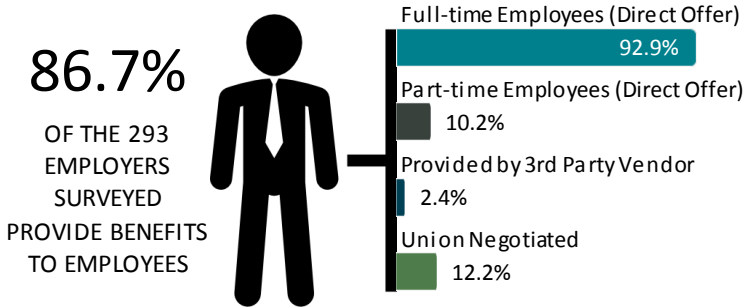
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.8%	0.0%
Childcare Assistance	6.5%	0.0%
Company Vehicle/Mileage	32.3%	3.2%
Employee Assistance Program	19.4%	6.5%
Flex Spending Account	35.5%	3.2%
Profit Sharing/Stock Options	3.2%	0.0%
Relocation/Moving Expense	12.9%	0.0%
Retirement Package	12.9%	3.2%
Shift Differential Pay	9.7%	0.0%
Tuition Assistance	6.5%	0.0%
Uniform Allowance	25.8%	3.2%
Wellness Program	12.9%	3.2%



In July 2018, 782 employers in the Construction Industry, operating 789 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 293 responses, yielding a 37.5 percent response rate.

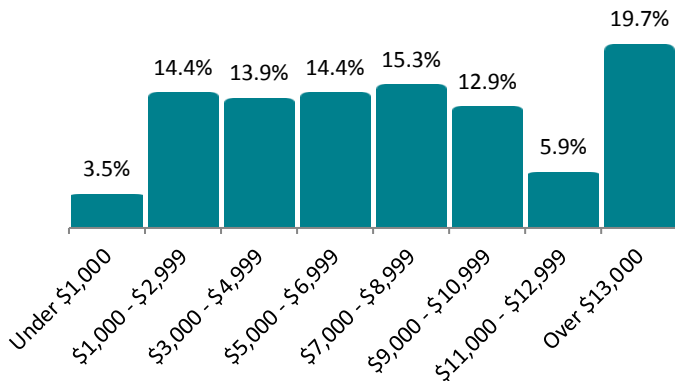
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.2%	2.0%
Dental Coverage	55.9%	4.3%
Life Insurance	44.1%	2.0%
Long-Term Disability	29.5%	1.2%
Medical Insurance	77.2%	4.7%
Prescription Drug Coverage	64.5%	2.4%
Short-Term Disability	31.9%	0.8%
Vision Coverage	33.9%	2.0%

### Average Annual Benefit Package Cost Per Employee

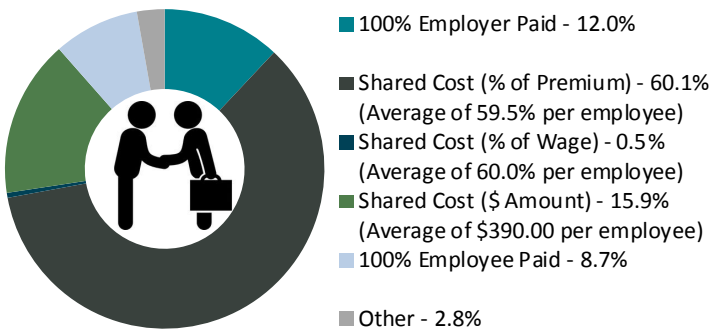


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	45.3%	0.4%
Maternity/Paternity Leave	16.5%	0.4%
Paid Holidays - 6.4 Days Annually	72.4%	2.8%
Paid Sick Leave - 5.3 Days Annually	22.0%	0.8%
Paid Vacation - 6.6 Days Annually	55.5%	0.8%
Paid-Time-Off (PTO) - 7.9 Days Annually	40.9%	1.6%
Personal Days/Floating Holidays	16.9%	0.0%
Training Leave	9.1%	0.0%

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

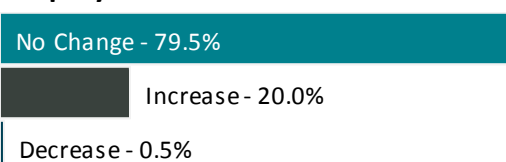
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.5%	3.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	44.9%	2.8%
Employee Assistance Program	13.0%	1.6%
Flex Spending Account	21.3%	0.4%
Profit Sharing/Stock Options	16.5%	0.4%
Relocation/Moving Expense	4.3%	0.0%
Retirement Package	28.3%	2.4%
Shift Differential Pay	4.7%	0.0%
Tuition Assistance	16.9%	1.2%
Uniform Allowance	29.5%	2.4%
Wellness Program	7.5%	0.4%

### Employee Healthcare Plan Contribution Change

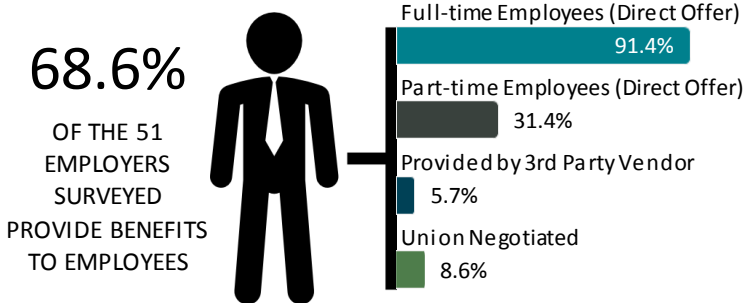




## EDUCATIONAL SERVICES

In July 2018, 156 employers in the Educational Services Industry, operating 316 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 51 responses, yielding a 32.7 percent response rate.

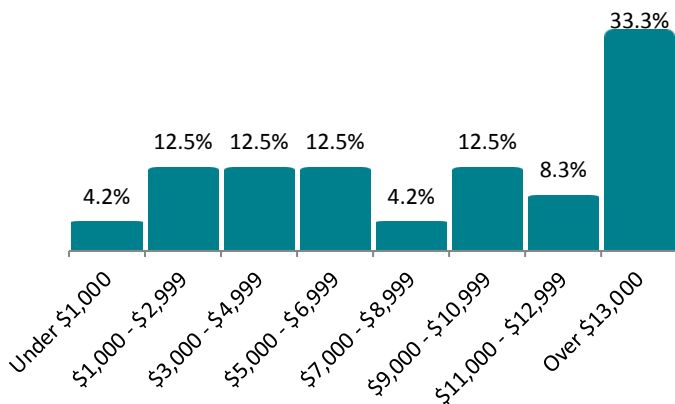
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.3%	5.7%
Dental Coverage	60.0%	11.4%
Life Insurance	45.7%	8.6%
Long-Term Disability	40.0%	5.7%
Medical Insurance	74.3%	17.1%
Prescription Drug Coverage	57.2%	8.6%
Short-Term Disability	25.7%	2.9%
Vision Coverage	48.6%	5.7%

### Average Annual Benefit Package Cost Per Employee

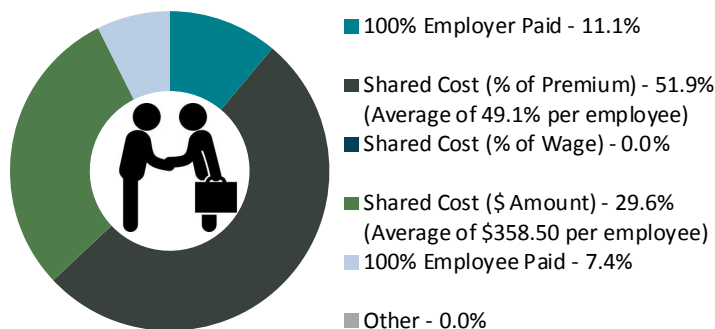


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.3%	14.3%
Maternity/Paternity Leave	37.1%	11.4%
Paid Holidays - 9.1 Days Annually	71.4%	14.3%
Paid Sick Leave - 10.4 Days Annually	51.4%	14.3%
Paid Vacation - 10.5 Days Annually	51.4%	5.7%
Paid-Time-Off (PTO) - 13.6 Days Annually	42.9%	8.6%
Personal Days/Floating Holidays	40.0%	8.6%
Training Leave	22.9%	2.9%

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

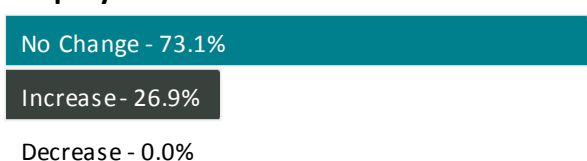
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	34.3%	5.7%
Childcare Assistance	2.9%	0.0%
Company Vehicle/Mileage	31.4%	2.9%
Employee Assistance Program	17.1%	5.7%
Flex Spending Account	37.1%	5.7%
Profit Sharing/Stock Options	8.6%	0.0%
Relocation/Moving Expense	20.0%	2.9%
Retirement Package	51.4%	5.7%
Shift Differential Pay	2.9%	0.0%
Tuition Assistance	31.4%	8.6%
Uniform Allowance	14.3%	5.7%
Wellness Program	22.9%	8.6%

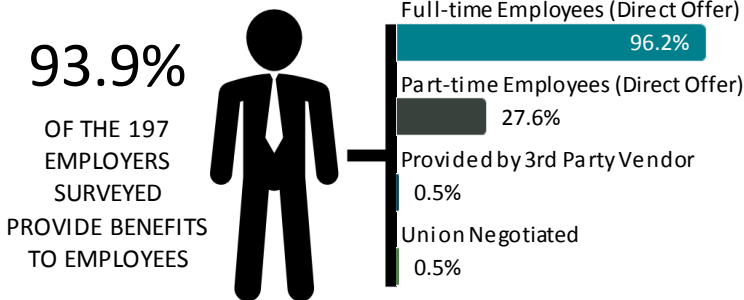
### Employee Healthcare Plan Contribution Change





In July 2018, 615 employers in the Finance, Insurance & Real Estate Industry, operating 911 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 197 responses, yielding a 32.0 percent response rate.

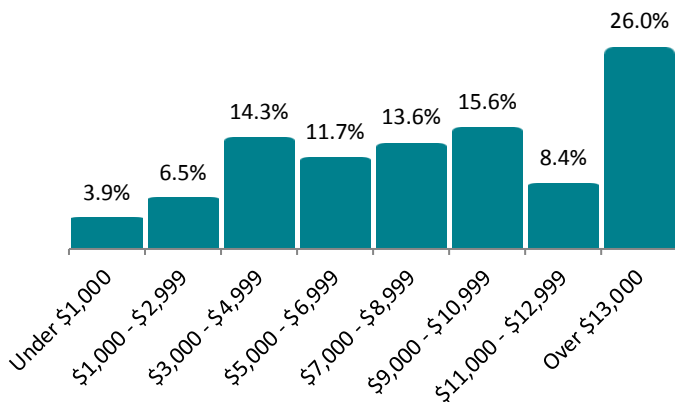
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.8%	7.6%
Dental Coverage	74.6%	13.0%
Life Insurance	70.8%	12.4%
Long-Term Disability	67.0%	11.9%
Medical Insurance	88.6%	12.4%
Prescription Drug Coverage	78.9%	10.3%
Short-Term Disability	56.2%	10.3%
Vision Coverage	54.6%	10.8%

**Average Annual Benefit Package Cost Per Employee**

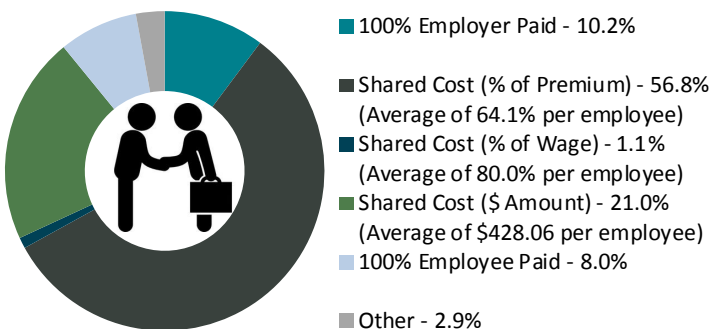


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	79.5%	16.2%
Maternity/Paternity Leave	43.8%	5.9%
Paid Holidays - 8.0 Days Annually	83.2%	19.5%
Paid Sick Leave - 8.0 Days Annually	44.3%	8.6%
Paid Vacation - 9.6 Days Annually	53.5%	10.3%
Paid-Time-Off (PTO) - 12.6 Days Annually	61.6%	13.5%
Personal Days/Floating Holidays	30.8%	4.9%
Training Leave	23.2%	5.9%

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

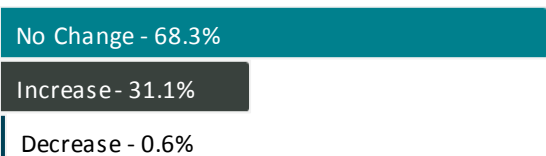
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	72.4%	15.7%
Childcare Assistance	1.6%	0.0%
Company Vehicle/Mileage	48.6%	11.9%
Employee Assistance Program	35.7%	11.4%
Flex Spending Account	59.5%	14.6%
Profit Sharing/Stock Options	22.7%	5.9%
Relocation/Moving Expense	9.7%	2.7%
Retirement Package	35.7%	12.4%
Shift Differential Pay	4.9%	2.7%
Tuition Assistance	31.9%	7.6%
Uniform Allowance	16.2%	4.3%
Wellness Program	23.2%	9.2%

**Employee Healthcare Plan Contribution Change**

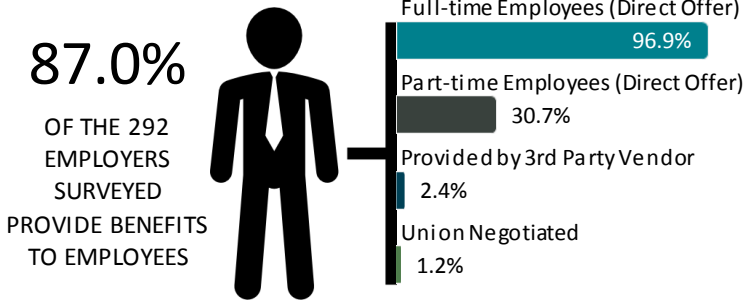




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 807 employers in the Health Care & Social Assistance Industry, operating 1,195 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 292 responses, yielding a 36.2 percent response rate.

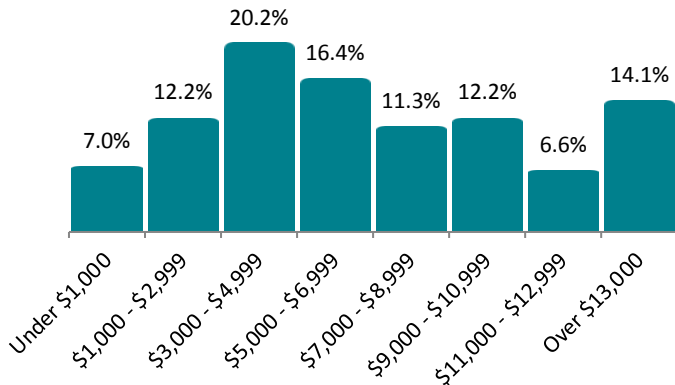
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.6%	7.9%
Dental Coverage	63.8%	16.1%
Life Insurance	51.2%	9.1%
Long-Term Disability	39.4%	5.5%
Medical Insurance	79.5%	13.0%
Prescription Drug Coverage	54.3%	7.1%
Short-Term Disability	34.6%	7.1%
Vision Coverage	43.7%	10.6%

### Average Annual Benefit Package Cost Per Employee

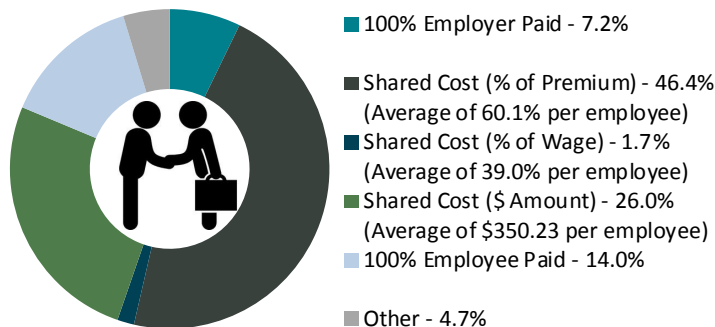


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.9%	14.6%
Maternity/Paternity Leave	31.1%	5.9%
Paid Holidays - 7.0 Days Annually	76.0%	16.1%
Paid Sick Leave - 7.3 Days Annually	44.5%	8.7%
Paid Vacation - 9.2 Days Annually	55.9%	11.4%
Paid-Time-Off (PTO) - 11.8 Days Annually	70.5%	18.9%
Personal Days/Floating Holidays	28.7%	3.1%
Training Leave	17.7%	3.9%

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

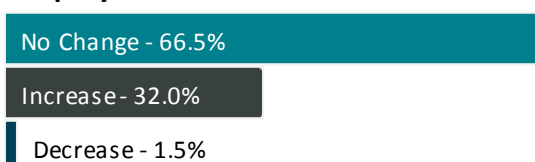
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.8%	18.1%
Childcare Assistance	9.1%	2.0%
Company Vehicle/Mileage	34.6%	8.3%
Employee Assistance Program	20.5%	7.1%
Flex Spending Account	37.0%	8.3%
Profit Sharing/Stock Options	22.0%	4.7%
Relocation/Moving Expense	4.3%	1.2%
Retirement Package	40.6%	9.8%
Shift Differential Pay	12.6%	4.3%
Tuition Assistance	24.0%	5.9%
Uniform Allowance	39.0%	9.8%
Wellness Program	10.2%	4.7%

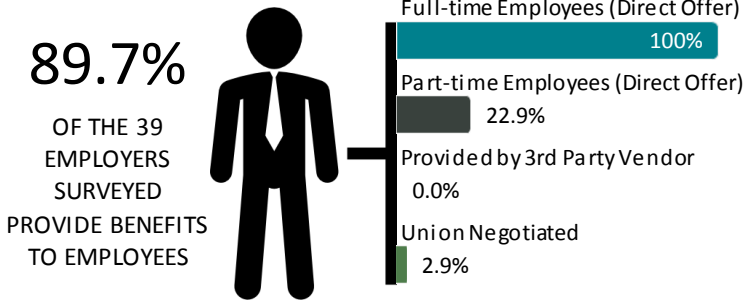
### Employee Healthcare Plan Contribution Change





In July 2018, 132 employers in the Information Industry, operating 163 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 39 responses, yielding a 29.5 percent response rate.

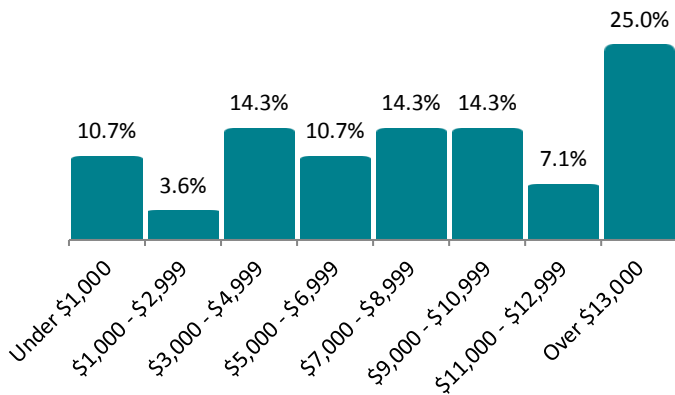
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	57.1%	5.7%
Dental Coverage	82.9%	11.4%
Life Insurance	68.6%	8.6%
Long-Term Disability	57.1%	8.6%
Medical Insurance	91.4%	11.4%
Prescription Drug Coverage	85.7%	14.3%
Short-Term Disability	51.4%	11.4%
Vision Coverage	60.0%	8.6%

### Average Annual Benefit Package Cost Per Employee

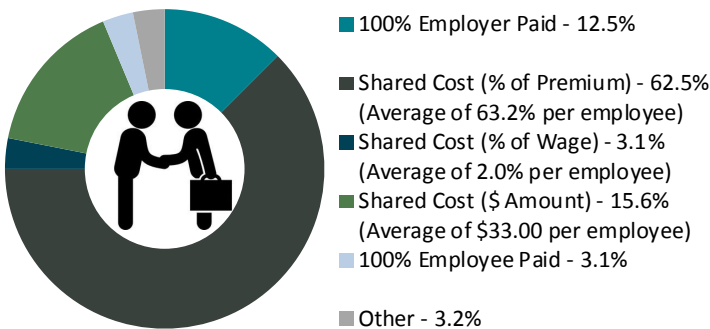


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.9%	8.6%
Maternity/Paternity Leave	45.7%	2.9%
Paid Holidays - 8.0 Days Annually	71.4%	5.7%
Paid Sick Leave - 8.4 Days Annually	45.7%	8.6%
Paid Vacation - 9.5 Days Annually	48.6%	8.6%
Paid-Time-Off (PTO) - 11.5 Days Annually	65.7%	11.4%
Personal Days/Floating Holidays	42.9%	5.7%
Training Leave	14.3%	0.0%

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

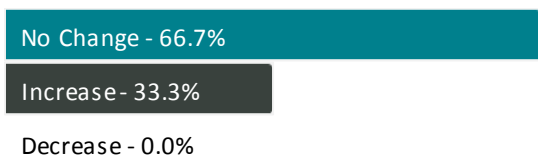
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.3%	8.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	45.7%	11.4%
Employee Assistance Program	31.4%	8.6%
Flex Spending Account	45.7%	11.4%
Profit Sharing/Stock Options	22.9%	5.7%
Relocation/Moving Expense	5.7%	0.0%
Retirement Package	14.3%	5.7%
Shift Differential Pay	8.6%	0.0%
Tuition Assistance	20.0%	0.0%
Uniform Allowance	17.1%	0.0%
Wellness Program	25.7%	5.7%

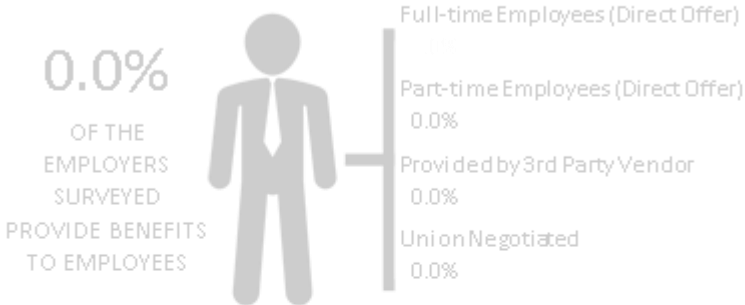
### Employee Healthcare Plan Contribution Change





# MANAGEMENT

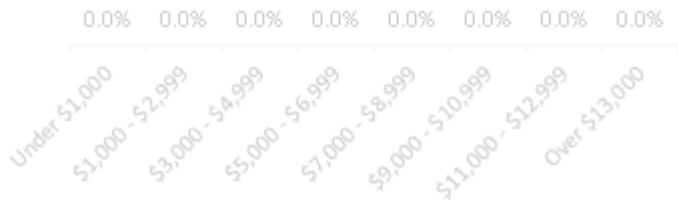
## Benefits Offered to Employees



## Insurance Benefits Offered by Employers

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

## Average Annual Benefit Package Cost Per Employee



## Paid Leave Offered by Employers

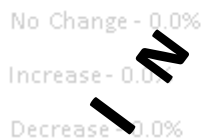
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

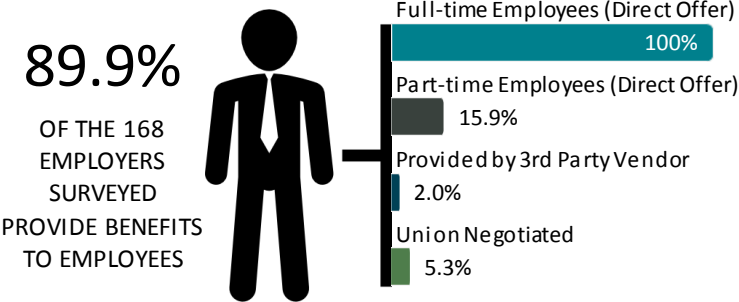
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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

INSUFFICIENT DATA TO REPORT



In July 2018, 413 employers in the Manufacturing Industry, operating 462 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 168 responses, yielding a 40.7 percent response rate.

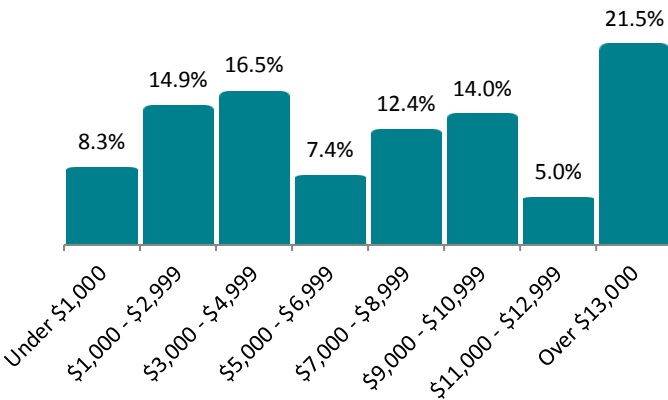
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	54.3%	4.6%
Dental Coverage	65.6%	7.3%
Life Insurance	62.9%	5.3%
Long-Term Disability	49.0%	4.6%
Medical Insurance	82.8%	7.9%
Prescription Drug Coverage	73.5%	7.3%
Short-Term Disability	49.7%	5.3%
Vision Coverage	45.7%	6.0%

### Average Annual Benefit Package Cost Per Employee

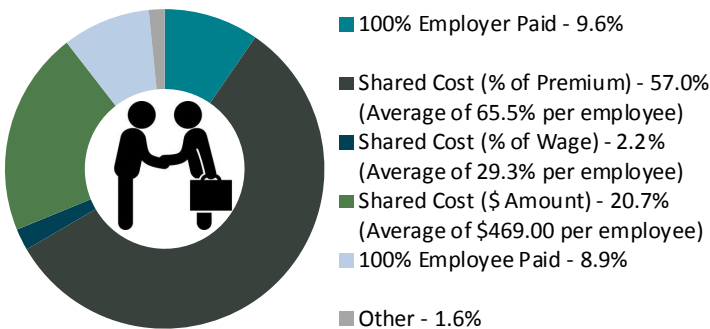


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.9%	8.6%
Maternity/Paternity Leave	21.2%	0.7%
Paid Holidays - 7.9 Days Annually	84.1%	8.6%
Paid Sick Leave - 5.8 Days Annually	32.5%	2.6%
Paid Vacation - 7.6 Days Annually	60.3%	5.3%
Paid-Time-Off (PTO) - 10.2 Days Annually	51.0%	6.0%
Personal Days/Floating Holidays	30.5%	2.6%
Training Leave	8.6%	0.0%

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

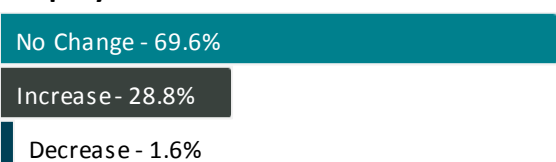
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.6%	4.6%
Childcare Assistance	1.3%	0.0%
Company Vehicle/Mileage	32.5%	3.3%
Employee Assistance Program	36.4%	4.0%
Flex Spending Account	41.1%	6.6%
Profit Sharing/Stock Options	22.5%	5.3%
Relocation/Moving Expense	16.6%	1.3%
Retirement Package	21.9%	2.0%
Shift Differential Pay	22.5%	2.6%
Tuition Assistance	23.8%	2.0%
Uniform Allowance	33.1%	4.0%
Wellness Program	18.5%	2.0%

### Employee Healthcare Plan Contribution Change



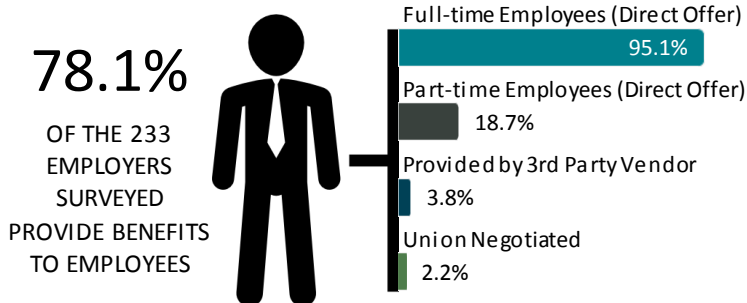




## PERSONAL SERVICES

In July 2018, 580 employers in the Personal Services Industry, operating 675 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 233 responses, yielding a 40.2 percent response rate.

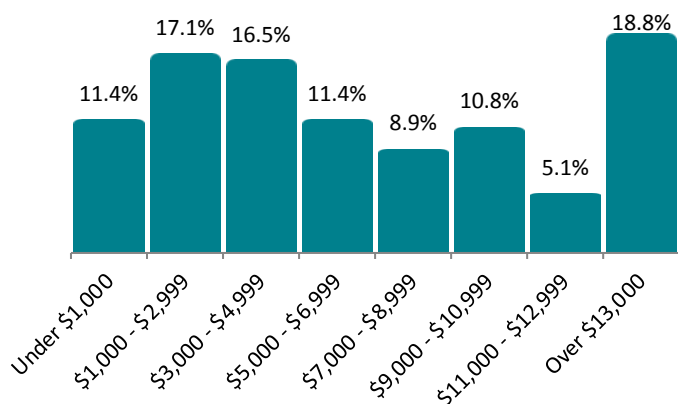
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.3%	4.9%
Dental Coverage	57.7%	6.0%
Life Insurance	47.8%	4.9%
Long-Term Disability	34.6%	4.4%
Medical Insurance	85.7%	9.3%
Prescription Drug Coverage	60.4%	7.6%
Short-Term Disability	33.5%	3.8%
Vision Coverage	33.0%	4.4%

### Average Annual Benefit Package Cost Per Employee

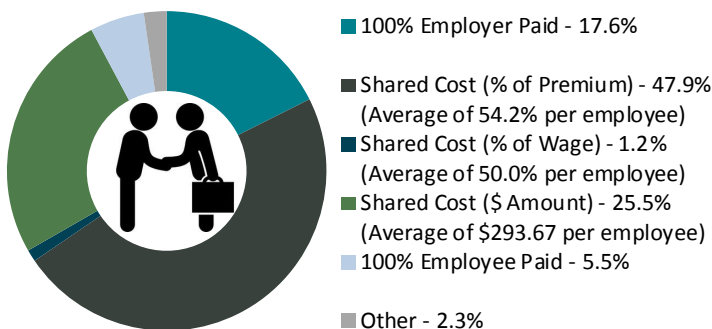


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	53.3%	8.8%
Maternity/Paternity Leave	25.3%	4.4%
Paid Holidays - 7.1 Days Annually	71.4%	11.0%
Paid Sick Leave - 8.6 Days Annually	42.9%	6.6%
Paid Vacation - 7.9 Days Annually	68.1%	7.7%
Paid-Time-Off (PTO) - 10.4 Days Annually	39.6%	8.2%
Personal Days/Floating Holidays	29.7%	6.0%
Training Leave	16.5%	3.8%

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

### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.1%	9.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	31.9%	3.3%
Employee Assistance Program	11.0%	2.7%
Flex Spending Account	24.7%	3.3%
Profit Sharing/Stock Options	10.4%	1.1%
Relocation/Moving Expense	1.1%	0.0%
Retirement Package	25.3%	4.4%
Shift Differential Pay	2.2%	0.0%
Tuition Assistance	13.7%	1.1%
Uniform Allowance	29.1%	1.6%
Wellness Program	8.8%	0.5%

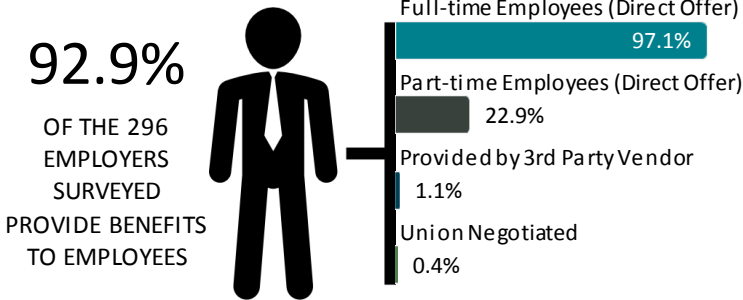
### Employee Healthcare Plan Contribution Change





In July 2018, 778 employers in the Professional & Technical Services Industry, operating 809 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 296 responses, yielding a 38.0 percent response rate.

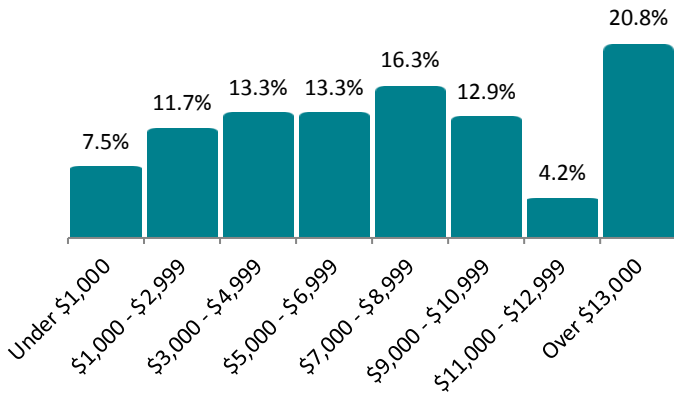
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	42.9%	4.7%
Dental Coverage	65.5%	7.6%
Life Insurance	55.3%	7.6%
Long-Term Disability	47.3%	6.9%
Medical Insurance	81.5%	7.3%
Prescription Drug Coverage	68.4%	5.5%
Short-Term Disability	40.4%	5.8%
Vision Coverage	41.1%	5.8%

**Average Annual Benefit Package Cost Per Employee**

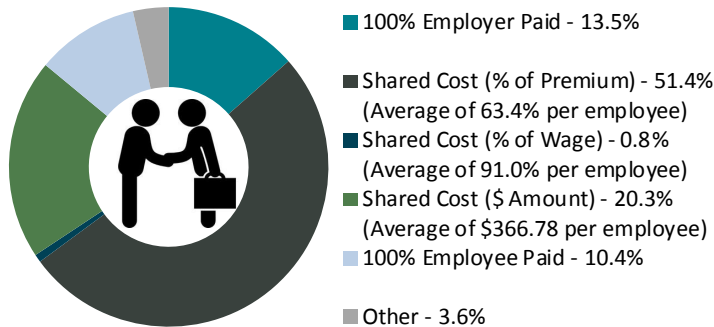


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.5%	10.5%
Maternity/Paternity Leave	43.3%	4.7%
Paid Holidays - 7.3 Days Annually	86.9%	13.1%
Paid Sick Leave - 6.2 Days Annually	44.0%	6.5%
Paid Vacation - 9.3 Days Annually	52.7%	6.9%
Paid-Time-Off (PTO) - 11.5 Days Annually	69.8%	10.5%
Personal Days/Floating Holidays	37.5%	5.5%
Training Leave	21.8%	4.7%

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

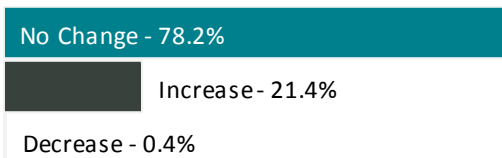
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	78.9%	14.2%
Childcare Assistance	2.9%	0.7%
Company Vehicle/Mileage	49.8%	9.5%
Employee Assistance Program	13.5%	2.5%
Flex Spending Account	39.3%	6.9%
Profit Sharing/Stock Options	29.5%	4.4%
Relocation/Moving Expense	12.7%	0.7%
Retirement Package	35.3%	8.7%
Shift Differential Pay	2.2%	0.4%
Tuition Assistance	21.1%	4.0%
Uniform Allowance	16.0%	4.4%
Wellness Program	9.5%	2.2%

**Employee Healthcare Plan Contribution Change**

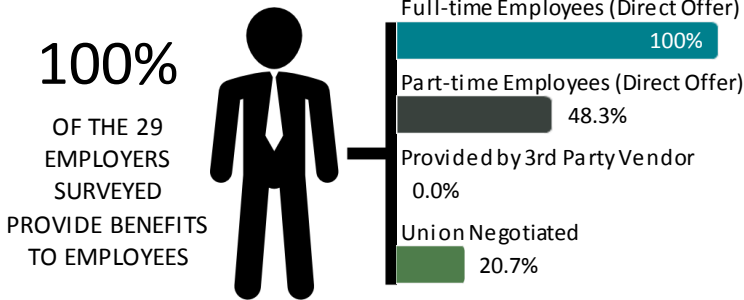




## PUBLIC ADMINISTRATION

In July 2018, 58 employers in the Public Administration Industry, operating 106 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 50.0 percent response rate.

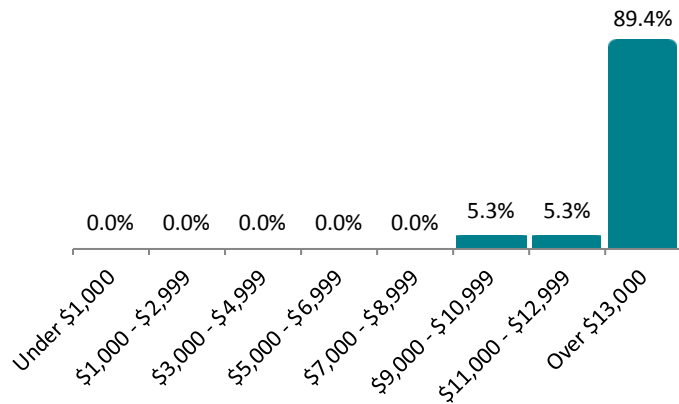
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	65.5%	17.2%
Dental Coverage	72.4%	31.0%
Life Insurance	79.3%	17.2%
Long-Term Disability	69.0%	20.7%
Medical Insurance	79.3%	31.0%
Prescription Drug Coverage	86.2%	37.9%
Short-Term Disability	34.5%	10.3%
Vision Coverage	51.7%	20.7%

### Average Annual Benefit Package Cost Per Employee

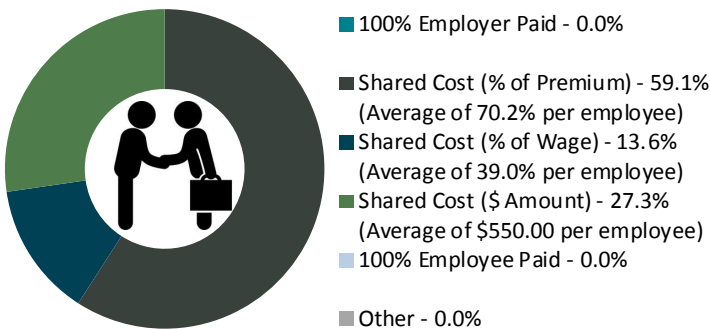


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	79.3%	27.6%
Maternity/Paternity Leave	48.3%	24.1%
Paid Holidays - 9.8 Days Annually	79.3%	31.0%
Paid Sick Leave - 14.2 Days Annually	79.3%	31.0%
Paid Vacation - 11.6 Days Annually	79.3%	31.0%
Paid-Time-Off (PTO) - 25 Days Annually	27.6%	6.9%
Personal Days/Floating Holidays	51.7%	10.3%
Training Leave	20.7%	3.4%

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

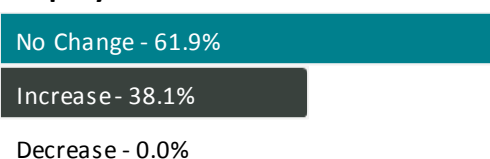
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	17.2%	6.9%
Childcare Assistance	6.9%	6.9%
Company Vehicle/Mileage	48.3%	13.8%
Employee Assistance Program	65.5%	24.1%
Flex Spending Account	65.5%	17.2%
Profit Sharing/Stock Options	6.9%	3.4%
Relocation/Moving Expense	13.8%	3.4%
Retirement Package	62.1%	24.1%
Shift Differential Pay	17.2%	6.9%
Tuition Assistance	17.2%	3.4%
Uniform Allowance	20.7%	0.0%
Wellness Program	34.5%	17.2%

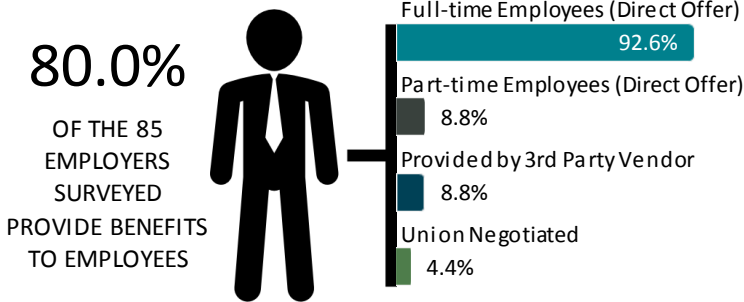
### Employee Healthcare Plan Contribution Change





In July 2018, 292 employers in the Transportation & Warehousing Industry, operating 328 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 85 responses, yielding a 29.1 percent response rate.

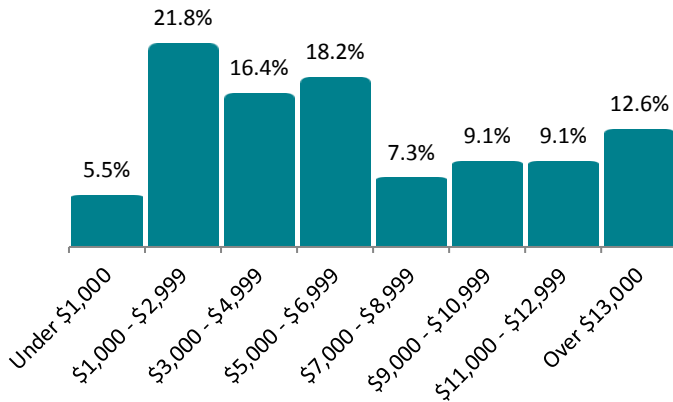
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	35.3%	4.4%
Dental Coverage	50.0%	4.4%
Life Insurance	41.2%	5.9%
Long-Term Disability	26.5%	2.9%
Medical Insurance	77.9%	1.5%
Prescription Drug Coverage	55.8%	3.0%
Short-Term Disability	30.9%	2.9%
Vision Coverage	39.7%	2.9%

**Average Annual Benefit Package Cost Per Employee**

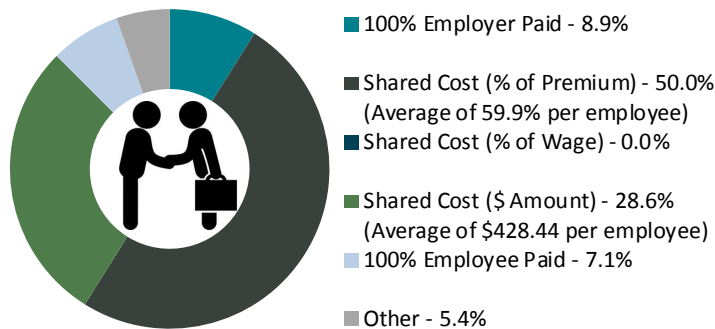


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.6%	5.9%
Maternity/Paternity Leave	22.1%	4.4%
Paid Holidays - 6.6 Days Annually	67.6%	7.4%
Paid Sick Leave - 5.7 Days Annually	26.5%	4.4%
Paid Vacation - 6.2 Days Annually	58.8%	2.9%
Paid-Time-Off (PTO) - 7.7 Days Annually	44.1%	4.4%
Personal Days/Floating Holidays	22.1%	4.4%
Training Leave	8.8%	2.9%

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

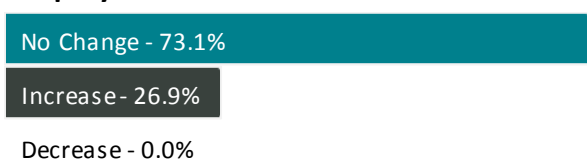
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	55.9%	4.4%
Childcare Assistance	2.9%	0.0%
Company Vehicle/Mileage	25.0%	4.4%
Employee Assistance Program	17.6%	2.9%
Flex Spending Account	30.9%	4.4%
Profit Sharing/Stock Options	13.2%	1.5%
Relocation/Moving Expense	4.4%	1.5%
Retirement Package	26.5%	4.4%
Shift Differential Pay	10.3%	4.4%
Tuition Assistance	11.8%	1.5%
Uniform Allowance	23.5%	1.5%
Wellness Program	10.3%	1.5%

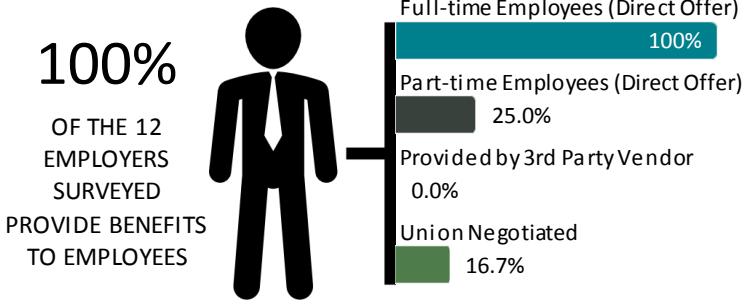
**Employee Healthcare Plan Contribution Change**





In July 2018, 16 employers in the Utilities Industry, operating 26 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 12 responses, yielding a 75.0 percent response rate.

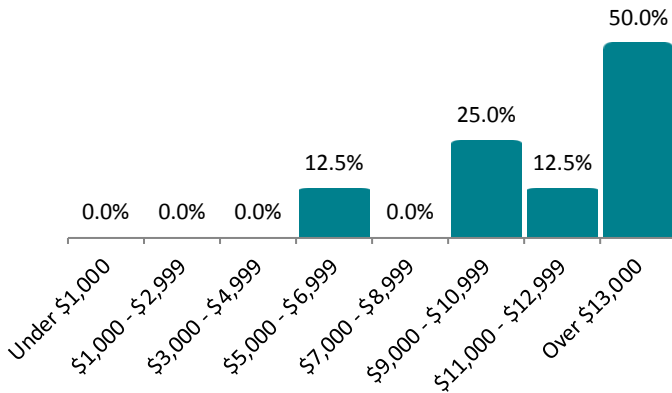
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	0.0%
Dental Coverage	58.3%	0.0%
Life Insurance	75.0%	8.3%
Long-Term Disability	50.0%	0.0%
Medical Insurance	83.3%	8.3%
Prescription Drug Coverage	75.0%	0.0%
Short-Term Disability	50.0%	0.0%
Vision Coverage	41.7%	0.0%

**Average Annual Benefit Package Cost Per Employee**

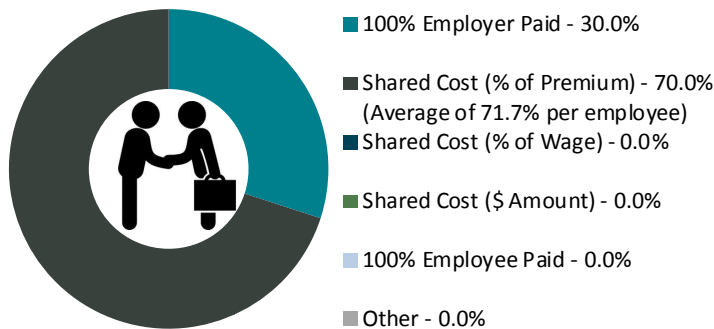


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	83.3%	8.3%
Maternity/Paternity Leave	33.3%	0.0%
Paid Holidays - 8.7 Days Annually	83.3%	8.3%
Paid Sick Leave - 8.5 Days Annually	66.7%	16.7%
Paid Vacation - 4.6 Days Annually	75.0%	16.7%
Paid-Time-Off (PTO) - 10 Days Annually	33.3%	8.3%
Personal Days/Floating Holidays	75.0%	8.3%
Training Leave	25.0%	0.0%

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

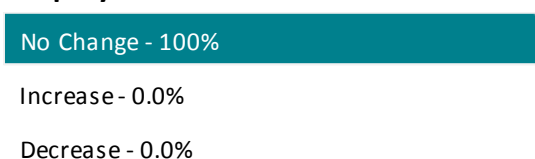
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	50.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	58.3%	0.0%
Employee Assistance Program	33.3%	0.0%
Flex Spending Account	50.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	16.7%	0.0%
Retirement Package	25.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	41.7%	0.0%
Uniform Allowance	58.3%	8.3%
Wellness Program	16.7%	0.0%

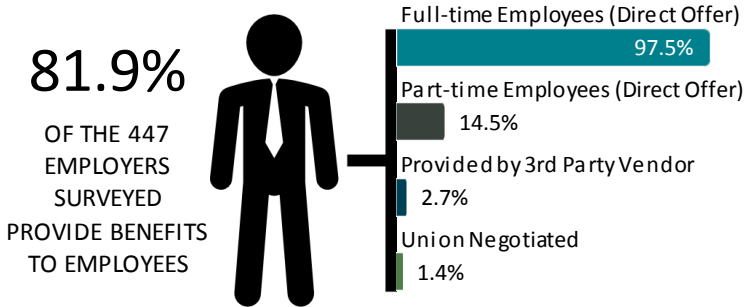
**Employee Healthcare Plan Contribution Change**





In July 2018, 1,435 employers in the Wholesale & Retail Trade Industry, operating 2,330 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 447 responses, yielding a 31.1 percent response rate.

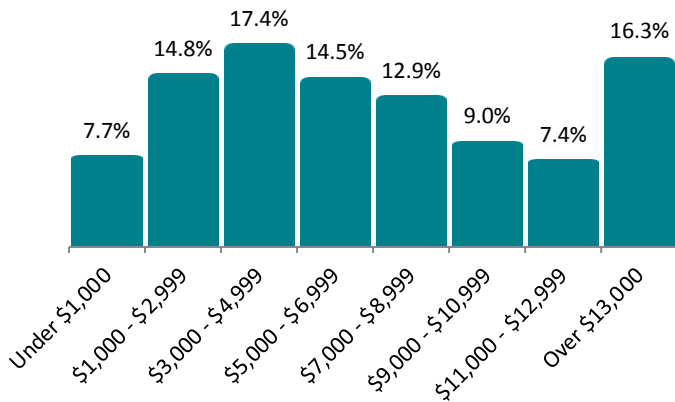
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.6%	2.5%
Dental Coverage	61.7%	4.4%
Life Insurance	57.7%	3.6%
Long-Term Disability	45.6%	2.5%
Medical Insurance	86.1%	6.3%
Prescription Drug Coverage	67.5%	4.1%
Short-Term Disability	42.3%	3.3%
Vision Coverage	39.6%	3.0%

**Average Annual Benefit Package Cost Per Employee**

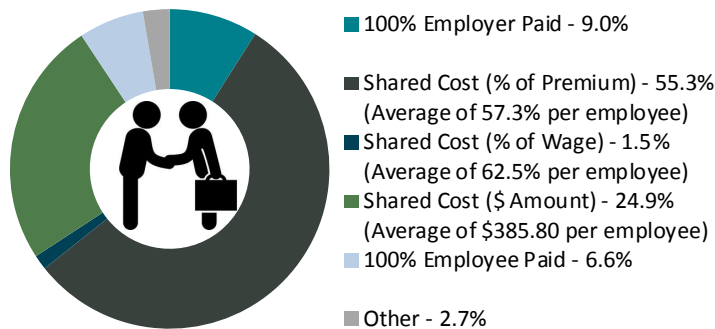


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.3%	6.6%
Maternity/Paternity Leave	28.4%	1.9%
Paid Holidays - 6.6 Days Annually	77.9%	7.1%
Paid Sick Leave - 4.8 Days Annually	42.6%	3.6%
Paid Vacation - 7.8 Days Annually	65.3%	4.9%
Paid-Time-Off (PTO) - 7.3 Days Annually	52.5%	5.5%
Personal Days/Floating Holidays	27.0%	3.0%
Training Leave	14.5%	1.6%

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

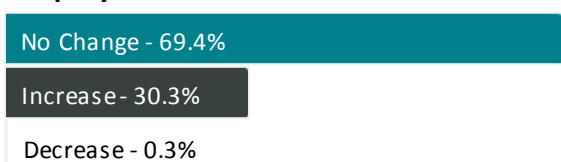
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	68.3%	7.1%
Childcare Assistance	1.9%	0.3%
Company Vehicle/Mileage	45.1%	1.1%
Employee Assistance Program	16.9%	3.0%
Flex Spending Account	35.5%	1.6%
Profit Sharing/Stock Options	20.5%	2.2%
Relocation/Moving Expense	5.7%	0.0%
Retirement Package	23.2%	1.4%
Shift Differential Pay	6.0%	1.1%
Tuition Assistance	15.0%	0.8%
Uniform Allowance	33.1%	4.1%
Wellness Program	10.4%	0.5%

**Employee Healthcare Plan Contribution Change**





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