

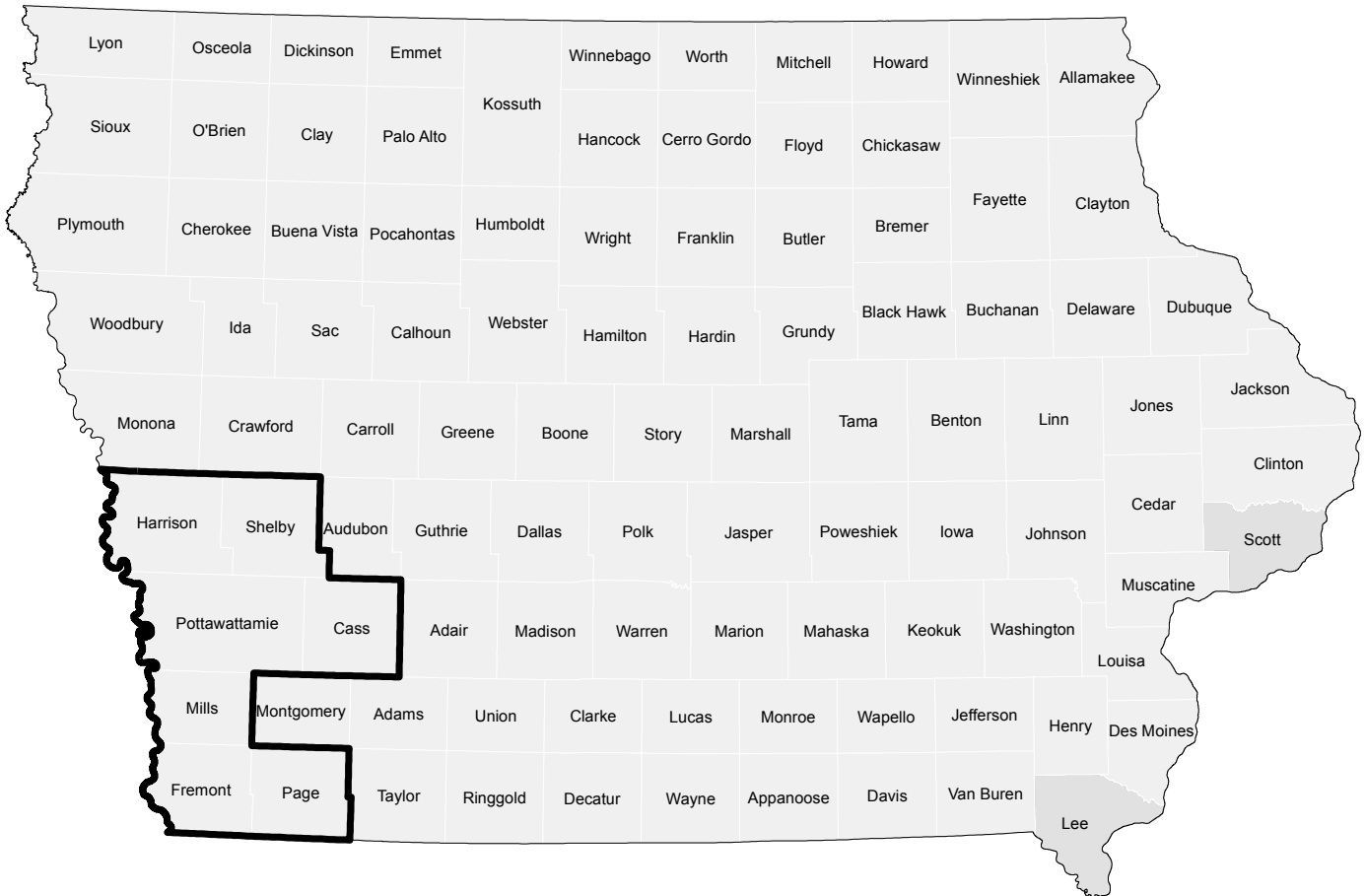


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 13**  
**RELEASED 2019**

CASS, FREMONT, HARRISON, MILLS, PAGE,  
POTTAWATTAMIE AND SHELBY COUNTIES

**Counties within Iowa Workforce Development Region 13 included within this analysis:**

- Cass
- Fremont
- Harrison
- Mills
- Page
- Pottawattamie
- Shelby



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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



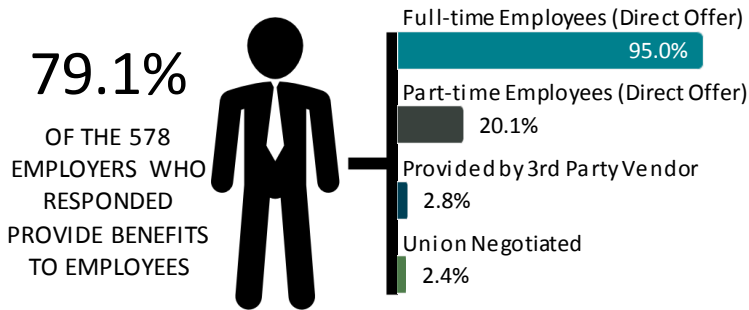
## INTRODUCTION

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.

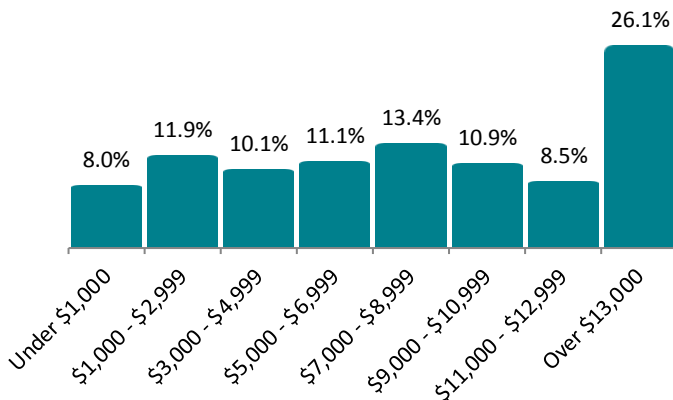
Beginning in July 2018, 1,616 employers operating 1,989 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 578 responses, yielding a 35.8 percent response rate.



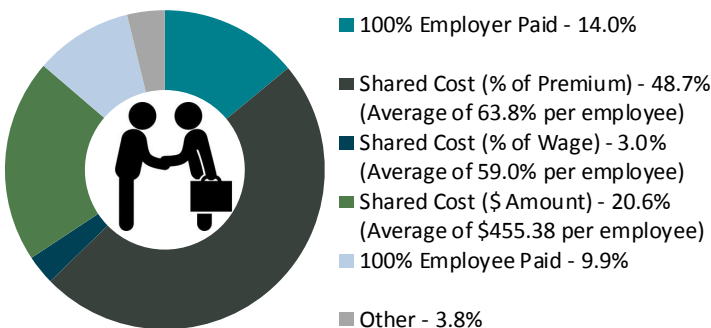
### Benefits Offered to Employees



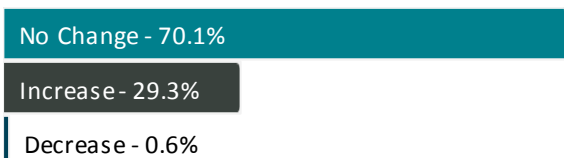
### Average Annual Benefit Package Cost Per Employee



### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



## OVERALL BENEFITS INFORMATION

### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.5%	6.8%
Dental Coverage	56.9%	8.5%
Life Insurance	58.0%	8.3%
Long-Term Disability	41.1%	5.3%
Medical Insurance	78.3%	9.0%
Prescription Drug Coverage	68.7%	7.7%
Short-Term Disability	38.5%	5.3%
Vision Coverage	42.2%	6.8%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.6%	11.2%
Maternity/Paternity Leave	28.7%	4.2%
Paid Holidays - 7.1 Days Annually	75.1%	10.7%
Paid Sick Leave - 7.3 Days Annually	43.8%	7.7%
Paid Vacation - 7.8 Days Annually	65.9%	9.0%
Paid-Time-Off (PTO) - 9.6 Days Annually	47.9%	8.1%
Personal Days/Floating Holidays	33.9%	4.2%
Training Leave	15.3%	2.4%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	62.8%	7.7%
Childcare Assistance	2.4%	0.9%
Company Vehicle/Mileage	40.3%	4.6%
Employee Assistance Program	19.5%	4.4%
Flex Spending Account	31.5%	4.6%
Profit Sharing/Stock Options	16.0%	2.6%
Relocation/Moving Expense	6.8%	1.1%
Retirement Package	35.7%	7.0%
Shift Differential Pay	12.0%	2.6%
Tuition Assistance	18.6%	3.3%
Uniform Allowance	33.0%	2.6%
Wellness Program	13.8%	3.9%

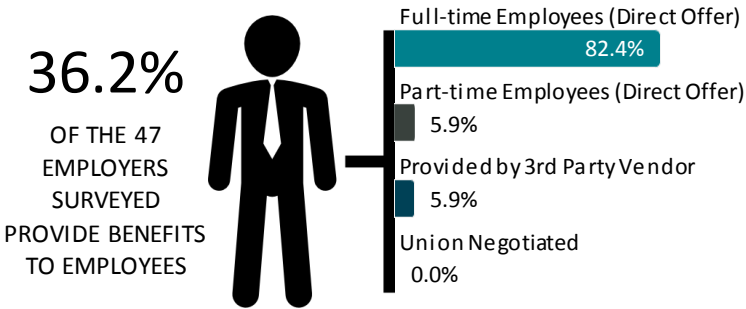
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In July 2018, 212 employers in the Accommodation & Food Services Industry, operating 254 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 47 responses, yielding a 22.2 percent response rate.

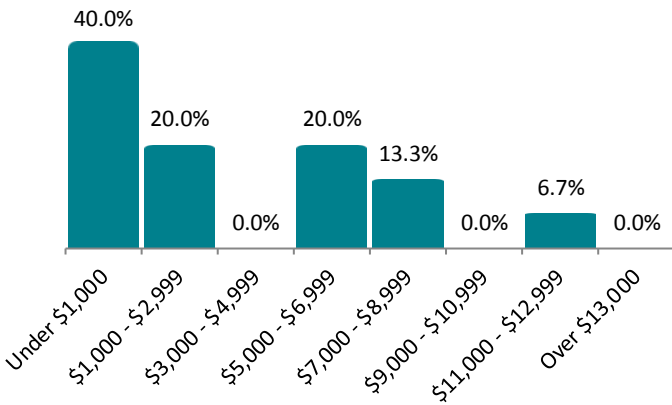
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	35.3%	0.0%
Dental Coverage	64.7%	0.0%
Life Insurance	47.1%	0.0%
Long-Term Disability	11.8%	0.0%
Medical Insurance	76.5%	0.0%
Prescription Drug Coverage	58.8%	0.0%
Short-Term Disability	23.5%	0.0%
Vision Coverage	58.8%	0.0%

### Average Annual Benefit Package Cost Per Employee

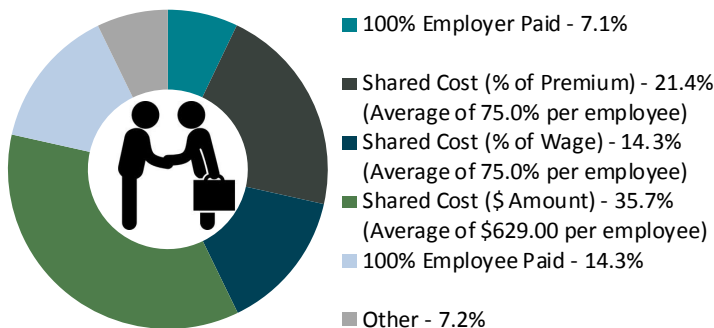


### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	35.3%	0.0%
Maternity/Paternity Leave	5.9%	0.0%
Paid Holidays - 3.8 Days Annually	23.5%	5.9%
Paid Sick Leave - 3.3 Days Annually	17.6%	0.0%
Paid Vacation - 5.1 Days Annually	52.9%	5.9%
Paid-Time-Off (PTO) - 7.2 Days Annually	41.2%	5.9%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	5.9%	0.0%

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

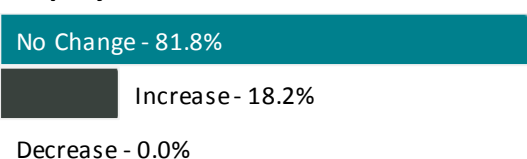
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	58.8%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	5.9%	0.0%
Employee Assistance Program	11.8%	0.0%
Flex Spending Account	11.8%	0.0%
Profit Sharing/Stock Options	23.5%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	11.8%	0.0%
Shift Differential Pay	5.9%	0.0%
Tuition Assistance	11.8%	0.0%
Uniform Allowance	29.4%	0.0%
Wellness Program	5.9%	0.0%

### Employee Healthcare Plan Contribution Change

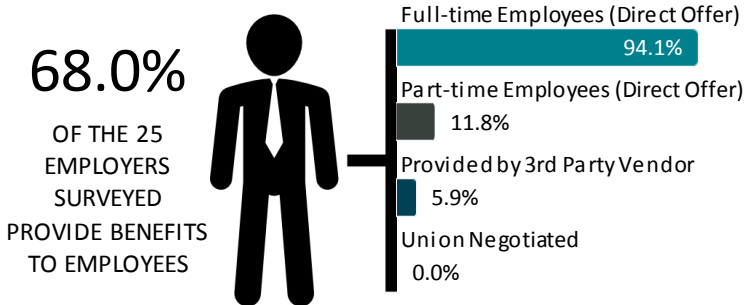




## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 74 employers in the Administrative & Waste Services Industry, operating 84 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 25 responses, yielding a 33.8 percent response rate.

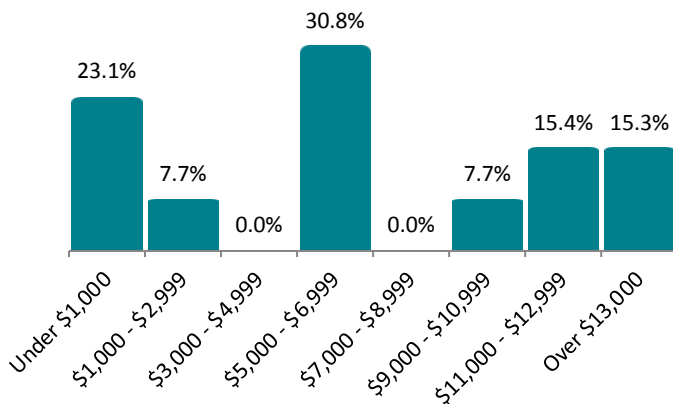
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.1%	0.0%
Dental Coverage	64.7%	0.0%
Life Insurance	58.8%	5.9%
Long-Term Disability	23.5%	0.0%
Medical Insurance	94.1%	5.9%
Prescription Drug Coverage	82.3%	0.0%
Short-Term Disability	41.2%	5.9%
Vision Coverage	47.1%	0.0%

### Average Annual Benefit Package Cost Per Employee

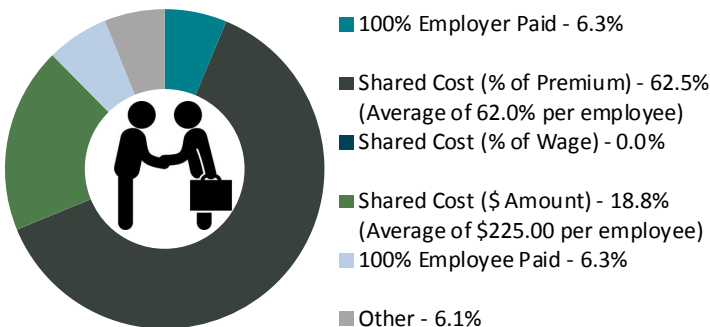


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.7%	0.0%
Maternity/Paternity Leave	17.6%	0.0%
Paid Holidays - 6.9 Days Annually	82.4%	5.9%
Paid Sick Leave - 5.3 Days Annually	17.6%	5.9%
Paid Vacation - 8.0 Days Annually	47.1%	5.9%
Paid-Time-Off (PTO) - 8.3 Days Annually	47.1%	0.0%
Personal Days/Floating Holidays	23.5%	0.0%
Training Leave	5.9%	0.0%

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

### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

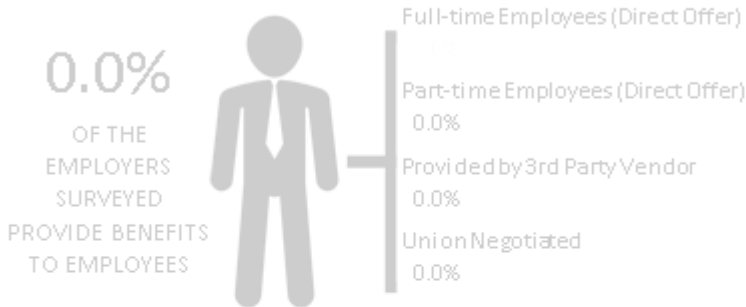
	Full-Time Positions	Part-Time Positions
Bonuses	52.9%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	52.9%	0.0%
Employee Assistance Program	23.5%	0.0%
Flex Spending Account	35.3%	0.0%
Profit Sharing/Stock Options	5.9%	0.0%
Relocation/Moving Expense	17.6%	0.0%
Retirement Package	11.8%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	17.6%	0.0%
Uniform Allowance	17.6%	0.0%
Wellness Program	5.9%	0.0%

### Employee Healthcare Plan Contribution Change





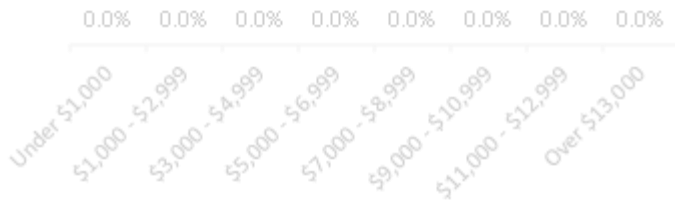
**Benefits Offered to Employees**



**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**

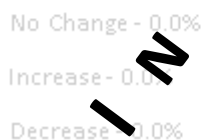
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

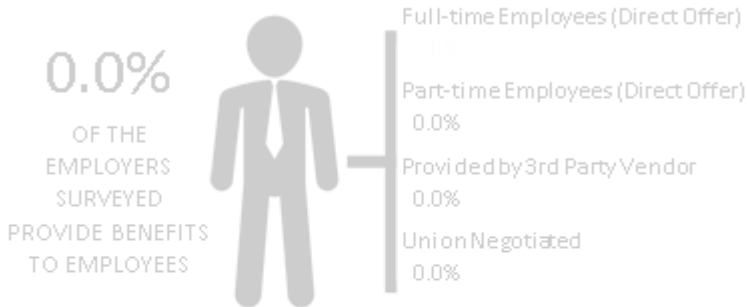
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift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





# ARTS, ENTERTAINMENT & RECREATION

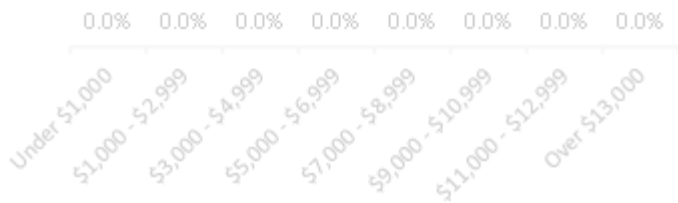
## Benefits Offered to Employees



## Insurance Benefits Offered by Employers

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

## Average Annual Benefit Package Cost Per Employee



## Paid Leave Offered by Employers

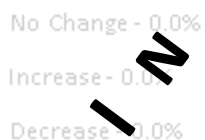
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

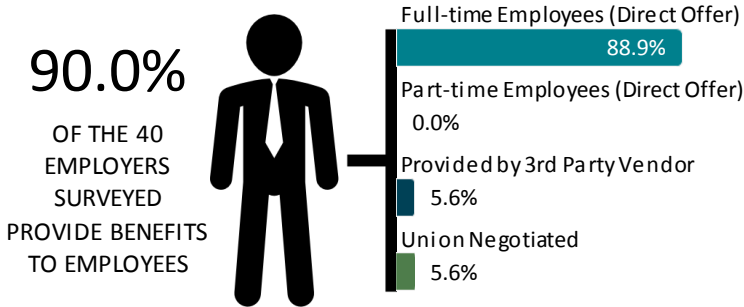
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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

INSUFFICIENT DATA TO REPORT



In July 2018, 135 employers in the Construction Industry, operating 135 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 40 responses, yielding a 29.6 percent response rate.

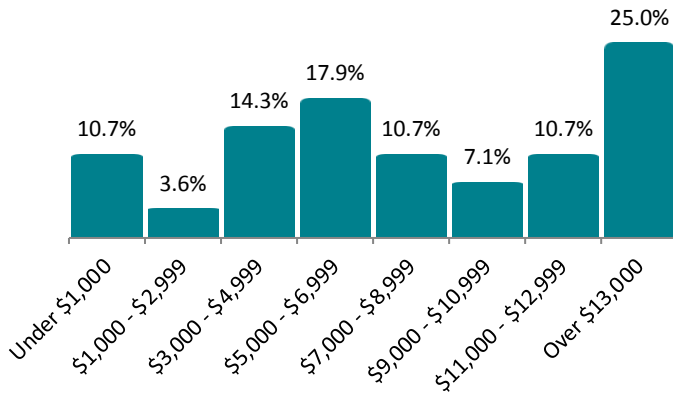
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.0%	0.0%
Dental Coverage	36.1%	0.0%
Life Insurance	36.1%	0.0%
Long-Term Disability	16.7%	0.0%
Medical Insurance	66.7%	0.0%
Prescription Drug Coverage	55.6%	0.0%
Short-Term Disability	27.8%	0.0%
Vision Coverage	25.0%	0.0%

### Average Annual Benefit Package Cost Per Employee

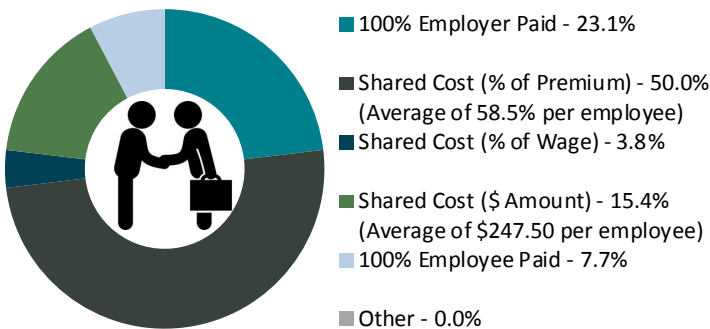


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	27.8%	0.0%
Maternity/Paternity Leave	11.1%	0.0%
Paid Holidays - 5.8 Days Annually	69.4%	0.0%
Paid Sick Leave - 4.0 Days Annually	19.4%	0.0%
Paid Vacation - 6.8 Days Annually	69.4%	0.0%
Paid-Time-Off (PTO) - 4.0 Days Annually	25.0%	0.0%
Personal Days/Floating Holidays	19.4%	0.0%
Training Leave	2.8%	0.0%

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

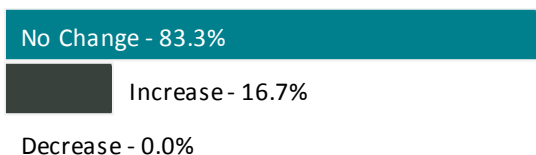
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	58.3%	0.0%
Childcare Assistance	5.6%	0.0%
Company Vehicle/Mileage	38.9%	0.0%
Employee Assistance Program	13.9%	0.0%
Flex Spending Account	19.4%	0.0%
Profit Sharing/Stock Options	16.7%	0.0%
Relocation/Moving Expense	2.8%	0.0%
Retirement Package	30.6%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	5.6%	0.0%
Uniform Allowance	38.9%	0.0%
Wellness Program	2.8%	0.0%

### Employee Healthcare Plan Contribution Change

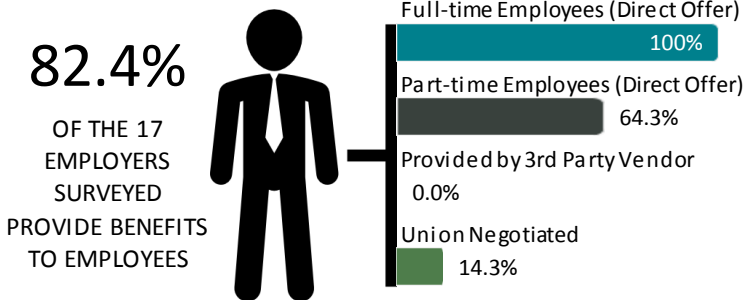




## EDUCATIONAL SERVICES

In July 2018, 36 employers in the Educational Services Industry, operating 73 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 17 responses, yielding a 47.2 percent response rate.

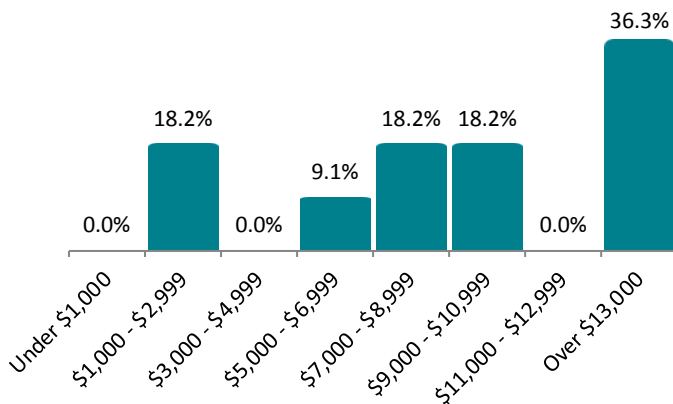
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	85.7%	35.7%
Dental Coverage	85.7%	35.7%
Life Insurance	85.7%	35.7%
Long-Term Disability	85.7%	42.9%
Medical Insurance	85.7%	35.7%
Prescription Drug Coverage	85.7%	28.6%
Short-Term Disability	21.4%	7.1%
Vision Coverage	71.4%	35.7%

### Average Annual Benefit Package Cost Per Employee

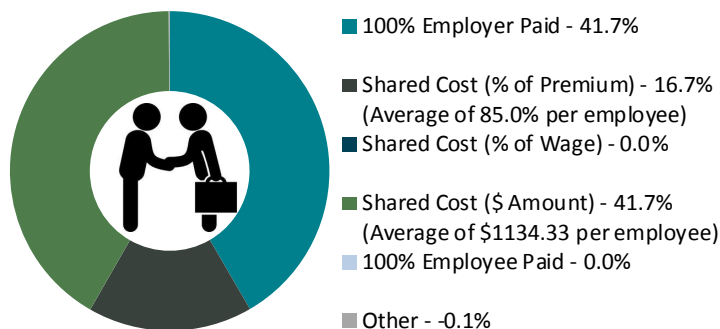


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	85.7%	50.0%
Maternity/Paternity Leave	28.6%	14.3%
Paid Holidays - 8.0 Days Annually	85.7%	35.7%
Paid Sick Leave - 12.8 Days Annually	78.6%	50.0%
Paid Vacation - 9.9 Days Annually	78.6%	28.6%
Paid-Time-Off (PTO) - 25 Days Annually	21.4%	14.3%
Personal Days/Floating Holidays	71.4%	50.0%
Training Leave	35.7%	14.3%

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

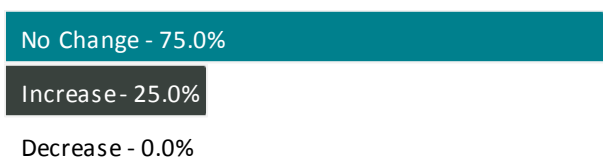
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	42.9%	7.1%
Employee Assistance Program	28.6%	7.1%
Flex Spending Account	71.4%	21.4%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	14.3%	7.1%
Retirement Package	57.1%	21.4%
Shift Differential Pay	7.1%	0.0%
Tuition Assistance	42.9%	7.1%
Uniform Allowance	7.1%	0.0%
Wellness Program	7.1%	0.0%

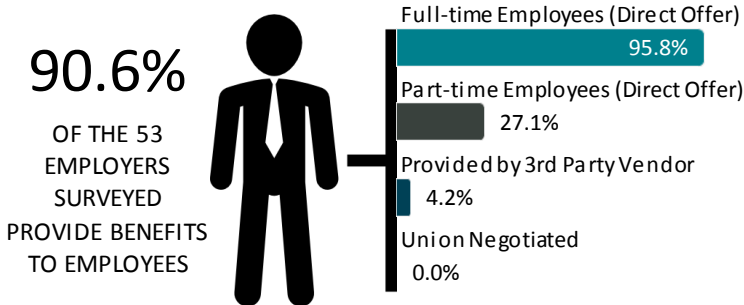
### Employee Healthcare Plan Contribution Change





In July 2018, 108 employers in the Finance, Insurance & Real Estate Industry, operating 145 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 53 responses, yielding a 49.1 percent response rate.

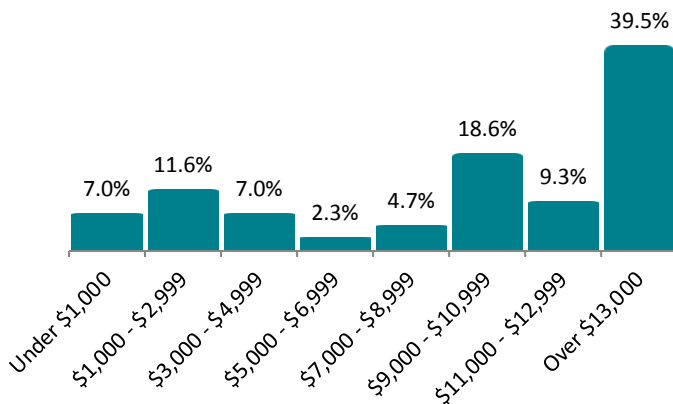
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.3%	10.4%
Dental Coverage	66.7%	10.4%
Life Insurance	72.9%	12.5%
Long-Term Disability	64.6%	12.5%
Medical Insurance	85.4%	10.4%
Prescription Drug Coverage	79.2%	10.4%
Short-Term Disability	50.0%	8.3%
Vision Coverage	45.8%	6.3%

### Average Annual Benefit Package Cost Per Employee

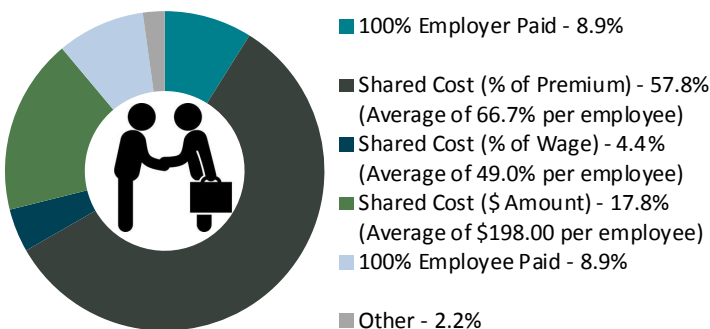


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	81.3%	18.8%
Maternity/Paternity Leave	45.8%	4.2%
Paid Holidays - 8.5 Days Annually	81.3%	12.5%
Paid Sick Leave - 7.5 Days Annually	50.0%	8.3%
Paid Vacation - 8.6 Days Annually	64.6%	12.5%
Paid-Time-Off (PTO) - 12.8 Days Annually	56.3%	10.4%
Personal Days/Floating Holidays	35.4%	2.1%
Training Leave	20.8%	6.3%

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

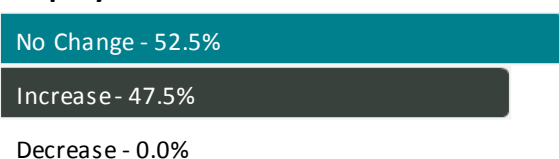
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	83.3%	14.6%
Childcare Assistance	2.1%	2.1%
Company Vehicle/Mileage	47.9%	12.5%
Employee Assistance Program	25.0%	6.3%
Flex Spending Account	50.0%	10.4%
Profit Sharing/Stock Options	25.0%	4.2%
Relocation/Moving Expense	4.2%	0.0%
Retirement Package	33.3%	12.5%
Shift Differential Pay	4.2%	4.2%
Tuition Assistance	29.2%	6.3%
Uniform Allowance	18.8%	2.1%
Wellness Program	22.9%	8.3%

### Employee Healthcare Plan Contribution Change

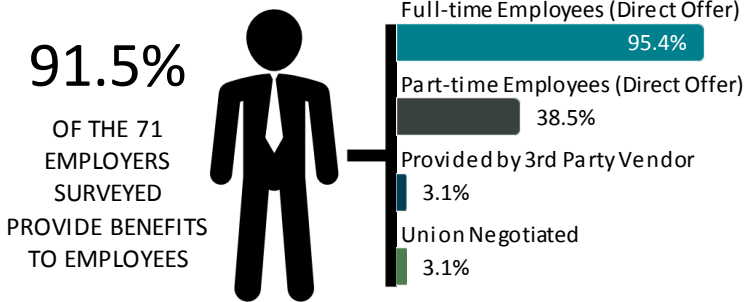




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 203 employers in the Health Care & Social Assistance Industry, operating 269 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 71 responses, yielding a 35.0 percent response rate.

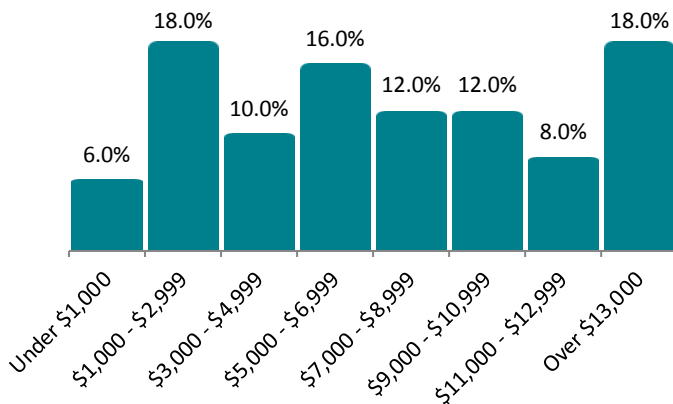
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.3%	16.9%
Dental Coverage	70.8%	24.6%
Life Insurance	56.9%	21.5%
Long-Term Disability	43.1%	9.2%
Medical Insurance	67.7%	20.0%
Prescription Drug Coverage	55.4%	16.9%
Short-Term Disability	40.0%	16.9%
Vision Coverage	56.9%	21.5%

### Average Annual Benefit Package Cost Per Employee

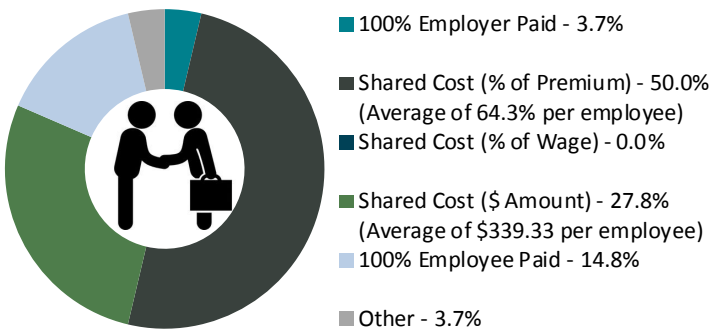


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.9%	24.6%
Maternity/Paternity Leave	35.4%	15.4%
Paid Holidays - 7.0 Days Annually	61.5%	23.1%
Paid Sick Leave - 7.9 Days Annually	41.5%	15.4%
Paid Vacation - 8.6 Days Annually	55.4%	20.0%
Paid-Time-Off (PTO) - 11.2 Days Annually	66.2%	26.2%
Personal Days/Floating Holidays	29.2%	7.7%
Training Leave	12.3%	4.6%

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

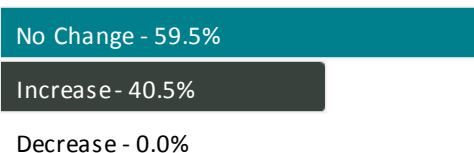
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.0%	21.5%
Childcare Assistance	4.6%	3.1%
Company Vehicle/Mileage	43.1%	13.8%
Employee Assistance Program	23.1%	10.8%
Flex Spending Account	32.3%	10.8%
Profit Sharing/Stock Options	24.6%	7.7%
Relocation/Moving Expense	6.2%	4.6%
Retirement Package	33.8%	15.4%
Shift Differential Pay	23.1%	10.8%
Tuition Assistance	30.8%	12.3%
Uniform Allowance	40.0%	9.2%
Wellness Program	16.9%	9.2%

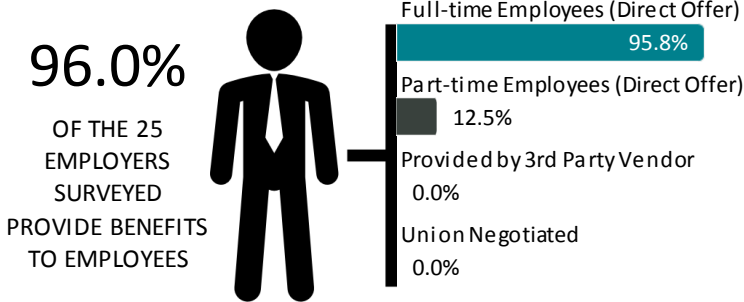
### Employee Healthcare Plan Contribution Change





In July 2018, 32 employers in the Information Industry, operating 35 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 25 responses, yielding a 78.1 percent response rate.

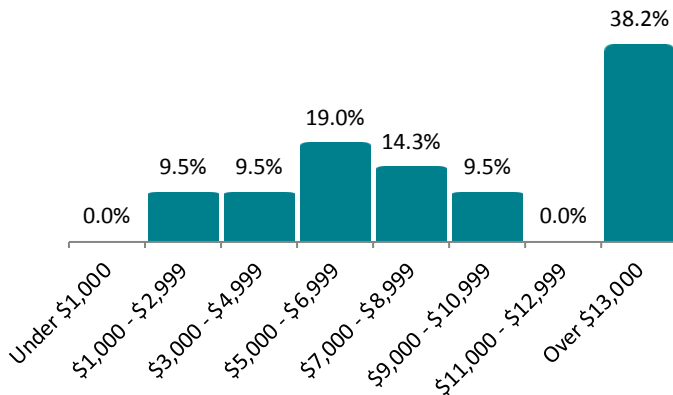
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	70.8%	4.2%
Dental Coverage	83.3%	8.3%
Life Insurance	87.5%	4.2%
Long-Term Disability	75.0%	4.2%
Medical Insurance	79.2%	8.3%
Prescription Drug Coverage	83.3%	4.2%
Short-Term Disability	54.2%	0.0%
Vision Coverage	58.3%	8.3%

### Average Annual Benefit Package Cost Per Employee

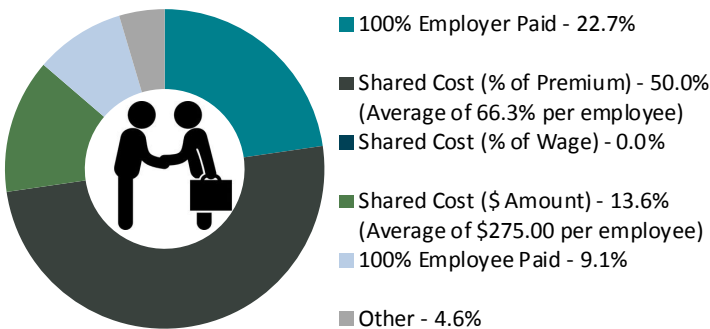


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	79.2%	4.2%
Maternity/Paternity Leave	37.5%	0.0%
Paid Holidays - 7.5 Days Annually	91.7%	4.2%
Paid Sick Leave - 7.9 Days Annually	62.5%	0.0%
Paid Vacation - 9.2 Days Annually	70.8%	0.0%
Paid-Time-Off (PTO) - 10.4 Days Annually	54.2%	4.2%
Personal Days/Floating Holidays	41.7%	0.0%
Training Leave	29.2%	0.0%

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

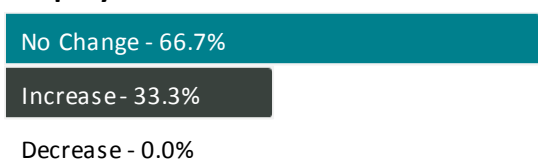
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

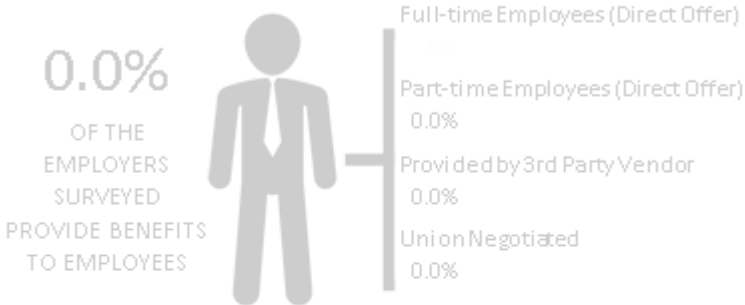
	Full-Time Positions	Part-Time Positions
Bonuses	70.8%	4.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	54.2%	0.0%
Employee Assistance Program	12.5%	0.0%
Flex Spending Account	33.3%	0.0%
Profit Sharing/Stock Options	12.5%	0.0%
Relocation/Moving Expense	12.5%	0.0%
Retirement Package	41.7%	0.0%
Shift Differential Pay	4.2%	0.0%
Tuition Assistance	12.5%	0.0%
Uniform Allowance	37.5%	0.0%
Wellness Program	25.0%	0.0%

### Employee Healthcare Plan Contribution Change





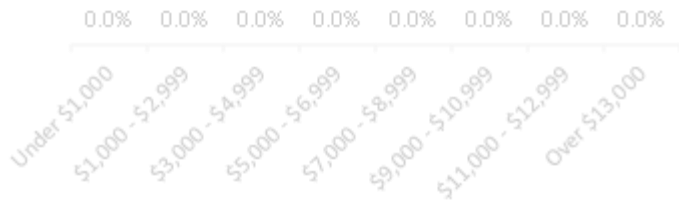
**Benefits Offered to Employees**



**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**

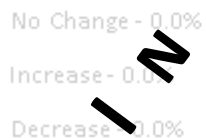
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

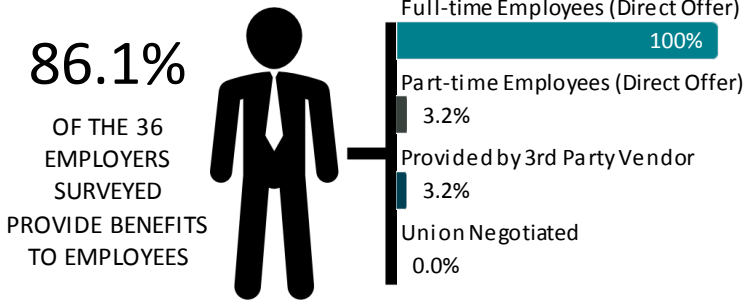
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 99 employers in the Manufacturing Industry, operating 105 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 36 responses, yielding a 36.4 percent response rate.

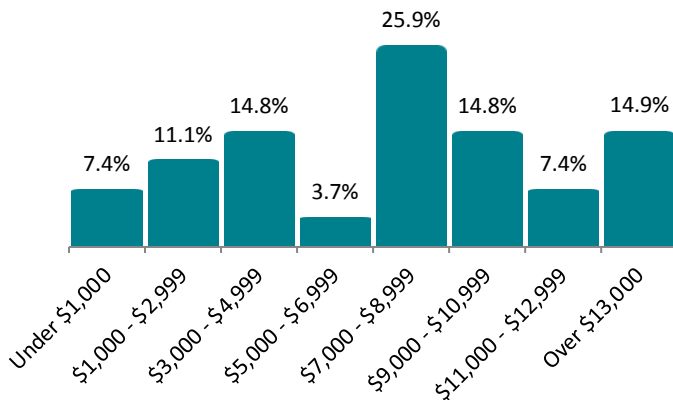
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	54.8%	0.0%
Dental Coverage	58.1%	0.0%
Life Insurance	71.0%	0.0%
Long-Term Disability	48.4%	0.0%
Medical Insurance	87.1%	0.0%
Prescription Drug Coverage	77.4%	0.0%
Short-Term Disability	64.5%	0.0%
Vision Coverage	48.4%	0.0%

### Average Annual Benefit Package Cost Per Employee

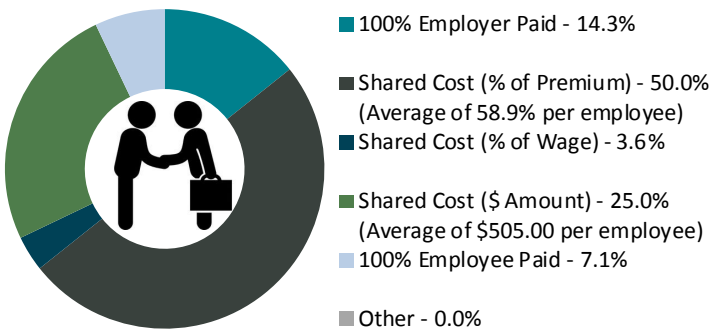


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	71.0%	0.0%
Maternity/Paternity Leave	19.4%	0.0%
Paid Holidays - 6.9 Days Annually	96.8%	3.2%
Paid Sick Leave - 5.4 Days Annually	32.3%	0.0%
Paid Vacation - 5.9 Days Annually	71.0%	3.2%
Paid-Time-Off (PTO) - 7.3 Days Annually	38.7%	0.0%
Personal Days/Floating Holidays	29.0%	0.0%
Training Leave	3.2%	0.0%

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

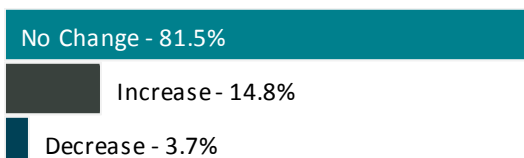
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	74.2%	0.0%
Childcare Assistance	3.2%	0.0%
Company Vehicle/Mileage	48.4%	0.0%
Employee Assistance Program	25.8%	3.2%
Flex Spending Account	38.7%	0.0%
Profit Sharing/Stock Options	19.4%	0.0%
Relocation/Moving Expense	16.1%	0.0%
Retirement Package	35.5%	0.0%
Shift Differential Pay	41.9%	0.0%
Tuition Assistance	29.0%	0.0%
Uniform Allowance	35.5%	3.2%
Wellness Program	25.8%	0.0%

### Employee Healthcare Plan Contribution Change



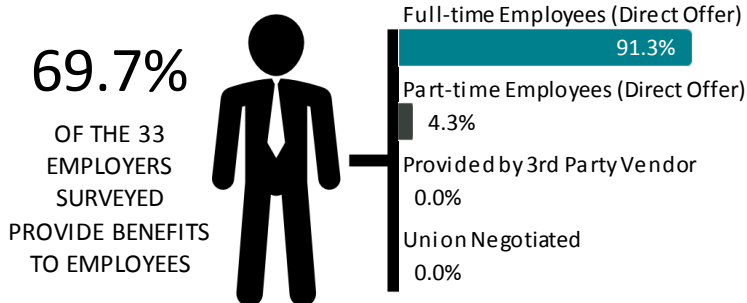




## PERSONAL SERVICES

In July 2018, 93 employers in the Personal Services Industry, operating 96 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 33 responses, yielding a 35.5 percent response rate.

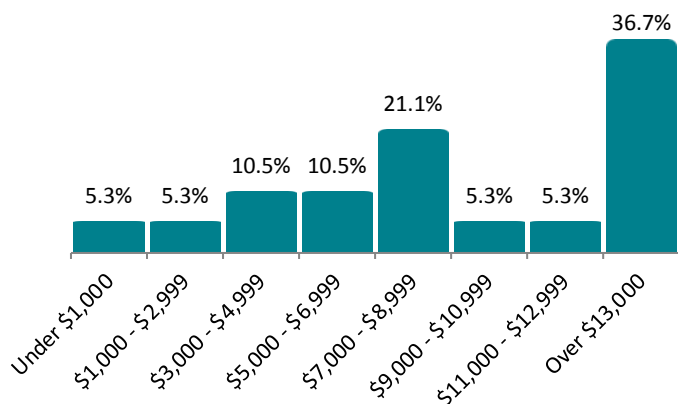
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.1%	0.0%
Dental Coverage	52.2%	0.0%
Life Insurance	39.1%	0.0%
Long-Term Disability	26.1%	0.0%
Medical Insurance	69.6%	0.0%
Prescription Drug Coverage	69.6%	0.0%
Short-Term Disability	26.1%	0.0%
Vision Coverage	43.5%	0.0%

### Average Annual Benefit Package Cost Per Employee

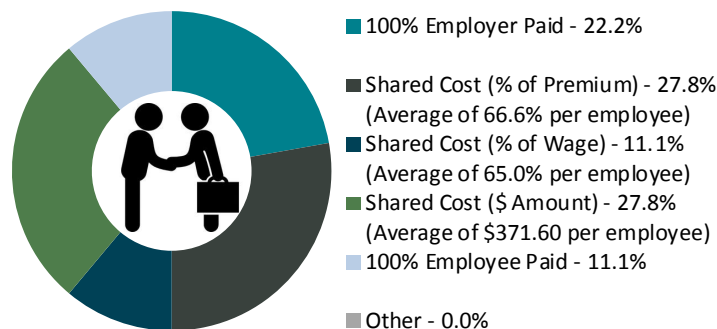


### Paid Leave Offered by Employers

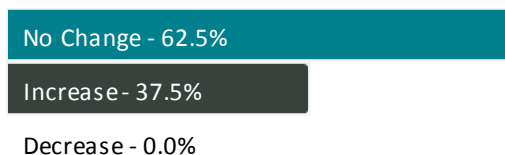
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	47.8%	4.3%
Maternity/Paternity Leave	30.4%	0.0%
Paid Holidays - 6.7 Days Annually	73.9%	4.3%
Paid Sick Leave - 6.3 Days Annually	34.8%	4.3%
Paid Vacation - 8.9 Days Annually	73.9%	4.3%
Paid-Time-Off (PTO) - 7.6 Days Annually	43.5%	4.3%
Personal Days/Floating Holidays	26.1%	4.3%
Training Leave	26.1%	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

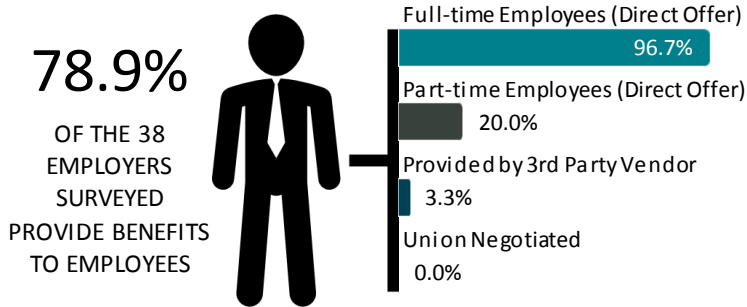
	Full-Time Positions	Part-Time Positions
Bonuses	52.2%	4.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.4%	0.0%
Employee Assistance Program	8.7%	0.0%
Flex Spending Account	13.0%	0.0%
Profit Sharing/Stock Options	8.7%	0.0%
Relocation/Moving Expense	13.0%	0.0%
Retirement Package	39.1%	0.0%
Shift Differential Pay	8.7%	0.0%
Tuition Assistance	21.7%	0.0%
Uniform Allowance	21.7%	0.0%
Wellness Program	8.7%	0.0%



## PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 84 employers in the Professional & Technical Services Industry, operating 86 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 45.2 percent response rate.

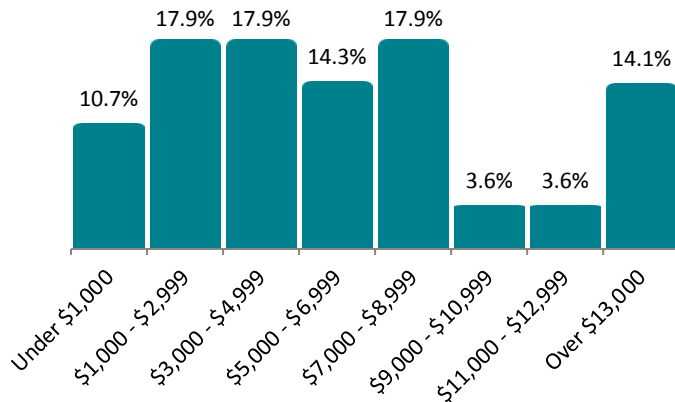
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	20.0%	0.0%
Dental Coverage	43.3%	3.3%
Life Insurance	30.0%	3.3%
Long-Term Disability	20.0%	0.0%
Medical Insurance	73.3%	6.7%
Prescription Drug Coverage	50.0%	0.0%
Short-Term Disability	16.7%	0.0%
Vision Coverage	23.3%	0.0%

### Average Annual Benefit Package Cost Per Employee

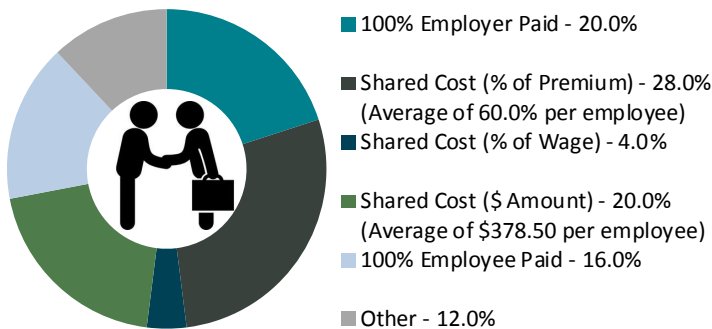


### Paid Leave Offered by Employers

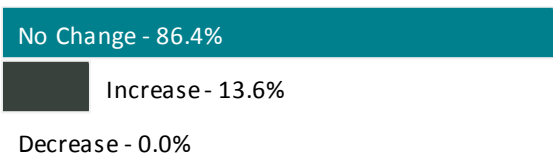
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	46.7%	6.7%
Maternity/Paternity Leave	30.0%	3.3%
Paid Holidays - 6.8 Days Annually	83.3%	10.0%
Paid Sick Leave - 5.4 Days Annually	50.0%	6.7%
Paid Vacation - 8.4 Days Annually	73.3%	10.0%
Paid-Time-Off (PTO) - 8.3 Days Annually	60.0%	3.3%
Personal Days/Floating Holidays	46.7%	3.3%
Training Leave	6.7%	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

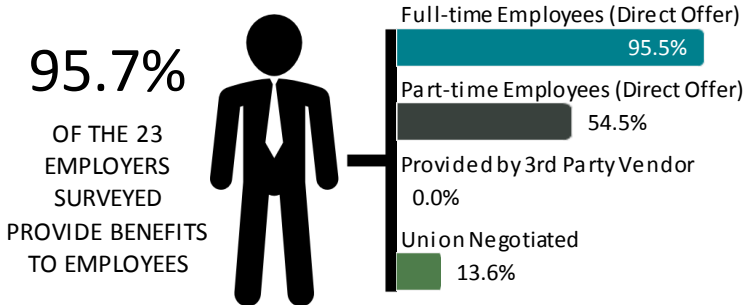
	Full-Time Positions	Part-Time Positions
Bonuses	56.7%	3.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.0%	0.0%
Employee Assistance Program	10.0%	0.0%
Flex Spending Account	13.3%	0.0%
Profit Sharing/Stock Options	10.0%	3.3%
Relocation/Moving Expense	3.3%	0.0%
Retirement Package	56.7%	6.7%
Shift Differential Pay	3.3%	0.0%
Tuition Assistance	10.0%	0.0%
Uniform Allowance	6.7%	0.0%
Wellness Program	10.0%	3.3%



## PUBLIC ADMINISTRATION

In July 2018, 37 employers in the Public Administration Industry, operating 48 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 62.2 percent response rate.

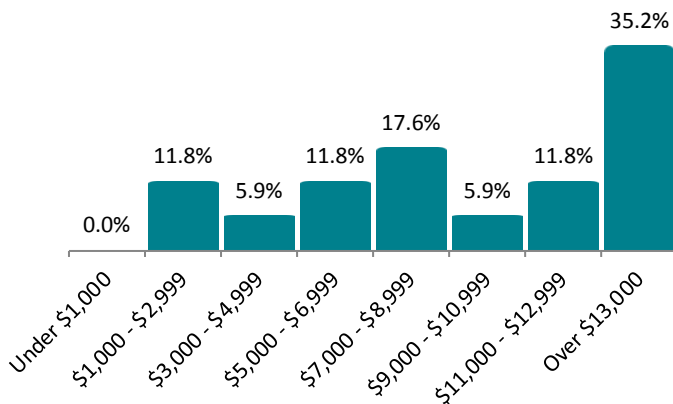
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	18.2%
Dental Coverage	54.5%	27.3%
Life Insurance	72.7%	18.2%
Long-Term Disability	54.5%	9.1%
Medical Insurance	77.3%	27.3%
Prescription Drug Coverage	81.8%	36.4%
Short-Term Disability	45.5%	13.6%
Vision Coverage	40.9%	18.2%

### Average Annual Benefit Package Cost Per Employee

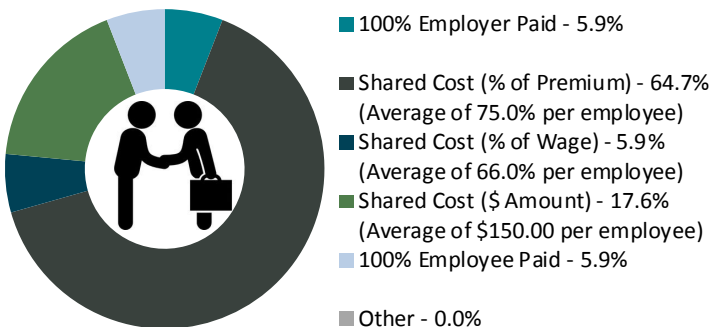


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	77.3%	27.3%
Maternity/Paternity Leave	36.4%	13.6%
Paid Holidays - 9.5 Days Annually	77.3%	22.7%
Paid Sick Leave - 12.5 Days Annually	77.3%	22.7%
Paid Vacation - 10.1 Days Annually	72.7%	22.7%
Paid-Time-Off (PTO) - 4.3 Days Annually	36.4%	13.6%
Personal Days/Floating Holidays	54.5%	9.1%
Training Leave	22.7%	4.5%

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

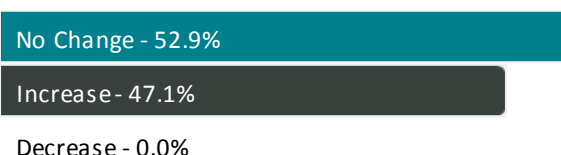
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	27.3%	18.2%
Childcare Assistance	9.1%	4.5%
Company Vehicle/Mileage	45.5%	9.1%
Employee Assistance Program	40.9%	18.2%
Flex Spending Account	40.9%	13.6%
Profit Sharing/Stock Options	4.5%	4.5%
Relocation/Moving Expense	9.1%	4.5%
Retirement Package	54.5%	22.7%
Shift Differential Pay	27.3%	4.5%
Tuition Assistance	4.5%	0.0%
Uniform Allowance	31.8%	0.0%
Wellness Program	31.8%	13.6%

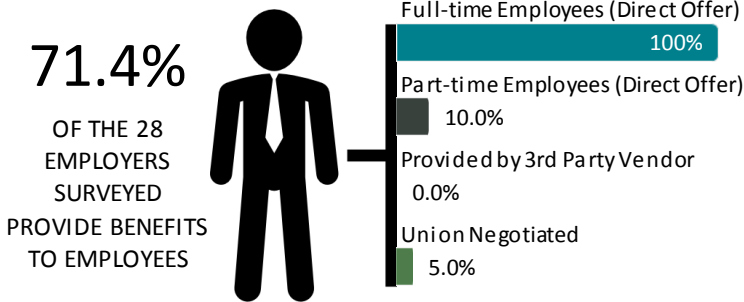
### Employee Healthcare Plan Contribution Change





In July 2018, 93 employers in the Transportation & Warehousing Industry, operating 94 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 28 responses, yielding a 30.1 percent response rate.

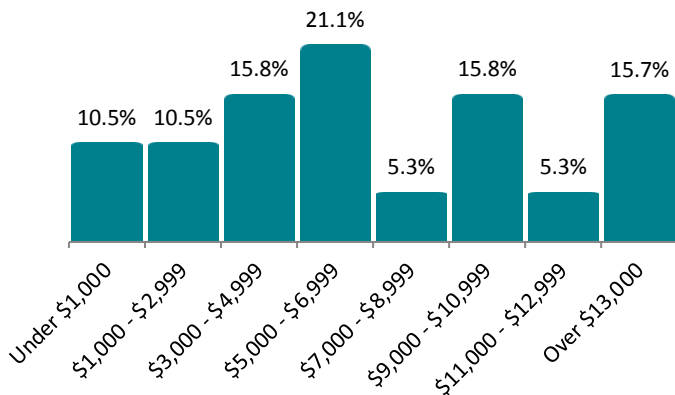
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.0%	5.0%
Dental Coverage	55.0%	0.0%
Life Insurance	55.0%	5.0%
Long-Term Disability	15.0%	0.0%
Medical Insurance	85.0%	0.0%
Prescription Drug Coverage	80.0%	0.0%
Short-Term Disability	25.0%	0.0%
Vision Coverage	45.0%	0.0%

**Average Annual Benefit Package Cost Per Employee**

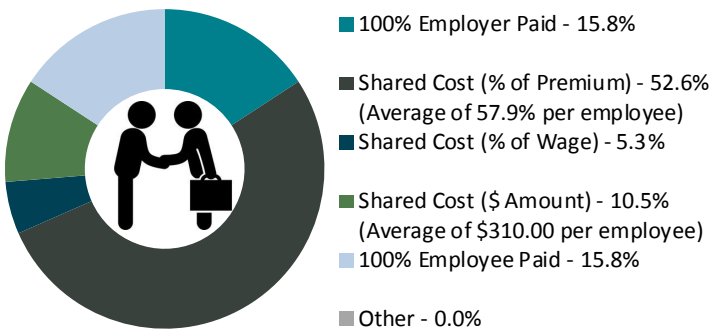


**Paid Leave Offered by Employers**

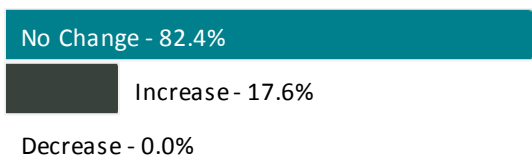
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.0%	5.0%
Maternity/Paternity Leave	50.0%	0.0%
Paid Holidays - 6.5 Days Annually	75.0%	5.0%
Paid Sick Leave - 5.8 Days Annually	55.0%	0.0%
Paid Vacation - 5.9 Days Annually	90.0%	5.0%
Paid-Time-Off (PTO) - 9.5 Days Annually	30.0%	5.0%
Personal Days/Floating Holidays	50.0%	0.0%
Training Leave	35.0%	0.0%

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

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



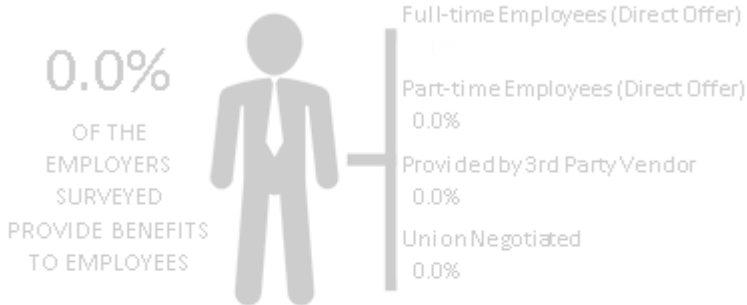
**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	65.0%	5.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.0%	5.0%
Employee Assistance Program	5.0%	0.0%
Flex Spending Account	30.0%	0.0%
Profit Sharing/Stock Options	5.0%	0.0%
Relocation/Moving Expense	5.0%	0.0%
Retirement Package	35.0%	5.0%
Shift Differential Pay	5.0%	5.0%
Tuition Assistance	10.0%	0.0%
Uniform Allowance	40.0%	0.0%
Wellness Program	15.0%	5.0%



# UTILITIES

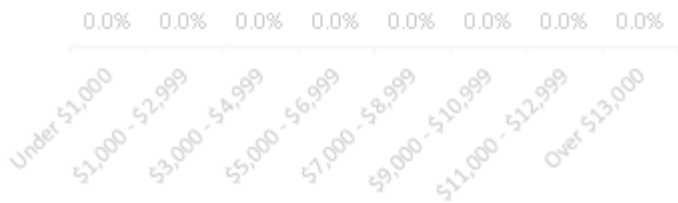
## Benefits Offered to Employees



## 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

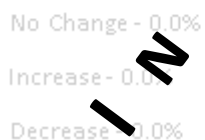
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

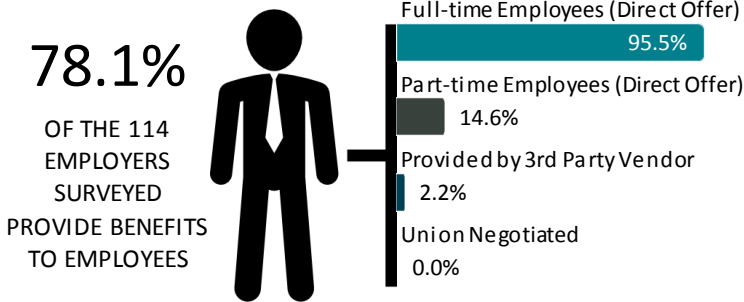
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 339 employers in the Wholesale & Retail Trade Industry, operating 482 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 114 responses, yielding a 33.6 percent response rate.

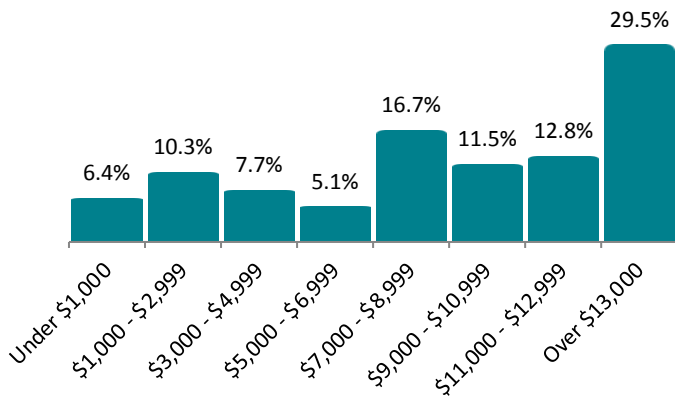
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.9%	2.2%
Dental Coverage	42.7%	2.2%
Life Insurance	56.2%	2.2%
Long-Term Disability	40.4%	1.1%
Medical Insurance	80.9%	3.4%
Prescription Drug Coverage	65.1%	3.3%
Short-Term Disability	40.4%	3.4%
Vision Coverage	27.0%	1.1%

**Average Annual Benefit Package Cost Per Employee**

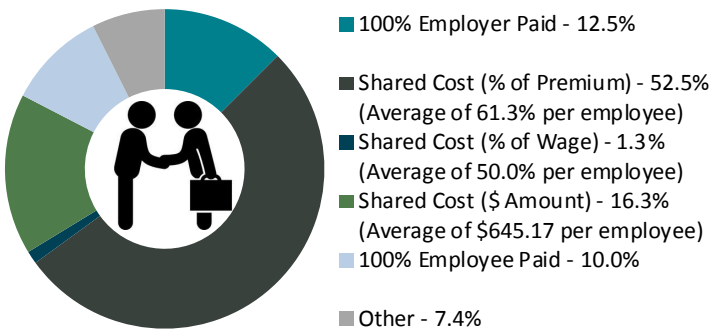


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.6%	4.5%
Maternity/Paternity Leave	21.3%	0.0%
Paid Holidays - 6.4 Days Annually	77.5%	5.6%
Paid Sick Leave - 4.4 Days Annually	41.6%	2.2%
Paid Vacation - 6.6 Days Annually	62.9%	2.2%
Paid-Time-Off (PTO) - 9.0 Days Annually	49.4%	3.4%
Personal Days/Floating Holidays	29.2%	0.0%
Training Leave	13.5%	0.0%

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

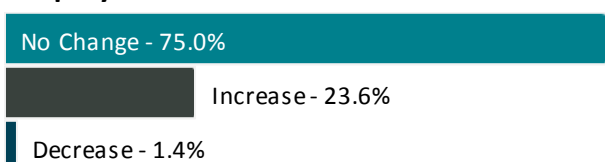
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	78.7%	5.6%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	33.7%	0.0%
Employee Assistance Program	13.5%	1.1%
Flex Spending Account	25.8%	0.0%
Profit Sharing/Stock Options	18.0%	2.2%
Relocation/Moving Expense	2.2%	0.0%
Retirement Package	32.6%	4.5%
Shift Differential Pay	10.1%	0.0%
Tuition Assistance	12.4%	1.1%
Uniform Allowance	42.7%	2.2%
Wellness Program	4.5%	0.0%

**Employee Healthcare Plan Contribution Change**





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