



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 15
RELEASED 2019

APPANOOSE, DAVIS, JEFFERSON, KEOKUK, LUCAS,
MAHASKA, MONROE, VAN BUREN AND WAPELLO COUNTIES

Counties within Iowa Workforce Development Region 15 included within this analysis:

- Appanoose
- Davis
- Jefferson
- Keokuk
- Lucas
- Mahaska
- Monroe
- Van Buren
- Wapello

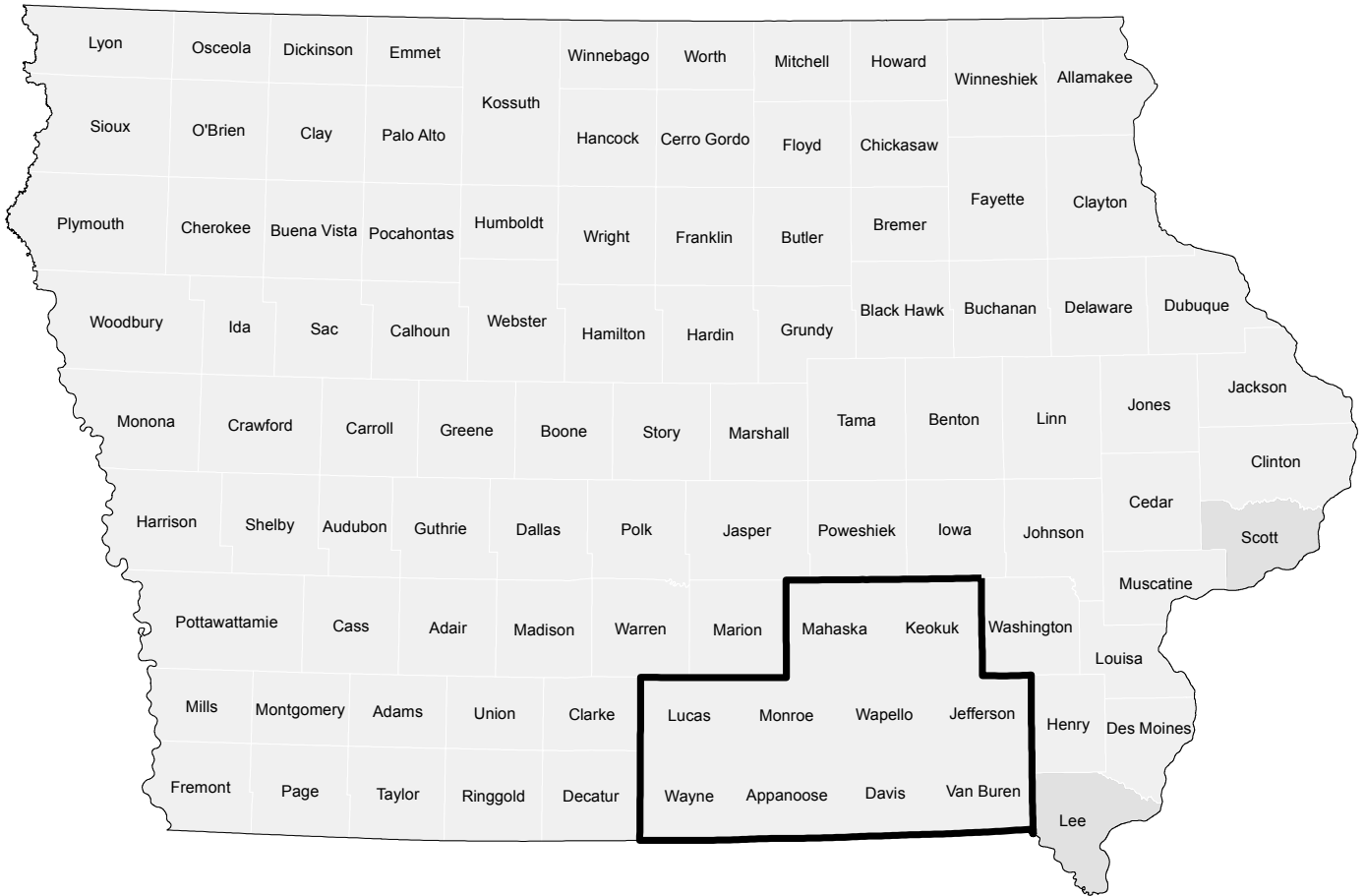


TABLE OF CONTENTS



INTRODUCTION	1
OVERALL BENEFIT INFORMATION	1
INDUSTRY SPECIFIC BENEFIT INFORMATION	
ACCOMMODATION & FOOD SERVICES	2
ADMINISTRATIVE & WASTE SERVICES	3
AGRICULTURE, FORESTRY, FISHING & MINING	4
ARTS, ENTERTAINMENT & RECREATION	5
CONSTRUCTION	6
EDUCATIONAL SERVICES	7
FINANCE, INSURANCE & REAL ESTATE	8
HEALTH CARE & SOCIAL ASSISTANCE	9
INFORMATION	10
MANAGEMENT	11
MANUFACTURING	12
PERSONAL SERVICES	13
PROFESSIONAL & TECHNICAL SERVICES	14
PUBLIC ADMINISTRATION	15
TRANSPORTATION & WAREHOUSING	16
UTILITIES	17
WHOLESALE & RETAIL TRADE	18

**Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



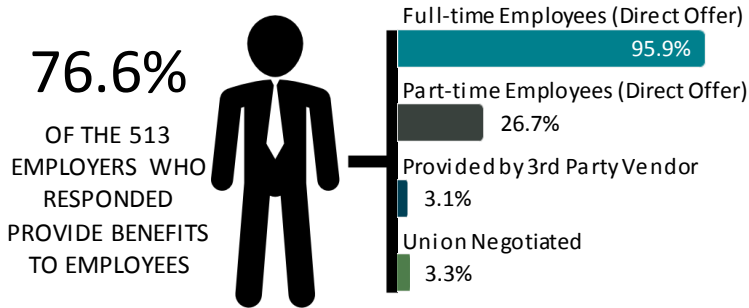
INTRODUCTION

Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

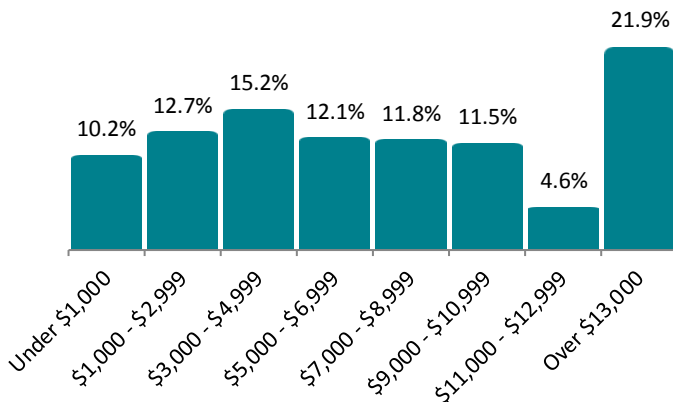
Beginning in July 2018, 1,253 employers operating 1,540 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 513 responses, yielding a 40.9 percent response rate.



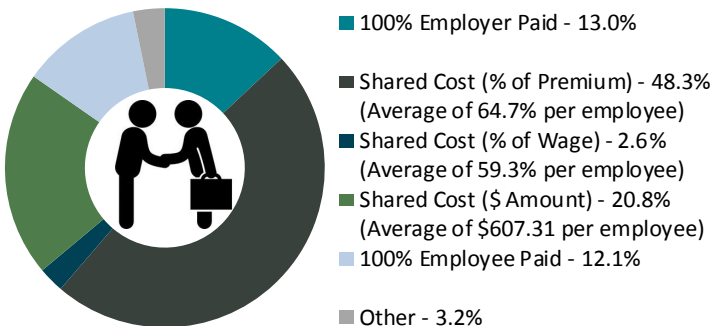
Benefits Offered to Employees



Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



OVERALL BENEFITS INFORMATION

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.9%	5.1%
Dental Coverage	55.2%	8.7%
Life Insurance	52.4%	7.9%
Long-Term Disability	31.8%	2.5%
Medical Insurance	78.6%	9.4%
Prescription Drug Coverage	61.9%	7.4%
Short-Term Disability	37.2%	5.1%
Vision Coverage	41.0%	5.9%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.3%	12.2%
Maternity/Paternity Leave	25.4%	3.6%
Paid Holidays - 7.3 Days Annually	74.0%	13.0%
Paid Sick Leave - 7.5 Days Annually	41.0%	6.9%
Paid Vacation - 7.4 Days Annually	69.0%	10.9%
Paid-Time-Off (PTO) - 9.8 Days Annually	42.2%	10.9%
Personal Days/Floating Holidays	34.9%	5.6%
Training Leave	20.4%	2.5%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

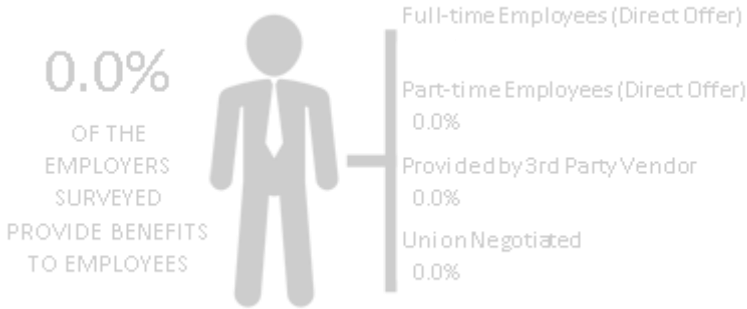
	Full-Time Positions	Part-Time Positions
Bonuses	58.0%	12.2%
Childcare Assistance	2.8%	1.0%
Company Vehicle/Mileage	40.7%	7.9%
Employee Assistance Program	18.1%	4.8%
Flex Spending Account	28.8%	6.1%
Profit Sharing/Stock Options	14.5%	3.6%
Relocation/Moving Expense	7.1%	1.5%
Retirement Package	28.0%	7.4%
Shift Differential Pay	11.5%	2.8%
Tuition Assistance	18.1%	3.6%
Uniform Allowance	29.5%	6.4%
Wellness Program	13.7%	3.1%

INDUSTRY BENEFITS

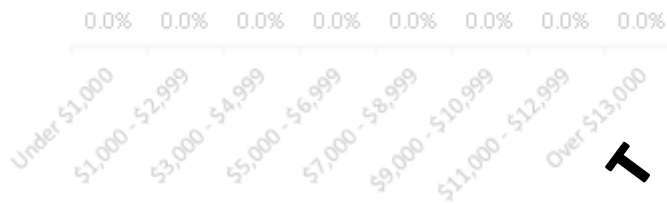


ACCOMMODATION & FOOD SERVICES

Benefits Offered to Employees



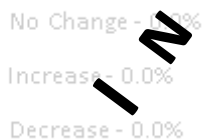
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Health Plan Contribution Change



Insurance Benefits Offered by Employers

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

Paid Leave Offered by Employers

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

Average Annual Days Off Reported for Full-Time Positions

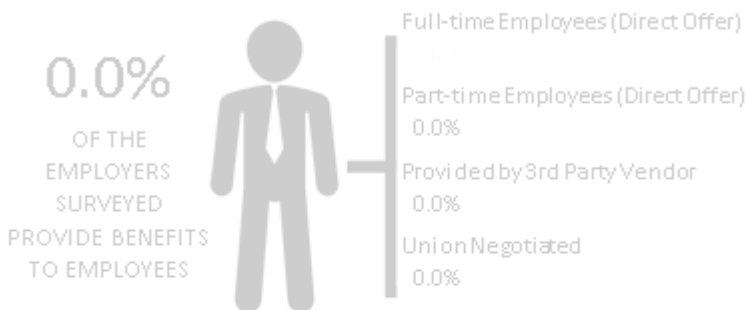
Other Benefits Offered by Employers

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



ADMINISTRATIVE & WASTE SERVICES

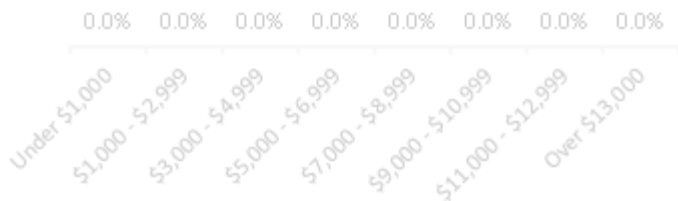
Benefits Offered to Employees



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

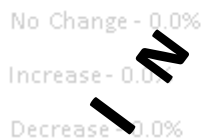
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



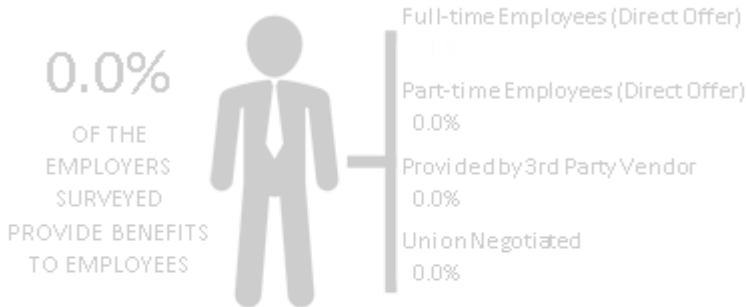
Other Benefits Offered by Employers

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



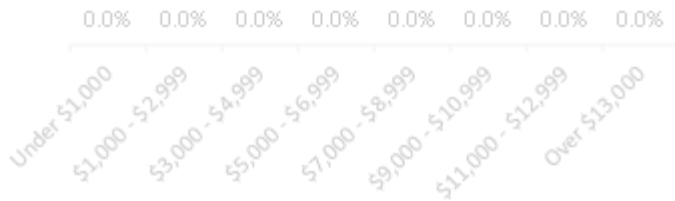
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

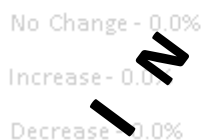
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

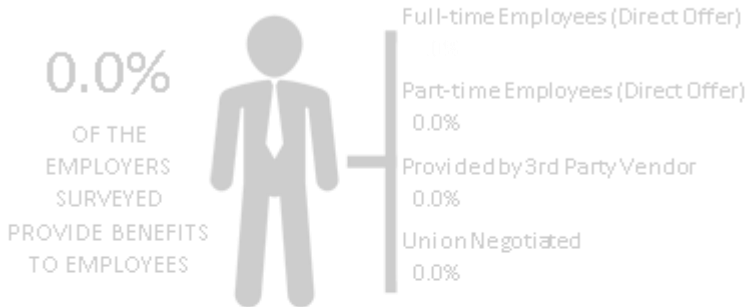
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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

INSUFFICIENT DATA TO REPORT



ARTS, ENTERTAINMENT & RECREATION

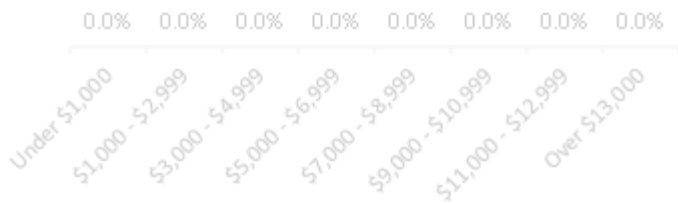
Benefits Offered to Employees



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

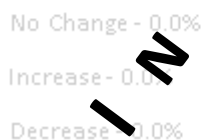
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

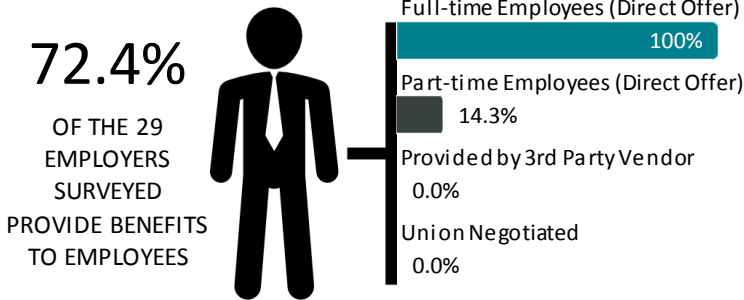
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



In July 2018, 65 employers in the Construction Industry, operating 69 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 44.6 percent response rate.

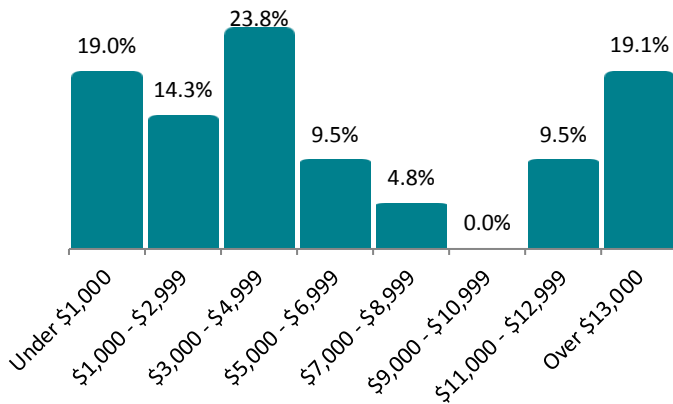
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.4%	4.8%
Dental Coverage	57.1%	4.8%
Life Insurance	52.4%	0.0%
Long-Term Disability	23.8%	0.0%
Medical Insurance	85.7%	4.8%
Prescription Drug Coverage	71.4%	4.8%
Short-Term Disability	57.1%	0.0%
Vision Coverage	52.4%	4.8%

Average Annual Benefit Package Cost Per Employee

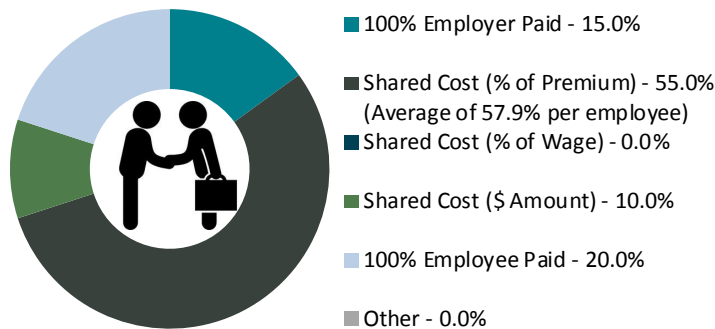


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	38.1%	0.0%
Maternity/Paternity Leave	9.5%	4.8%
Paid Holidays - 5.9 Days Annually	71.4%	4.8%
Paid Sick Leave - 18 Days Annually	14.3%	0.0%
Paid Vacation - 5.1 Days Annually	61.9%	4.8%
Paid-Time-Off (PTO) - 3.5 Days Annually	42.9%	4.8%
Personal Days/Floating Holidays	28.6%	0.0%
Training Leave	14.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

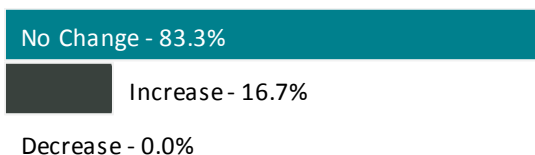
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	9.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	47.6%	4.8%
Employee Assistance Program	4.8%	0.0%
Flex Spending Account	23.8%	0.0%
Profit Sharing/Stock Options	9.5%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	33.3%	4.8%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	19.0%	4.8%
Uniform Allowance	38.1%	9.5%
Wellness Program	14.3%	0.0%

Employee Healthcare Plan Contribution Change

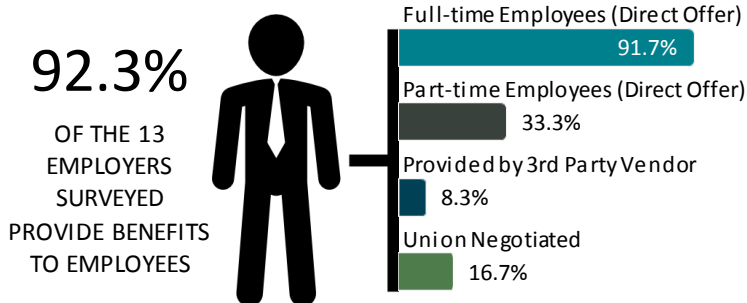




EDUCATIONAL SERVICES

In July 2018, 28 employers in the Educational Services Industry, operating 49 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 13 responses, yielding a 46.4 percent response rate.

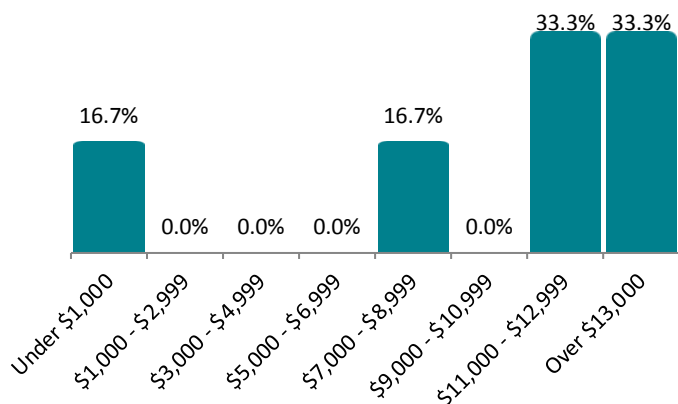
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	41.7%	8.3%
Dental Coverage	41.7%	16.7%
Life Insurance	50.0%	8.3%
Long-Term Disability	58.3%	0.0%
Medical Insurance	66.7%	16.7%
Prescription Drug Coverage	66.7%	8.3%
Short-Term Disability	25.0%	0.0%
Vision Coverage	41.7%	16.7%

Average Annual Benefit Package Cost Per Employee

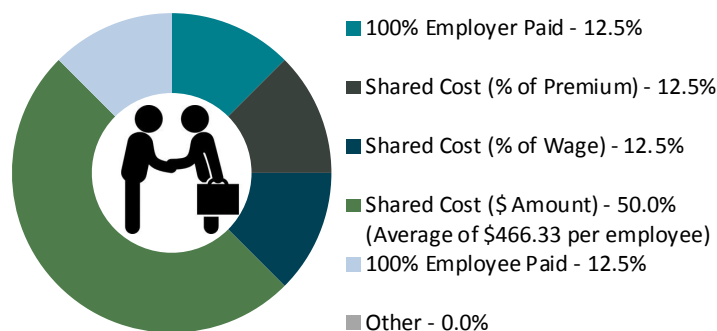


Paid Leave Offered by Employers

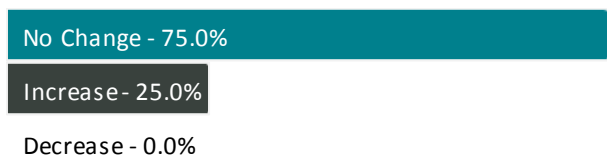
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	16.7%
Maternity/Paternity Leave	33.3%	0.0%
Paid Holidays - 7.6 Days Annually	66.7%	8.3%
Paid Sick Leave - 11 Days Annually	58.3%	8.3%
Paid Vacation - 10 Days Annually	41.7%	8.3%
Paid-Time-Off (PTO) - 13.5 Days Annually	16.7%	0.0%
Personal Days/Floating Holidays	58.3%	8.3%
Training Leave	50.0%	8.3%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



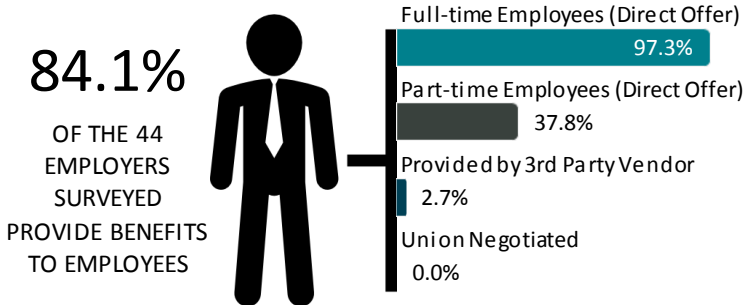
Other Benefits Offered by Employers

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



In July 2018, 71 employers in the Finance, Insurance & Real Estate Industry, operating 89 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 44 responses, yielding a 62.0 percent response rate.

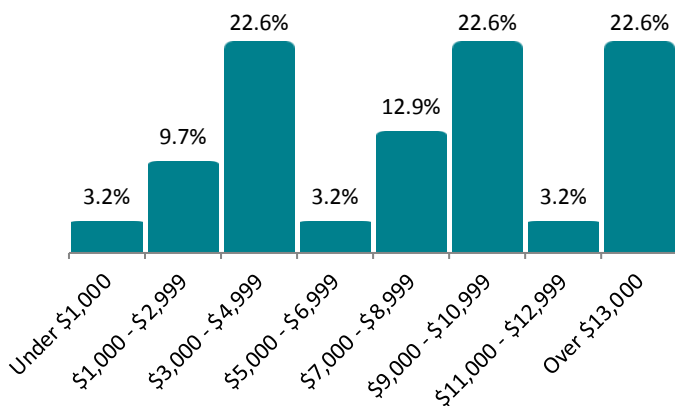
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.4%	2.7%
Dental Coverage	56.8%	13.5%
Life Insurance	73.0%	16.2%
Long-Term Disability	48.6%	2.7%
Medical Insurance	81.1%	18.9%
Prescription Drug Coverage	67.6%	10.8%
Short-Term Disability	48.6%	13.5%
Vision Coverage	37.8%	8.1%

Average Annual Benefit Package Cost Per Employee

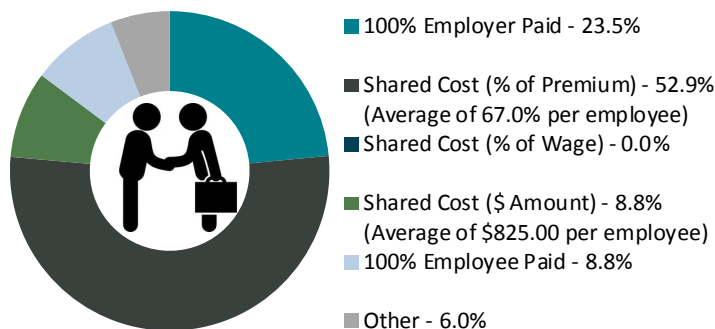


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	83.8%	21.6%
Maternity/Paternity Leave	51.4%	5.4%
Paid Holidays - 8.4 Days Annually	94.6%	18.9%
Paid Sick Leave - 6.8 Days Annually	64.9%	8.1%
Paid Vacation - 7.3 Days Annually	75.7%	21.6%
Paid-Time-Off (PTO) - 12.8 Days Annually	43.2%	13.5%
Personal Days/Floating Holidays	56.8%	5.4%
Training Leave	43.2%	10.8%

Average Annual Days Off Reported for Full-Time Positions

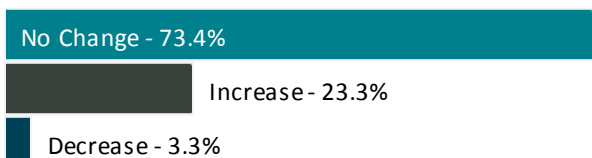
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.0%	27.0%
Childcare Assistance	2.7%	0.0%
Company Vehicle/Mileage	67.6%	10.8%
Employee Assistance Program	21.6%	8.1%
Flex Spending Account	45.9%	16.2%
Profit Sharing/Stock Options	27.0%	10.8%
Relocation/Moving Expense	10.8%	0.0%
Retirement Package	37.8%	10.8%
Shift Differential Pay	5.4%	2.7%
Tuition Assistance	29.7%	8.1%
Uniform Allowance	18.9%	5.4%
Wellness Program	18.9%	2.7%

Employee Healthcare Plan Contribution Change

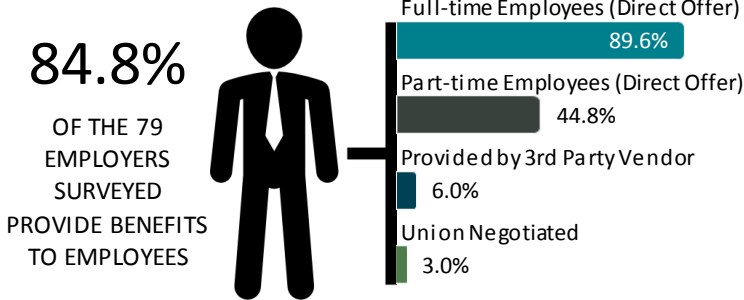




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 150 employers in the Health Care & Social Assistance Industry, operating 204 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 79 responses, yielding a 52.7 percent response rate.

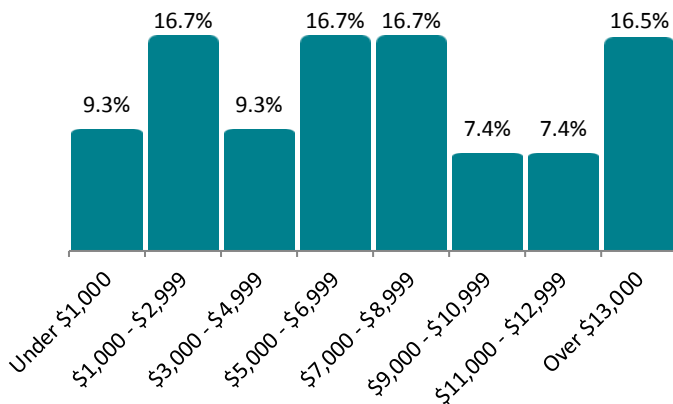
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.8%	11.9%
Dental Coverage	67.2%	16.4%
Life Insurance	49.3%	11.9%
Long-Term Disability	34.3%	4.5%
Medical Insurance	71.6%	11.9%
Prescription Drug Coverage	56.7%	13.4%
Short-Term Disability	37.3%	10.4%
Vision Coverage	46.3%	11.9%

Average Annual Benefit Package Cost Per Employee

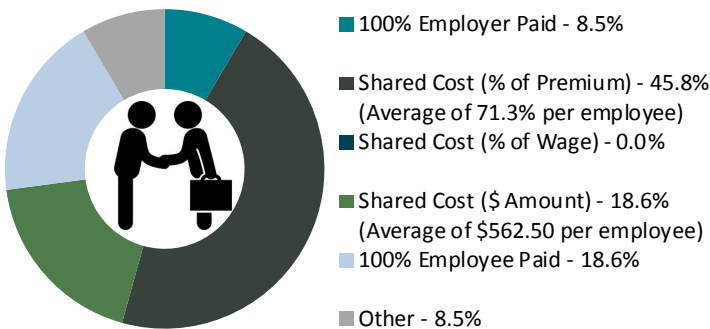


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.7%	26.9%
Maternity/Paternity Leave	35.8%	7.5%
Paid Holidays - 7.3 Days Annually	67.2%	20.9%
Paid Sick Leave - 8.0 Days Annually	37.3%	9.0%
Paid Vacation - 8.0 Days Annually	47.8%	13.4%
Paid-Time-Off (PTO) - 13.5 Days Annually	61.2%	31.3%
Personal Days/Floating Holidays	28.4%	9.0%
Training Leave	16.4%	3.0%

Average Annual Days Off Reported for Full-Time Positions

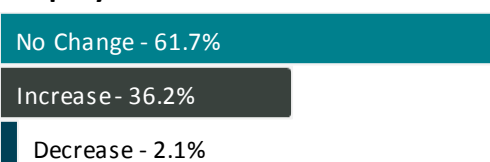
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.7%	22.4%
Childcare Assistance	6.0%	4.5%
Company Vehicle/Mileage	46.3%	17.9%
Employee Assistance Program	26.9%	16.4%
Flex Spending Account	31.3%	10.4%
Profit Sharing/Stock Options	16.4%	7.5%
Relocation/Moving Expense	9.0%	7.5%
Retirement Package	37.3%	16.4%
Shift Differential Pay	16.4%	11.9%
Tuition Assistance	28.4%	13.4%
Uniform Allowance	35.8%	19.4%
Wellness Program	20.9%	10.4%

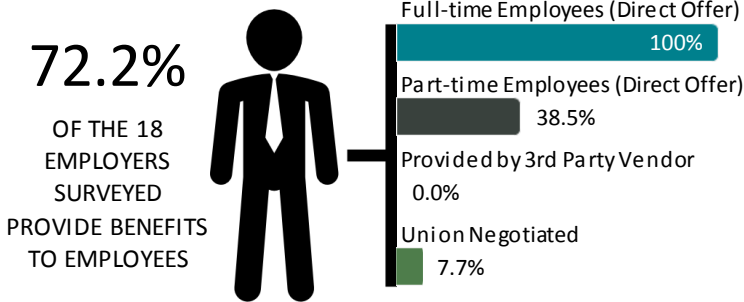
Employee Healthcare Plan Contribution Change





In July 2018, 28 employers in the Information Industry, operating 30 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 18 responses, yielding a 64.3 percent response rate.

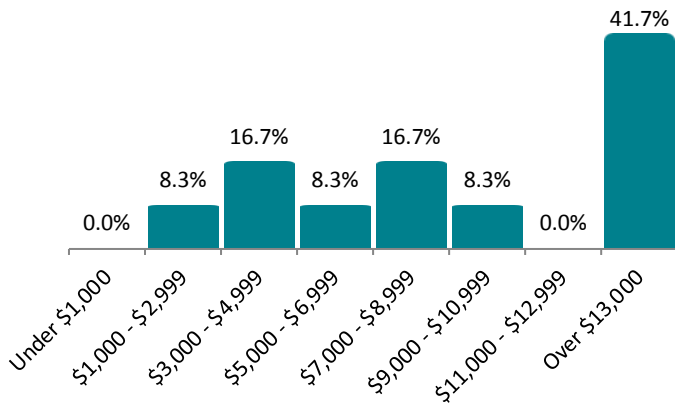
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.5%	7.7%
Dental Coverage	84.6%	23.1%
Life Insurance	69.2%	23.1%
Long-Term Disability	30.8%	0.0%
Medical Insurance	84.6%	15.4%
Prescription Drug Coverage	76.9%	15.4%
Short-Term Disability	30.8%	7.7%
Vision Coverage	38.5%	0.0%

Average Annual Benefit Package Cost Per Employee

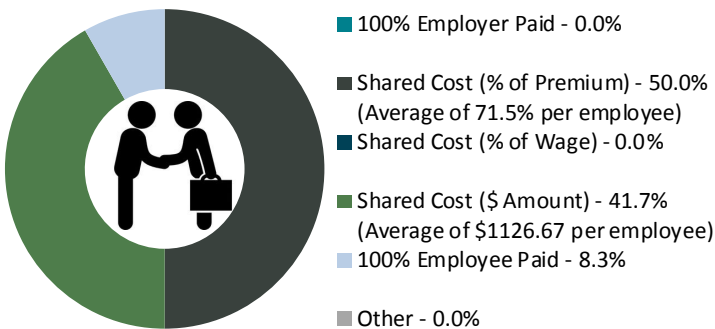


Paid Leave Offered by Employers

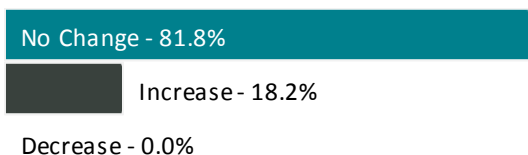
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.5%	30.8%
Maternity/Paternity Leave	38.5%	0.0%
Paid Holidays - 7.8 Days Annually	61.5%	30.8%
Paid Sick Leave - 9.3 Days Annually	53.8%	23.1%
Paid Vacation - 8.4 Days Annually	76.9%	30.8%
Paid-Time-Off (PTO) - 7.2 Days Annually	53.8%	30.8%
Personal Days/Floating Holidays	53.8%	30.8%
Training Leave	30.8%	7.7%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change

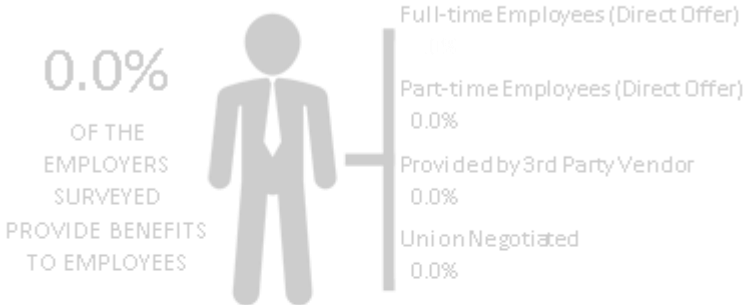


Other Benefits Offered by Employers

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



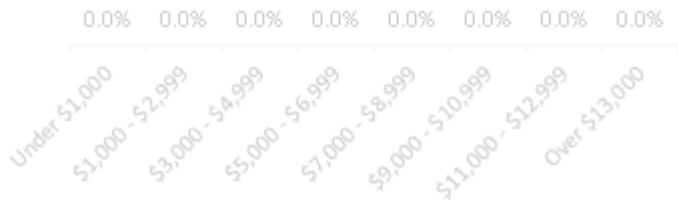
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

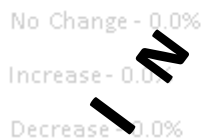
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

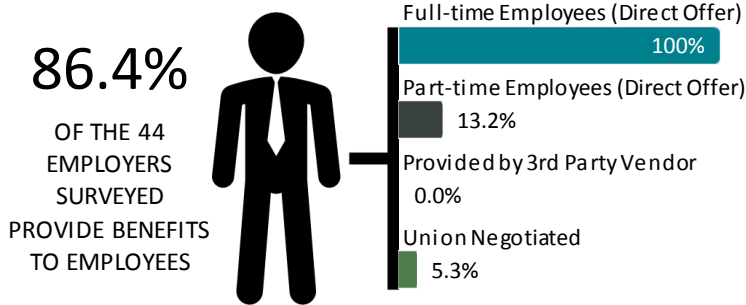
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 124 employers in the Manufacturing Industry, operating 132 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 44 responses, yielding a 35.5 percent response rate.

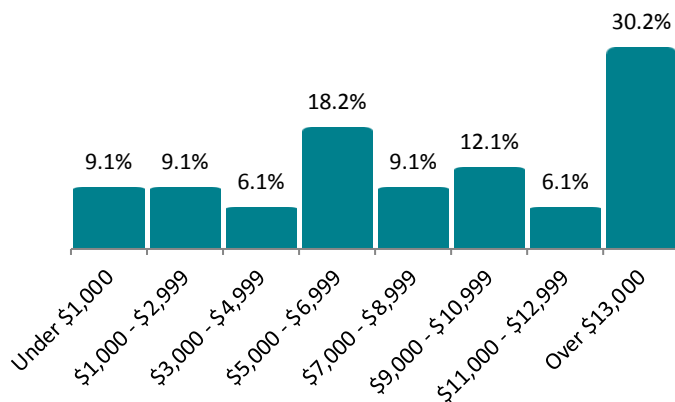
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.4%	5.3%
Dental Coverage	47.4%	5.3%
Life Insurance	60.5%	7.9%
Long-Term Disability	26.3%	0.0%
Medical Insurance	84.2%	7.9%
Prescription Drug Coverage	68.5%	5.3%
Short-Term Disability	47.4%	2.6%
Vision Coverage	39.5%	5.3%

Average Annual Benefit Package Cost Per Employee

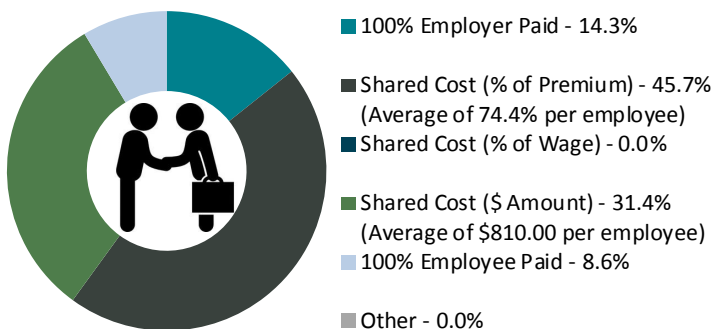


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	63.2%	0.0%
Maternity/Paternity Leave	15.8%	0.0%
Paid Holidays - 7.1 Days Annually	89.5%	5.3%
Paid Sick Leave - 3.5 Days Annually	18.4%	0.0%
Paid Vacation - 5.5 Days Annually	78.9%	0.0%
Paid-Time-Off (PTO) - 7.0 Days Annually	36.8%	2.6%
Personal Days/Floating Holidays	23.7%	2.6%
Training Leave	7.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

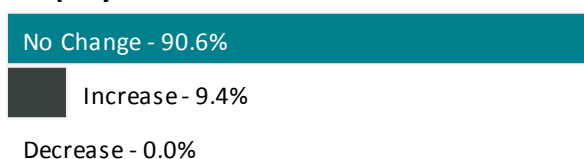
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	65.8%	2.6%
Childcare Assistance	2.6%	0.0%
Company Vehicle/Mileage	31.6%	2.6%
Employee Assistance Program	26.3%	0.0%
Flex Spending Account	34.2%	2.6%
Profit Sharing/Stock Options	21.1%	2.6%
Relocation/Moving Expense	10.5%	0.0%
Retirement Package	23.7%	7.9%
Shift Differential Pay	36.8%	2.6%
Tuition Assistance	15.8%	0.0%
Uniform Allowance	36.8%	5.3%
Wellness Program	18.4%	5.3%

Employee Healthcare Plan Contribution Change

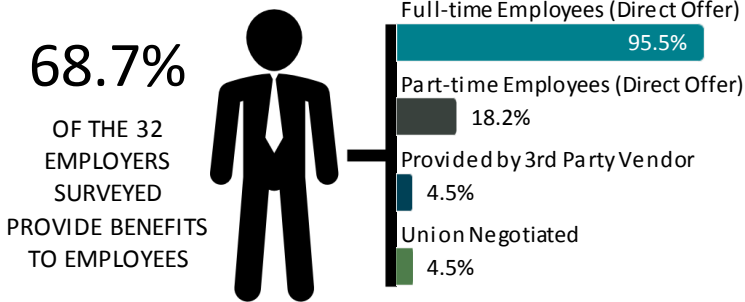




PERSONAL SERVICES

In July 2018, 77 employers in the Personal Services Industry, operating 79 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 41.6 percent response rate.

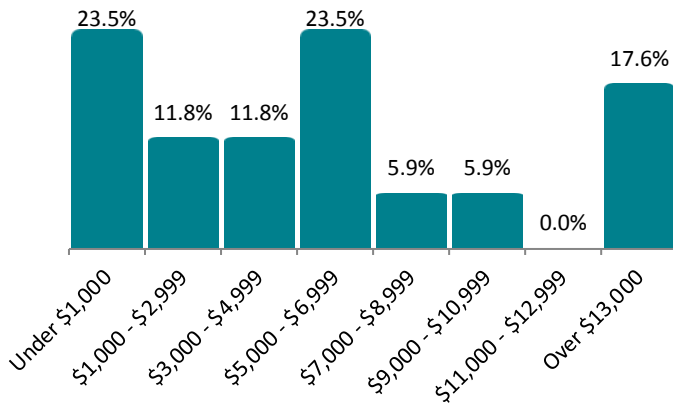
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.4%	0.0%
Dental Coverage	50.0%	0.0%
Life Insurance	40.9%	0.0%
Long-Term Disability	40.9%	0.0%
Medical Insurance	81.8%	4.5%
Prescription Drug Coverage	59.1%	0.0%
Short-Term Disability	31.8%	0.0%
Vision Coverage	36.4%	0.0%

Average Annual Benefit Package Cost Per Employee

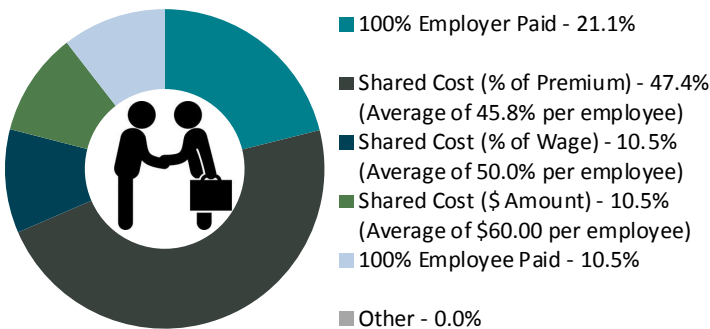


Paid Leave Offered by Employers

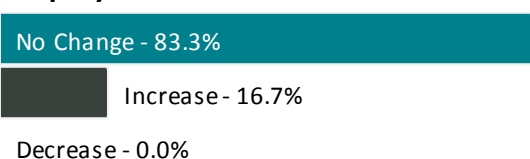
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	45.5%	9.1%
Maternity/Paternity Leave	31.8%	4.5%
Paid Holidays - 6.9 Days Annually	68.2%	9.1%
Paid Sick Leave - 6.0 Days Annually	36.4%	0.0%
Paid Vacation - 10.4 Days Annually	68.2%	9.1%
Paid-Time-Off (PTO) - 6.6 Days Annually	59.1%	4.5%
Personal Days/Floating Holidays	36.4%	4.5%
Training Leave	27.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



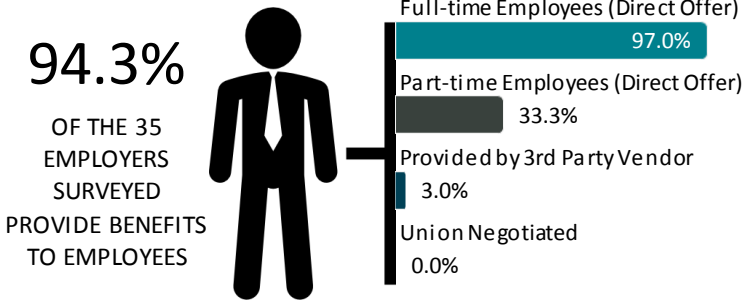
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.5%	9.1%
Childcare Assistance	9.1%	0.0%
Company Vehicle/Mileage	36.4%	4.5%
Employee Assistance Program	9.1%	4.5%
Flex Spending Account	18.2%	4.5%
Profit Sharing/Stock Options	13.6%	0.0%
Relocation/Moving Expense	4.5%	0.0%
Retirement Package	22.7%	4.5%
Shift Differential Pay	4.5%	0.0%
Tuition Assistance	9.1%	0.0%
Uniform Allowance	31.8%	4.5%
Wellness Program	9.1%	0.0%



In July 2018, 66 employers in the Professional & Technical Services Industry, operating 71 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 35 responses, yielding a 53.0 percent response rate.

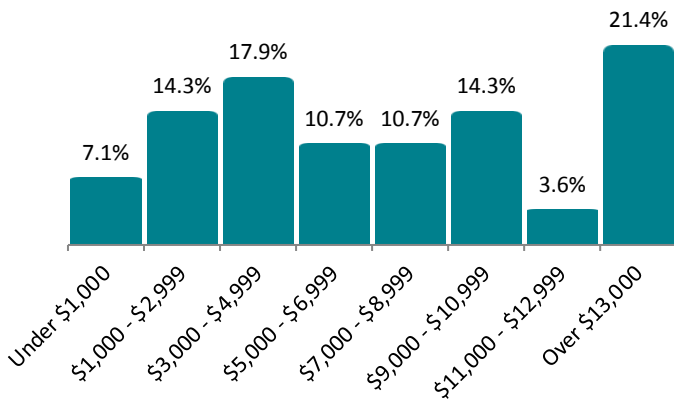
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	21.2%	3.0%
Dental Coverage	42.4%	6.1%
Life Insurance	30.3%	3.0%
Long-Term Disability	24.2%	3.0%
Medical Insurance	75.8%	6.1%
Prescription Drug Coverage	42.4%	6.1%
Short-Term Disability	27.3%	3.0%
Vision Coverage	27.3%	6.1%

Average Annual Benefit Package Cost Per Employee

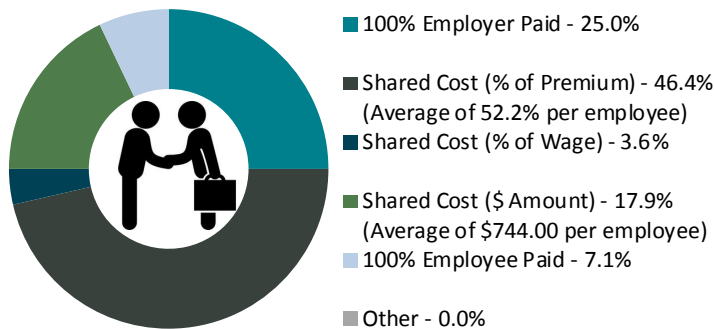


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	15.2%
Maternity/Paternity Leave	18.2%	3.0%
Paid Holidays - 7.7 Days Annually	81.8%	21.2%
Paid Sick Leave - 5.4 Days Annually	60.6%	12.1%
Paid Vacation - 7.7 Days Annually	81.8%	15.2%
Paid-Time-Off (PTO) - 10.3 Days Annually	45.5%	9.1%
Personal Days/Floating Holidays	39.4%	12.1%
Training Leave	33.3%	3.0%

Average Annual Days Off Reported for Full-Time Positions

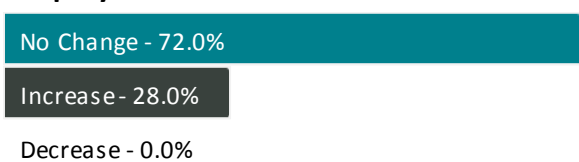
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	78.8%	21.2%
Childcare Assistance	3.0%	0.0%
Company Vehicle/Mileage	45.5%	9.1%
Employee Assistance Program	9.1%	0.0%
Flex Spending Account	27.3%	12.1%
Profit Sharing/Stock Options	18.2%	3.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	27.3%	9.1%
Shift Differential Pay	3.0%	0.0%
Tuition Assistance	24.2%	3.0%
Uniform Allowance	18.2%	9.1%
Wellness Program	9.1%	0.0%

Employee Healthcare Plan Contribution Change

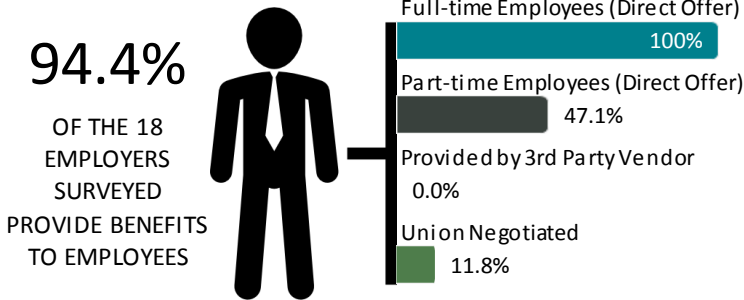




PUBLIC ADMINISTRATION

In July 2018, 25 employers in the Public Administration Industry, operating 40 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 18 responses, yielding a 72.0 percent response rate.

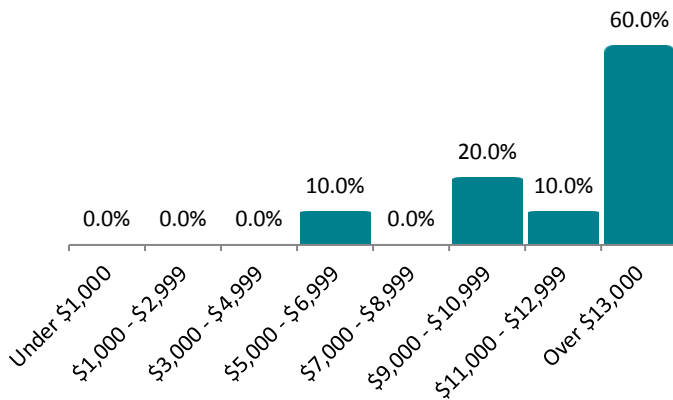
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.9%	17.6%
Dental Coverage	76.5%	23.5%
Life Insurance	70.6%	23.5%
Long-Term Disability	35.3%	17.6%
Medical Insurance	88.2%	23.5%
Prescription Drug Coverage	88.3%	29.4%
Short-Term Disability	23.5%	11.8%
Vision Coverage	52.9%	17.6%

Average Annual Benefit Package Cost Per Employee

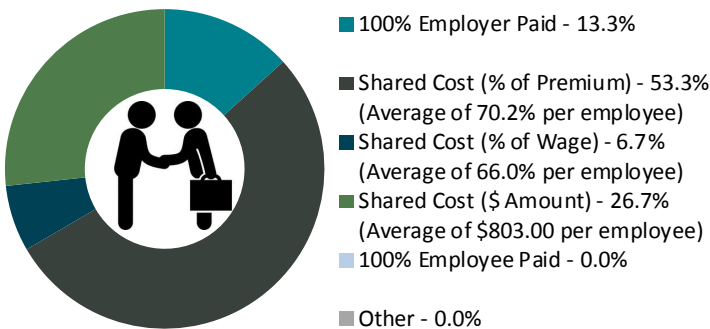


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.5%	29.4%
Maternity/Paternity Leave	47.1%	11.8%
Paid Holidays - 9.5 Days Annually	82.4%	29.4%
Paid Sick Leave - 14.2 Days Annually	88.2%	35.3%
Paid Vacation - 10 Days Annually	88.2%	29.4%
Paid-Time-Off (PTO) - 3.5 Days Annually	23.5%	11.8%
Personal Days/Floating Holidays	58.8%	11.8%
Training Leave	17.6%	5.9%

Average Annual Days Off Reported for Full-Time Positions

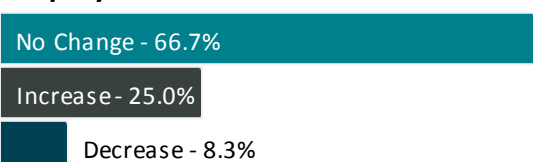
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	11.8%	11.8%
Childcare Assistance	5.9%	5.9%
Company Vehicle/Mileage	52.9%	11.8%
Employee Assistance Program	35.3%	17.6%
Flex Spending Account	41.2%	17.6%
Profit Sharing/Stock Options	11.8%	5.9%
Relocation/Moving Expense	5.9%	5.9%
Retirement Package	29.4%	17.6%
Shift Differential Pay	11.8%	0.0%
Tuition Assistance	11.8%	0.0%
Uniform Allowance	35.3%	0.0%
Wellness Program	5.9%	5.9%

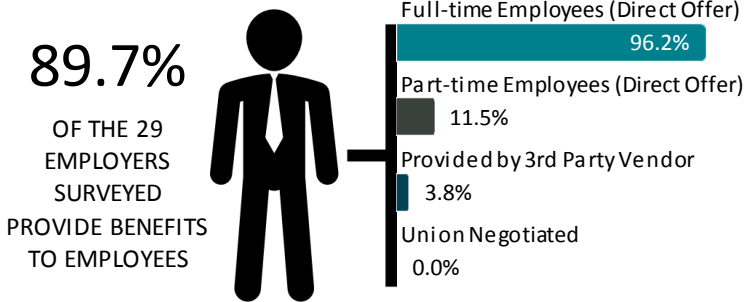
Employee Healthcare Plan Contribution Change





In July 2018, 82 employers in the Transportation & Warehousing Industry, operating 89 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 35.4 percent response rate.

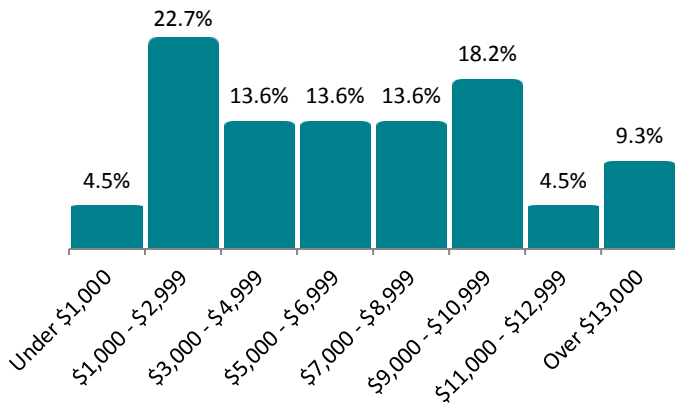
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.9%	3.8%
Dental Coverage	53.8%	0.0%
Life Insurance	38.5%	3.8%
Long-Term Disability	15.4%	0.0%
Medical Insurance	88.5%	3.8%
Prescription Drug Coverage	50.0%	0.0%
Short-Term Disability	26.9%	0.0%
Vision Coverage	34.6%	0.0%

Average Annual Benefit Package Cost Per Employee

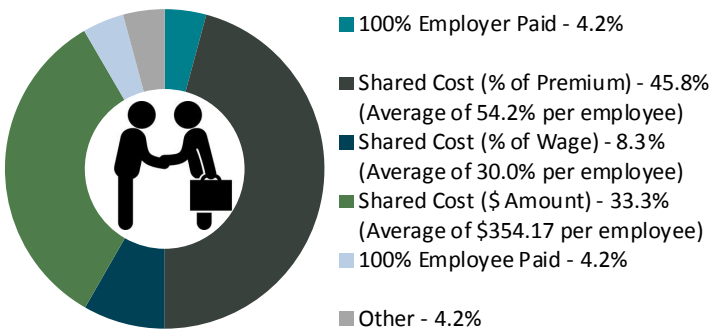


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	38.5%	7.7%
Maternity/Paternity Leave	11.5%	3.8%
Paid Holidays - 7.4 Days Annually	42.3%	7.7%
Paid Sick Leave - 10 Days Annually	11.5%	3.8%
Paid Vacation - 5.8 Days Annually	76.9%	7.7%
Paid-Time-Off (PTO) - 6.5 Days Annually	19.2%	3.8%
Personal Days/Floating Holidays	15.4%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

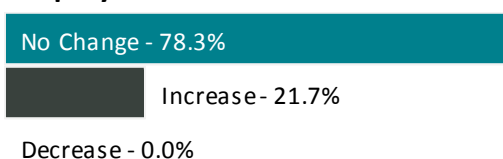
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	42.3%	3.8%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	15.4%	3.8%
Employee Assistance Program	7.7%	0.0%
Flex Spending Account	15.4%	0.0%
Profit Sharing/Stock Options	3.8%	0.0%
Relocation/Moving Expense	3.8%	0.0%
Retirement Package	19.2%	3.8%
Shift Differential Pay	11.5%	3.8%
Tuition Assistance	3.8%	0.0%
Uniform Allowance	11.5%	0.0%
Wellness Program	7.7%	3.8%

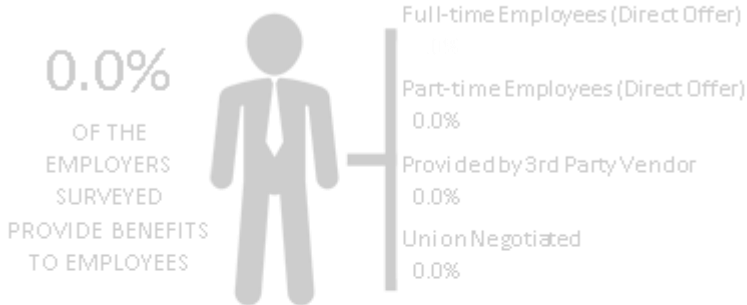
Employee Healthcare Plan Contribution Change





UTILITIES

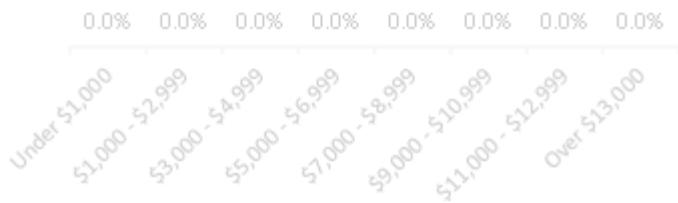
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

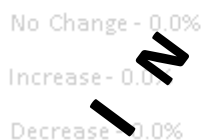
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave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

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

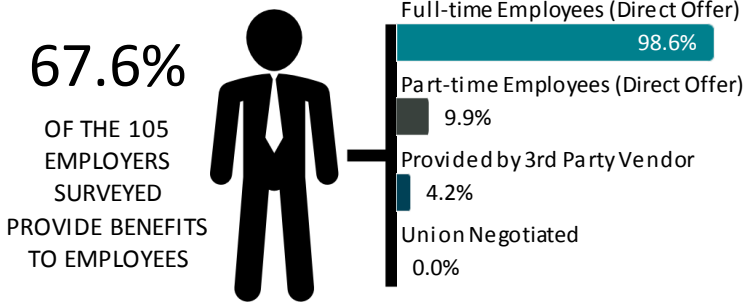
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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

INSUFFICIENT DATA TO REPORT



In July 2018, 265 employers in the Wholesale & Retail Trade Industry, operating 382 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 105 responses, yielding a 39.6 percent response rate.

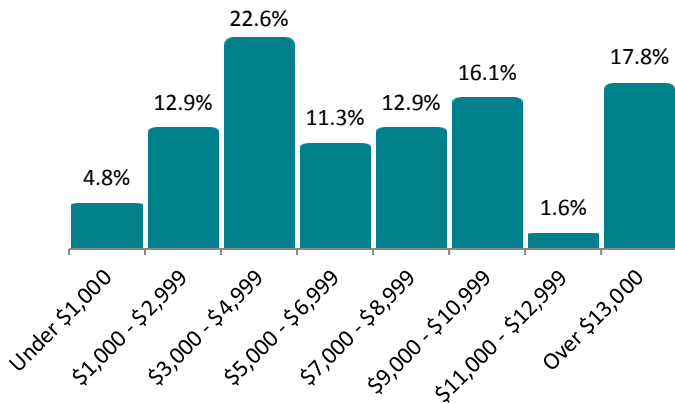
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.4%	1.4%
Dental Coverage	49.3%	1.4%
Life Insurance	53.5%	1.4%
Long-Term Disability	32.4%	0.0%
Medical Insurance	77.5%	4.2%
Prescription Drug Coverage	67.6%	1.4%
Short-Term Disability	40.8%	1.4%
Vision Coverage	45.1%	0.0%

Average Annual Benefit Package Cost Per Employee

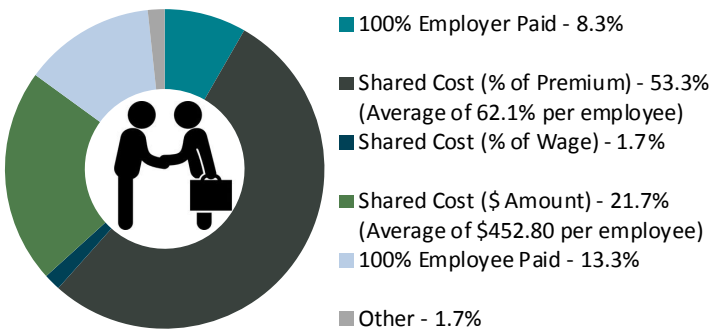


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.7%	1.4%
Maternity/Paternity Leave	16.9%	1.4%
Paid Holidays - 6.5 Days Annually	81.7%	4.2%
Paid Sick Leave - 4.7 Days Annually	40.8%	2.8%
Paid Vacation - 6.4 Days Annually	73.2%	2.8%
Paid-Time-Off (PTO) - 7.4 Days Annually	40.8%	2.8%
Personal Days/Floating Holidays	32.4%	1.4%
Training Leave	16.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

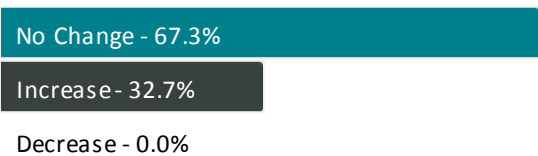
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	67.6%	4.2%
Childcare Assistance	1.4%	0.0%
Company Vehicle/Mileage	31.0%	1.4%
Employee Assistance Program	12.7%	0.0%
Flex Spending Account	26.8%	1.4%
Profit Sharing/Stock Options	16.9%	1.4%
Relocation/Moving Expense	4.2%	0.0%
Retirement Package	28.2%	1.4%
Shift Differential Pay	8.5%	0.0%
Tuition Assistance	12.7%	0.0%
Uniform Allowance	39.4%	1.4%
Wellness Program	12.7%	0.0%

Employee Healthcare Plan Contribution Change



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