



RELEASED

2017 EMPLOYMENT  
BENEFIT ANALYSIS

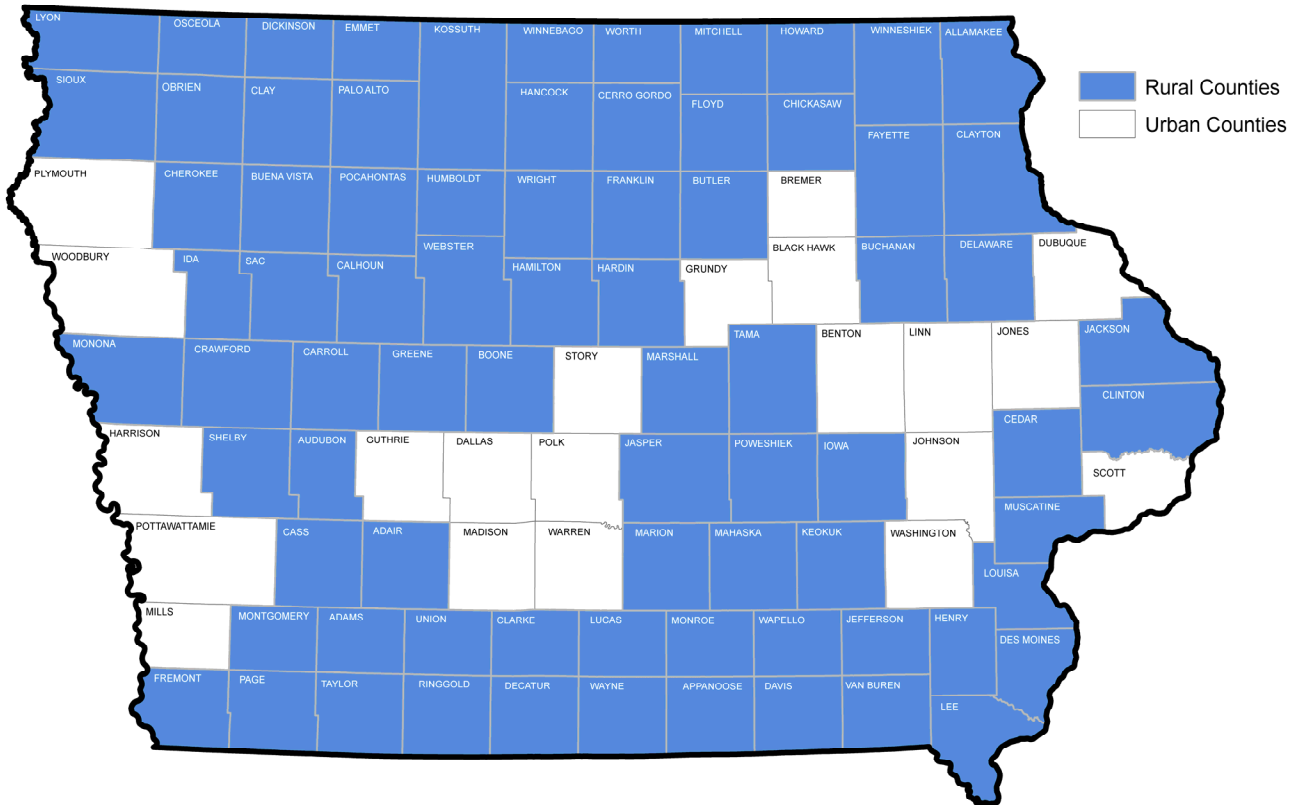
RURAL COUNTIES IN IOWA

**Rural counties not containing Metropolitan Statistical Areas (MSA) included within this analysis:**

- Adair
- Adams
- Allamakee
- Appanoose
- Audubon
- Boone
- Buchanan
- Buena Vista
- Butler
- Calhoun
- Carroll
- Cass
- Cedar
- Cerro Gordo
- Cherokee
- Chickasaw
- Clarke
- Clay
- Clayton
- Clinton
- Crawford
- Davis
- Decatur
- Delaware
- Des Moines
- Dickinson
- Emmet
- Fayette
- Floyd
- Franklin
- Fremont
- Greene
- Hamilton
- Hancock
- Hardin
- Henry
- Howard
- Humboldt
- Ida
- Iowa
- Jackson
- Jasper
- Jefferson
- Keokuk
- Kossuth
- Lee
- Louisa
- Lucas
- Lyon
- Mahaska
- Marion
- Marshall
- Mitchell
- Monona
- Monroe
- Montgomery
- Muscatine
- O'Brien
- Osceola
- Page
- Palo Alto
- Pocahontas
- Poweshiek
- Ringgold
- Sac
- Shelby
- Sioux
- Tama
- Taylor
- Union
- Van Buren
- Wapello
- Wayne
- Webster
- Winnebago
- Winneshiek
- Worth
- Wright

Counties are classified as "urban" or "rural" by locations of Metropolitan Statistical Areas (MSA).

Metropolitan Statistical Area - A Core Based Statistical Area associated with at least one urbanized area that has a population of at least 50,000. The Metropolitan Statistical Area comprises the central county or counties containing the core, plus adjacent outlying counties having a high degree of social and economic integration with the central county or counties as measured through commuting.



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# 2016 IOWA EMPLOYMENT BENEFIT ANALYSIS



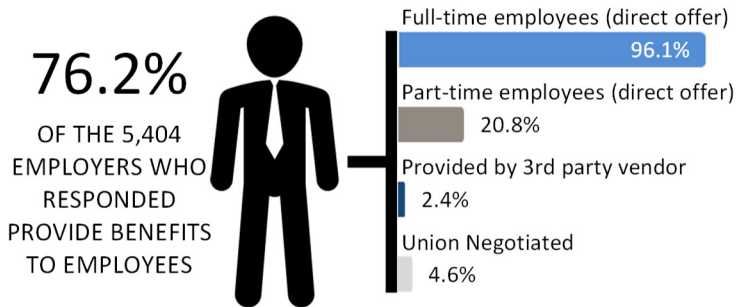
## INTRODUCTION

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.

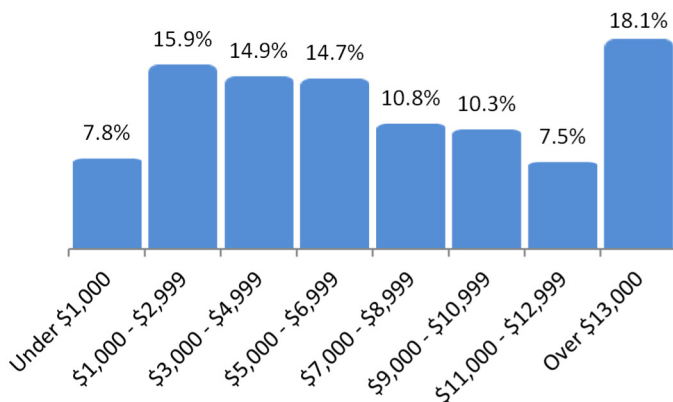
Beginning in August 2016, 11,549 employers, operating 14,396 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (November 16, 2016), IWD had received 5,404 responses, yielding a 46.8 percent response rate.



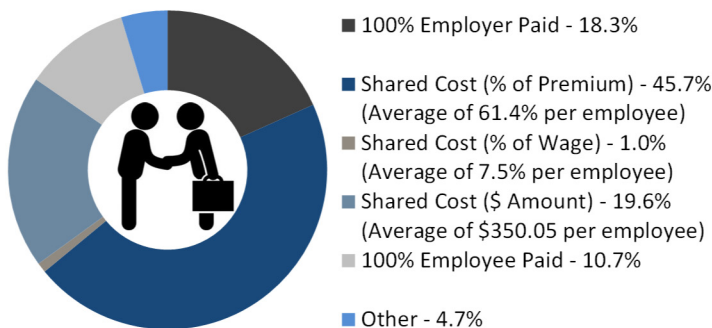
### Benefits Offered to Employees



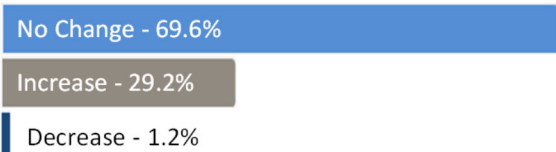
### Average Annual Benefit Package Cost Per Employee



### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



## OVERALL BENEFITS INFORMATION

### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.9%	4.0%
Dental Coverage	45.0%	6.3%
Life Insurance	47.5%	5.5%
Long-Term Disability	31.4%	3.7%
Medical Insurance	73.3%	6.6%
Prescription Drug Coverage	57.7%	5.2%
Short-Term Disability	31.1%	3.8%
Vision Coverage	27.8%	4.3%

### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.9%	8.4%
Maternity/Paternity Leave	24.8%	3.5%
Paid Holidays - 7.0 Days Annually	73.7%	10.0%
Paid Sick Leave - 7.1 Days Annually	41.5%	6.0%
Paid Vacation - 7.4 Days Annually	68.7%	9.0%
Paid-Time-Off (PTO) - 9.1 Days Annually	38.1%	6.8%
Personal Days/Floating Holidays	33.1%	4.6%
Training Leave	18.3%	2.8%

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

### Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	56.3%	8.3%
Childcare Assistance	1.8%	0.4%
Company Vehicle/Mileage	36.9%	5.6%
Employee Assistance Program	12.8%	3.4%
Flex Spending Account	29.1%	5.0%
Profit Sharing/Stock Options	14.5%	2.4%
Relocation/Moving Expense	4.6%	0.3%
Retirement Package	31.6%	6.0%
Shift Differential Pay	9.9%	2.2%
Tuition Assistance	16.2%	3.1%
Uniform Allowance	31.1%	3.6%
Wellness Program	10.8%	2.5%

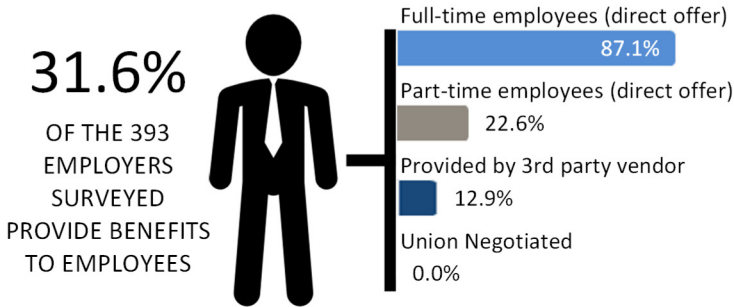
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In August 2016, 1,316 employers in the Accommodation & Food Services Industry, operating 1,512 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 393 responses, yielding a 29.9 percent response rate.

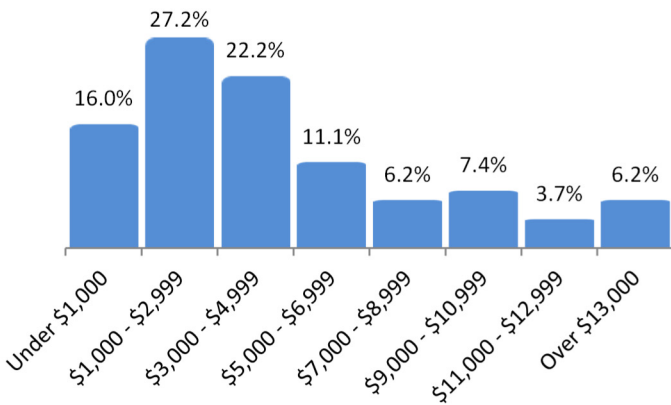
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	20.2%	2.4%
Dental Coverage	35.5%	4.0%
Life Insurance	22.6%	3.2%
Long-Term Disability	18.5%	1.6%
Medical Insurance	61.3%	4.0%
Prescription Drug Coverage	36.3%	2.4%
Short-Term Disability	12.9%	2.4%
Vision Coverage	22.6%	3.2%

### Average Annual Benefit Package Cost Per Employee

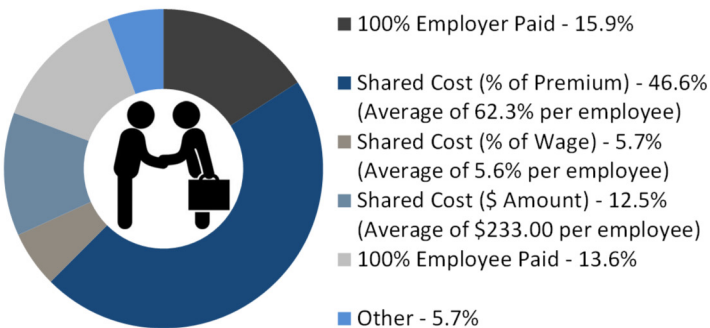


### Paid Leave Offered by Employers

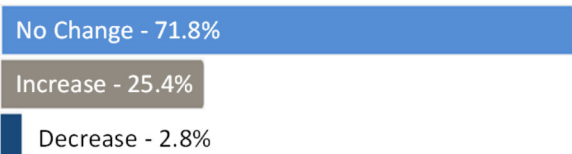
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	31.5%	2.4%
Maternity/Paternity Leave	14.5%	0.8%
Paid Holidays - 5.2 Days Annually	30.6%	4.8%
Paid Sick Leave - 5.2 Days Annually	22.6%	1.6%
Paid Vacation - 6.8 Days Annually	58.9%	6.5%
Paid-Time-Off (PTO) - 5.4 Days Annually	29.0%	4.0%
Personal Days/Floating Holidays	10.5%	0.8%
Training Leave	9.7%	0.8%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

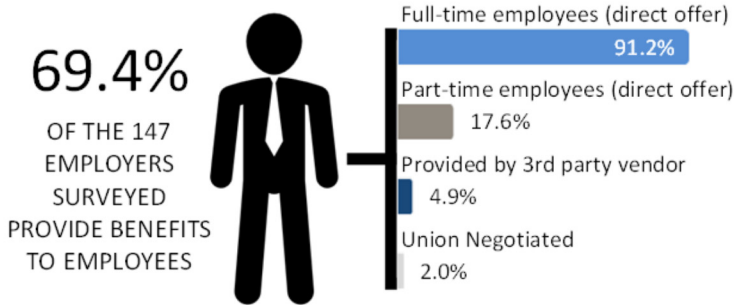
	Full-Time Positions	Part-Time Positions
Bonuses	60.5%	5.6%
Childcare Assistance	0.8%	0.0%
Company Vehicle/Mileage	15.3%	0.8%
Employee Assistance Program	7.3%	2.4%
Flex Spending Account	12.1%	2.4%
Profit Sharing/Stock Options	8.1%	0.8%
Relocation/Moving Expense	1.6%	0.0%
Retirement Package	18.5%	4.0%
Shift Differential Pay	4.0%	0.8%
Tuition Assistance	9.7%	3.2%
Uniform Allowance	25.8%	7.3%
Wellness Program	5.6%	1.6%



## ADMINISTRATIVE & WASTE SERVICES

In August 2016, 341 employers in the Administrative & Waste Services Industry, operating 356 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 147 responses, yielding a 43.1 percent response rate.

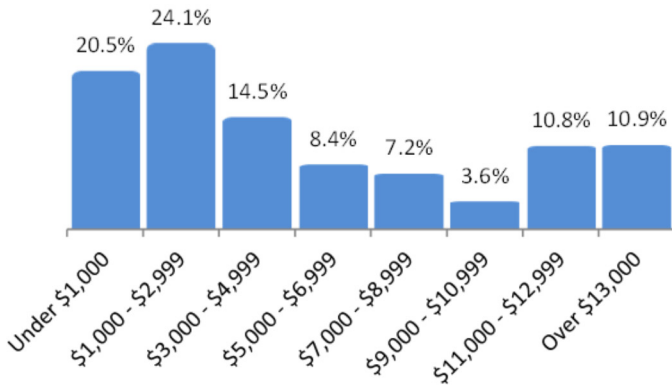
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.5%	2.0%
Dental Coverage	37.3%	2.9%
Life Insurance	35.3%	2.9%
Long-Term Disability	17.6%	2.9%
Medical Insurance	72.5%	5.9%
Prescription Drug Coverage	49.0%	4.0%
Short-Term Disability	23.5%	2.9%
Vision Coverage	24.5%	2.9%

### Average Annual Benefit Package Cost Per Employee

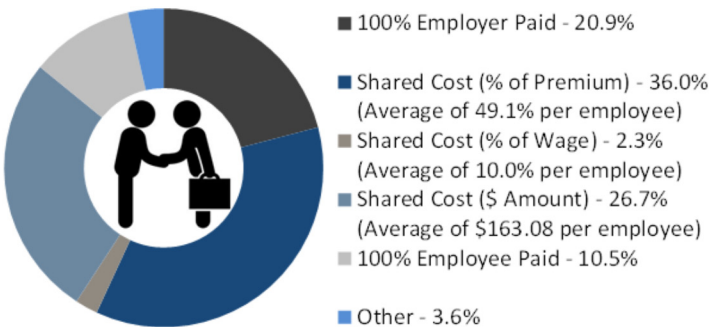


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	44.1%	4.9%
Maternity/Paternity Leave	20.6%	1.0%
Paid Holidays - 6.3 Days Annually	69.6%	6.9%
Paid Sick Leave - 6.3 Days Annually	32.4%	2.9%
Paid Vacation - 6.4 Days Annually	66.7%	6.9%
Paid-Time-Off (PTO) - 5.8 Days Annually	37.3%	5.9%
Personal Days/Floating Holidays	26.5%	2.9%
Training Leave	12.7%	1.0%

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

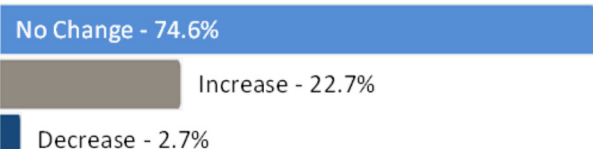
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	52.0%	4.9%
Childcare Assistance	1.0%	0.0%
Company Vehicle/Mileage	29.4%	3.9%
Employee Assistance Program	5.9%	0.0%
Flex Spending Account	15.7%	1.0%
Profit Sharing/Stock Options	8.8%	0.0%
Relocation/Moving Expense	2.0%	0.0%
Retirement Package	24.5%	1.0%
Shift Differential Pay	3.9%	1.0%
Tuition Assistance	3.9%	0.0%
Uniform Allowance	36.3%	3.9%
Wellness Program	6.9%	0.0%

### Employee Healthcare Plan Contribution Change

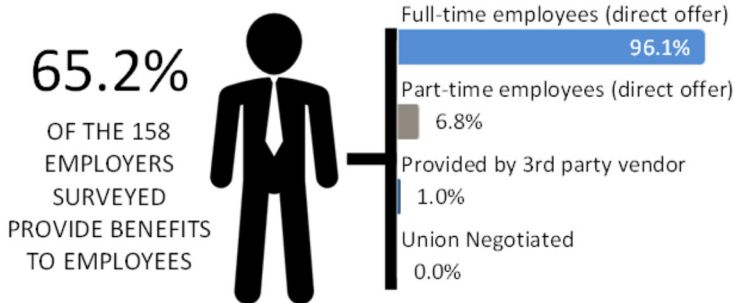




## AGRICULTURE, FORESTRY, FISHING & MINING

In August 2016, 635 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 734 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 158 responses, yielding a 24.9 percent response rate.

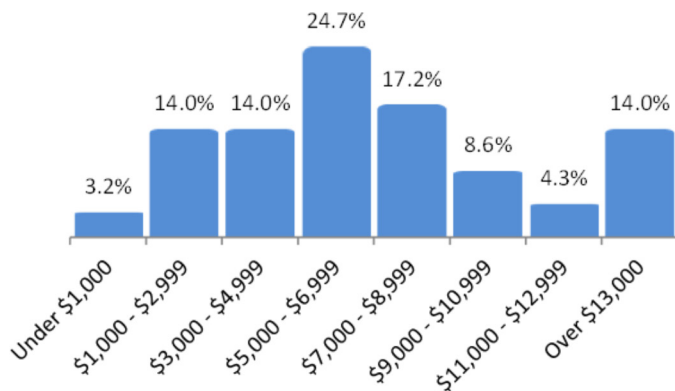
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	24.3%	0.0%
Dental Coverage	43.7%	1.9%
Life Insurance	32.0%	0.0%
Long-Term Disability	14.6%	0.0%
Medical Insurance	78.6%	1.9%
Prescription Drug Coverage	50.5%	1.0%
Short-Term Disability	26.2%	1.0%
Vision Coverage	23.3%	1.9%

### Average Annual Benefit Package Cost Per Employee

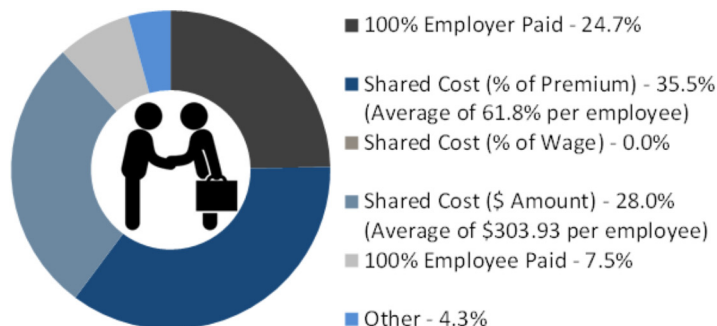


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	45.6%	0.0%
Maternity/Paternity Leave	20.4%	0.0%
Paid Holidays - 6.0 Days Annually	66.0%	1.0%
Paid Sick Leave - 4.8 Days Annually	29.1%	0.0%
Paid Vacation - 7.4 Days Annually	63.1%	0.0%
Paid-Time-Off (PTO) - 7.1 Days Annually	41.7%	1.0%
Personal Days/Floating Holidays	24.3%	0.0%
Training Leave	13.6%	0.0%

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

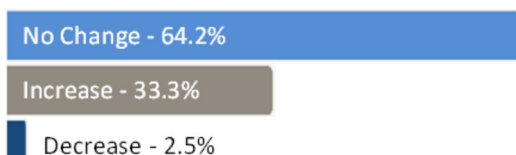
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.0%	2.9%
Childcare Assistance	1.9%	0.0%
Company Vehicle/Mileage	39.8%	2.9%
Employee Assistance Program	9.7%	0.0%
Flex Spending Account	20.4%	1.0%
Profit Sharing/Stock Options	7.8%	1.0%
Relocation/Moving Expense	4.9%	0.0%
Retirement Package	30.1%	1.0%
Shift Differential Pay	8.7%	0.0%
Tuition Assistance	9.7%	0.0%
Uniform Allowance	31.1%	1.0%
Wellness Program	7.8%	0.0%

### Employee Healthcare Plan Contribution Change



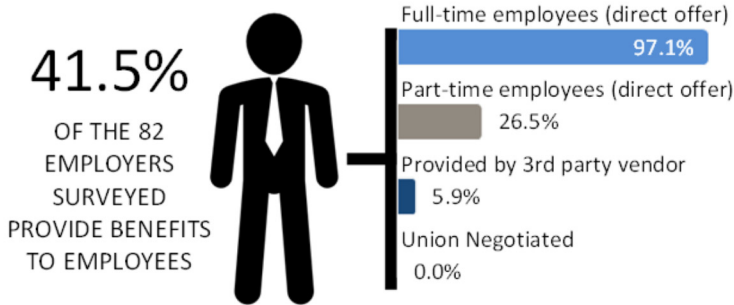




## ARTS, ENTERTAINMENT & RECREATION

In August 2016, 209 employers in the Arts, Entertainment & Recreation Industry, operating 222 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 82 responses, yielding a 39.2 percent response rate.

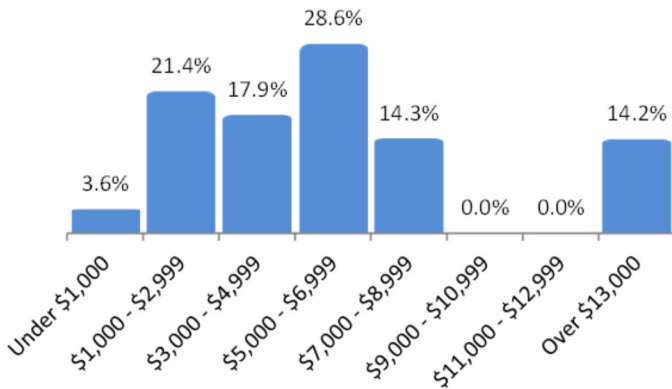
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.5%	11.8%
Dental Coverage	38.2%	8.8%
Life Insurance	29.4%	11.8%
Long-Term Disability	20.6%	2.9%
Medical Insurance	67.6%	8.8%
Prescription Drug Coverage	41.2%	8.8%
Short-Term Disability	11.8%	0.0%
Vision Coverage	23.5%	8.8%

### Average Annual Benefit Package Cost Per Employee

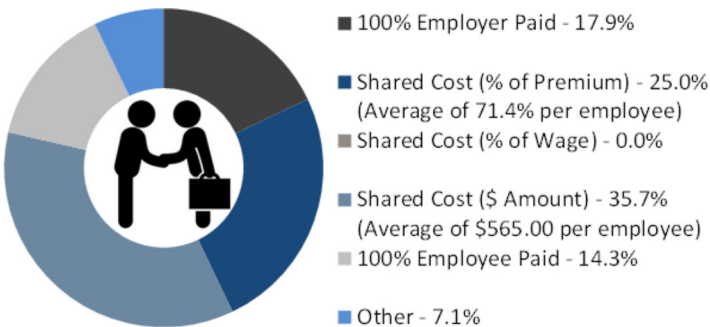


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	47.1%	8.8%
Maternity/Paternity Leave	17.6%	2.9%
Paid Holidays - 6.9 Days Annually	50.0%	8.8%
Paid Sick Leave - 6.1 Days Annually	41.2%	2.9%
Paid Vacation - 7.4 Days Annually	58.8%	14.7%
Paid-Time-Off (PTO) - 7.0 Days Annually	32.4%	5.9%
Personal Days/Floating Holidays	35.3%	14.7%
Training Leave	11.8%	2.9%

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

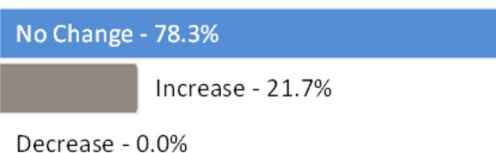
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	44.1%	5.9%
Childcare Assistance	2.9%	2.9%
Company Vehicle/Mileage	29.4%	11.8%
Employee Assistance Program	11.8%	8.8%
Flex Spending Account	20.6%	2.9%
Profit Sharing/Stock Options	5.9%	0.0%
Relocation/Moving Expense	5.9%	0.0%
Retirement Package	17.6%	2.9%
Shift Differential Pay	5.9%	5.9%
Tuition Assistance	2.9%	0.0%
Uniform Allowance	14.7%	2.9%
Wellness Program	14.7%	8.8%

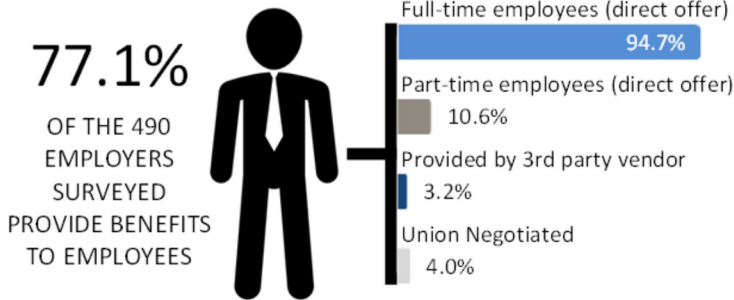
### Employee Healthcare Plan Contribution Change





In August 2016, 1,185 employers in the Construction Industry, operating 1,208 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 490 responses, yielding a 41.4 percent response rate.

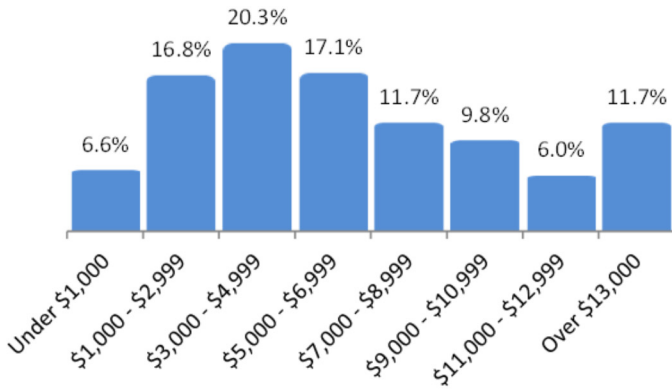
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	29.6%	3.4%
Dental Coverage	31.5%	1.6%
Life Insurance	34.1%	2.1%
Long-Term Disability	18.8%	1.3%
Medical Insurance	70.9%	3.4%
Prescription Drug Coverage	52.1%	2.2%
Short-Term Disability	23.8%	2.1%
Vision Coverage	14.6%	0.8%

**Average Annual Benefit Package Cost Per Employee**

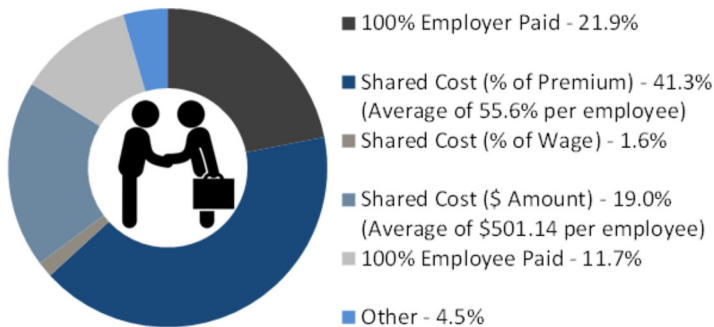


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	33.6%	2.4%
Maternity/Paternity Leave	10.8%	1.1%
Paid Holidays - 6.2 Days Annually	74.9%	4.8%
Paid Sick Leave - 4.5 Days Annually	23.0%	1.3%
Paid Vacation - 6.3 Days Annually	72.5%	4.2%
Paid-Time-Off (PTO) - 6.0 Days Annually	24.6%	1.6%
Personal Days/Floating Holidays	18.0%	0.5%
Training Leave	14.0%	0.5%

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

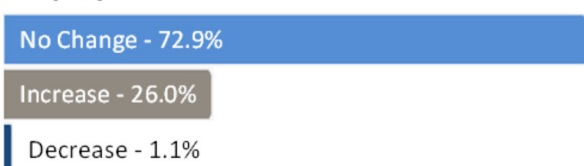
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	66.4%	5.0%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	37.8%	2.4%
Employee Assistance Program	5.0%	0.8%
Flex Spending Account	16.4%	1.9%
Profit Sharing/Stock Options	14.0%	1.1%
Relocation/Moving Expense	1.1%	0.0%
Retirement Package	27.2%	2.4%
Shift Differential Pay	3.2%	0.0%
Tuition Assistance	12.7%	0.8%
Uniform Allowance	34.9%	1.6%
Wellness Program	2.9%	0.3%

**Employee Healthcare Plan Contribution Change**

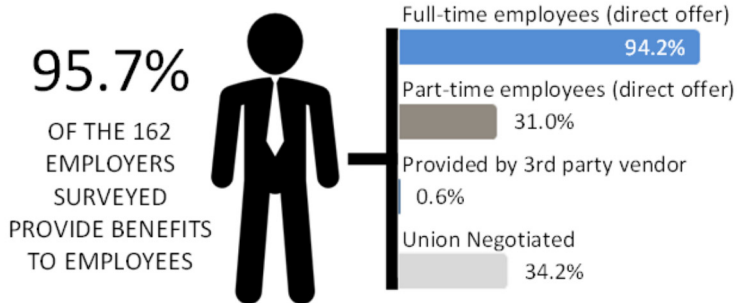




## EDUCATIONAL SERVICES

In August 2016, 310 employers in the Educational Services Industry, operating 802 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 162 responses, yielding a 52.3 percent response rate.

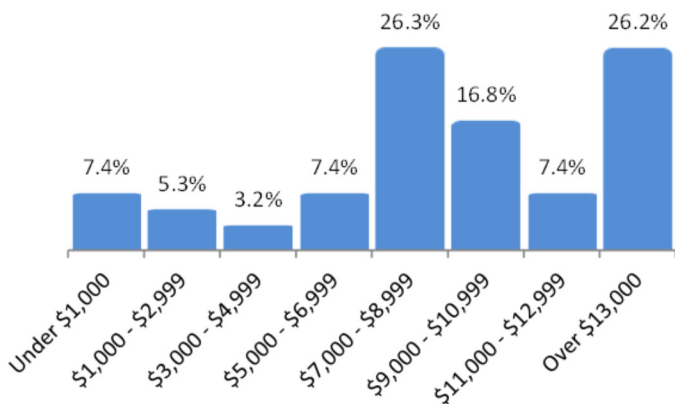
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	49.7%	9.7%
Dental Coverage	44.5%	9.7%
Life Insurance	52.9%	9.0%
Long-Term Disability	50.3%	9.0%
Medical Insurance	63.2%	13.5%
Prescription Drug Coverage	54.2%	12.2%
Short-Term Disability	14.8%	3.2%
Vision Coverage	29.7%	6.5%

### Average Annual Benefit Package Cost Per Employee

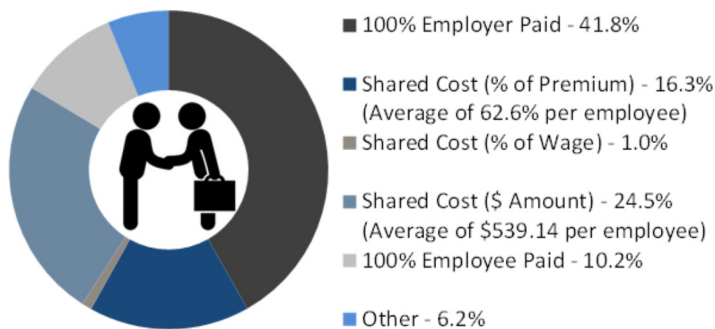


### Paid Leave Offered by Employers

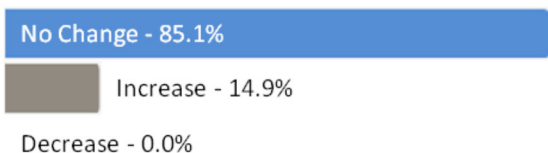
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.6%	16.8%
Maternity/Paternity Leave	35.5%	7.7%
Paid Holidays - 7.0 Days Annually	56.1%	12.9%
Paid Sick Leave - 11.6 Days Annually	61.3%	16.1%
Paid Vacation - 9.3 Days Annually	53.5%	7.1%
Paid-Time-Off (PTO) - 5.1 Days Annually	13.5%	3.9%
Personal Days/Floating Holidays	60.0%	14.8%
Training Leave	40.6%	8.4%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



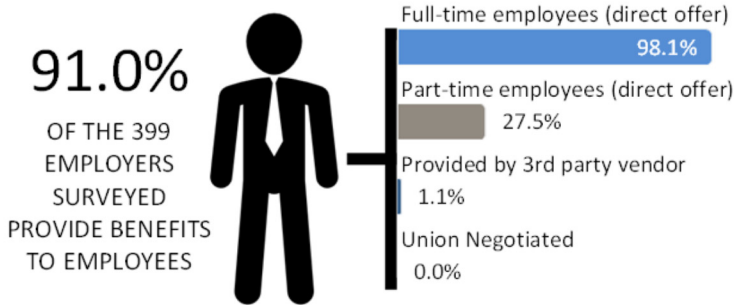
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	5.8%	1.3%
Childcare Assistance	1.9%	0.0%
Company Vehicle/Mileage	21.3%	4.5%
Employee Assistance Program	11.0%	1.3%
Flex Spending Account	50.3%	12.3%
Profit Sharing/Stock Options	0.6%	0.0%
Relocation/Moving Expense	3.2%	0.0%
Retirement Package	34.8%	7.1%
Shift Differential Pay	5.8%	0.6%
Tuition Assistance	18.7%	2.6%
Uniform Allowance	4.5%	0.0%
Wellness Program	8.4%	0.6%



In August 2016, 566 employers in the Finance, Insurance & Real Estate Industry, operating 901 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 399 responses, yielding a 70.5 percent response rate.

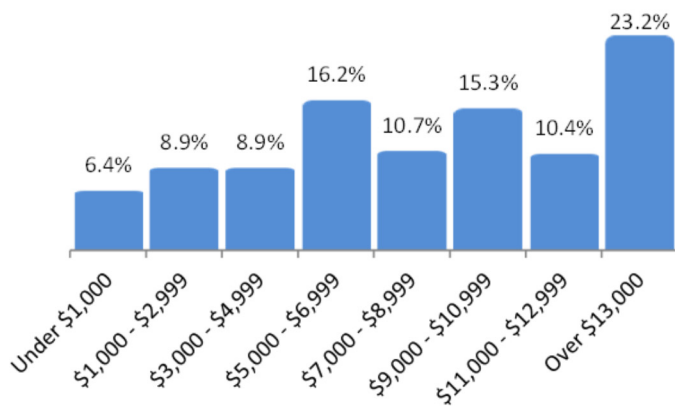
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	46.6%	7.7%
Dental Coverage	61.2%	12.7%
Life Insurance	71.3%	12.7%
Long-Term Disability	60.3%	11.3%
Medical Insurance	82.4%	14.0%
Prescription Drug Coverage	72.4%	12.4%
Short-Term Disability	47.4%	9.1%
Vision Coverage	42.1%	9.9%

**Average Annual Benefit Package Cost Per Employee**

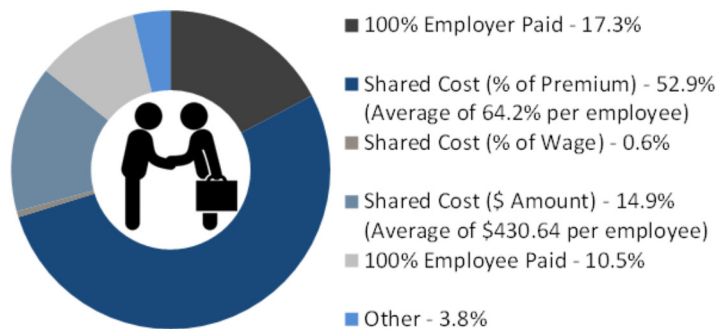


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.3%	14.3%
Maternity/Paternity Leave	41.6%	5.8%
Paid Holidays - 8.1 Days Annually	86.5%	14.0%
Paid Sick Leave - 7.3 Days Annually	55.9%	8.3%
Paid Vacation - 9.1 Days Annually	63.4%	11.3%
Paid-Time-Off (PTO) - 10.7 Days Annually	52.1%	11.0%
Personal Days/Floating Holidays	47.7%	7.4%
Training Leave	26.4%	5.8%

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

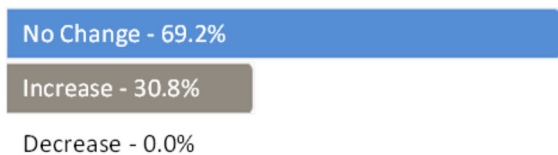
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	74.7%	17.6%
Childcare Assistance	1.7%	0.6%
Company Vehicle/Mileage	57.3%	13.2%
Employee Assistance Program	19.8%	8.5%
Flex Spending Account	53.2%	12.4%
Profit Sharing/Stock Options	25.1%	6.9%
Relocation/Moving Expense	6.1%	1.1%
Retirement Package	36.6%	9.4%
Shift Differential Pay	2.5%	1.7%
Tuition Assistance	28.1%	6.3%
Uniform Allowance	23.1%	5.8%
Wellness Program	16.0%	5.2%

**Employee Healthcare Plan Contribution Change**

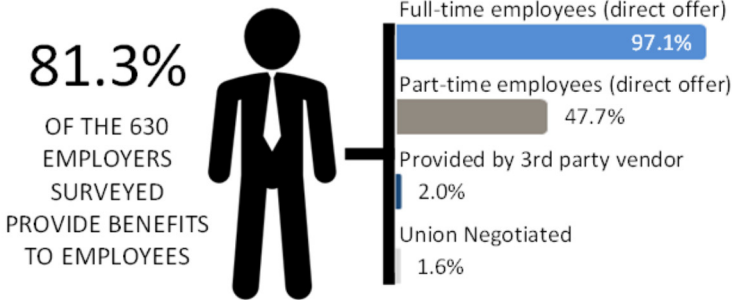




## HEALTH CARE & SOCIAL ASSISTANCE

In August 2016, 1,210 employers in the Health Care & Social Assistance Industry, operating 1,810 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 630 responses, yielding a 52.1 percent response rate.

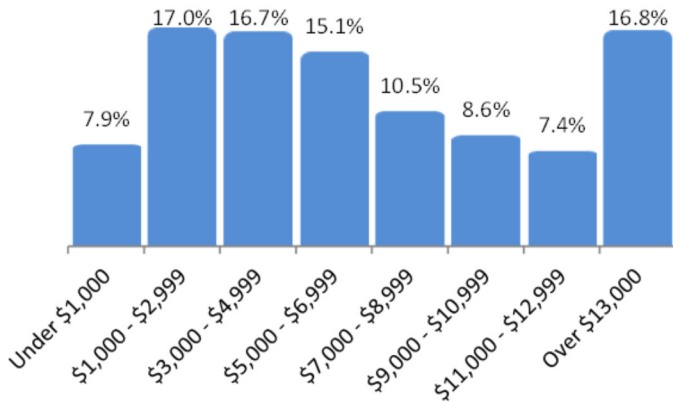
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	42.6%	10.9%
Dental Coverage	66.4%	23.0%
Life Insurance	52.9%	14.8%
Long-Term Disability	36.5%	9.0%
Medical Insurance	68.6%	16.2%
Prescription Drug Coverage	56.4%	14.5%
Short-Term Disability	36.5%	11.9%
Vision Coverage	40.0%	14.3%

### Average Annual Benefit Package Cost Per Employee

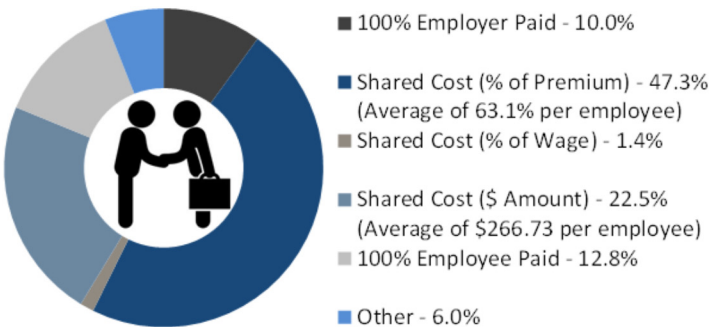


### Paid Leave Offered by Employers

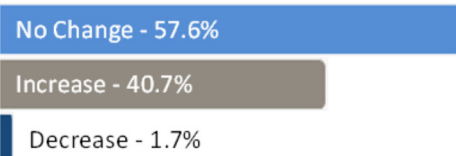
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.6%	25.0%
Maternity/Paternity Leave	29.9%	11.5%
Paid Holidays - 6.9 Days Annually	71.3%	25.0%
Paid Sick Leave - 7.0 Days Annually	43.9%	17.4%
Paid Vacation - 8.0 Days Annually	54.1%	22.1%
Paid-Time-Off (PTO) - 12.7 Days Annually	62.9%	24.8%
Personal Days/Floating Holidays	33.0%	12.1%
Training Leave	20.3%	7.6%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



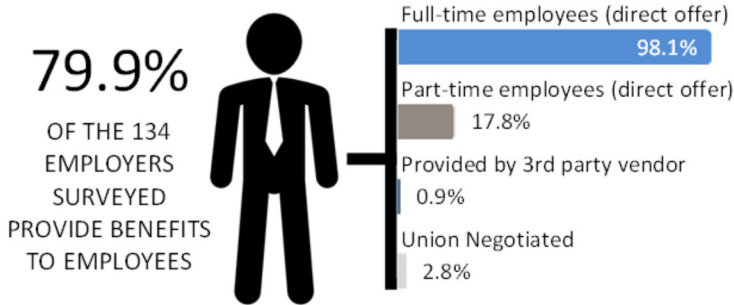
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	53.7%	20.1%
Childcare Assistance	5.1%	1.2%
Company Vehicle/Mileage	44.5%	15.8%
Employee Assistance Program	24.6%	12.1%
Flex Spending Account	37.7%	15.0%
Profit Sharing/Stock Options	16.8%	7.6%
Relocation/Moving Expense	5.1%	1.0%
Retirement Package	38.5%	16.8%
Shift Differential Pay	27.7%	13.1%
Tuition Assistance	34.0%	13.7%
Uniform Allowance	29.3%	11.7%
Wellness Program	17.2%	9.0%



In August 2016, 224 employers in the Information Industry, operating 251 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 134 responses, yielding a 59.8 percent response rate.

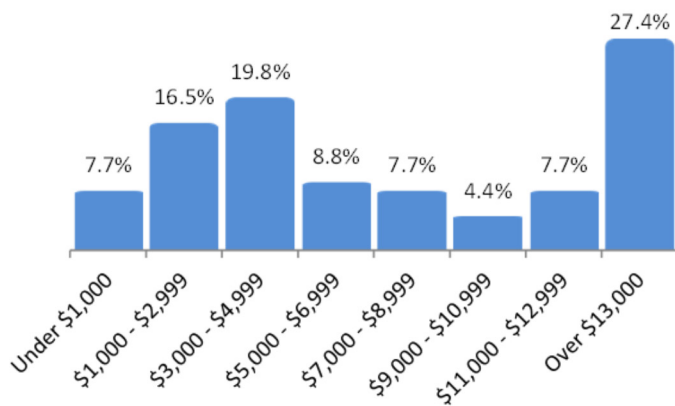
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.3%	0.0%
Dental Coverage	61.7%	1.9%
Life Insurance	65.4%	0.9%
Long-Term Disability	52.3%	0.0%
Medical Insurance	87.9%	0.9%
Prescription Drug Coverage	74.7%	0.0%
Short-Term Disability	38.3%	0.0%
Vision Coverage	42.1%	0.9%

### Average Annual Benefit Package Cost Per Employee

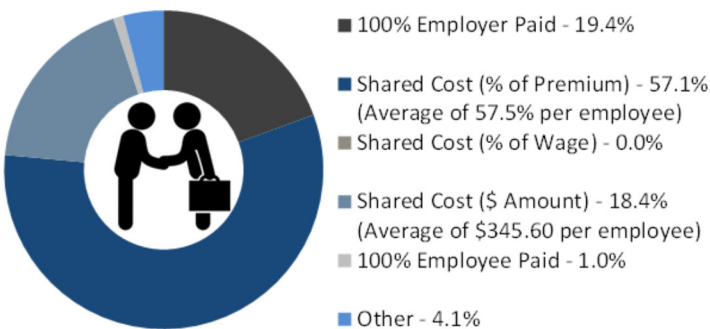


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.4%	4.7%
Maternity/Paternity Leave	47.7%	0.0%
Paid Holidays - 7.1 Days Annually	87.9%	7.5%
Paid Sick Leave - 7.1 Days Annually	67.3%	4.7%
Paid Vacation - 7.2 Days Annually	73.8%	5.6%
Paid-Time-Off (PTO) - 8.5 Days Annually	47.7%	3.7%
Personal Days/Floating Holidays	42.1%	0.9%
Training Leave	26.2%	0.9%

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

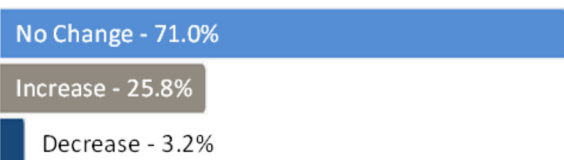
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.8%	5.6%
Childcare Assistance	1.9%	0.0%
Company Vehicle/Mileage	47.7%	4.7%
Employee Assistance Program	12.1%	0.0%
Flex Spending Account	37.4%	0.0%
Profit Sharing/Stock Options	13.1%	0.0%
Relocation/Moving Expense	10.3%	0.0%
Retirement Package	34.6%	2.8%
Shift Differential Pay	3.7%	0.0%
Tuition Assistance	15.0%	0.0%
Uniform Allowance	34.6%	1.9%
Wellness Program	20.6%	0.9%

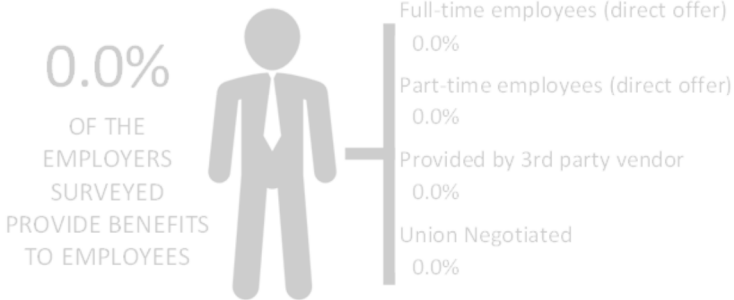
### Employee Healthcare Plan Contribution Change





# MANAGEMENT

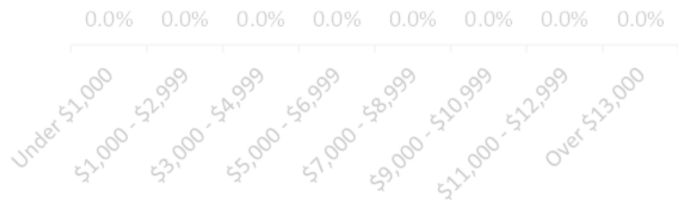
## Benefits Offered to Employees



## 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



## Other Benefits Offered by Employers

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

## Employee Healthcare Plan Contribution Change

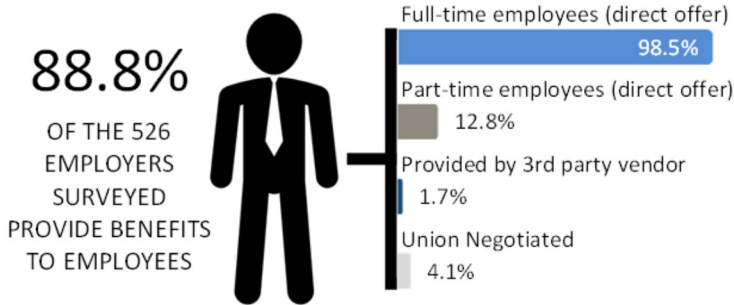


INSUFFICIENT DATA TO REPORT



In August 2016, 1,075 employers in the Manufacturing Industry, operating 1,210 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 526 responses, yielding a 48.9 percent response rate.

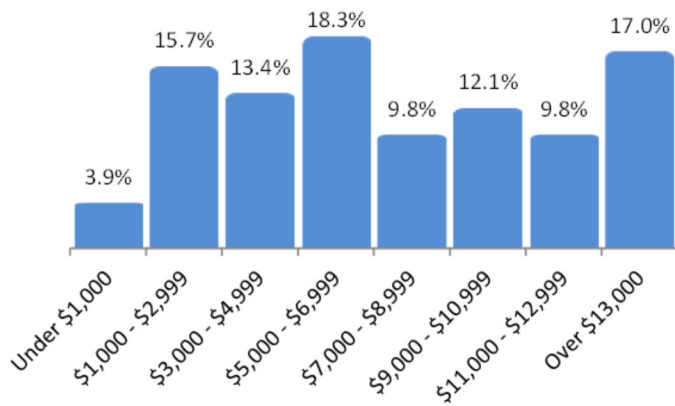
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.5%	2.1%
Dental Coverage	56.7%	3.6%
Life Insurance	62.3%	3.2%
Long-Term Disability	41.3%	2.6%
Medical Insurance	82.7%	4.1%
Prescription Drug Coverage	74.1%	2.8%
Short-Term Disability	49.0%	2.8%
Vision Coverage	38.8%	1.9%

**Average Annual Benefit Package Cost Per Employee**

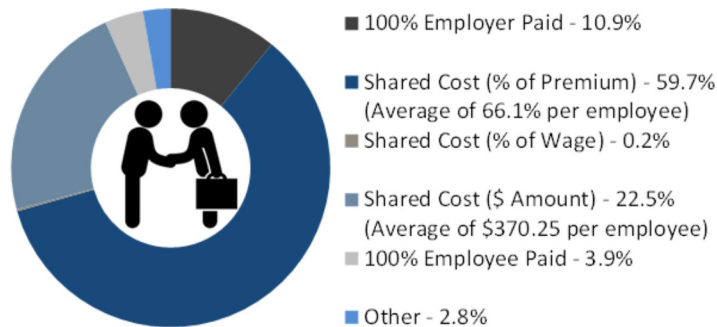


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	68.3%	4.9%
Maternity/Paternity Leave	23.8%	1.9%
Paid Holidays - 7.5 Days Annually	86.5%	7.5%
Paid Sick Leave - 4.2 Days Annually	25.7%	1.5%
Paid Vacation - 6.8 Days Annually	74.9%	6.0%
Paid-Time-Off (PTO) - 7.7 Days Annually	40.9%	2.8%
Personal Days/Floating Holidays	35.8%	2.1%
Training Leave	7.5%	0.6%

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

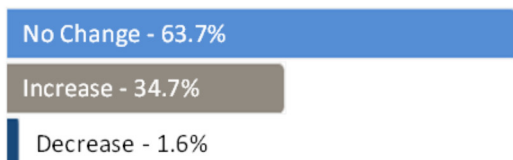
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	67.5%	5.8%
Childcare Assistance	1.5%	0.2%
Company Vehicle/Mileage	34.0%	2.4%
Employee Assistance Program	20.6%	2.4%
Flex Spending Account	34.5%	1.7%
Profit Sharing/Stock Options	22.5%	2.8%
Relocation/Moving Expense	10.7%	0.2%
Retirement Package	29.3%	2.4%
Shift Differential Pay	30.2%	1.7%
Tuition Assistance	20.6%	0.6%
Uniform Allowance	32.1%	2.1%
Wellness Program	18.6%	2.6%

**Employee Healthcare Plan Contribution Change**



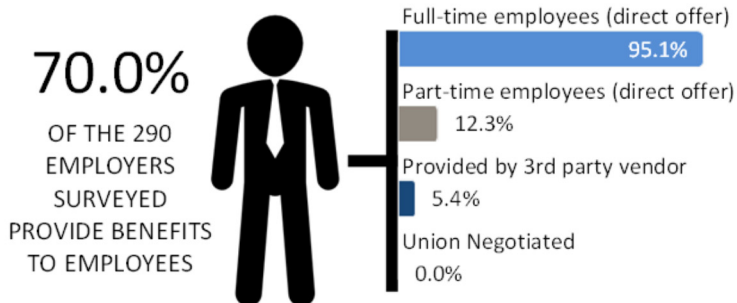




## PERSONAL SERVICES

In August 2016, 640 employers in the Personal Services Industry, operating 671 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 290 responses, yielding a 45.3 percent response rate.

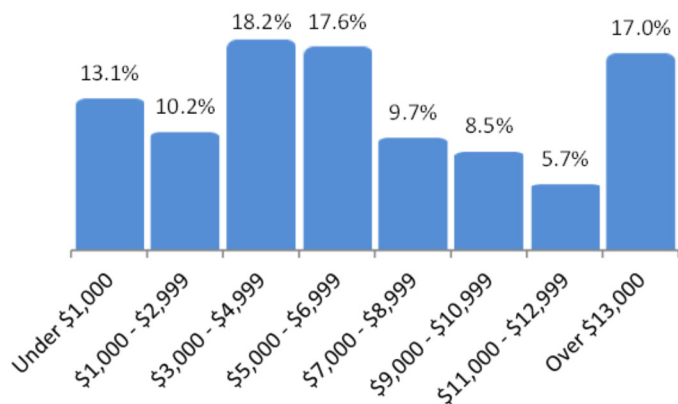
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.6%	1.5%
Dental Coverage	30.0%	1.5%
Life Insurance	33.5%	2.0%
Long-Term Disability	20.2%	1.5%
Medical Insurance	70.0%	2.5%
Prescription Drug Coverage	48.3%	1.0%
Short-Term Disability	23.2%	2.0%
Vision Coverage	16.7%	1.0%

### Average Annual Benefit Package Cost Per Employee

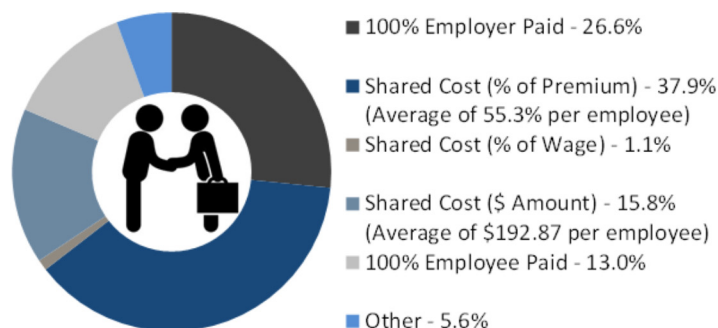


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.3%	2.5%
Maternity/Paternity Leave	17.2%	1.0%
Paid Holidays - 6.7 Days Annually	67.0%	4.9%
Paid Sick Leave - 6.4 Days Annually	38.4%	1.5%
Paid Vacation - 8.0 Days Annually	77.8%	4.9%
Paid-Time-Off (PTO) - 6.9 Days Annually	26.1%	3.0%
Personal Days/Floating Holidays	27.6%	1.0%
Training Leave	16.7%	1.0%

Average Annual Days Off Reported for Full-Time Positions

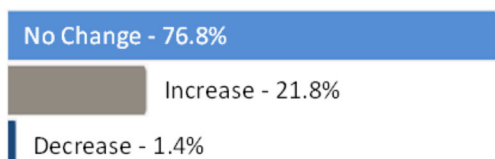
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	50.2%	3.9%
Childcare Assistance	2.0%	0.0%
Company Vehicle/Mileage	25.6%	1.0%
Employee Assistance Program	5.9%	0.5%
Flex Spending Account	11.3%	1.0%
Profit Sharing/Stock Options	8.9%	0.0%
Relocation/Moving Expense	4.4%	0.0%
Retirement Package	30.5%	3.9%
Shift Differential Pay	3.0%	0.0%
Tuition Assistance	9.9%	0.0%
Uniform Allowance	33.5%	1.5%
Wellness Program	6.9%	0.5%

### Employee Healthcare Plan Contribution Change

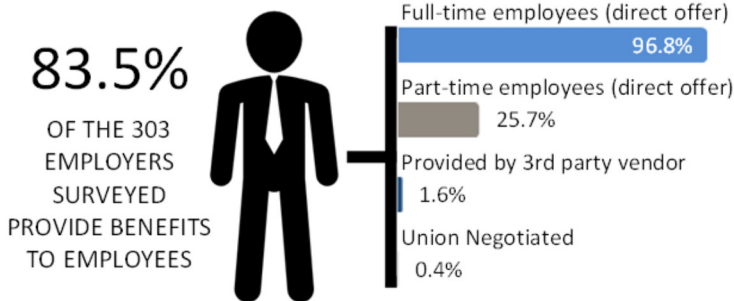




## PROFESSIONAL & TECHNICAL SERVICES

In August 2016, 530 employers in the Professional & Technical Services Industry, operating 577 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 303 responses, yielding a 57.2 percent response rate.

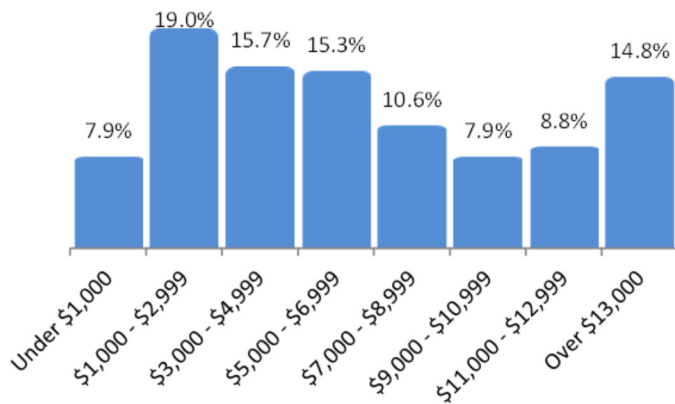
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.5%	3.6%
Dental Coverage	26.9%	4.3%
Life Insurance	37.2%	6.7%
Long-Term Disability	28.9%	4.0%
Medical Insurance	58.9%	6.3%
Prescription Drug Coverage	43.1%	4.4%
Short-Term Disability	25.7%	2.4%
Vision Coverage	17.8%	4.0%

### Average Annual Benefit Package Cost Per Employee

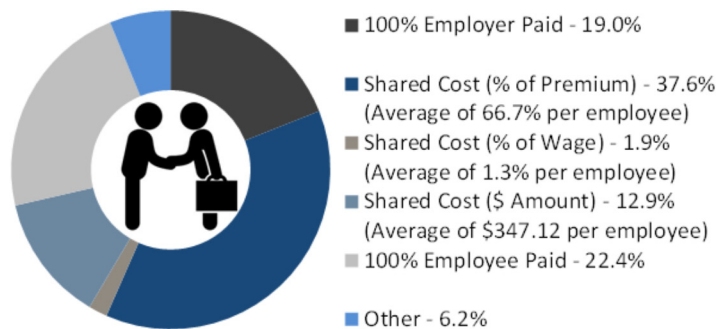


### Paid Leave Offered by Employers

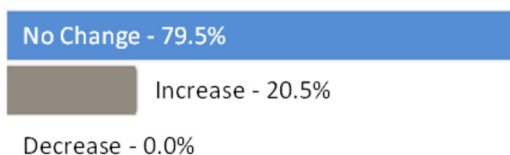
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.7%	11.5%
Maternity/Paternity Leave	29.2%	4.0%
Paid Holidays - 6.9 Days Annually	82.2%	16.2%
Paid Sick Leave - 5.9 Days Annually	48.6%	9.9%
Paid Vacation - 8.3 Days Annually	70.8%	13.8%
Paid-Time-Off (PTO) - 9.7 Days Annually	50.6%	10.7%
Personal Days/Floating Holidays	32.8%	6.7%
Training Leave	22.1%	5.1%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

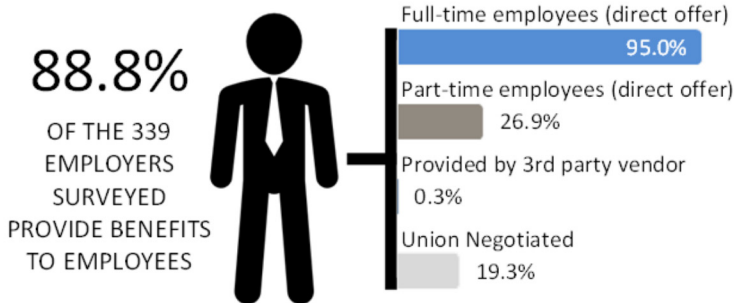
	Full-Time Positions	Part-Time Positions
Bonuses	69.2%	17.0%
Childcare Assistance	1.6%	0.4%
Company Vehicle/Mileage	44.7%	8.3%
Employee Assistance Program	9.9%	4.0%
Flex Spending Account	32.8%	6.7%
Profit Sharing/Stock Options	24.9%	4.7%
Relocation/Moving Expense	7.5%	1.2%
Retirement Package	40.3%	10.7%
Shift Differential Pay	2.4%	0.8%
Tuition Assistance	17.4%	3.2%
Uniform Allowance	16.6%	2.8%
Wellness Program	9.1%	1.6%



## PUBLIC ADMINISTRATION

In August 2016, 495 employers in the Public Administration Industry, operating 505 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 339 responses, yielding a 68.5 percent response rate.

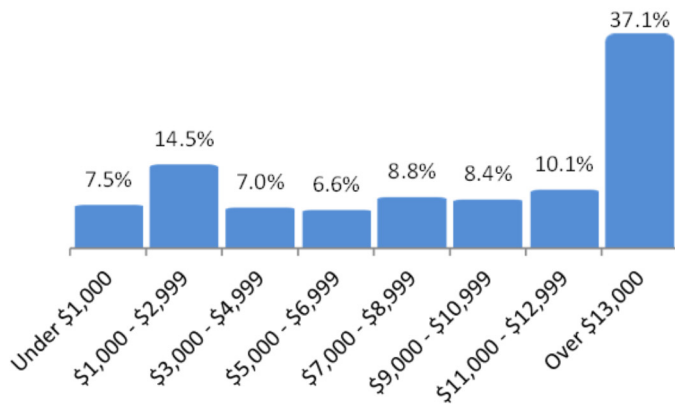
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	31.6%	2.0%
Dental Coverage	34.2%	2.7%
Life Insurance	46.8%	2.7%
Long-Term Disability	18.6%	0.7%
Medical Insurance	65.4%	5.3%
Prescription Drug Coverage	53.2%	3.0%
Short-Term Disability	19.9%	0.7%
Vision Coverage	20.3%	1.7%

### Average Annual Benefit Package Cost Per Employee

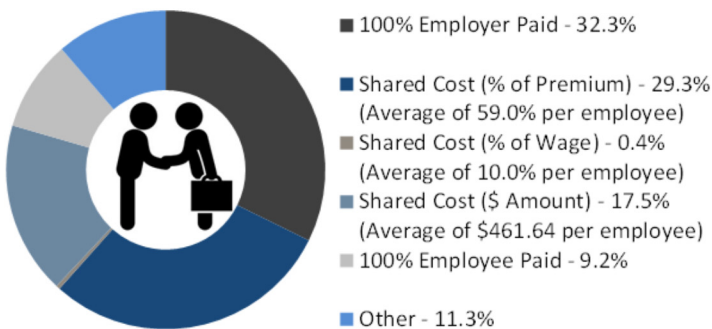


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.8%	9.0%
Maternity/Paternity Leave	26.2%	4.0%
Paid Holidays - 9.0 Days Annually	71.1%	12.6%
Paid Sick Leave - 11.3 Days Annually	66.8%	9.3%
Paid Vacation - 6.8 Days Annually	70.4%	12.0%
Paid-Time-Off (PTO) - 6.4 Days Annually	23.6%	4.0%
Personal Days/Floating Holidays	50.5%	6.6%
Training Leave	26.9%	4.0%

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

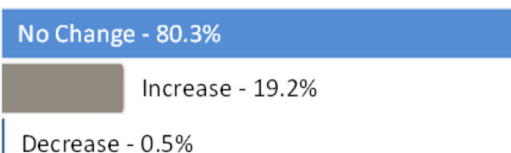
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	9.6%	1.3%
Childcare Assistance	0.3%	0.0%
Company Vehicle/Mileage	46.8%	6.3%
Employee Assistance Program	10.6%	1.3%
Flex Spending Account	21.3%	2.3%
Profit Sharing/Stock Options	0.3%	0.0%
Relocation/Moving Expense	0.3%	0.0%
Retirement Package	29.9%	7.0%
Shift Differential Pay	7.6%	0.3%
Tuition Assistance	8.0%	2.0%
Uniform Allowance	38.5%	1.3%
Wellness Program	8.0%	1.0%

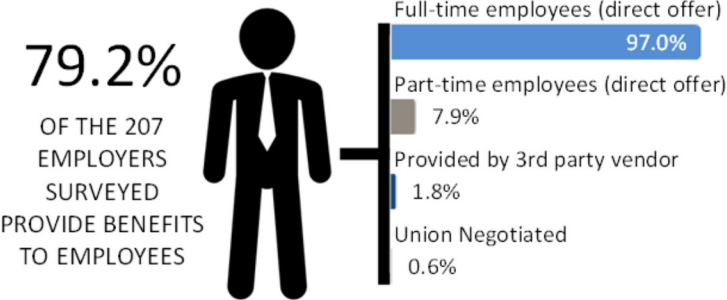
### Employee Healthcare Plan Contribution Change





In August 2016, 491 employers in the Transportation & Warehousing Industry, operating 522 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 207 responses, yielding a 42.2 percent response rate.

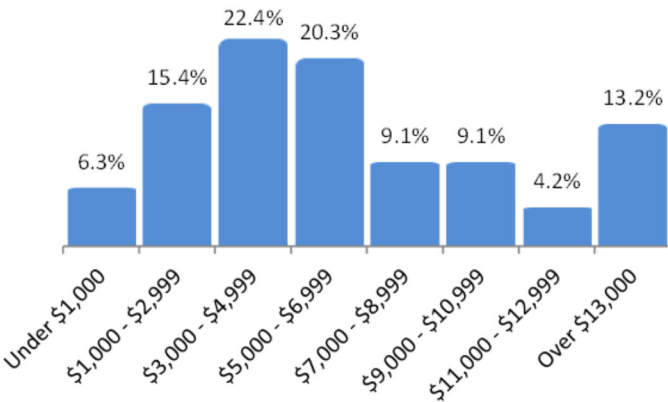
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.5%	1.8%
Dental Coverage	39.6%	1.8%
Life Insurance	41.5%	3.0%
Long-Term Disability	17.7%	1.2%
Medical Insurance	78.7%	3.0%
Prescription Drug Coverage	62.1%	2.4%
Short-Term Disability	28.0%	3.0%
Vision Coverage	25.6%	1.2%

**Average Annual Benefit Package Cost Per Employee**

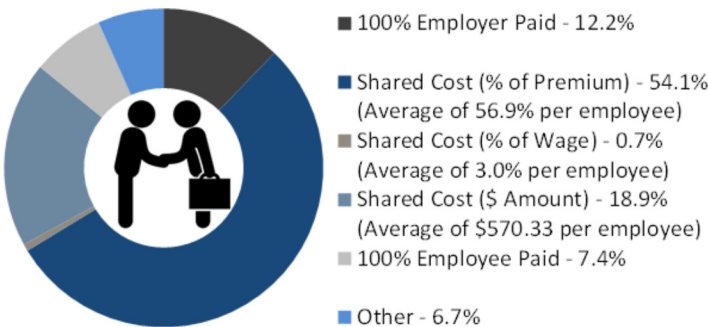


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	37.2%	3.7%
Maternity/Paternity Leave	12.8%	1.8%
Paid Holidays - 6.2 Days Annually	62.2%	4.3%
Paid Sick Leave - 5.2 Days Annually	22.6%	2.4%
Paid Vacation - 6.5 Days Annually	76.2%	5.5%
Paid-Time-Off (PTO) - 7.7 Days Annually	22.0%	1.2%
Personal Days/Floating Holidays	13.4%	1.2%
Training Leave	11.6%	1.2%

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

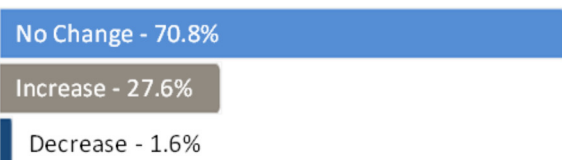
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	61.6%	4.3%
Childcare Assistance	3.0%	1.8%
Company Vehicle/Mileage	18.3%	1.2%
Employee Assistance Program	6.1%	1.2%
Flex Spending Account	17.7%	2.4%
Profit Sharing/Stock Options	8.5%	0.6%
Relocation/Moving Expense	3.0%	0.0%
Retirement Package	23.8%	3.0%
Shift Differential Pay	6.7%	0.0%
Tuition Assistance	5.5%	1.2%
Uniform Allowance	22.6%	0.6%
Wellness Program	9.8%	1.8%

**Employee Healthcare Plan Contribution Change**

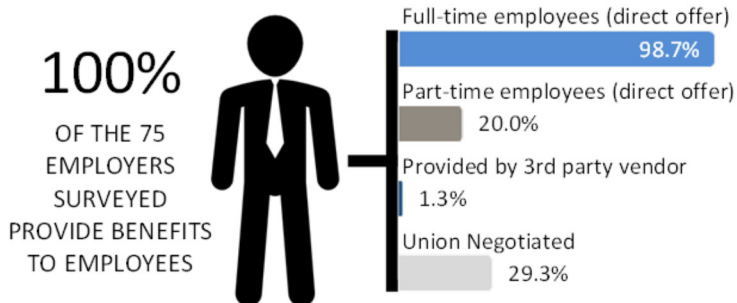




## UTILITIES

In August 2016, 91 employers in the Utilities Industry, operating 122 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 75 responses, yielding a 82.4 percent response rate.

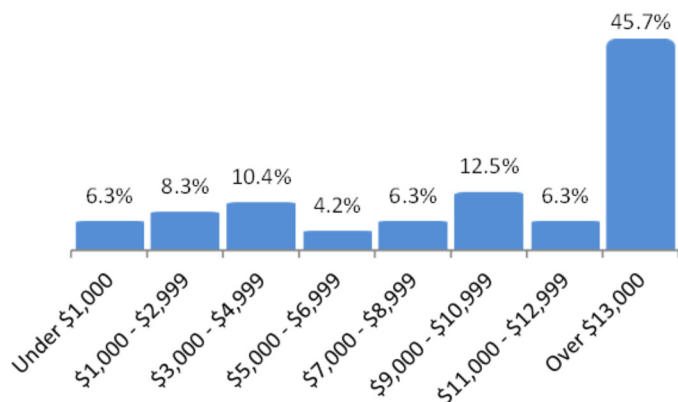
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.0%	4.0%
Dental Coverage	48.0%	2.7%
Life Insurance	60.0%	5.3%
Long-Term Disability	42.7%	4.0%
Medical Insurance	68.0%	6.7%
Prescription Drug Coverage	64.0%	5.3%
Short-Term Disability	26.7%	1.3%
Vision Coverage	30.7%	2.7%

### Average Annual Benefit Package Cost Per Employee

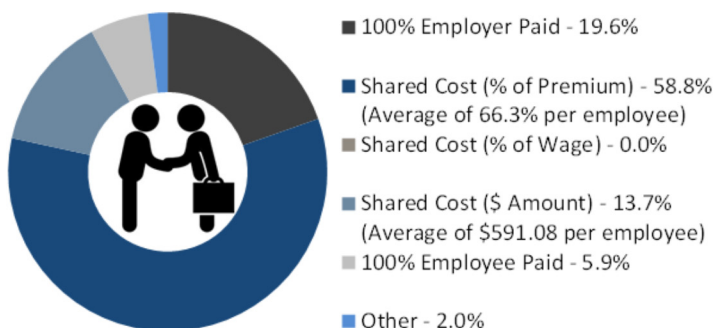


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	53.3%	4.0%
Maternity/Paternity Leave	25.3%	0.0%
Paid Holidays - 8.4 Days Annually	64.0%	5.3%
Paid Sick Leave - 9.0 Days Annually	58.7%	5.3%
Paid Vacation - 7.0 Days Annually	58.7%	8.0%
Paid-Time-Off (PTO) - 11.1 Days Annually	22.7%	2.7%
Personal Days/Floating Holidays	42.7%	5.3%
Training Leave	16.0%	1.3%

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

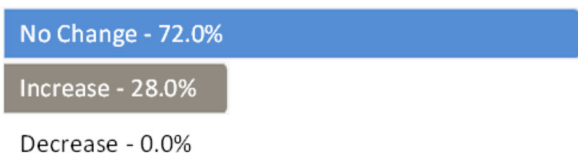
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	22.7%	2.7%
Childcare Assistance	4.0%	1.3%
Company Vehicle/Mileage	44.0%	5.3%
Employee Assistance Program	24.0%	5.3%
Flex Spending Account	42.7%	5.3%
Profit Sharing/Stock Options	2.7%	0.0%
Relocation/Moving Expense	6.7%	0.0%
Retirement Package	37.3%	5.3%
Shift Differential Pay	2.7%	0.0%
Tuition Assistance	24.0%	2.7%
Uniform Allowance	53.3%	8.0%
Wellness Program	24.0%	2.7%

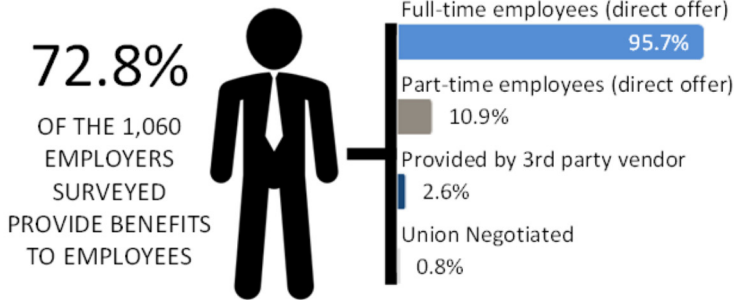
### Employee Healthcare Plan Contribution Change





In August 2016, 2,208 employers in the Wholesale & Retail Trade Industry, operating 2,970 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 1,060 responses, yielding a 48.0 percent response rate.

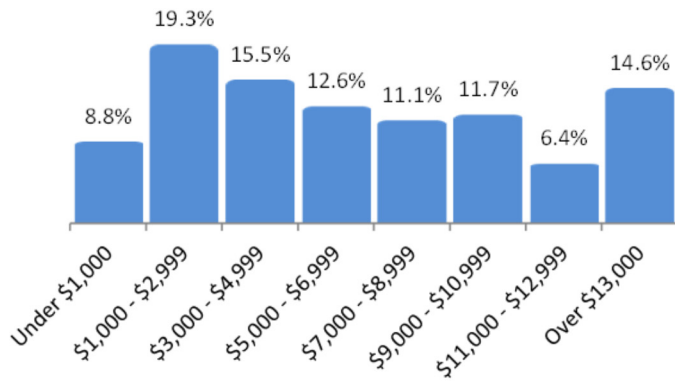
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.1%	1.4%
Dental Coverage	37.8%	1.8%
Life Insurance	42.4%	2.1%
Long-Term Disability	24.9%	1.3%
Medical Insurance	77.1%	2.6%
Prescription Drug Coverage	56.2%	2.0%
Short-Term Disability	29.5%	1.7%
Vision Coverage	21.4%	1.3%

**Average Annual Benefit Package Cost Per Employee**

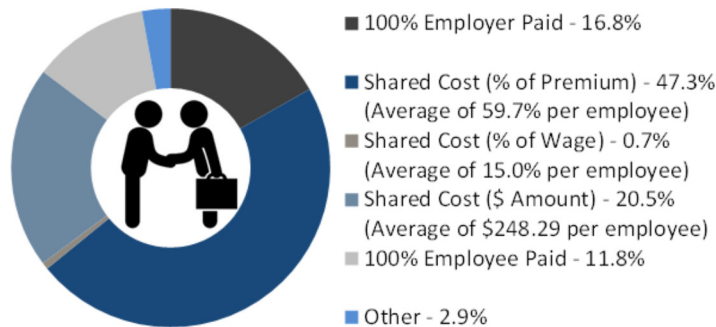


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.3%	3.1%
Maternity/Paternity Leave	21.4%	1.2%
Paid Holidays - 6.1 Days Annually	75.5%	4.5%
Paid Sick Leave - 4.6 Days Annually	41.1%	2.3%
Paid Vacation - 7.0 Days Annually	76.3%	5.1%
Paid-Time-Off (PTO) - 7.0 Days Annually	34.7%	2.7%
Personal Days/Floating Holidays	29.1%	1.6%
Training Leave	16.6%	0.6%

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

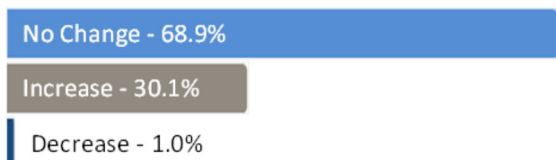
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	64.2%	5.4%
Childcare Assistance	0.6%	0.0%
Company Vehicle/Mileage	29.4%	1.2%
Employee Assistance Program	7.0%	0.4%
Flex Spending Account	23.2%	1.3%
Profit Sharing/Stock Options	15.7%	0.5%
Relocation/Moving Expense	3.0%	0.0%
Retirement Package	30.4%	2.5%
Shift Differential Pay	3.1%	0.3%
Tuition Assistance	8.0%	0.5%
Uniform Allowance	40.4%	1.9%
Wellness Program	5.4%	0.4%

**Employee Healthcare Plan Contribution Change**







Iowa Workforce Development  
Labor Market Information Division  
Regional Research & Analysis Bureau  
1000 E. Grand Avenue  
Des Moines, Iowa 50319

Phone: (515) 281-7524 | Email: [Laborshed.Studies@iwd.iowa.gov](mailto:Laborshed.Studies@iwd.iowa.gov)  
[www.iowaworkforcedevelopment.gov](http://www.iowaworkforcedevelopment.gov)  
[www.iowalmi.gov](http://www.iowalmi.gov)