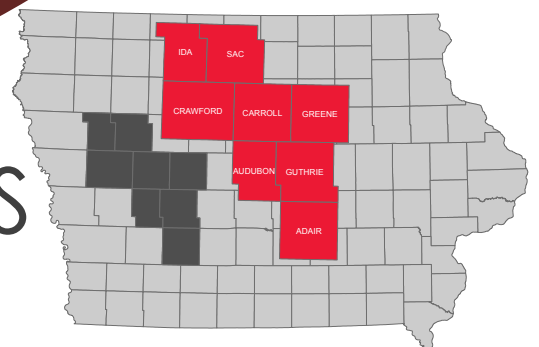


RELEASED

# 2017 EMPLOYMENT BENEFIT ANALYSIS

## REGIONAL ANALYSIS

ADAIR, AUDUBON, CARROLL, CRAWFORD,  
GREENE, GUTHRIE, IDA AND SAC COUNTIES



# TABLE OF CONTENTS



<b>INTRODUCTION</b>	1
<b>OVERALL BENEFIT INFORMATION</b>	1
<b>INDUSTRY SPECIFIC BENEFIT INFORMATION</b>	
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

# 2016 IOWA EMPLOYMENT BENEFIT ANALYSIS



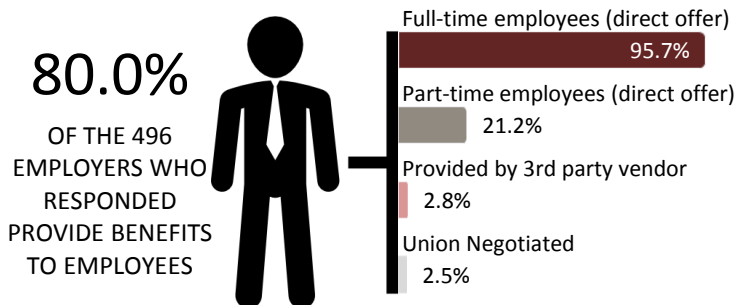
## INTRODUCTION

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.

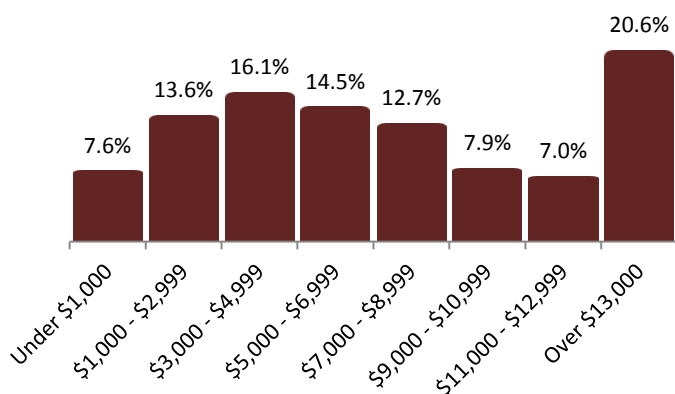
Beginning in August 2016, 887 employers, operating 1,153 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (November 16, 2016), IWD had received 496 responses, yielding a 55.9 percent response rate.



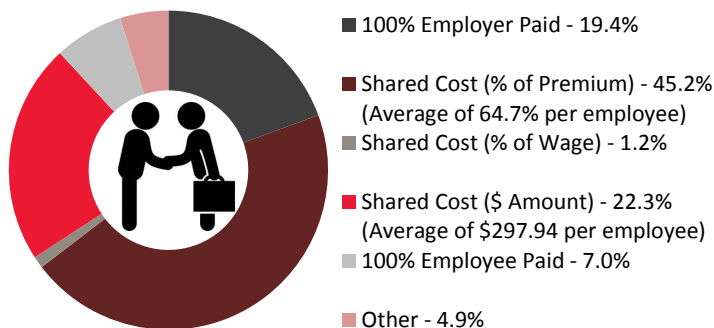
### Benefits Offered to Employees



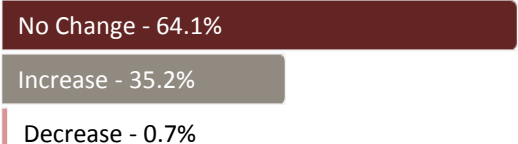
### Average Annual Benefit Package Cost Per Employee



### 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	39.5%	5.5%
Dental Coverage	45.1%	9.3%
Life Insurance	54.9%	9.1%
Long-Term Disability	37.5%	5.3%
Medical Insurance	78.1%	8.8%
Prescription Drug Coverage	60.7%	7.6%
Short-Term Disability	34.5%	5.8%
Vision Coverage	30.0%	5.5%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.0%	10.6%
Maternity/Paternity Leave	24.4%	4.0%
Paid Holidays - 6.9 Days Annually	76.1%	10.1%
Paid Sick Leave - 7.3 Days Annually	49.9%	6.5%
Paid Vacation - 7.9 Days Annually	71.3%	9.6%
Paid-Time-Off (PTO) - 8.5 Days Annually	39.0%	7.6%
Personal Days/Floating Holidays	34.5%	3.8%
Training Leave	21.9%	2.8%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.9%	6.8%
Childcare Assistance	3.3%	0.8%
Company Vehicle/Mileage	43.1%	6.0%
Employee Assistance Program	15.4%	4.3%
Flex Spending Account	34.5%	7.3%
Profit Sharing/Stock Options	13.6%	2.3%
Relocation/Moving Expense	4.8%	0.3%
Retirement Package	34.8%	5.8%
Shift Differential Pay	8.8%	2.3%
Tuition Assistance	20.7%	4.5%
Uniform Allowance	33.8%	3.0%
Wellness Program	14.6%	3.5%

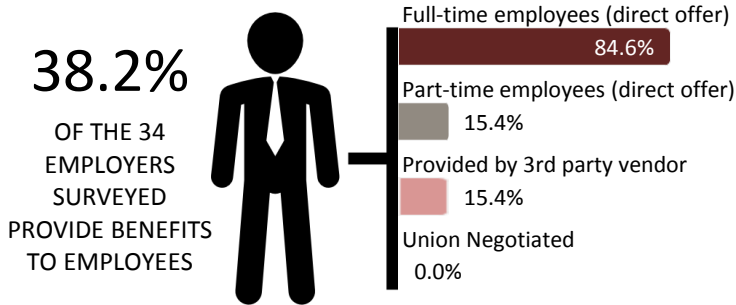
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In August 2016, 87 employers in the Accommodation & Food Services Industry, operating 94 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 34 responses, yielding a 39.1 percent response rate.

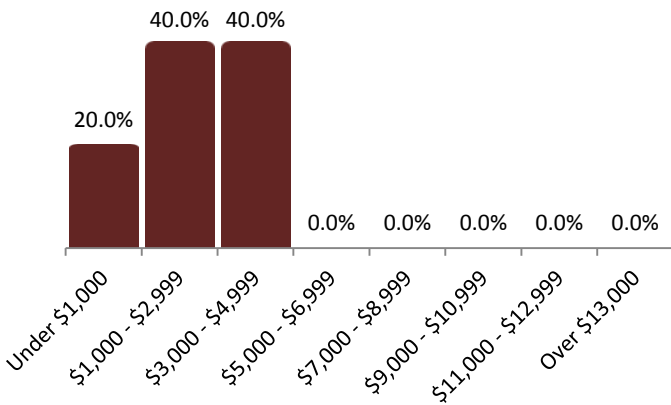
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	15.4%	7.7%
Dental Coverage	38.5%	7.7%
Life Insurance	30.8%	7.7%
Long-Term Disability	15.4%	7.7%
Medical Insurance	61.5%	7.7%
Prescription Drug Coverage	23.1%	7.7%
Short-Term Disability	23.1%	7.7%
Vision Coverage	23.1%	7.7%

### Average Annual Benefit Package Cost Per Employee

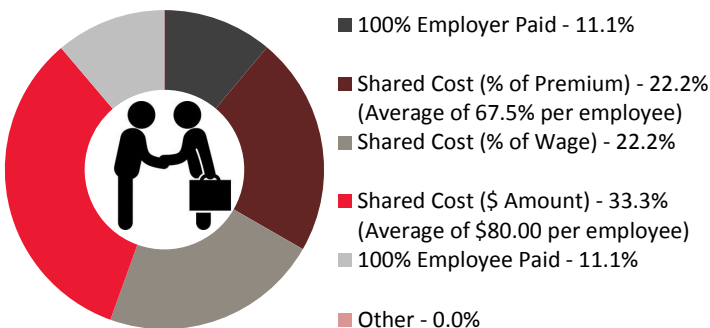


### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	15.4%	0.0%
Maternity/Paternity Leave	7.7%	0.0%
Paid Holidays - 5.7 Days Annually	53.8%	0.0%
Paid Sick Leave - 4.6 Days Annually	38.5%	0.0%
Paid Vacation - 6.6 Days Annually	76.9%	0.0%
Paid-Time-Off (PTO) - 3.7 Days Annually	30.8%	0.0%
Personal Days/Floating Holidays	7.7%	0.0%
Training Leave	23.1%	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	61.5%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	7.7%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	23.1%	0.0%
Profit Sharing/Stock Options	15.4%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	23.1%	7.7%
Shift Differential Pay	7.7%	0.0%
Tuition Assistance	7.7%	0.0%
Uniform Allowance	30.8%	0.0%
Wellness Program	0.0%	0.0%

### Employee Healthcare Plan Contribution Change

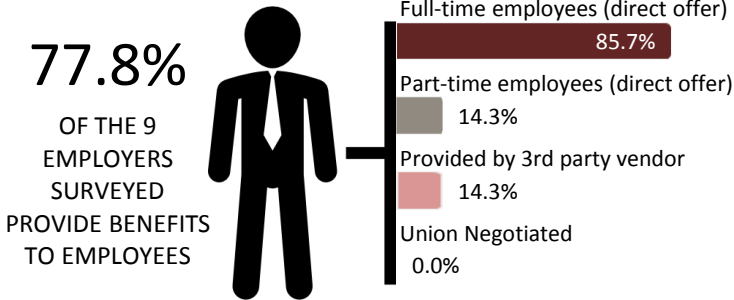




## ADMINISTRATIVE & WASTE SERVICES

In August 2016, 16 employers in the Administrative & Waste Services Industry, operating 16 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 9 responses, yielding a 56.3 percent response rate.

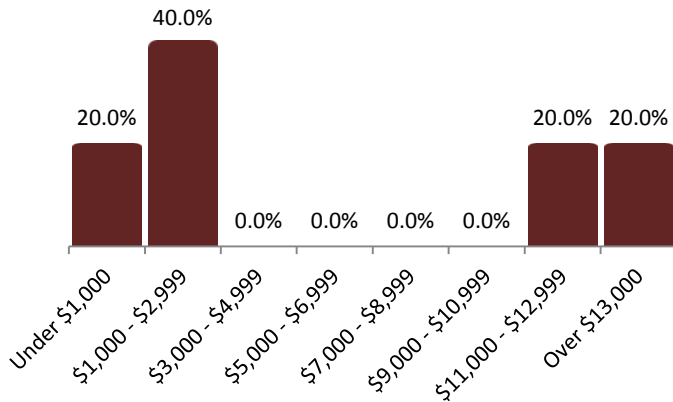
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	28.6%	14.3%
Dental Coverage	42.9%	14.3%
Life Insurance	28.6%	14.3%
Long-Term Disability	14.3%	14.3%
Medical Insurance	71.4%	14.3%
Prescription Drug Coverage	71.4%	28.6%
Short-Term Disability	28.6%	14.3%
Vision Coverage	42.9%	14.3%

### Average Annual Benefit Package Cost Per Employee

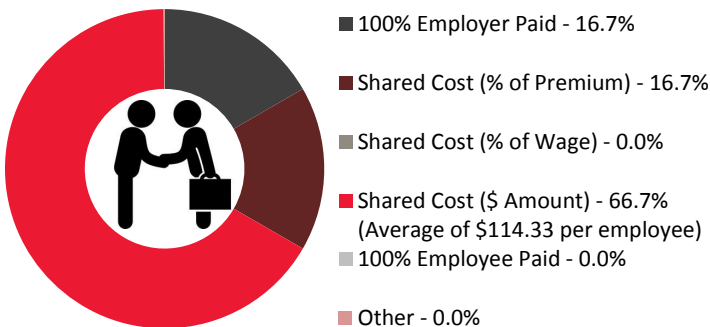


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.9%	14.3%
Maternity/Paternity Leave	42.9%	0.0%
Paid Holidays - 7.8 Days Annually	71.4%	14.3%
Paid Sick Leave - 11.5 Days Annually	28.6%	0.0%
Paid Vacation - 5.0 Days Annually	57.1%	0.0%
Paid-Time-Off (PTO) - 13 Days Annually	42.9%	14.3%
Personal Days/Floating Holidays	14.3%	0.0%
Training Leave	28.6%	0.0%

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

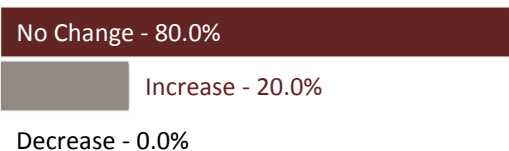
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

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

### Employee Healthcare Plan Contribution Change

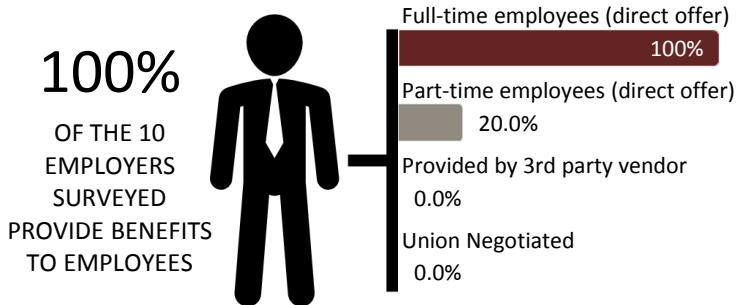




## AGRICULTURE, FORESTRY, FISHING & MINING

In August 2016, 55 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 69 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 10 responses, yielding a 18.2 percent response rate.

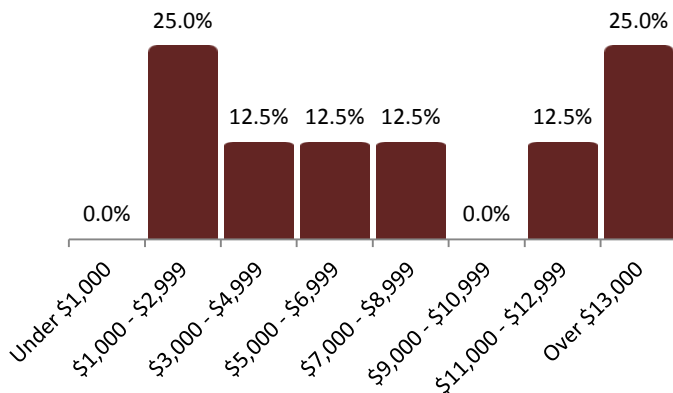
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	0.0%
Dental Coverage	60.0%	0.0%
Life Insurance	60.0%	0.0%
Long-Term Disability	10.0%	0.0%
Medical Insurance	80.0%	0.0%
Prescription Drug Coverage	70.0%	0.0%
Short-Term Disability	20.0%	0.0%
Vision Coverage	20.0%	0.0%

### Average Annual Benefit Package Cost Per Employee

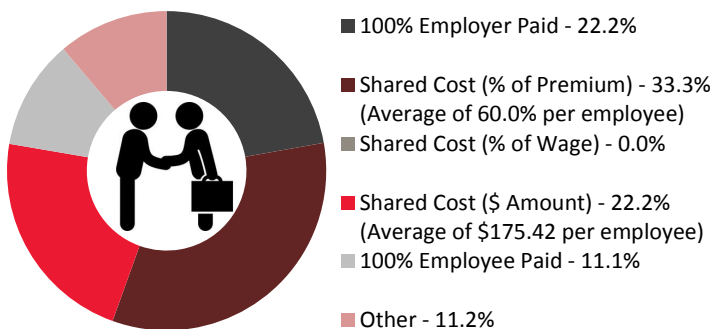


### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.0%	0.0%
Maternity/Paternity Leave	20.0%	0.0%
Paid Holidays - 6.6 Days Annually	80.0%	10.0%
Paid Sick Leave - 6.0 Days Annually	40.0%	0.0%
Paid Vacation - 8.8 Days Annually	80.0%	0.0%
Paid-Time-Off (PTO) - 8.0 Days Annually	30.0%	10.0%
Personal Days/Floating Holidays	20.0%	0.0%
Training Leave	10.0%	0.0%

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

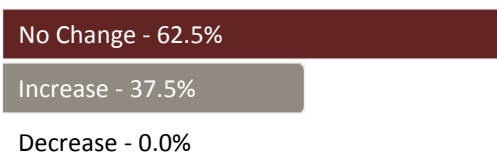
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

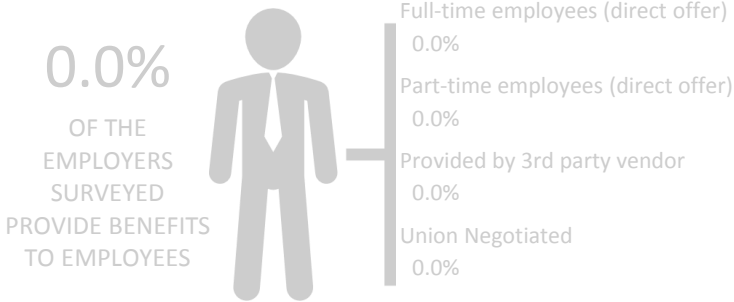
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	70.0%	10.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.0%	0.0%
Employee Assistance Program	10.0%	0.0%
Flex Spending Account	10.0%	0.0%
Profit Sharing/Stock Options	10.0%	0.0%
Relocation/Moving Expense	10.0%	0.0%
Retirement Package	10.0%	0.0%
Shift Differential Pay	10.0%	0.0%
Tuition Assistance	20.0%	0.0%
Uniform Allowance	40.0%	0.0%
Wellness Program	0.0%	0.0%

### Employee Healthcare Plan Contribution Change





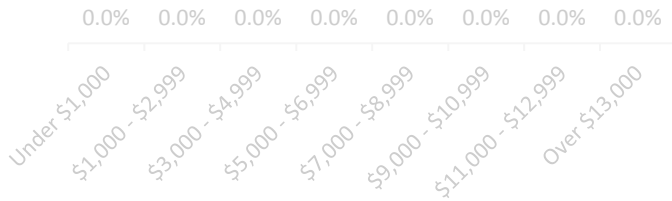
Benefits Offered to Employees



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

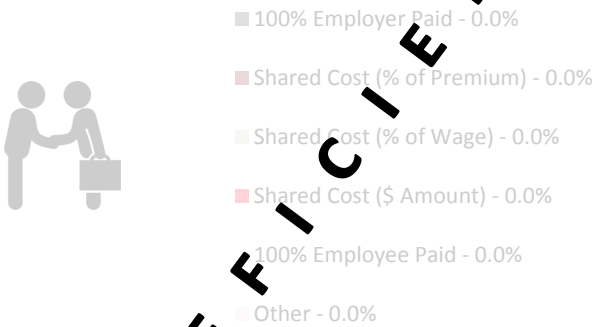


Paid Leave Offered by Employers

	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%
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

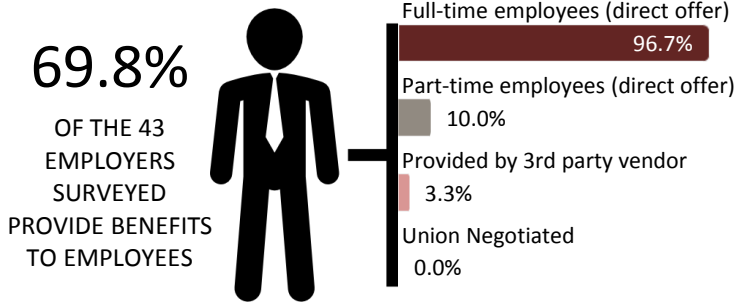


INSUFFICIENT DATA



In August 2016, 94 employers in the Construction Industry, operating 95 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 43 responses, yielding a 45.7 percent response rate.

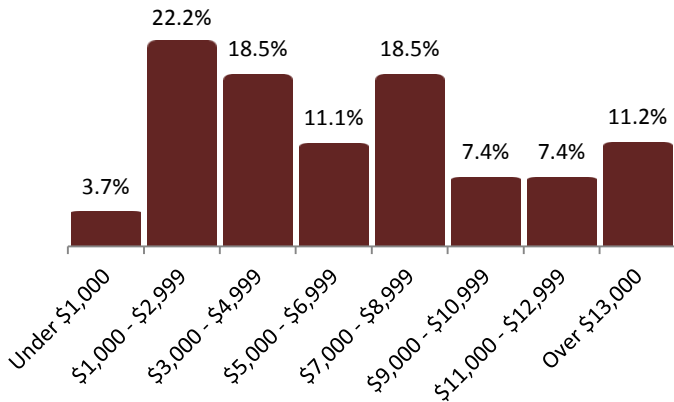
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.3%	3.3%
Dental Coverage	26.7%	0.0%
Life Insurance	33.3%	3.3%
Long-Term Disability	13.3%	0.0%
Medical Insurance	66.7%	3.3%
Prescription Drug Coverage	33.3%	0.0%
Short-Term Disability	23.3%	3.3%
Vision Coverage	16.7%	0.0%

**Average Annual Benefit Package Cost Per Employee**

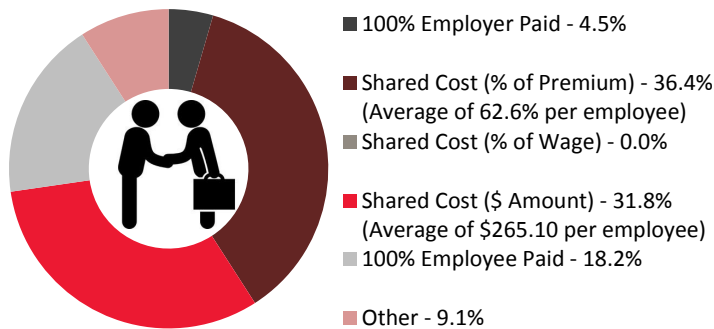


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	20.0%	0.0%
Maternity/Paternity Leave	6.7%	0.0%
Paid Holidays - 6.3 Days Annually	76.7%	3.3%
Paid Sick Leave - 8.7 Days Annually	23.3%	0.0%
Paid Vacation - 6.6 Days Annually	73.3%	3.3%
Paid-Time-Off (PTO) - 4.5 Days Annually	30.0%	3.3%
Personal Days/Floating Holidays	13.3%	0.0%
Training Leave	13.3%	0.0%

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

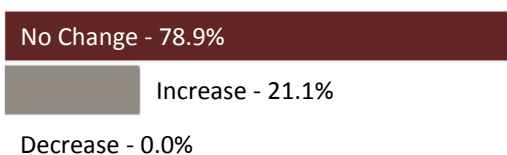
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	83.3%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	43.3%	0.0%
Employee Assistance Program	6.7%	0.0%
Flex Spending Account	3.3%	0.0%
Profit Sharing/Stock Options	6.7%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	43.3%	3.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	23.3%	0.0%
Uniform Allowance	36.7%	0.0%
Wellness Program	0.0%	0.0%

**Employee Healthcare Plan Contribution Change**



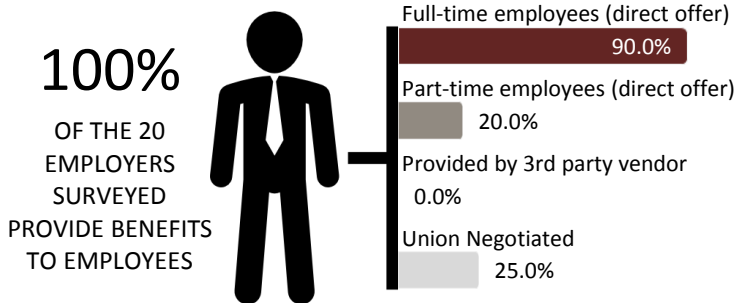




## EDUCATIONAL SERVICES

In August 2016, 22 employers in the Educational Services Industry, operating 55 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 20 responses, yielding a 90.9 percent response rate.

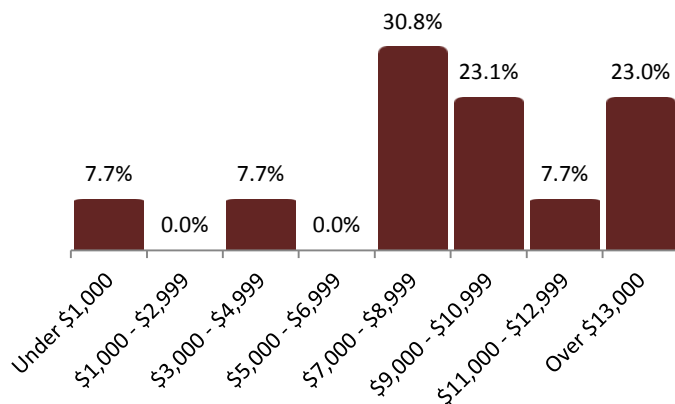
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	60.0%	0.0%
Dental Coverage	45.0%	0.0%
Life Insurance	60.0%	0.0%
Long-Term Disability	70.0%	5.0%
Medical Insurance	75.0%	0.0%
Prescription Drug Coverage	60.0%	0.0%
Short-Term Disability	20.0%	0.0%
Vision Coverage	30.0%	0.0%

### Average Annual Benefit Package Cost Per Employee

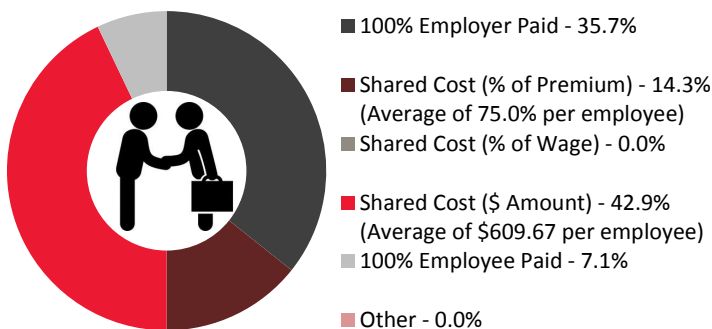


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	75.0%	10.0%
Maternity/Paternity Leave	20.0%	0.0%
Paid Holidays - 6.4 Days Annually	70.0%	5.0%
Paid Sick Leave - 11.5 Days Annually	65.0%	10.0%
Paid Vacation - 7.0 Days Annually	55.0%	10.0%
Paid-Time-Off (PTO) - 13.5 Days Annually	10.0%	0.0%
Personal Days/Floating Holidays	70.0%	10.0%
Training Leave	45.0%	5.0%

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

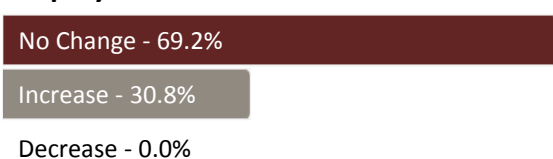
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	5.0%	0.0%
Company Vehicle/Mileage	20.0%	0.0%
Employee Assistance Program	20.0%	0.0%
Flex Spending Account	55.0%	5.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	5.0%	0.0%
Retirement Package	45.0%	5.0%
Shift Differential Pay	10.0%	0.0%
Tuition Assistance	15.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	20.0%	0.0%

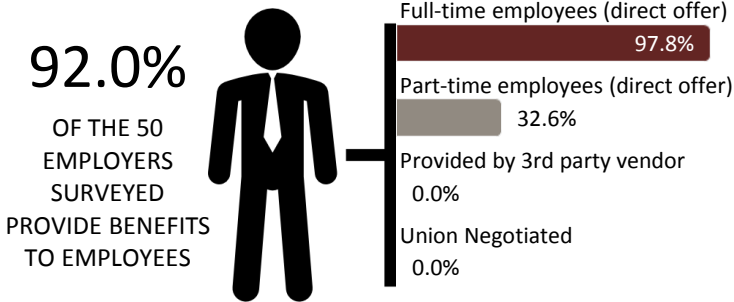
### Employee Healthcare Plan Contribution Change





In August 2016, 60 employers in the Finance, Insurance & Real Estate Industry, operating 116 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 50 responses, yielding a 83.3 percent response rate.

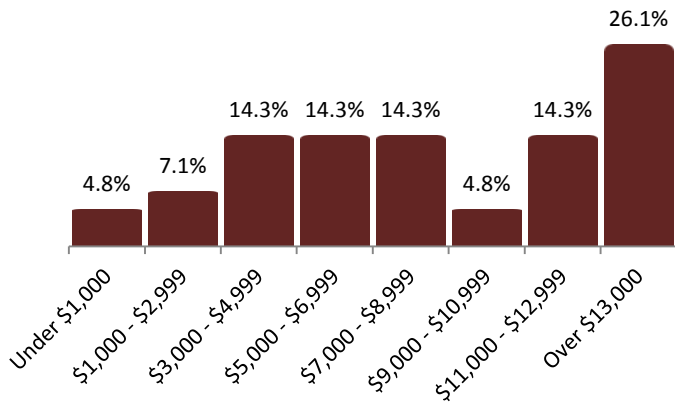
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	17.4%
Dental Coverage	60.9%	23.9%
Life Insurance	82.6%	21.7%
Long-Term Disability	69.6%	23.9%
Medical Insurance	89.1%	26.1%
Prescription Drug Coverage	80.5%	28.3%
Short-Term Disability	50.0%	17.4%
Vision Coverage	45.7%	17.4%

**Average Annual Benefit Package Cost Per Employee**

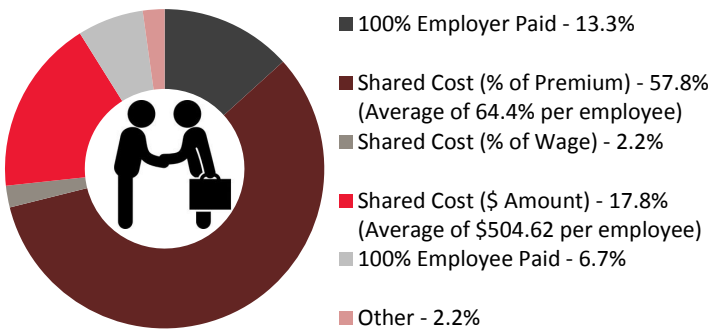


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	84.8%	21.7%
Maternity/Paternity Leave	47.8%	10.9%
Paid Holidays - 7.9 Days Annually	93.5%	26.1%
Paid Sick Leave - 8.0 Days Annually	67.4%	15.2%
Paid Vacation - 9.7 Days Annually	76.1%	13.0%
Paid-Time-Off (PTO) - 12.2 Days Annually	45.7%	15.2%
Personal Days/Floating Holidays	43.5%	2.2%
Training Leave	34.8%	4.3%

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

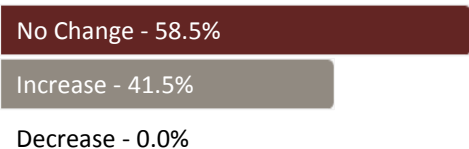
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	69.6%	17.4%
Childcare Assistance	2.2%	0.0%
Company Vehicle/Mileage	69.6%	19.6%
Employee Assistance Program	21.7%	13.0%
Flex Spending Account	60.9%	19.6%
Profit Sharing/Stock Options	28.3%	8.7%
Relocation/Moving Expense	4.3%	2.2%
Retirement Package	45.7%	15.2%
Shift Differential Pay	4.3%	2.2%
Tuition Assistance	28.3%	13.0%
Uniform Allowance	21.7%	6.5%
Wellness Program	19.6%	10.9%

**Employee Healthcare Plan Contribution Change**

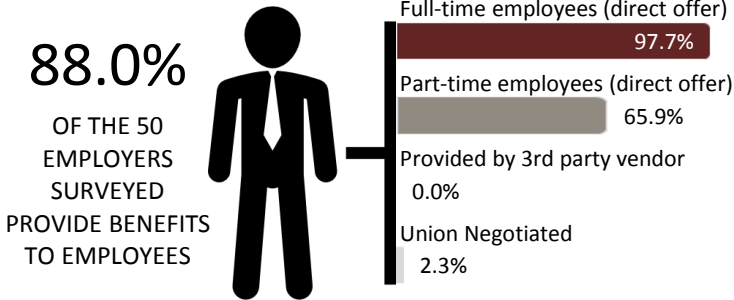




## HEALTH CARE & SOCIAL ASSISTANCE

In August 2016, 81 employers in the Health Care & Social Assistance Industry, operating 117 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 50 responses, yielding a 61.7 percent response rate.

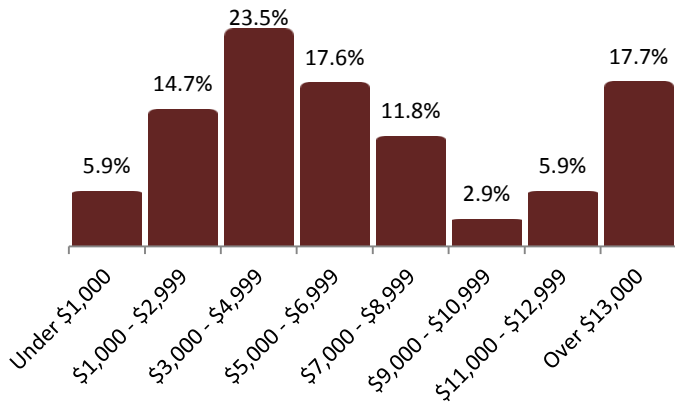
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.3%	15.9%
Dental Coverage	79.5%	43.2%
Life Insurance	72.7%	31.8%
Long-Term Disability	47.7%	6.8%
Medical Insurance	77.3%	27.3%
Prescription Drug Coverage	63.6%	20.5%
Short-Term Disability	47.7%	13.6%
Vision Coverage	45.5%	18.2%

### Average Annual Benefit Package Cost Per Employee

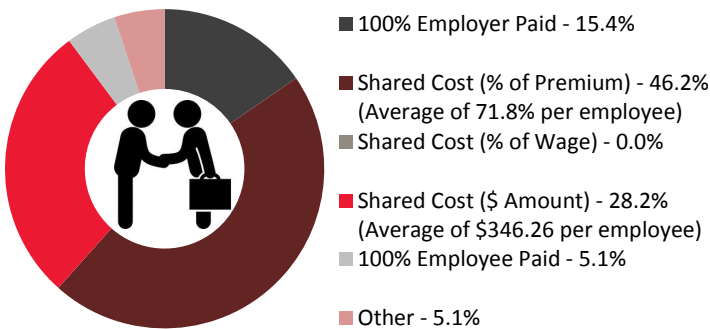


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	77.3%	43.2%
Maternity/Paternity Leave	34.1%	18.2%
Paid Holidays - 7.2 Days Annually	72.7%	27.3%
Paid Sick Leave - 8.2 Days Annually	50.0%	29.5%
Paid Vacation - 8.4 Days Annually	61.4%	38.6%
Paid-Time-Off (PTO) - 9.8 Days Annually	56.8%	29.5%
Personal Days/Floating Holidays	36.4%	20.5%
Training Leave	13.6%	9.1%

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

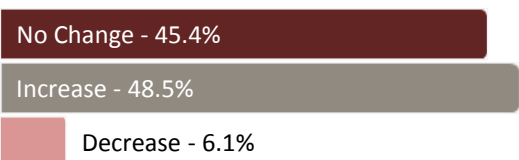
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	47.7%	11.4%
Childcare Assistance	11.4%	2.3%
Company Vehicle/Mileage	50.0%	20.5%
Employee Assistance Program	31.8%	18.2%
Flex Spending Account	54.5%	25.0%
Profit Sharing/Stock Options	18.2%	6.8%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	36.4%	9.1%
Shift Differential Pay	27.3%	18.2%
Tuition Assistance	47.7%	18.2%
Uniform Allowance	20.5%	6.8%
Wellness Program	27.3%	13.6%

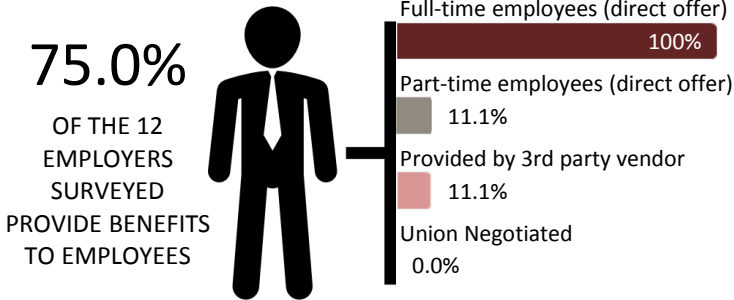
### Employee Healthcare Plan Contribution Change





In August 2016, 14 employers in the Information Industry, operating 16 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 12 responses, yielding a 85.7 percent response rate.

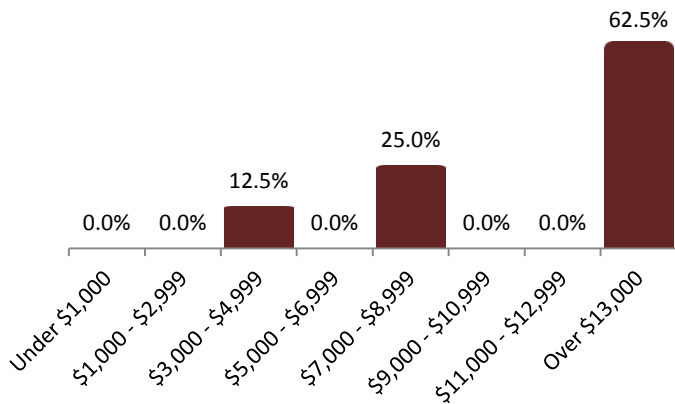
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	55.6%	0.0%
Dental Coverage	66.7%	0.0%
Life Insurance	66.7%	0.0%
Long-Term Disability	55.6%	0.0%
Medical Insurance	88.9%	0.0%
Prescription Drug Coverage	66.7%	0.0%
Short-Term Disability	44.4%	0.0%
Vision Coverage	44.4%	0.0%

**Average Annual Benefit Package Cost Per Employee**

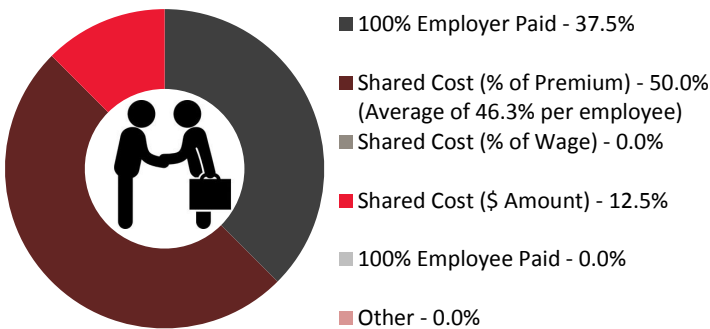


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	88.9%	0.0%
Maternity/Paternity Leave	33.3%	0.0%
Paid Holidays - 7.3 Days Annually	77.8%	0.0%
Paid Sick Leave - 5.5 Days Annually	77.8%	0.0%
Paid Vacation - 5.8 Days Annually	66.7%	0.0%
Paid-Time-Off (PTO) - 7.0 Days Annually	22.2%	0.0%
Personal Days/Floating Holidays	33.3%	0.0%
Training Leave	11.1%	0.0%

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

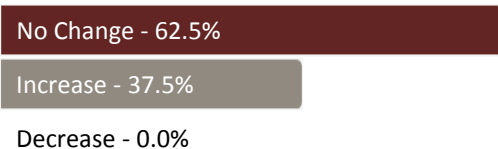
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

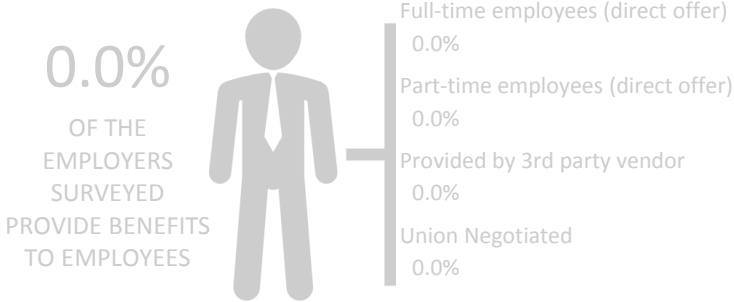
	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	11.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	55.6%	0.0%
Employee Assistance Program	11.1%	0.0%
Flex Spending Account	11.1%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	66.7%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	55.6%	0.0%
Wellness Program	11.1%	0.0%

**Employee Healthcare Plan Contribution Change**





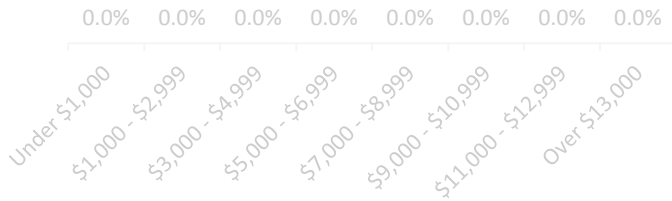
Benefits Offered to Employees



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

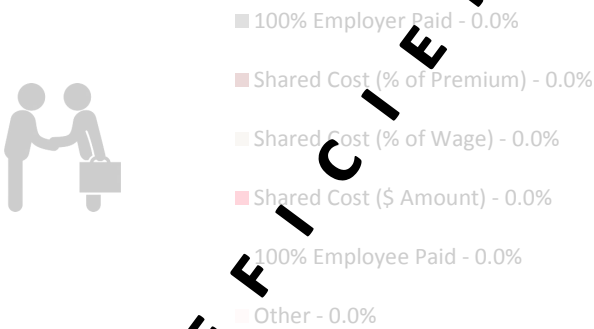


Paid Leave Offered by Employers

	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%
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

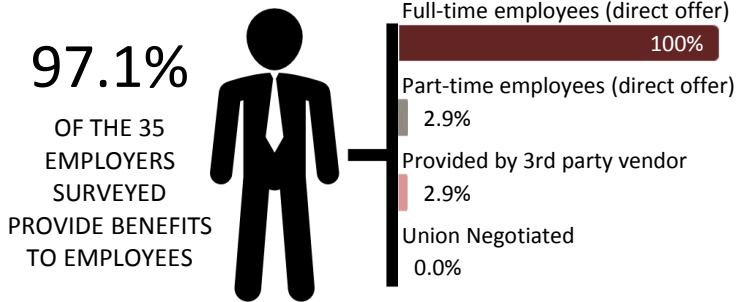
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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 August 2016, 68 employers in the Manufacturing Industry, operating 72 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 35 responses, yielding a 51.5 percent response rate.

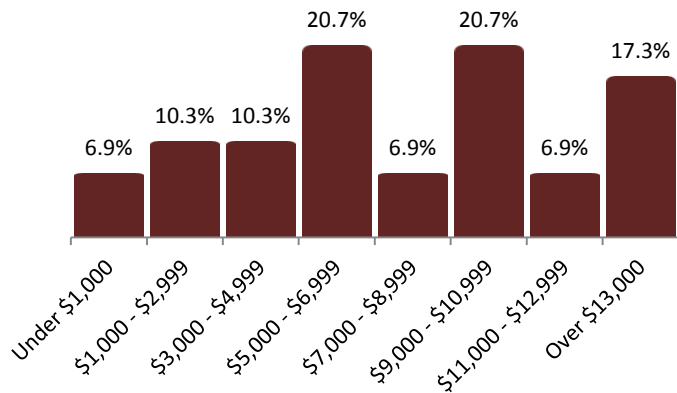
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.1%	0.0%
Dental Coverage	58.8%	0.0%
Life Insurance	55.9%	2.9%
Long-Term Disability	44.1%	0.0%
Medical Insurance	82.4%	0.0%
Prescription Drug Coverage	73.5%	0.0%
Short-Term Disability	47.1%	0.0%
Vision Coverage	41.2%	0.0%

**Average Annual Benefit Package Cost Per Employee**

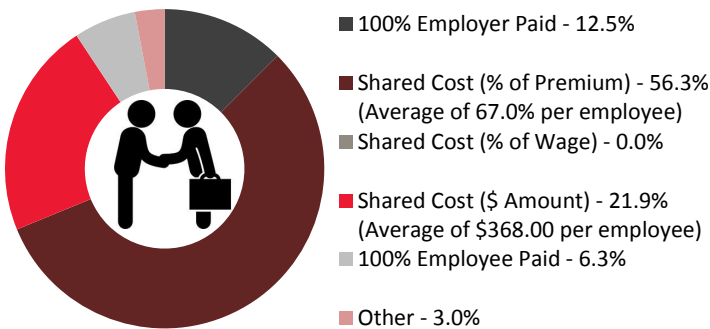


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.5%	0.0%
Maternity/Paternity Leave	20.6%	0.0%
Paid Holidays - 7.0 Days Annually	88.2%	0.0%
Paid Sick Leave - 4.1 Days Annually	38.2%	0.0%
Paid Vacation - 6.9 Days Annually	67.6%	0.0%
Paid-Time-Off (PTO) - 8.1 Days Annually	52.9%	2.9%
Personal Days/Floating Holidays	41.2%	0.0%
Training Leave	8.8%	0.0%

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

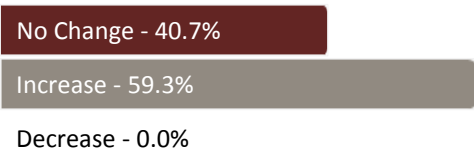
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	82.4%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	47.1%	0.0%
Employee Assistance Program	23.5%	2.9%
Flex Spending Account	38.2%	0.0%
Profit Sharing/Stock Options	23.5%	0.0%
Relocation/Moving Expense	14.7%	0.0%
Retirement Package	32.4%	0.0%
Shift Differential Pay	38.2%	0.0%
Tuition Assistance	29.4%	0.0%
Uniform Allowance	38.2%	0.0%
Wellness Program	29.4%	0.0%

**Employee Healthcare Plan Contribution Change**

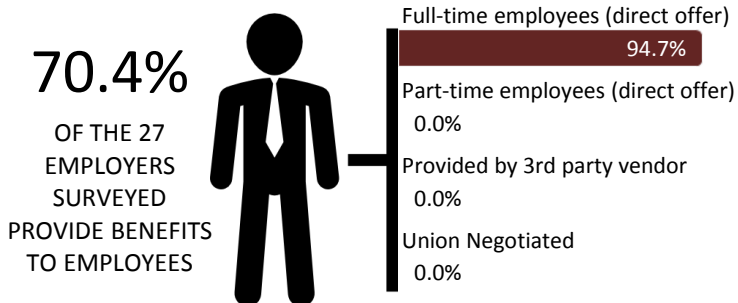




## PERSONAL SERVICES

In August 2016, 43 employers in the Personal Services Industry, operating 44 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 27 responses, yielding a 62.8 percent response rate.

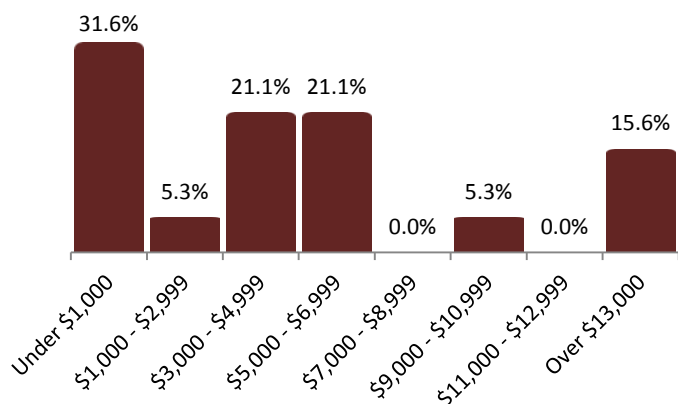
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	15.8%	0.0%
Dental Coverage	26.3%	0.0%
Life Insurance	21.1%	0.0%
Long-Term Disability	5.3%	0.0%
Medical Insurance	68.4%	0.0%
Prescription Drug Coverage	47.3%	0.0%
Short-Term Disability	21.1%	0.0%
Vision Coverage	21.1%	0.0%

### Average Annual Benefit Package Cost Per Employee

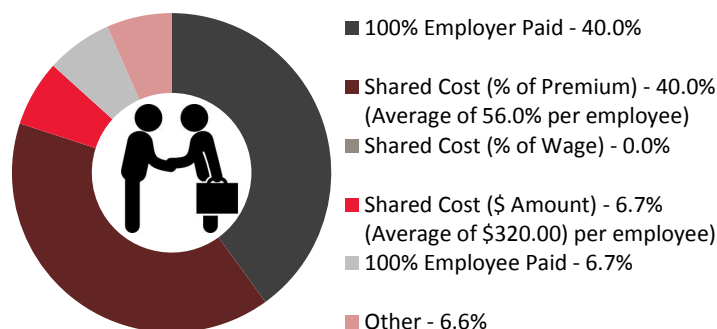


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	21.1%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 6.1 Days Annually	52.6%	0.0%
Paid Sick Leave - 10 Days Annually	10.5%	0.0%
Paid Vacation - 6.0 Days Annually	68.4%	0.0%
Paid-Time-Off (PTO) - 10 Days Annually	10.5%	0.0%
Personal Days/Floating Holidays	15.8%	0.0%
Training Leave	5.3%	0.0%

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

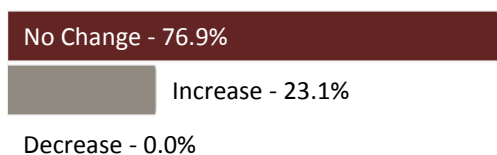
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	47.4%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	26.3%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	5.3%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	10.5%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	31.6%	0.0%
Wellness Program	5.3%	0.0%

### Employee Healthcare Plan Contribution Change



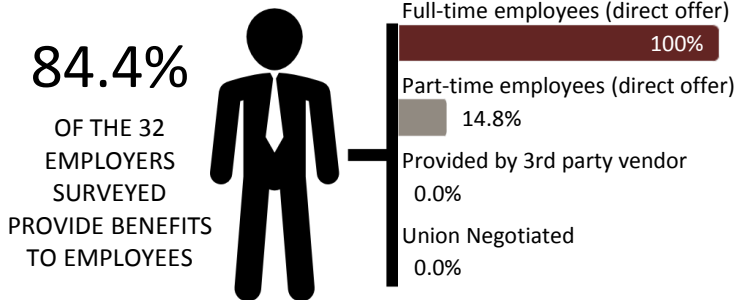




## PROFESSIONAL & TECHNICAL SERVICES

In August 2016, 46 employers in the Professional & Technical Services Industry, operating 47 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 32 responses, yielding a 69.6 percent response rate.

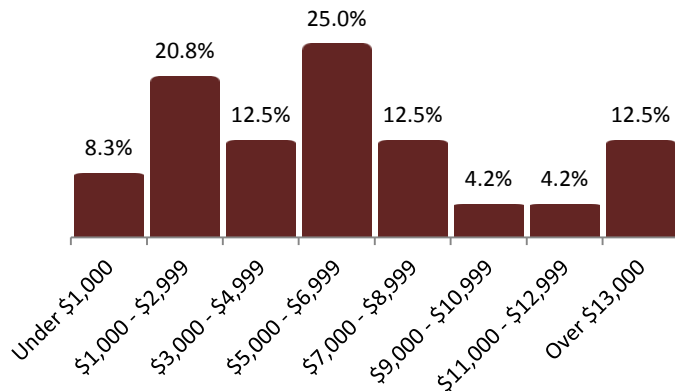
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.9%	0.0%
Dental Coverage	11.1%	3.7%
Life Insurance	48.1%	3.7%
Long-Term Disability	33.3%	3.7%
Medical Insurance	55.6%	3.7%
Prescription Drug Coverage	33.3%	3.7%
Short-Term Disability	22.2%	3.7%
Vision Coverage	7.4%	3.7%

### Average Annual Benefit Package Cost Per Employee

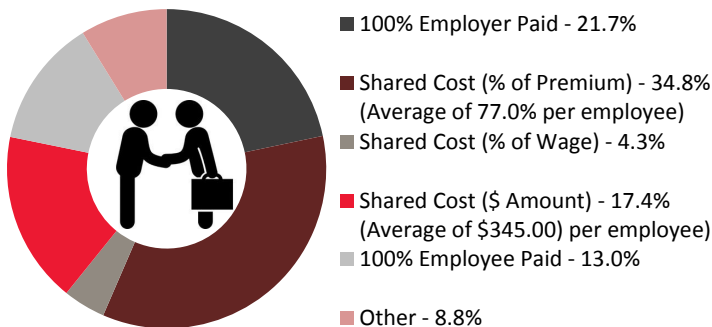


### Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	7.4%
Maternity/Paternity Leave	33.3%	3.7%
Paid Holidays - 6.7 Days Annually	77.8%	7.4%
Paid Sick Leave - 5.0 Days Annually	63.0%	3.7%
Paid Vacation - 8.3 Days Annually	70.4%	3.7%
Paid-Time-Off (PTO) - 8.3 Days Annually	55.6%	3.7%
Personal Days/Floating Holidays	48.1%	3.7%
Training Leave	18.5%	7.4%

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

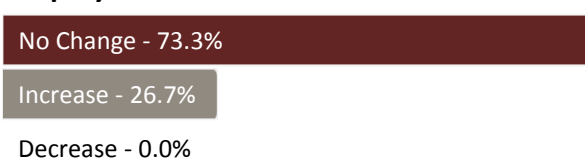
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	74.1%	11.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	55.6%	7.4%
Employee Assistance Program	3.7%	3.7%
Flex Spending Account	29.6%	7.4%
Profit Sharing/Stock Options	37.0%	3.7%
Relocation/Moving Expense	3.7%	0.0%
Retirement Package	40.7%	7.4%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	11.1%	3.7%
Uniform Allowance	14.8%	7.4%
Wellness Program	7.4%	0.0%

### Employee Healthcare Plan Contribution Change



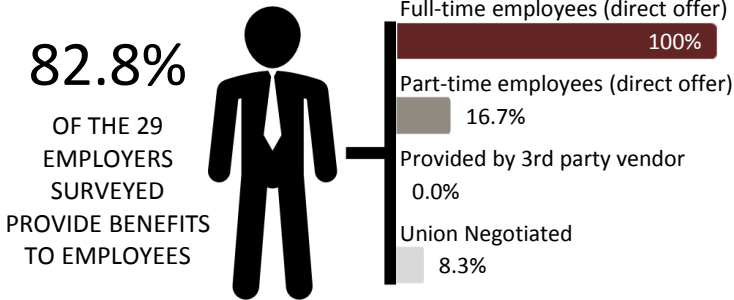




## PUBLIC ADMINISTRATION

In August 2016, 49 employers in the Public Administration Industry, operating 52 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 29 responses, yielding a 59.2 percent response rate.

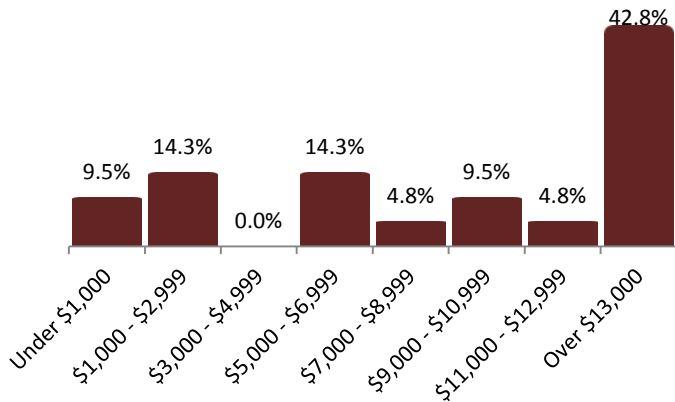
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	12.5%	4.2%
Dental Coverage	29.2%	0.0%
Life Insurance	45.8%	4.2%
Long-Term Disability	25.0%	0.0%
Medical Insurance	83.3%	8.3%
Prescription Drug Coverage	66.7%	4.2%
Short-Term Disability	4.2%	0.0%
Vision Coverage	16.7%	0.0%

### Average Annual Benefit Package Cost Per Employee

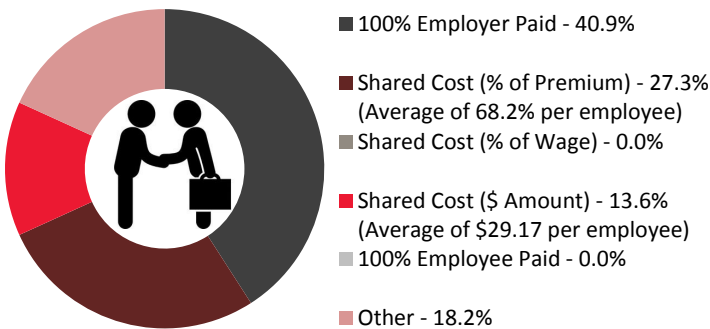


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	12.5%
Maternity/Paternity Leave	25.0%	0.0%
Paid Holidays - 8.3 Days Annually	83.3%	12.5%
Paid Sick Leave - 13 Days Annually	75.0%	8.3%
Paid Vacation - 7.7 Days Annually	83.3%	16.7%
Paid-Time-Off (PTO) - 1.3 Days Annually	33.3%	4.2%
Personal Days/Floating Holidays	50.0%	4.2%
Training Leave	41.7%	4.2%

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

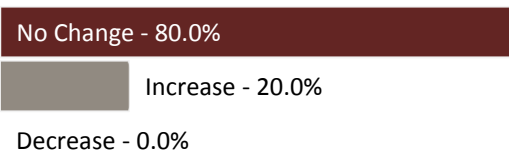
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	4.2%	0.0%
Childcare Assistance	4.2%	0.0%
Company Vehicle/Mileage	50.0%	8.3%
Employee Assistance Program	8.3%	0.0%
Flex Spending Account	20.8%	4.2%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	4.2%	0.0%
Retirement Package	29.2%	8.3%
Shift Differential Pay	4.2%	0.0%
Tuition Assistance	16.7%	8.3%
Uniform Allowance	45.8%	4.2%
Wellness Program	8.3%	0.0%

### Employee Healthcare Plan Contribution Change

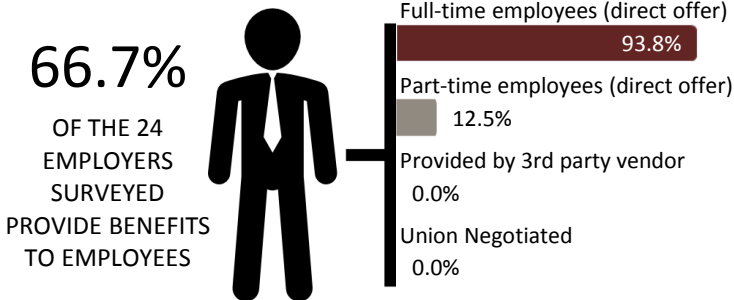




## TRANSPORTATION & WAREHOUSING

In August 2016, 48 employers in the Transportation & Warehousing Industry, operating 49 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 24 responses, yielding a 50.0 percent response rate.

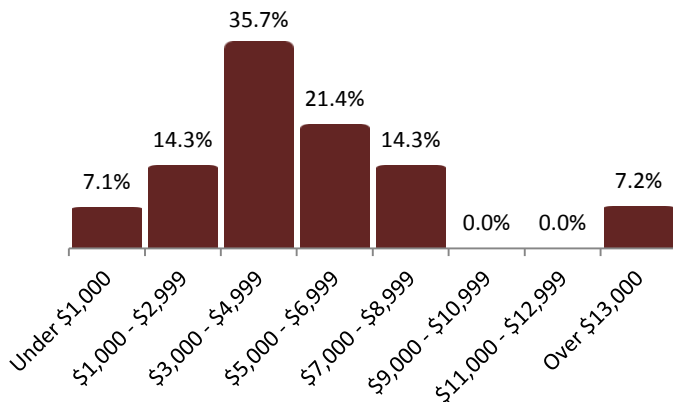
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.3%	6.3%
Dental Coverage	12.5%	0.0%
Life Insurance	62.5%	12.5%
Long-Term Disability	12.5%	0.0%
Medical Insurance	87.5%	12.5%
Prescription Drug Coverage	75.0%	6.3%
Short-Term Disability	43.8%	12.5%
Vision Coverage	12.5%	0.0%

### Average Annual Benefit Package Cost Per Employee

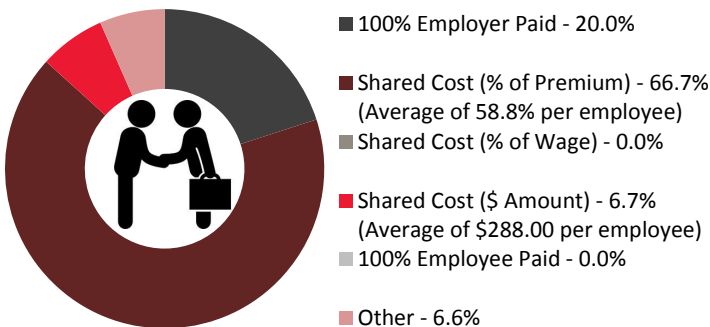


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.8%	12.5%
Maternity/Paternity Leave	18.8%	0.0%
Paid Holidays - 6.3 Days Annually	50.0%	12.5%
Paid Sick Leave - 4.3 Days Annually	50.0%	0.0%
Paid Vacation - 7.2 Days Annually	75.0%	12.5%
Paid-Time-Off (PTO) - 8.5 Days Annually	25.0%	0.0%
Personal Days/Floating Holidays	18.8%	0.0%
Training Leave	43.8%	0.0%

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

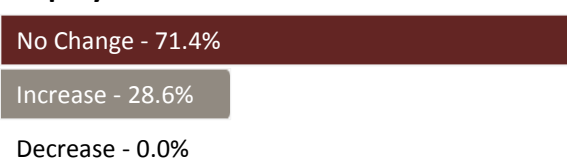
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	87.5%	12.5%
Childcare Assistance	25.0%	12.5%
Company Vehicle/Mileage	31.3%	0.0%
Employee Assistance Program	18.8%	0.0%
Flex Spending Account	31.3%	12.5%
Profit Sharing/Stock Options	12.5%	0.0%
Relocation/Moving Expense	6.3%	0.0%
Retirement Package	18.8%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	25.0%	6.3%
Uniform Allowance	25.0%	0.0%
Wellness Program	25.0%	12.5%

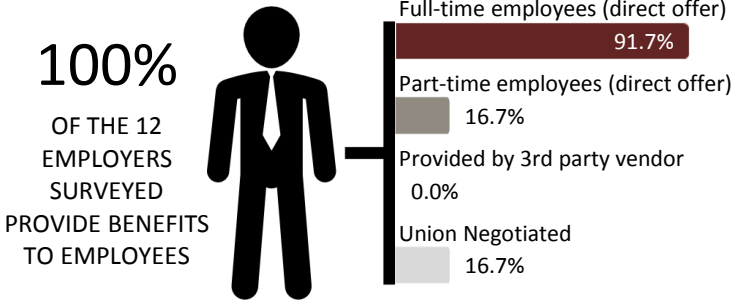
### Employee Healthcare Plan Contribution Change





In August 2016, 11 employers in the Utilities Industry, operating 16 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 11 responses, yielding a 100 percent response rate.

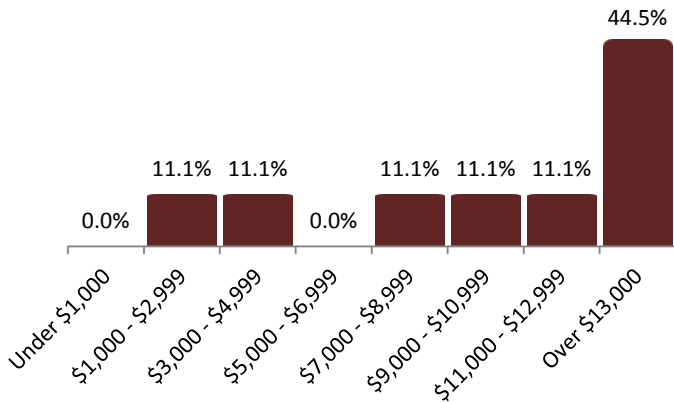
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	66.7%	0.0%
Dental Coverage	75.0%	0.0%
Life Insurance	75.0%	0.0%
Long-Term Disability	66.7%	0.0%
Medical Insurance	83.3%	0.0%
Prescription Drug Coverage	75.0%	0.0%
Short-Term Disability	41.7%	0.0%
Vision Coverage	33.3%	0.0%

**Average Annual Benefit Package Cost Per Employee**

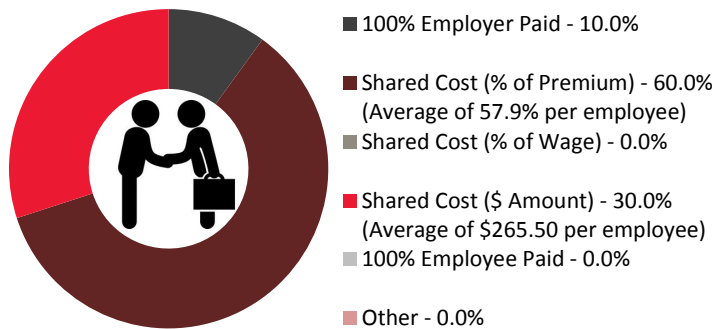


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	0.0%
Maternity/Paternity Leave	41.7%	0.0%
Paid Holidays - 8.6 Days Annually	75.0%	0.0%
Paid Sick Leave - 7.0 Days Annually	66.7%	0.0%
Paid Vacation - 5.2 Days Annually	66.7%	8.3%
Paid-Time-Off (PTO) - 13 Days Annually	25.0%	0.0%
Personal Days/Floating Holidays	41.7%	0.0%
Training Leave	25.0%	0.0%

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

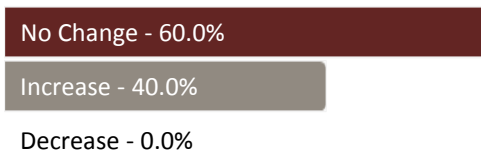
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	41.7%	8.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	58.3%	0.0%
Employee Assistance Program	33.3%	0.0%
Flex Spending Account	66.7%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	16.7%	0.0%
Retirement Package	58.3%	8.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	33.3%	0.0%
Uniform Allowance	75.0%	8.3%
Wellness Program	50.0%	0.0%

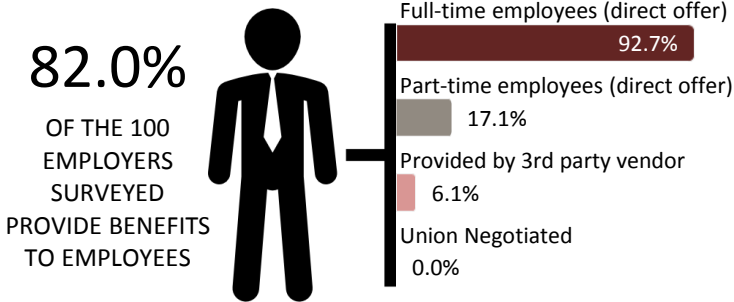
**Employee Healthcare Plan Contribution Change**





In August 2016, 174 employers in the Wholesale & Retail Trade Industry, operating 276 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 100 responses, yielding a 57.5 percent response rate.

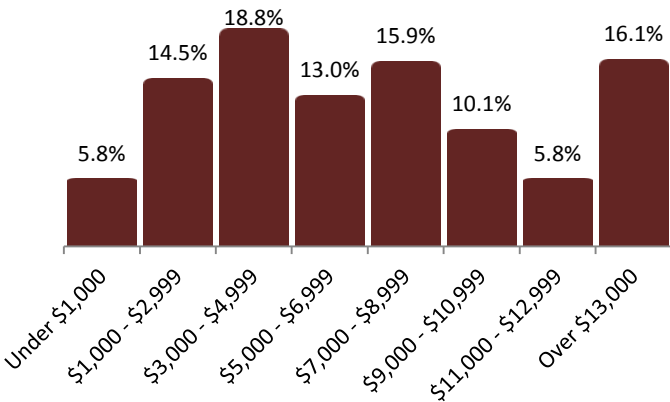
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.8%	2.4%
Dental Coverage	37.8%	4.9%
Life Insurance	47.6%	4.9%
Long-Term Disability	31.7%	3.7%
Medical Insurance	81.7%	3.7%
Prescription Drug Coverage	61.0%	2.4%
Short-Term Disability	36.6%	3.7%
Vision Coverage	28.0%	3.7%

**Average Annual Benefit Package Cost Per Employee**

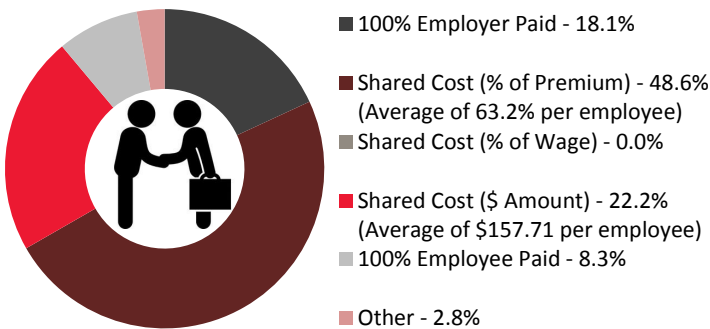


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.5%	3.7%
Maternity/Paternity Leave	18.3%	2.4%
Paid Holidays - 6.0 Days Annually	76.8%	6.1%
Paid Sick Leave - 4.7 Days Annually	50.0%	1.2%
Paid Vacation - 8.5 Days Annually	76.8%	4.9%
Paid-Time-Off (PTO) - 6.2 Days Annually	41.5%	4.9%
Personal Days/Floating Holidays	31.7%	1.2%
Training Leave	19.5%	1.2%

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

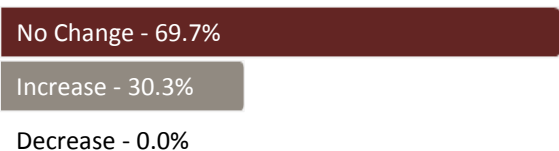
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	63.4%	7.3%
Childcare Assistance	1.2%	0.0%
Company Vehicle/Mileage	34.1%	1.2%
Employee Assistance Program	9.8%	1.2%
Flex Spending Account	29.3%	3.7%
Profit Sharing/Stock Options	9.8%	1.2%
Relocation/Moving Expense	1.2%	0.0%
Retirement Package	32.9%	4.9%
Shift Differential Pay	3.7%	0.0%
Tuition Assistance	12.2%	0.0%
Uniform Allowance	52.4%	2.4%
Wellness Program	8.5%	1.2%

**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)