

Iowa Workforce Development and its Board of Directors worked in partnership with the Employers' Council of Iowa to contact a random sample of local employers across all industrial classifications and employment ranges to provide information on fringe benefit packages offered by businesses in the Iowa Lakes Corridor region that encompasses Buena Vista, Clay, Dickinson and Emmet counties in Iowa. The information gathered during the 3rd and 4th quarters of 2005 provides a detailed analysis of employer-provided benefits. Consequently, this information will assist businesses, community leaders, and workers to make better informed decisions on expansion and retention initiatives, community development projects, and job offerings.

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Iowa Lakes Corridor Development Corporation

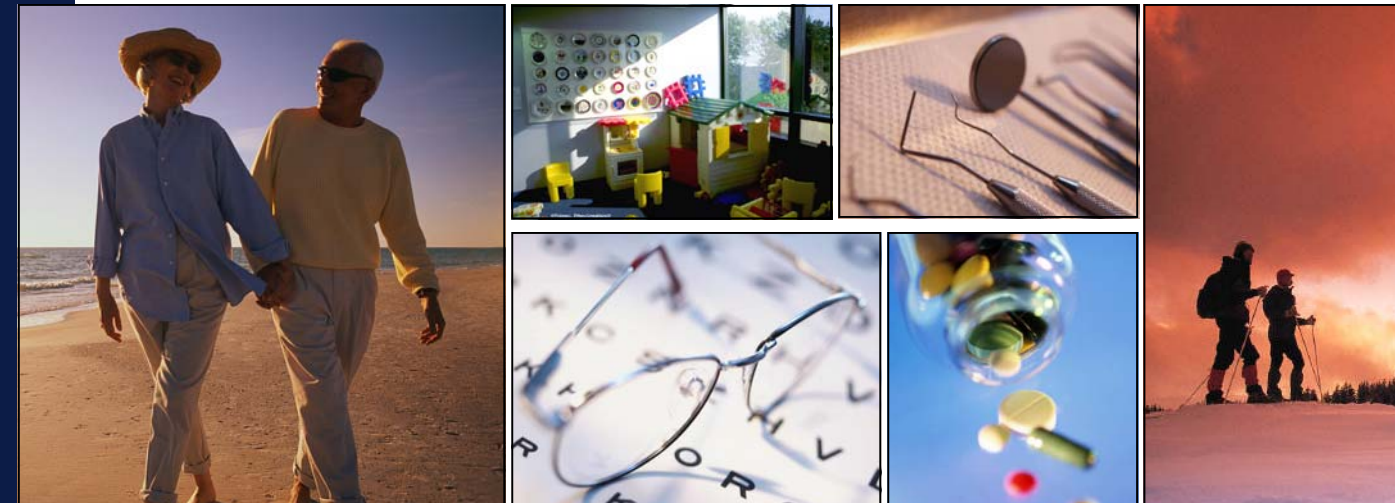


Fringe Benefit Profile

Iowa Lakes Corridor Development Corporation

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Fringe Benefit Profile

Benefit Overview

Nearly one-third (32.6%) of the businesses that were randomly selected to participate in the survey that are located in the Iowa Lakes Corridor provided input on fringe benefits being offered (798 were sent the survey, with 260 providing responses). Results are detailed by the four benefit category offerings (Insurance, Paid Leave, Retirement, and Additional Benefit Offerings), industry sector, and employment range amongst full-time and part-time employees.

- 71.7% of employers in the Iowa Lakes Corridor offer a fringe benefit package in addition to wage compensation
 - 2.4% of employers offering a benefits package are union negotiated
- The average hours worked to be considered full-time is 37 per week
 - 91.6% of businesses surveyed employ at least one full-time employee
 - 72.5% of businesses surveyed employ at least one part-time employee
 - 37.5% of businesses surveyed employ at least one temporary/seasonal employee

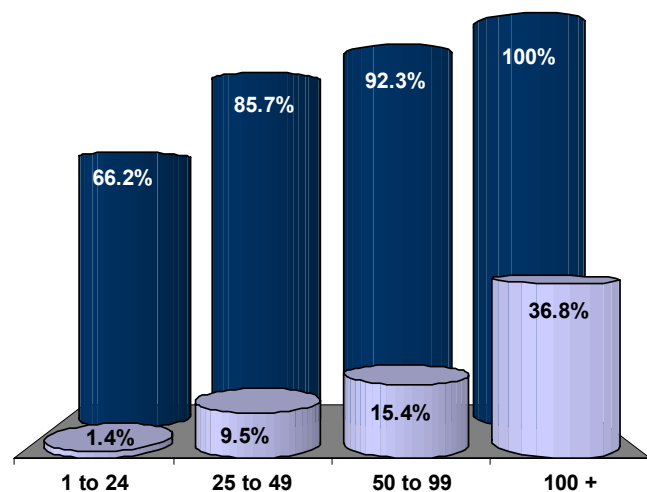
Insurance - Health/Medical

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 9.9%
 - 21.7% plan to increase employee's contribution in the next year by an average of 9.08%
- 61.3% offer health/medical insurance
 - 6.9% offer more than one health/medical plan
 - 58.1% have health/medical insurance plans that include family coverage (meaning employee + dependents)
- The majority of employers offer three types of medical insurance plans. The following represent those who are enrolled in a health/medical plan offered by the employer
 - 19.0% Traditional Indemnity Plan
 - 77.4% Preferred Provider Organization (PPO)
 - 3.6% Health Maintenance Organization (HMO)
- 14.8% offer health/medical insurance to retired employees
 - Retired employees pay all of the premiums associated with the coverage

Insurance - Health/Medical cont.

- Health/Medical offered by employment status
 - 77.2% full-time
 - 9.5% part-time
- 76.2% cost share premiums associated with health/medical insurance for full-time employees
 - Employers cover an average of 68.6% of the premium
 - 25.3% of employers increased employee's cost share portion in the last year by an average of 9.2%
- 83.3% cost share premiums associated with health/medical insurance for part-time employees
 - Employers cover an average of 64.5% of the premium
 - 30.0% of employers increased employee's cost share portion in the last year by an average of 11.8%

Percent of Employers Offering Health/Medical Insurance by Employment Size & Status



Percent of Employers Offering Health/Medical Insurance by Industry & Employment Status

INDUSTRY	Full-Time	Part-Time
Administrative/Waste Management	80.0%	0.0%
Construction	60.0%	0.0%
Education	100%	25.0%
Finance/Insurance	100%	12.5%
Food Service/Entertainment	55.6%	0.0%
Government	87.5%	12.5%
Health Care/Social Assistance	79.2%	25.0%
Manufacturing	77.8%	0.0%
Warehouse/Transportation	87.5%	0.0%
Wholesale/Retail Trade	75.0%	8.7%

50 - 99 Employees

- 92.9% offer a benefit package in addition to wage compensation

Insurance:

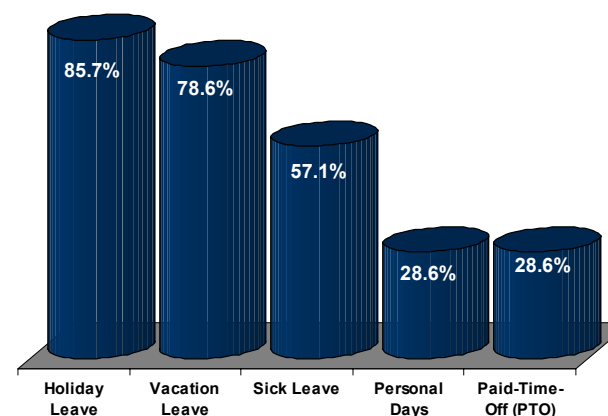
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.1%
 - 9.1% plan to increase employee's contribution in the next year by 5.0%
- 30.8% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	85.7%
Prescription Drugs	64.3%
Life Insurance	64.3%
Dental Coverage	50.0%
Long-Term Disability	35.7%
AD&D	21.4%
Short-Term Disability	7.1%
Vision Insurance	7.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	85.7%
Flex Spending Accounts	64.3%
Shift Differential	42.9%
Tuition Assistance	28.6%
Hiring Bonuses	28.6%
Employee Assistance Program	21.4%
Fitness Club Membership	14.3%
Child Care	7.1%

100 + Employees

- All employers in the area offer a benefit package in addition to wage compensation

Insurance:

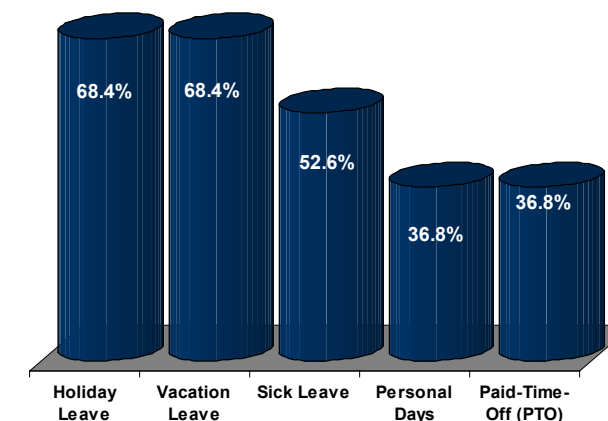
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.4%
 - 46.2% plan to increase employee's contribution in the next year by 20.8%
- 29.4% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	100%
Life Insurance	78.9%
Prescription Drugs	78.9%
Dental Coverage	73.7%
AD&D	57.9%
Long-Term Disability	42.1%
Short-Term Disability	42.1%
Vision Insurance	15.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	94.7%
Flex Spending Accounts	89.5%
Tuition Assistance	73.7%
Shift Differential	68.4%
Employee Assistance Program	57.9%
Fitness Club Membership	26.3%
Hiring Bonuses	26.3%
Adoption Assistance	10.5%
Child Care	10.5%

Employment Range - All Industries

1 - 24 Employees

- 60.8% offer a benefit package in addition to wage compensation

Insurance:

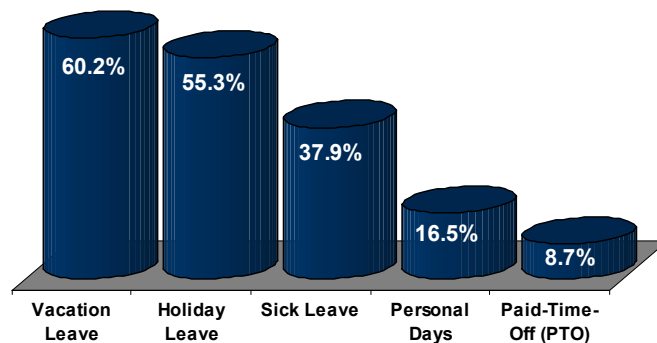
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 9.9%
 - 26.5% plan to increase employee's contribution in the next year by 4.5%
- 8.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	47.6%
Prescription Drugs	36.9%
Life Insurance	30.1%
Dental Coverage	20.4%
Long-Term Disability	15.5%
Short-Term Disability	14.6%
AD&D	9.7%
Vision Insurance	5.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	40.8%
Flex Spending Accounts	17.5%
Tuition Assistance	15.5%
Employee Assistance Program	3.9%
Hiring Bonuses	2.9%
Shift Differential	2.9%
Adoption Assistance	1.0%
Child Care	1.0%

25 - 49 Employees

- 83.3% offer a benefit package in addition to wage compensation

Insurance:

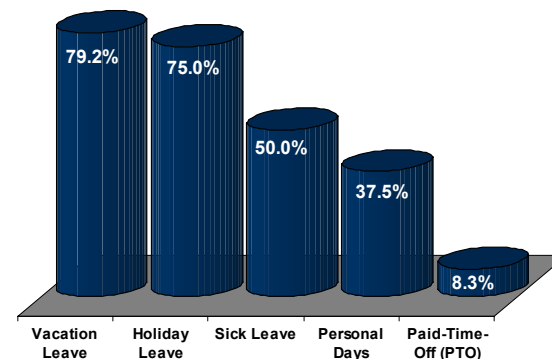
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 8.3%
 - None of the employers in the area plan to increase employee's contribution in the next year
- 14.3% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	75.0%
Prescription Drugs	66.7%
Life Insurance	54.2%
Dental Coverage	45.8%
Long-Term Disability	37.5%
Short-Term Disability	37.5%
AD&D	25.0%
Vision Insurance	20.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	75.0%
Flex Spending Accounts	54.2%
Tuition Assistance	37.5%
Employee Assistance Program	12.5%
Fitness Club Membership	12.5%
Shift Differential	12.5%
Hiring Bonuses	4.2%
Child Care	4.2%

Insurance - Prescription Drugs

- 82.1% offer a prescription drug plan to full-time employees either separately or as part of a health/medical insurance plan
 - All offer a plan in which the employee can purchase prescription drugs retail
 - Mail order prescription drug plans are not available by employers in the area at this time
 - 70.6% cost share premiums associated with prescription drug plans for full-time employees
 - Employers cover an average of 69.7% of the premium
 - 21.2% increased employee's cost share portion in the last year by an average of 7.1%
- 10.7% offer a prescription drug plan to part-time employees either separately or as part of a health/medical insurance plan
 - 80.0% cost share premiums associated with prescription drug plans for part-time employees
 - Employers cover an average of 57.4% of the premium
 - None of the employers increased employee's cost share portion in the last year

Insurance - Vision Coverage

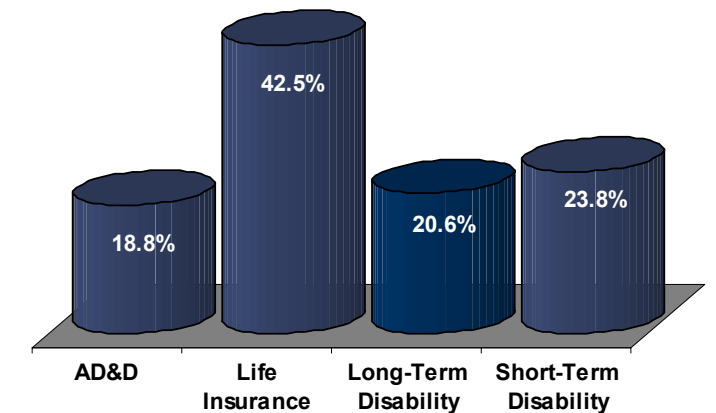
- 12.2% offer vision coverage to full-time employees either separately or as part of a health/medical insurance plan
 - 84.6% offer a comprehensive plan that includes routine eye exam, contacts, and lenses/frames
 - 15.4% offer a plan that covers only routine eye exams
 - 66.7% cost share premiums associated with vision coverage
 - Employers cover an average of 72.5% of the premium
 - None of the employers increased employee's cost share portion in the last year
- 4.0% offer vision coverage to part-time employees either separately or as part of a health/medical insurance plan

Insurance - Dental Coverage

- 42.1% offer dental coverage to full-time employees
 - 87.9% offer a dental plan that is comprehensive which includes preventative, basic, major, and orthodontic coverage
 - Employers cover an average of 93.2% of the premium
 - 6.7% of employers increased employee's cost share portion in the last year by an average of 5.0%
- 6.6% offer dental coverage to part-time employees

Insurance - Accidental Death & Dismemberment (AD&D), Life, Short-Term & Long-Term Disability

Percent of Employers Offering AD&D, Life Insurance, Short-Term Disability & Long-Term Disability



AD&D:

- Coverage is determined by one of three methods
 - 58.8% use total annual salary
 - 11.8% use a determined number times annual salary
 - 29.4% use a determined percent times annual salary

Life Insurance:

- Coverage is determined by one of three methods
 - 55.0% use total annual salary
 - 27.5% use a determined number times annual salary
 - 17.5% use a determined percent times annual salary
- 56.9% offer additional life insurance that employees may purchase beyond coverage provided by employer

Short-Term Disability:

- 62.9% have a waiting period prior to employees being able to utilize short-term disability
- Average waiting period is 36 days
- Average weeks of coverage is 25

Long-Term Disability:

- 91.2% use percent of salary to determine coverage
- Average percent used to calculate the benefit is 61.5%

Paid Leave - Vacation

- 85.4% offer paid vacation leave to full-time employees
- 18.9% offer paid vacation leave to part-time employees

**Number of Days Earned
by Length of Service & Employment Status**

FT - Years of Employment	Average # Days Provided	PT - Years of Employment	Average # Days Provided
1 Year	7	1 Year	5
5 Years	12	5 Years	9
10 Years	15	10 Years	10

Paid Leave - Sick

- 55.6% offer paid sick leave to full-time employees
- 8.9% offer paid sick leave to part-time employees

**Number of Days Earned
by Length of Service & Employment Status**

FT - Years of Employment	Average # Days Provided	PT - Years of Employment	Average # Days Provided
1 Year	7	1 Year	7
5 Years	13	5 Years	12
10 Years	14	10 Years	16

Paid Leave - Holiday

- 80.0% offer paid holiday leave to full-time employees
 - Average number of days given each year - 7
- 14.6% offer paid holiday leave to part-time employees
 - Average number of days given each year - 6

Paid Leave - Personal Days/ Floating Holidays

- 29.8% offer paid personal days/floating holidays to full-time employees
 - Average number of days given each year - 2
- 8.3% offer paid personal days/floating holidays to part-time employees
 - Average number of days given each year - 2

Paid Leave - Paid-Time-Off (PTO) -

lump sum/consolidated bank of paid time off that includes all paid leave offered by employer including vacation, sick, personal, and holidays versus offering each separately

- 17.6% offer PTO to full-time employees
- 8.0% offer PTO part-time employees

**Number of Days Earned
by Length of Service & Employment Status**

FT - Years of Employment	Average # Days Provided	PT - Years of Employment	Average # Days Provided
1 Year	14	1 Year	9
5 Years	19	5 Years	12
10 Years	22	10 Years	13

Retirement

- 64.6% offer a retirement/pension plan to full-time employees
 - Average wait to be 100% vested - 3 years
- 20.7% offer a retirement/pension plan to part-time employees
 - Average wait to be 100% vested - 4 years

Defined Contribution Plan -

defined as a plan for contribution from one or both parties, e.g.: 401K, Savings & Thrift, Deferred Profit Sharing, Deferred Compensation plans

- 56.8% offer a defined contribution plan to full-time employees
 - 69.0% offer percent match
 - 5.6% offer a dollar for dollar match
- 21.0% offer a defined contribution plan to part-time employees
 - 51.7% offer percent match
 - 3.8% offer a dollar for dollar match

Defined Pension Plan -

defined as a plan that uses a specific pre-determined formula to calculate an employee's future benefit, i.e.: Railroad Retirement, IPERS,

- 10.4% offer a defined benefit plan to full-time employees
 - 53.8% offer percent match
 - None offer a dollar for dollar match
- 6.5% offer a defined benefit plan to part-time employees
 - 44.4% offer percent match
 - None offer a dollar for dollar match

Additional Benefit Offerings

**Percent of Employers Offering
Additional Benefit Options**

Fringe Benefit	% Offered to Employees
Flex Spending Accounts	35.6%
Tuition Assistance	26.9%
Shift Differential	15.6%
Employee Assistance Program	13.1%
Hiring Bonuses	8.1%
Fitness Club Reimbursement	6.3%
Childcare	3.1%
Adoption Assistance	1.9%

Warehouse/Transportation

- All employers in the area offer a benefit package in addition to wage compensation

Insurance:

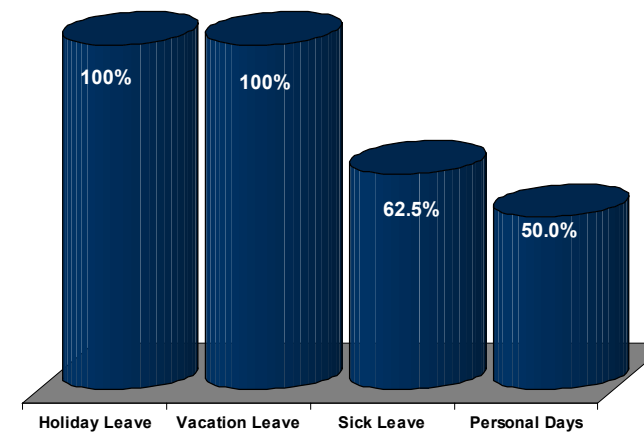
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 6.0%
 - 28.6% plan to increase employee's contribution in the next year by an undetermined percent
- None of the employers in the area offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	% Offered to Employees
Medical	87.5%
Prescription Drugs	62.5%
Life Insurance	50.0%
Dental Coverage	37.5%
Vision Insurance	12.5%

Paid Leave:

**Percent of Employers
Offering Paid Leave**



Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Fringe Benefit	% Offered to Employees
Retirement	75.0%
Flex Spending Accounts	50.0%
Hiring Bonuses	37.5%
Fitness Club Membership	12.5%
Shift Differential	12.5%
Tuition Assistance	12.5%

Wholesale/Retail Trade

- 71.4% offer a benefit package in addition to wage compensation

Insurance:

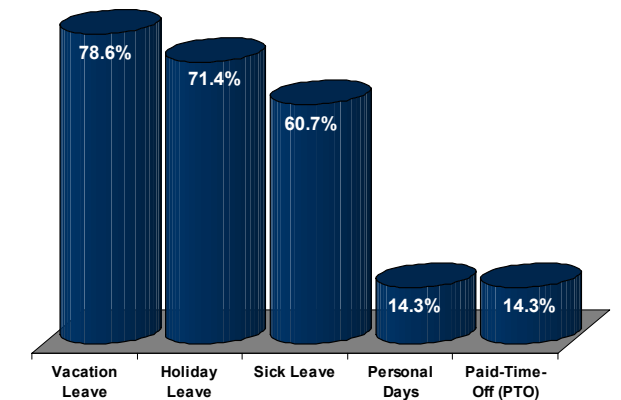
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 9.3%
 - 6.7% plan to increase employee's contribution in the next year by 2.7%
- None of the employers in the area offer health/medical insurance to retired employees

**Percent of Employers
Offering Insurance Options**

Fringe Benefit	% Offered to Employees
Medical	64.3%
Prescription Drugs	57.1%
Life Insurance	42.9%
Dental Coverage	28.6%
Long-Term Disability	25.0%
Short-Term Disability	25.0%
AD&D	10.7%
Vision Insurance	10.7%

Paid Leave:

**Percent of Employers
Offering Paid Leave**



Additional Benefit Offerings:

**Percent of Employers
Offering Additional Benefits**

Fringe Benefit	% Offered to Employees
Retirement	50.0%
Flex Spending Accounts	35.7%
Tuition Assistance	14.3%
Employee Assistance Program	14.3%
Adoption Assistance	7.1%
Shift Differential	7.1%
Hiring Bonuses	3.6%
Child Care	3.6%

Healthcare/Social Assistance

- 77.8% offer a benefit package in addition to wage compensation

Insurance:

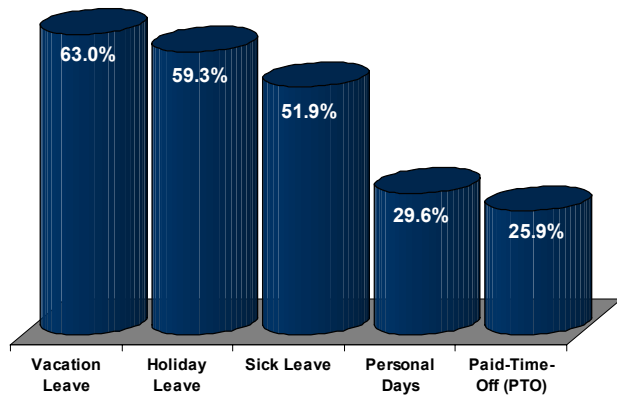
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.8%
 - 18.8% plan to increase employee's contribution in the next year by 7.3%
- 14.3% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	70.4%
Prescription Drugs	59.3%
Dental Coverage	48.1%
Life Insurance	48.1%
AD&D	29.6%
Long-Term Disability	22.2%
Short-Term Disability	22.2%
Vision Insurance	11.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	74.1%
Tuition Assistance	55.6%
Flex Spending Accounts	55.6%
Shift Differential	40.7%
Employee Assistance Program	33.3%
Hiring Bonuses	14.8%
Fitness Club Membership	14.8%
Child Care	7.4%
Adoption Assistance	3.7%

Manufacturing

- All employers in the area offer a benefit package in addition to wage compensation

Insurance:

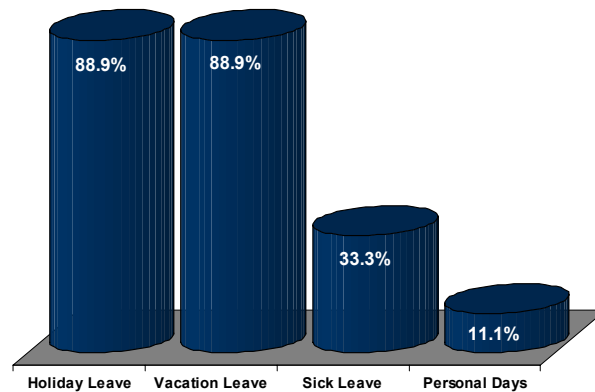
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 10.7%
 - None of the employers in the area plan to increase employee's contribution in the next year
- 12.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	77.8%
Life Insurance	77.8%
Dental Coverage	77.8%
AD&D	55.6%
Prescription Drugs	44.4%
Short-Term Disability	33.3%
Vision Insurance	33.3%
Long-Term Disability	22.2%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	88.9%
Flex Spending Accounts	55.6%
Shift Differential	55.6%
Employee Assistance Program	22.2%
Hiring Bonuses	22.2%
Tuition Assistance	11.1%
Fitness Club Membership	11.1%

Industry - All Employment Ranges

Administrative/Waste Management

- 83.3% offer a benefit package in addition to wage compensation

Insurance:

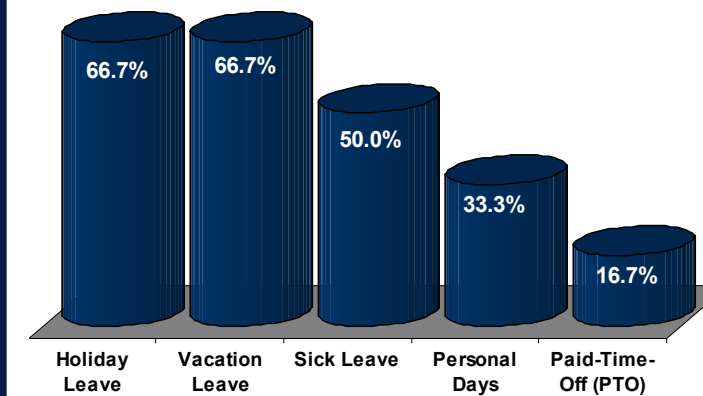
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 5.0%
 - 25.0% plan to increase employee's contribution in the next year by an undetermined percent
- 20.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	66.7%
Prescription Drugs	50.0%
Dental Coverage	33.3%
AD&D	33.3%
Life Insurance	16.7%
Long-Term Disability	16.7%
Short-Term Disability	16.7%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	66.7%
Tuition Assistance	33.3%
Hiring Bonuses	16.7%
Shift Differential	16.7%

Construction

- 68.4% offer a benefit package in addition to wage compensation

Insurance:

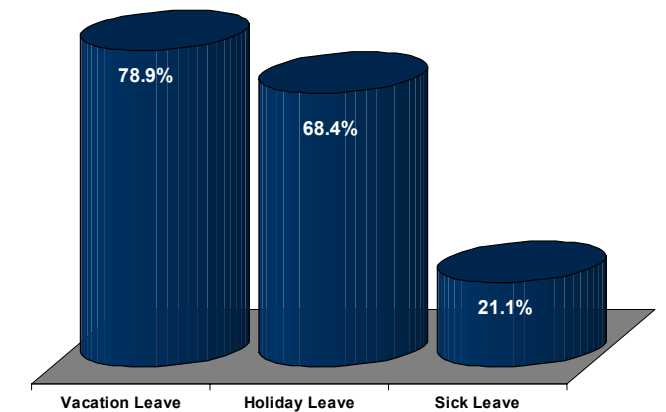
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 8.0%
 - 10.0% plan to increase employee's contribution in the next year by an undetermined percent
- None of employers in the area offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	47.4%
Prescription Drugs	42.1%
Life Insurance	26.3%
Dental Coverage	15.8%
Short-Term Disability	10.5%
Long-Term Disability	10.5%
Vision Insurance	10.5%
AD&D	5.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	36.8%
Tuition Assistance	21.1%
Shift Differential	15.8%
Flex Spending Accounts	10.5%
Employee Assistance Program	5.3%

Education

- All employers offer a benefit package in addition to wage compensation

Insurance:

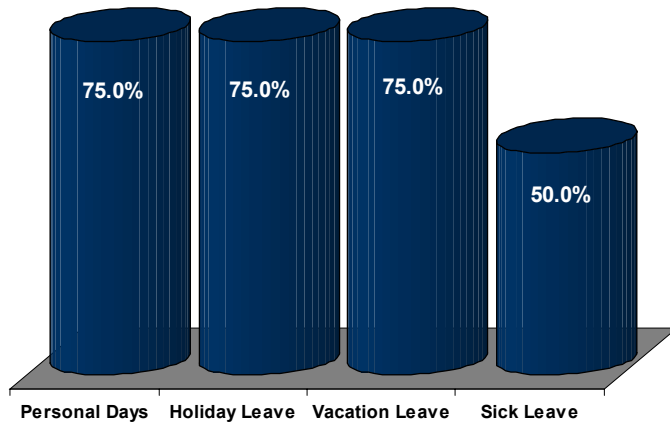
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.0%
 - 25.0% plan to increase employee's contribution in the next year by 2.0%
- 25.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Long-Term Disability	100%
Medical	100%
Dental Coverage	50.0%
Life Insurance	50.0%
Prescription Drugs	50.0%
AD&D	25.0%
Short-Term Disability	25.0%
Vision Insurance	25.0%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	75.0%
Flex Spending Accounts	75.0%
Tuition Assistance	50.0%

Finance/Insurance

- All employers offer a benefit package in addition to wage compensation

Insurance:

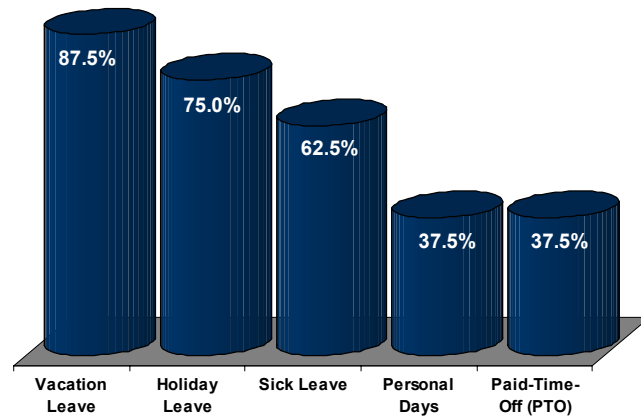
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 7.7%
 - 42.9% plan to increase employee's contribution in the next year by 6.7%
- 62.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	100%
Long-Term Disability	100%
Dental Coverage	87.5%
Life Insurance	87.5%
Short-Term Disability	87.5%
Prescription Drugs	62.5%
AD&D	37.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	100%
Flex Spending Accounts	75.0%
Tuition Assistance	62.5%
Employee Assistance Program	25.0%
Fitness Club Membership	25.0%
Childcare Assistance	12.5%

Food Service/Entertainment

- 35.0% offer a benefit package in addition to wage compensation

Insurance:

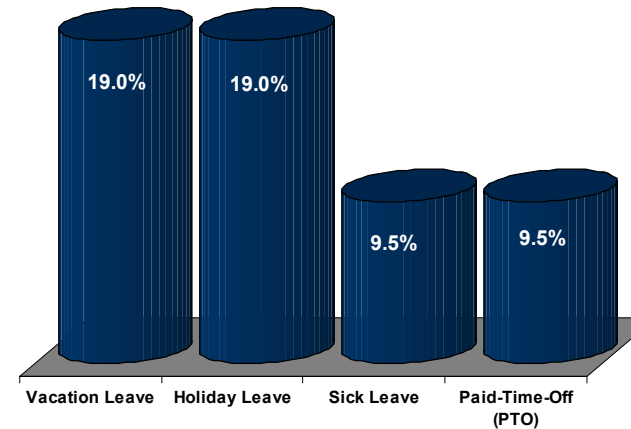
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 6.8%
 - 28.6% plan to increase employee's contribution in the next year by 7.5%
- None of the employers in the area offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	23.8%
Prescription Drugs	14.3%
Dental Coverage	4.8%
Life Insurance	4.8%
Long-Term Disability	4.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	14.3%
Flex Spending Accounts	14.3%
Tuition Assistance	14.3%
Child Care	4.8%
Fitness Club Membership	4.8%
Employee Assistance Program	4.8%
Hiring Bonuses	4.8%
Shift Differential	4.8%

Government

- 87.5% offer a benefit package in addition to wage compensation

Insurance:

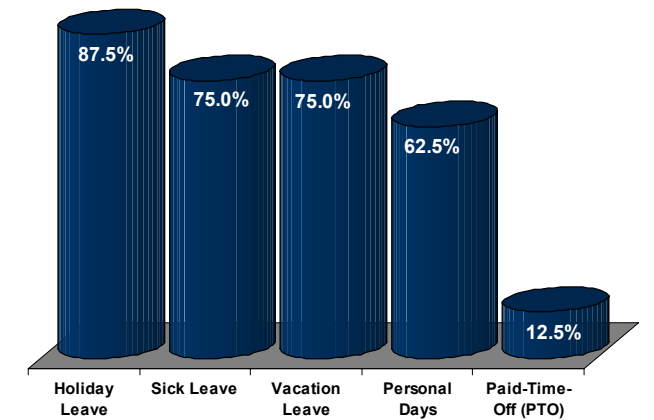
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 12.3%
 - 40.0% plan to increase employee's contribution in the next year by an undetermined percent
- 57.1% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	87.5%
Life Insurance	87.5%
Prescription Drugs	75.0%
Dental Coverage	50.0%
Short-Term Disability	37.5%
Long-Term Disability	12.5%
AD&D	12.5%
Vision Insurance	12.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	75.0%
Flex Spending Accounts	50.0%
Tuition Assistance	37.5%
Shift Differential	12.5%