

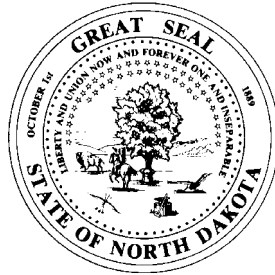
North Dakota
**Benefits
Survey**

2003



**JOB
SERVICE**
North Dakota

North Dakota **Benefits** 2003 **Survey**



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North Dakota Benefits 2003 Survey

The average cost of benefits to employers in North Dakota is 25 percent of what they pay in employee wages. Even as the cost of benefits is rising, benefit packages are becoming increasingly important for recruiting quality employees.

Although each prospective employee wants different things from a company benefit package, there is a core set of benefits individuals usually give the greatest emphasis. Because of their central role in benefit evaluation, paid days off, a retirement plan, and medical insurance are discussed in detail on pages 3 through 9 of this publication. Complete hourly and salaried tables are provided at the end of this publication.

Every two years, 14 areas in North Dakota are surveyed for the benefits offered by the communities' firms. A sample of employers in each area completed a survey for salaried personnel, hourly personnel, or both. Tables for each area's survey are published periodically and compiled into one statewide report. In addition to the statewide summary tables provided in this publication, data are provided, broken out by area, industry, and firm size on the web at jobsnd.com.

Summary of Firms Statewide Offering Benefits

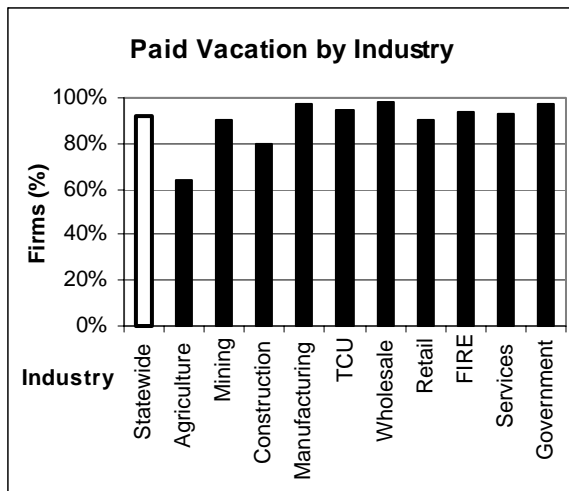
Medical Insurance		Retirement	
Full-Time	83%	Full-Time	73%
Part-Time	25%	Part-Time	31%
Dental Insurance		Short-Term Disability	
Full-Time	51%	Full-Time	35%
Part-Time	16%	Part-Time	11%
Vision Care Insurance		Long-Term Disability	
Full-Time	25%	Full-Time	39%
Part-Time	9%	Part-Time	11%
Life Insurance		Paid Day Care Assistance	2%
Full-Time	61%	Paid Training	84%
Part-Time	18%	Paid Education	53%
Paid Vacation	92%	Work From Home	13%
Paid Holidays	85%	Employee Assistance	4%
Paid Sick Leave	66%	Employer Provided Stocks	7%
Flex-Time Scheduling	40%		

Paid Vacation

Industry

Statewide, 92 percent of firms offered a paid vacation plan. Agriculture and construction firms were the least likely to provide this benefit, at only 60 and 80 percent of firms, respectively. All other industries had paid vacation days in over 90 percent of firms—the greatest percentage occurred in manufacturing and wholesale trade.

In all industries, the firms that employed salaried workers were more likely to offer paid vacation than firms that employed hourly workers. The greatest disparity between the percent of hourly and salaried firms occurred in government, mostly driven by the seasonal employment that



hourly workers experience in the education subindustry.

The construction industry showed a similar pattern that resulted from the seasonal employment of hourly employees versus the year-round employment of the industry's salaried employees.

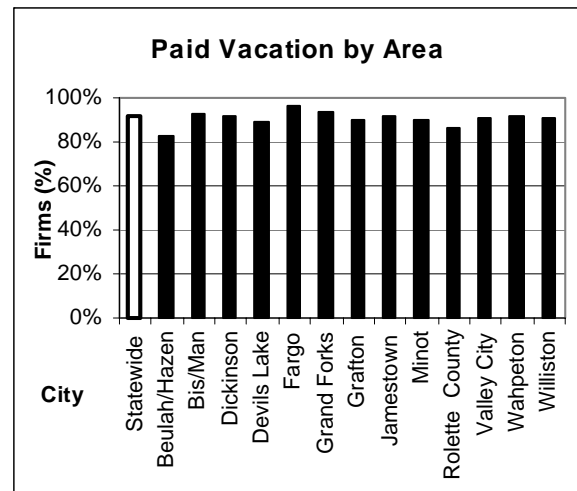
Number of Days

The majority of firms offered 1 to 5 paid vacation days a year to employees in their first year with the company. By the fifth year of employment, a pattern emerged of increasingly more paid vacation days offered to salaried workers than hourly workers. For the tenth year of

employment and beyond, most firms that employed hourly workers offered 11 to 15 days. As for firms with salaried workers, the most common category of paid vacation days maximized in the fifteenth year with 16 to 20 days.

Area

The Fargo and Grand Forks areas were the only two communities with a larger percent of firms that offered paid vacation than the state average of 92 percent. The strong competition between businesses in two of the state's largest communities likely facilitated these high



percentages. Beulah/Hazen had the lowest proportion of firms that offered paid vacation, with 83 percent.

Firm Size

Small firms with less than 10 employees were the least likely to offer paid vacation. The small employment category was also where the greatest disparity existed between firms that employed hourly workers and those that employed salaried workers.

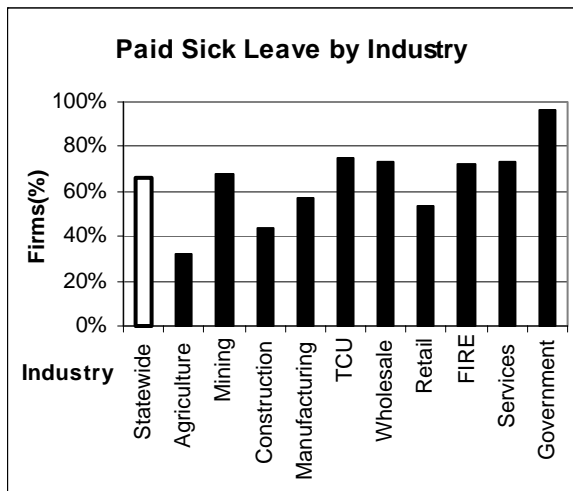
Ninety-nine percent of firms with 50 workers or more offered paid vacation. The least disparity existed between hourly and salaried workers among these large firms.

Paid Sick Leave

Industry

Government firms ranked the highest among all industries statewide for paid sick leave. Industries such as wholesale trade and finance, insurance, and real estate that have a high proportion of year-round salaried workers also fared well. In addition, these industries were more likely to have similar paid sick leave benefits for hourly and salaried employees.

On the other hand, industries that are influenced by seasonal or intermittent employment, or have a higher proportion of hourly workers, scored well below the statewide average of 66 percent of firms. Hourly workers



in these industries were also less likely to be offered paid sick leave compared to the industries' salaried workers.

Number of Days

Only 50 percent of firms that employed hourly workers offered them paid sick days, compared to the 71 percent among firms with salaried workers. Among the firms that offered paid sick leave, the most common number of days given annually was 5 to 6 for hourly workers and 9 or more for salaried workers.

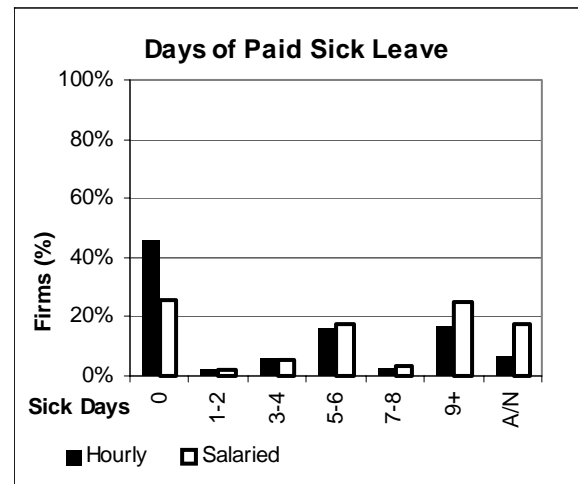
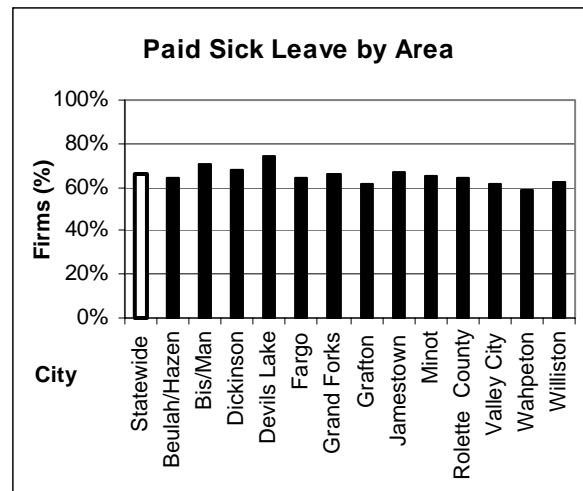
Area

Devils Lake was the highest ranking area for paid sick leave in the state, with 74 percent of

firms. This 8 percent lead over the statewide average may be due to the strong presence of government firms in the area. Likewise, the Wahpeton area is influenced by the presence of manufacturing firms. This influence lowered the average number of firms that offered paid sick leave in the area to only 59 percent.

Firm Size

The only firm size to fall below the statewide average for paid sick leave was made up of small firms with less than 10 workers. For mid- and large-sized firms, the percent of firms that offered the benefit increased precipitously as the size of the firm increased.



A/N represents days given as needed

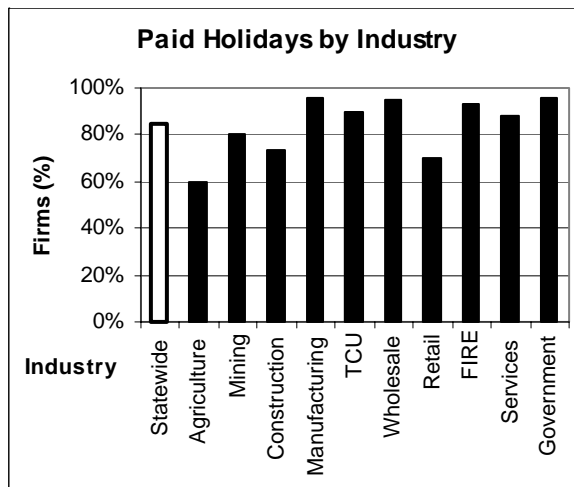
Paid Holidays

Industry

Paid holidays were common among firms in several industries, particularly government, manufacturing, and wholesale trade. Firms that had only seasonal work for their employees were less likely to offer paid holidays, as seen in the agriculture and construction industries. It was also less common for this benefit to be offered in the retail industry, where companies often operate during holidays to draw in more revenue.

Number of Days

Among firms that employed salaried workers, 87 percent offered paid holidays. This dropped



to 74 percent for firms with hourly workers. For both groups, it was most common for workers to have 5 to 6 paid holidays a year.

Area

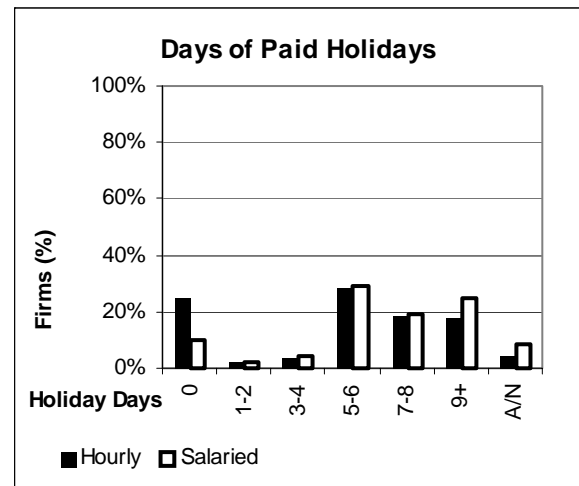
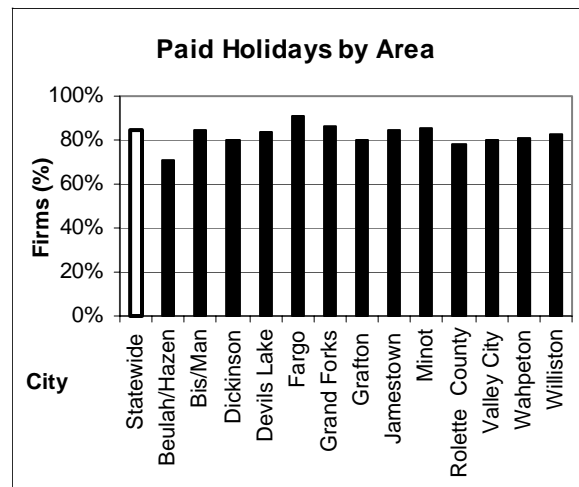
Most of the areas surveyed were around the statewide 85-percent average of firms that offered paid holidays. In the Beulah/Hazen and Rolette County areas, however, this dropped to 71 and 78 percent, respectively. Over three-quarters of the firms surveyed in these areas had fewer than 50 employees. Since smaller firms typically have fewer resources, they are less likely to offer paid holidays to employees.

On the other hand, more large firms were surveyed in the Fargo area, most of which offered this benefit. These larger firms created an

environment of competition, increasing the percent of smaller firms that offered paid holidays. On average, 91 percent of Fargo area firms offered paid holidays.

Firm Size

Only 79 percent of firms with less than 10 employees offered paid holidays. The percentage of firms that offered the benefit increased with firm size, reaching a maximum of 100 percent among firms with 250 or more employees. Firms that employed salaried workers had a higher percent in all firm size categories than firms with hourly workers, but the difference lessened as firm size increased.



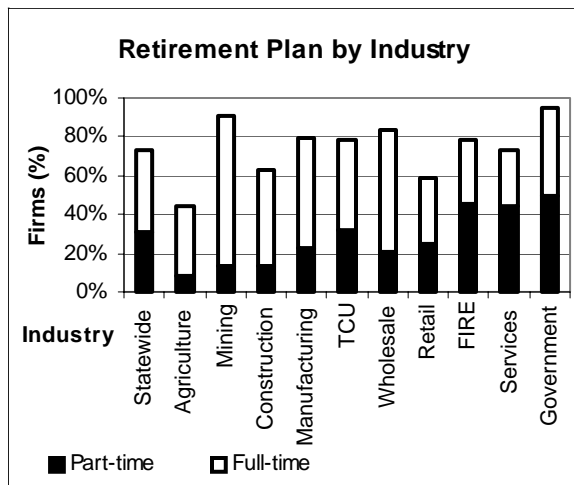
A/N represents days given as needed

Retirement Plan

Industry

Statewide, the average percent of firms that offered a retirement plan to full-time workers was 73 percent. Seasonal industries, such as agriculture and construction, had fewer firms that offered retirement plans than the average, with 44 and 63 percent, respectively. Retail also had a low 59 percent, due to the industry's large proportion of hourly workers and high turnover rate. Also, there was a large difference between the percent of hourly and salary-based firms that offered the benefit in these industries.

Both government and mining had a high percent of firms offering retirement plans to workers.



Mining's 90 percent was partly driven by the large number of high-skilled, unionized workers in the industry.

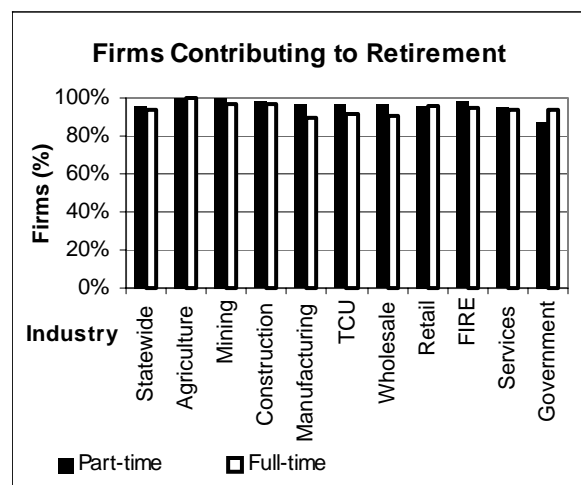
For part-time workers, the percent of firms that offered retirement benefits was much lower statewide, with 31 percent. The industries that fell much below that average were agriculture, construction, and mining.

Industries that had more firms offering retirement benefits to part-time workers were government, services, and finance, insurance, and real estate. These industries have a high number of large firms with more resources to devote to benefits for part-time staff.

Firms Contributing

Of the firms that offered a retirement plan to their full-time employees, 94 percent contributed a portion of the retirement funds. For part-time workers, 96 percent of their employers contributed a portion of their retirement.

There was little variance from the statewide averages between areas or firm size categories. Some minimal variances were seen across industry, such as a low 87 percent of government firms that offered retirement benefits to part-time employees contributing towards those funds.



The most common amount a company paid towards retirement funds was 26 to 50 percent. About a third fewer companies contributed 76 to 100 percent of the retirement funds.

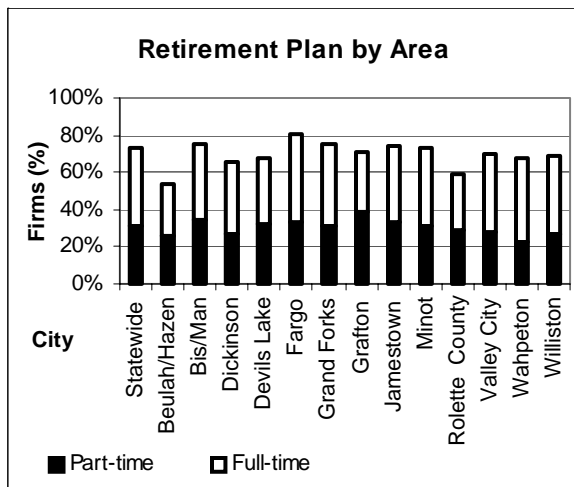
Generally, full-time workers who were offered a retirement plan were likely to receive more company paid retirement funds than part-time workers with a retirement plan.

There was little difference between contributions made towards hourly and salaried workers' retirement plans.

Retirement Plan

Area

The proportion of large-sized firms surveyed in an area impacted retirement benefits for full-time employees. Rolette County and Beulah/Hazen areas are small communities, and, thus, have a high proportion of small firms surveyed. The reduced business competition that resulted in these small areas meant that retirement benefits were only offered in 54 and 59 percent of total firms, respectively. On the other hand, the large size of the Fargo area resulted in a survey with more large-sized firms. These large firms created competition in the community that increased overall retirement benefits to 80 percent of firms.



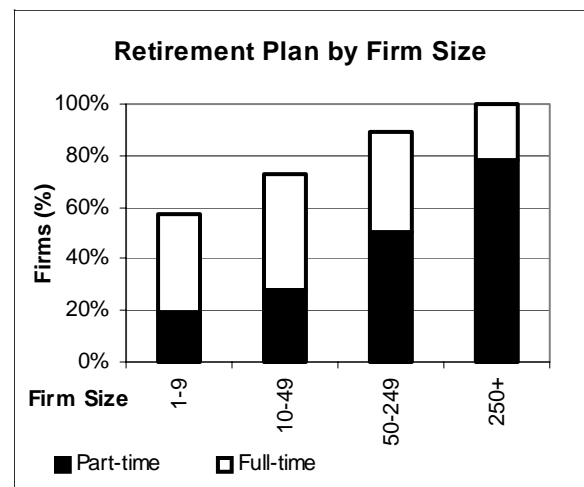
Retirement benefits for part-time employment showed a different pattern with the Grafton area ranking the highest for percent of firms that offered the benefit. Retirement benefits for part-time workers were more common in this area because of the high proportion of part-time employees that worked in government. Firms in other industries had to compete with the government for part-time workers, and so, were more likely to offer retirement benefits, as well.

Another factor that drove the Grafton area's high numbers was the low ratio of part-time to full-time employment. The low percent of part-time employment in the city indicates that plenty of full-time work was available and part-time positions in other firms needed more attractive benefit packages to recruit workers.

The areas that ranked lowest for part-time retirement benefits were Wahpeton and Beulah/Hazen. The Wahpeton area has a relatively high proportion of part-time employment, and an unusually high portion is in the manufacturing industry. Most of these workers are not receiving retirement benefits. The Beulah/Hazen area ranked the second lowest among the cities, also due to a high ratio of part-time employment and small firms.

Firm Size

Among small firms with less than 10 employees, only 19 percent of those that employed part-



time workers offered them retirement benefits, while 57 percent of those that employed full-time workers did. The difference between part-time and full-time decreased as firm size increased, reaching 79 and 100 percent for large firms, respectively.

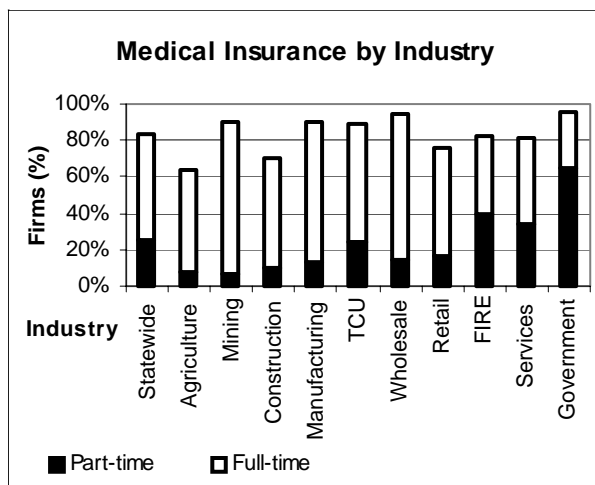
Retirement benefit differences between firms with hourly workers and firms with salaried workers were minimal. This difference was within 5 percent in all firm size groups for part-time work. For full-time work, retirement benefits were more common among firms with salaried workers than hourly workers among small firms. However, the difference decreased as firm size increased, disappearing for the largest firm size group.

Medical Insurance

Industry

Nearly all government firms with full-time workers (96 percent) offered a medical plan. The agriculture and construction industries, both subject to highly seasonal employment, had fewer firms offering the benefit to full-time workers, with 64 and 70 percent, respectively.

Among part-time workers, agriculture and construction again came in at very low levels with 8 and 10 percent, respectively. Mining took the largest plunge from full-time to part-time work, dropping from 90 percent to 6 percent of firms. The large difference between employment



and skill levels for full-time and part-time mining workers contributed to the substantial discrepancy seen in medical benefits.

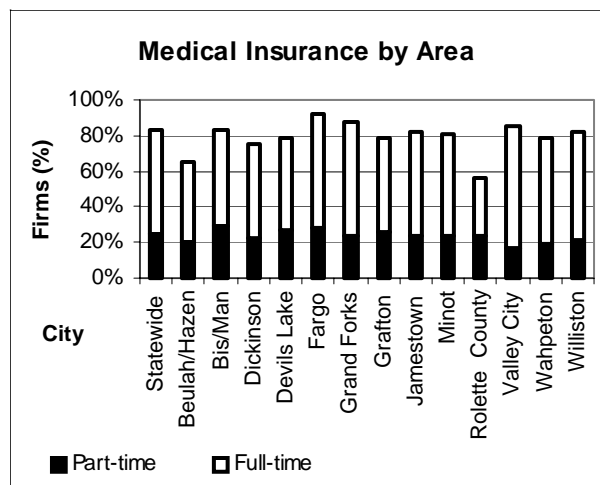
There is a large difference between the percent of firms that offered medical benefits to full-time salaried and hourly workers. Among firms that employed full-time salaried workers, 88 percent offered a medical plan, whereas that dropped to 77 percent among firms that employed full-time hourly workers.

There was little notable difference between salaried and hourly benefits among part-time workers.

Area

A competitive Fargo business market led to a high 92 percent of firms offering medical benefits to full-time workers in the area, well above the 83 percent average for full-time work statewide. Low spots for firms with medical plans were in the areas of Rolette County (56 percent) and Beulah/Hazen (65 percent) where business competition is much less.

The statewide average for part-time work was only 25 percent. Because the Valley City area is high in part-time employment (39 percent), they had the least amount of firms offering medical benefits (17 percent) to part-time workers.



Firm Size

For full-time work, the percent of firms offering medical benefits increased from 70 percent for small firms with less than 10 employees to 100 percent among large firms with 250 or more employees. Part-time work was much lower, starting with 16 percent for small firms and increasing to only 71 percent among large firms.

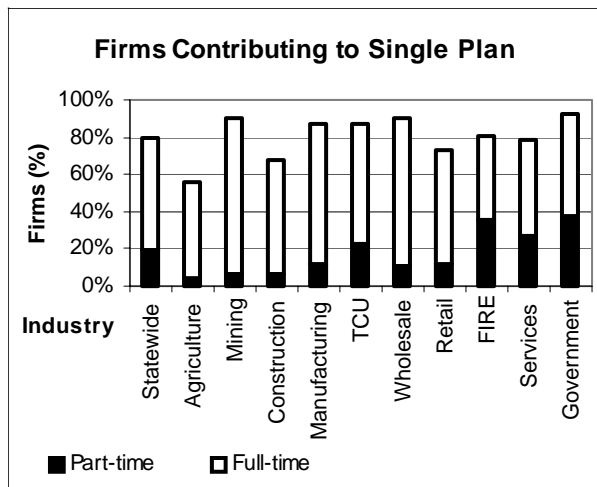
There was a large difference between hourly and salaried work for small firms that, with limited available resources, needed to place a higher priority on salaried positions. This difference decreased as firm size increased, disappearing for large firms, 100 percent of which offered the benefit.

Medical Insurance

Firms Contributing

Eighty percent of firms statewide that offered medical insurance to full-time workers contributed some portion of the premium for a single medical plan. Sixty-four percent contributed to a family plan.

The Grand Forks and Fargo areas had the highest rates, with 85 and 89 percent contributing to a single plan and 68 and 67 percent contributing to a family plan for full-time workers, respectively. The areas with the smallest full-time worker contribution rates were Rolette County and Beulah/Hazen with 53 and 63 percent for a single plan and 47 and 48 percent for a family plan, respectively.



percent for a family plan, respectively.

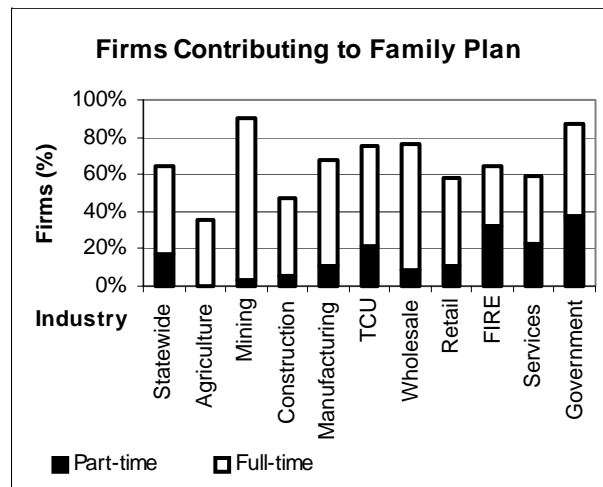
The industry most likely to contribute to a medical plan for full-time workers was government, with 92 percent of firms contributing to a single plan and 88 percent of firms contributing to a family plan. The agriculture industry came in last, with only 56 percent of firms contributing to a single plan and 36 percent contributing to a family plan.

Generally, salaried full-time workers had more of their premium paid by the employer than hourly full-time workers. Sixty-one percent of firms paid between 76-100 percent of a single plan and 32 percent paid the same amount for a family plan. However, only 55 percent of hourly full-time workers received the same amount for

a single plan. Family contributions were split between firms paying 76-100 percent (24 percent) and those paying nothing (24 percent).

Overall, few firms in the state contributed to medical plans for part-time employees. Only 19 percent of firms statewide that offered medical insurance to part-time workers contributed to a single plan, and 17 percent contributed to a family plan.

There was little difference in the contribution rate across areas, but some differences were seen across industries. Finance, insurance, and real estate and government were the most



likely to contribute, with 36 and 38 percent contributing to a single plan and 32 and 37 percent contributing to a family plan, respectively. On the other hand, the agriculture, mining, and construction industries performed poorly, with 6 percent or less of firms contributing to a single or a family plan.

Among salaried work, part-time workers still had 30 percent of firms paying 76-100 percent of the premium for a single plan. However, it was most common (24 percent) for a company to pay nothing towards a family plan. Hourly work was about the same, with 26 percent of firms paying 76-100 percent of a single plan premium and 28 percent paying nothing for a family plan.

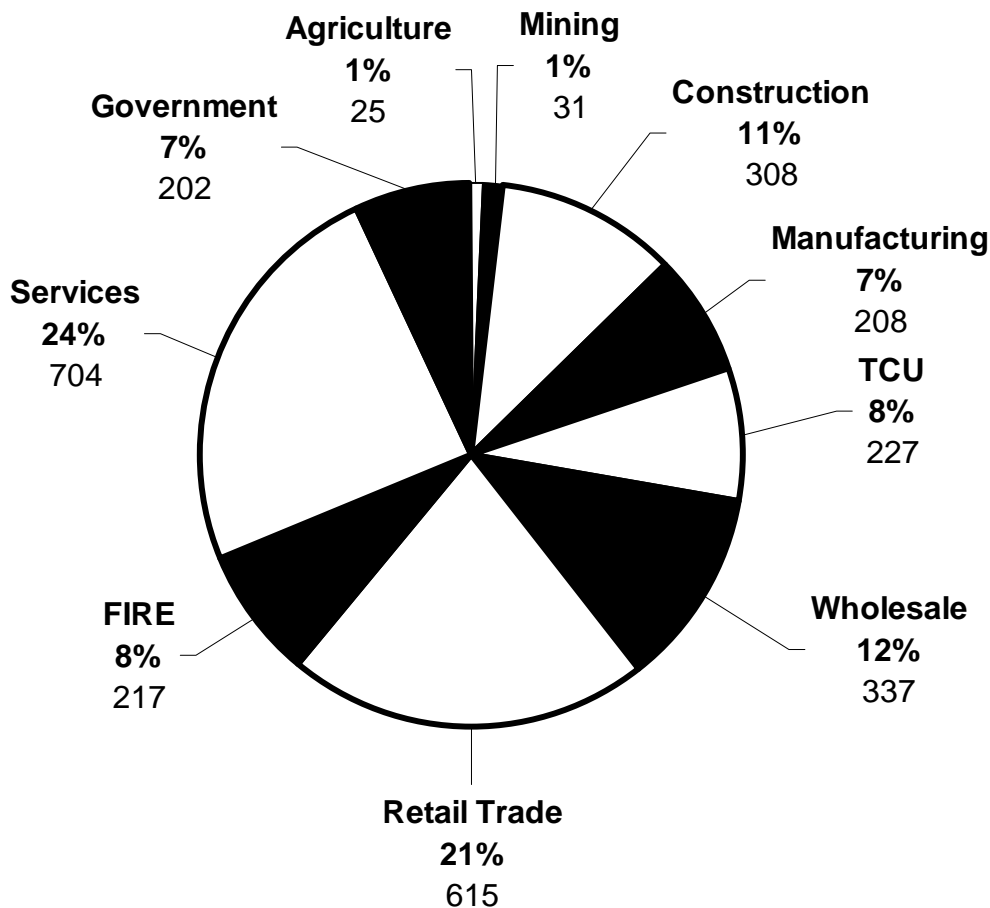
Summary

Throughout 2001-2002, benefit survey forms were mailed to 4,515 employers from Beulah-Hazen, Bismarck-Mandan, Devils Lake, Dickinson, Fargo, Grafton, Grand Forks, Jamestown, Minot, Rolette County, Valley City, Wahpeton and Williston. Completed surveys were received from 2,874 businesses for a response rate of 63.7 percent. These businesses represent approximately 46.0 percent of all employees in the state. Ninety-three percent of the firms were privately owned and 7.0 percent were in the government sector.

In order to paint a better picture of the benefits North Dakota employers are providing to their employees, two survey forms were mailed to each employer. One survey pertained to salaried personnel, while the other dealt with hourly personnel. Hourly surveys were completed by 2,621 firms with a 91.2 percent response rate. Salaried surveys were completed by 2,422 firms with a 84.3 percent response rate

All benefits were computed from data voluntarily provided by the sampled employers. Reviews were performed on the data by Job Service staff to eliminate discrepancies.

Survey Sample by Industry



**Fringe Benefits Survey Results
Statewide**

**FRINGE BENEFITS
SURVEY RESULTS**
Statewide

VACATION - TIME OFF		Vacation Days Off With Pay							
Years of Employment	0	1 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 +	NR*	
First Year	23.3%	39.6%	21.1%	12.9%	2.6%	0.5%	0.1%	0.0%	
Fifth Year	15.8%	9.7%	36.5%	27.4%	7.7%	2.5%	0.5%	0.0%	
Tenth Year	15.8%	6.6%	19.5%	32.1%	18.3%	6.0%	1.7%	0.0%	
Fifteenth Year	15.8%	6.4%	15.3%	27.0%	20.9%	9.2%	5.4%	0.0%	
Twentieth Year	15.8%	6.2%	13.9%	22.4%	21.9%	12.5%	7.3%	0.0%	
Twenty-fifth Year	15.8%	6.2%	13.7%	21.6%	20.1%	13.9%	8.7%	0.1%	
Thirtieth Year	15.8%	6.2%	13.6%	21.2%	19.6%	14.1%	9.4%	0.1%	
Holidays With Pay Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR	
	25.0%	2.1%	3.9%	28.1%	18.3%	17.5%	3.9%	1.1%	
Days of Paid Sick Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	46.2%	2.1%	5.9%	15.9%	2.6%	16.9%	6.9%	3.3%	
Days of Paid Extended Sick*** Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	68.4%	1.5%	2.0%	6.0%	0.6%	4.6%	11.3%	5.5%	
Days of Paid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	72.4%	1.8%	1.4%	4.0%	0.4%	3.7%	12.0%	4.2%	
Days of Unpaid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	25.8%	0.4%	0.4%	0.3%	0.1%	6.6%	63.0%	3.4%	
Days of Paid Funeral Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	45.3%	6.4%	15.1%	2.5%	0.1%	0.5%	27.4%	2.7%	
Days of Paid Jury Duty Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	41.2%	1.1%	0.6%	0.8%	0.2%	2.9%	50.2%	3.0%	
Days of Paid Military Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	54.9%	0.4%	0.3%	0.3%	0.0%	6.0%	34.8%	3.3%	

* NR = Non-response

** A/N = As Needed

*** To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

FRINGE BENEFITS SURVEY RESULTS Statewide

INSURANCE

				Percentage Paid by Company						
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Health Plan Provided										
Full-time	77.3%	21.6%	1.1%							
Percentage of single plan paid by company				2.3%	2.9%	14.3%	13.7%	42.2%	21.6%	2.9%
Percentage of family plan paid by company				18.1%	6.5%	16.3%	14.8%	18.3%	21.6%	4.3%
Part-time	21.8%	75.8%	2.4%							
Percentage of single plan paid by company				4.1%	1.0%	4.7%	4.8%	5.7%	75.8%	3.8%
Percentage of family plan paid by company				6.1%	2.1%	4.4%	4.5%	2.9%	75.8%	4.0%
Employee Dental Plan Provided										
Full-time	47.2%	51.7%	1.1%							
Percentage of single plan paid by company				11.9%	2.1%	6.6%	7.5%	17.5%	51.7%	2.7%
Percentage of family plan paid by company				17.7%	3.1%	7.8%	7.8%	8.1%	51.7%	3.9%
Part-time	14.0%	78.2%	7.8%							
Percentage of single plan paid by company				4.7%	0.6%	2.8%	2.3%	3.0%	78.2%	8.5%
Percentage of family plan paid by company				5.5%	1.4%	2.6%	2.2%	1.4%	78.2%	8.7%
Employee Life Insurance Provided										
Full-time	55.7%	43.1%	1.2%	7.4%	1.9%	4.5%	2.1%	37.7%	43.1%	3.3%
Part-time	14.6%	78.2%	7.2%	3.1%	0.9%	1.0%	0.7%	8.1%	78.2%	8.1%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

FRINGE BENEFITS SURVEY RESULTS Statewide

INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Vision Plan Provided										
Full-time	22.2%	76.5%	1.2%							
Percentage of single plan paid by company				4.7%	1.1%	3.5%	2.8%	9.2%	76.5%	2.2%
Percentage of family plan paid by company				7.0%	1.5%	3.7%	3.2%	5.5%	76.5%	2.4%
Part-time	8.3%	79.2%	12.5%							
Percentage of single plan paid by company				2.4%	0.4%	1.5%	1.2%	2.3%	79.2%	12.9%
Percentage of family plan paid by company				2.9%	0.8%	1.4%	1.2%	1.4%	79.2%	13.0%
Short-Term Disability Plan Provided										
Full-time	32.9%	65.5%	1.6%							
Percentage of single plan paid by company				11.1%	1.0%	3.0%	1.8%	14.7%	65.5%	3.0%
Percentage of family plan paid by company				17.7%	1.0%	2.4%	1.7%	6.4%	65.5%	5.3%
Part-time	9.5%	80.6%	9.8%							
Percentage of single plan paid by company				4.3%	0.2%	0.5%	0.3%	3.5%	80.6%	10.5%
Percentage of family plan paid by company				5.8%	0.2%	0.5%	0.3%	1.8%	80.6%	10.9%
Long-Term Disability Plan Provided										
Full-time	34.5%	63.9%	1.5%	8.9%	0.8%	2.9%	2.1%	18.5%	63.9%	2.8%
Part-time	9.3%	84.5%	6.2%	3.4%	0.2%	0.7%	0.5%	4.2%	84.5%	6.4%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS**
Statewide

RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Formal Retirement Plan Provided										
Full-time	69.2%	30.1%	0.7%	4.3%	15.7%	27.4%	2.4%	16.7%	30.1%	3.4%
Part-time	28.4%	69.2%	2.4%	2.4%	6.1%	10.3%	1.1%	7.2%	69.2%	3.7%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	69.2%	10.6%	1.8%	17.5%	1.0%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	27.6%	8.9%	55.3%	2.7%	3.1%	2.4%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	89.3%	9.0%	N/A	1.6%	5.2%
Percent of employers planning on giving pay raises next year	59.6%	3.6%	35.4%	1.4%	4.5%

Benefits as a Percentage of Annual Salary per Employee 24.1%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	0.1%	6.5%	13.3%	20.0%	7.9%	2.3%	0.5%	49.4%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Statewide**

OTHER BENEFITS

	YES	NO	N/A*	NR**
Accumulation of Vacation Days Allowed	41.9%	41.8%	15.8%	0.5%
Conversion of Accumulated Vacation Leave	15.8%	66.8%	15.8%	1.6%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	52.5%	38.8%		8.7%
Accumulation of Sick Leave Allowed	29.3%	21.6%	46.2%	2.8%
Conversion of Accumulated Sick Leave	7.5%	44.7%	46.2%	1.6%
Flextime Scheduling	34.9%	62.5%		2.5%
Paid Day Care Assistance Offered	1.7%	96.8%		1.4%
On-site Day Care Facilities	2.0%	96.6%		1.4%
Employer Paid Training	80.0%	18.1%		1.9%
Employer Paid Education	44.9%	52.0%		3.2%
Club Membership	13.1%	83.4%		3.5%
Employee Discount on Services or Merchandise	56.6%	41.6%		1.8%
Employer Provided Stocks	4.9%	91.7%		3.4%
Employee Stock Purchase Plan	9.7%	87.1%		3.2%
Employer Paid Liability Insurance	13.9%	82.0%		4.1%
Employees May Work Out of Home	8.2%	88.4%		3.4%
Employee Assistance Program	36.4%	60.5%		3.0%
Miscellaneous Benefits Offered in Cafeteria Style Plan	15.3%	78.7%		6.0%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**Fringe Benefits Survey Results
Statewide**

FRINGE BENEFITS
SURVEY RESULTS

Statewide

VACATION - TIME OFF		Vacation Days Off With Pay							
Years of Employment	0	1 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 +	NR*	
First Year	11.1%	36.2%	26.5%	20.8%	3.6%	1.1%	0.7%	0.0%	
Fifth Year	6.0%	6.5%	34.3%	37.0%	11.3%	3.6%	1.3%	0.0%	
Tenth Year	6.0%	4.1%	16.2%	36.0%	26.5%	8.1%	3.0%	0.0%	
Fifteenth Year	5.9%	3.9%	12.7%	28.4%	26.9%	14.4%	7.8%	0.0%	
Twentieth Year	5.9%	3.8%	11.6%	23.1%	26.6%	18.3%	10.6%	0.0%	
Twenty-fifth Year	5.9%	3.8%	11.5%	22.2%	24.5%	19.8%	12.3%	0.0%	
Thirtieth Year	5.9%	3.8%	11.5%	22.1%	23.5%	19.9%	13.3%	0.1%	
Holidays With Pay Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR	
	10.2%	1.8%	4.0%	29.3%	19.2%	24.5%	8.7%	2.3%	
Days of Paid Sick Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	25.9%	1.8%	5.3%	17.5%	3.3%	25.1%	17.8%	3.2%	
Days of Paid Extended Sick*** Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	51.2%	1.3%	2.3%	9.0%	1.0%	6.8%	23.4%	5.0%	
Days of Paid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	56.5%	2.1%	2.0%	6.2%	0.8%	5.2%	23.4%	3.8%	
Days of Unpaid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	18.9%	0.4%	0.3%	0.5%	0.1%	8.0%	68.7%	3.2%	
Days of Paid Funeral Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	27.6%	6.4%	18.0%	3.4%	0.1%	1.0%	40.8%	2.7%	
Days of Paid Jury Duty Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	24.6%	1.4%	0.9%	1.0%	0.2%	3.0%	66.8%	2.3%	
Days of Paid Military Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	39.5%	0.4%	0.2%	0.2%	0.1%	8.3%	48.0%	3.3%	

* NR = Non-response

** A/N = As Needed

*** To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

FRINGE BENEFITS SURVEY RESULTS Statewide

INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Health Plan Provided										
Full-time	88.4%	11.2%	0.4%							
Percentage of single plan paid by company				1.4%	3.3%	13.1%	14.9%	53.5%	11.2%	2.5%
Percentage of family plan paid by company				16.0%	6.8%	16.5%	17.5%	28.3%	11.2%	3.7%
Part-time	25.7%	71.7%	2.6%							
Percentage of single plan paid by company				4.3%	0.9%	5.7%	5.5%	7.6%	71.7%	4.2%
Percentage of family plan paid by company				6.2%	1.9%	5.8%	5.3%	4.6%	71.7%	4.5%
Employee Dental Plan Provided										
Full-time	54.7%	44.7%	0.6%							
Percentage of single plan paid by company				14.8%	2.1%	6.8%	8.4%	20.9%	44.7%	2.4%
Percentage of family plan paid by company				19.8%	3.3%	8.5%	9.1%	11.1%	44.7%	3.6%
Part-time	16.5%	74.9%	8.6%							
Percentage of single plan paid by company				6.0%	0.7%	3.0%	2.4%	3.5%	74.9%	9.4%
Percentage of family plan paid by company				6.7%	1.4%	3.0%	2.7%	1.6%	74.9%	9.6%
Employee Life Insurance Provided										
Full-time	67.1%	32.3%	0.6%	7.9%	4.0%	5.2%	2.4%	45.4%	32.3%	2.8%
Part-time	18.4%	74.4%	7.1%	3.6%	1.9%	1.7%	0.9%	9.6%	74.4%	8.0%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

FRINGE BENEFITS SURVEY RESULTS Statewide

INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Vision Plan Provided										
Full-time	26.3%	73.0%	0.7%							
Percentage of single plan paid by company				6.3%	1.4%	3.5%	3.4%	10.6%	73.0%	1.9%
Percentage of family plan paid by company				8.3%	1.8%	3.9%	3.9%	6.8%	73.0%	2.4%
Part-time	9.5%	76.5%	14.0%							
Percentage of single plan paid by company				2.9%	0.5%	1.4%	1.5%	2.7%	76.5%	14.5%
Percentage of family plan paid by company				3.4%	0.7%	1.5%	1.5%	1.7%	76.5%	14.6%
Short-Term Disability Plan Provided										
Full-time	37.7%	61.5%	0.8%							
Percentage of single plan paid by company				11.8%	1.2%	3.0%	1.9%	18.3%	61.5%	2.2%
Percentage of family plan paid by company				19.6%	1.1%	2.6%	1.9%	8.5%	61.5%	4.8%
Part-time	10.8%	78.4%	10.8%							
Percentage of single plan paid by company				4.7%	0.3%	0.6%	0.5%	4.0%	78.4%	11.4%
Percentage of family plan paid by company				6.4%	0.3%	0.5%	0.4%	2.1%	78.4%	11.9%
Long-Term Disability Plan Provided										
Full-time	42.9%	56.1%	1.0%	9.8%	1.0%	3.3%	3.0%	24.1%	56.1%	2.7%
Part-time	11.9%	80.6%	7.5%	3.8%	0.2%	1.2%	0.9%	5.0%	80.6%	8.3%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS**
Statewide

RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Formal Retirement Plan Provided										
Full-time	77.6%	22.0%	0.4%	4.0%	16.5%	30.6%	3.0%	20.4%	22.0%	3.6%
Part-time	31.9%	65.7%	2.4%	3.0%	6.1%	11.1%	1.2%	8.9%	65.7%	4.0%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	77.4%	5.3%	1.5%	15.2%	0.5%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	27.3%	8.8%	56.5%	1.5%	4.0%	1.9%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	84.1%	14.7%	N/A	1.2%	4.9%
Percent of employers planning on giving pay raises next year	57.3%	4.5%	36.9%	1.3%	4.3%

Benefits as a Percentage of Annual Salary per Employee 25.4%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	0.0%	5.5%	12.7%	22.9%	9.8%	2.8%	0.5%	45.7%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Statewide**

OTHER BENEFITS

	YES	NO	N/A*	NR**
Accumulation of Vacation Days Allowed	50.5%	40.3%	5.9%	3.3%
Conversion of Accumulated Vacation Leave	15.7%	74.0%	5.9%	4.3%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	62.8%	32.0%		5.2%
Accumulation of Sick Leave Allowed	38.1%	28.9%	25.9%	7.1%
Conversion of Accumulated Sick Leave	9.5%	59.1%	25.9%	5.6%
Flextime Scheduling	37.0%	61.0%		2.1%
Paid Day Care Assistance Offered	1.6%	97.4%		1.0%
On-site Day Care Facilities	1.7%	97.4%		1.0%
Employer Paid Training	84.9%	13.4%		1.7%
Employer Paid Education	54.0%	43.6%		2.5%
Club Membership	22.7%	73.9%		3.3%
Employee Discount on Services or Merchandise	55.6%	42.5%		1.9%
Employer Provided Stocks	7.6%	89.3%		3.1%
Employee Stock Purchase Plan	12.9%	84.1%		2.9%
Employer Paid Liability Insurance	17.3%	78.8%		3.9%
Employees May Work Out of Home	12.6%	84.6%		2.8%
Employee Assistance Program	44.3%	53.2%		2.5%
Miscellaneous Benefits Offered in Cafeteria Style Plan	16.8%	77.3%		5.8%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**APPENDIX
BENEFITS SURVEY FORM**



VACATION

1. How many PAID vacation DAYS per year are provided after completion of each of the following years of service:								
a. First Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
b. Fifth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
c. Tenth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
d. Fifteenth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
e. Twentieth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
f. Twenty-fifth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
g. Thirtieth Year:	<input type="checkbox"/> 0	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> 11-15	<input type="checkbox"/> 16-20	<input type="checkbox"/> 21-25	<input type="checkbox"/> 26+	
(Mark questions 2 & 3 "N/A" if all choices in question 1 are "0").								
2. Can accumulated vacation days be carried over to the next year?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
3. Can accumulated vacation days be converted to some other benefit (cash, stock purchase, etc)?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

HOLIDAYS

4. Number of PAID holidays per year: <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed (Include floating days and personal holidays)								
5. If a holiday falls on Saturday or Sunday is another day off granted to employees?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	

SICK AND RELATED

6. Number of PAID sick DAYS per year for an employee: <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed (Do not count extended sick leave for family members (Question #9) if they are not considered part of the total for an employee).								
7. If PAID sick leave is provided, is accumulation of sick leave allowed?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
8. Can accumulated sick leave be converted to some other benefit (cash, medical insurance payments, life insurance payments, etc)?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
9. Number of PAID extended sick DAYS per year: <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed (to care for immediate family members)								
10. How many DAYS of PAID family leave are provided per year? <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed								
11. How many DAYS of UNPAID family leave are provided per year? <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed								
12. How many DAYS of PAID funeral leave are provided per year? <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed								
13. How many DAYS of PAID jury duty leave are provided per year? <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed								
14. How many DAYS of PAID military leave are provided per year? <input type="checkbox"/> 0 <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-8 <input type="checkbox"/> 9+ <input type="checkbox"/> As Needed								
15. Do you provide Flex-time Scheduling ?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	
16. Do you provide PAID Day Care Assistance?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	
17. Do you provide ON-SITE Day Care facilities?						<input type="checkbox"/> Yes	<input type="checkbox"/> No	

RETIREMENT

18. Do you offer a retirement plan to full-time employees?						<input type="checkbox"/> Yes	<input type="checkbox"/> No			
19a. If #18 was YES , what % of the total contribution is paid by the company?						<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
b. What % of the total contribution is paid by the employee?						<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
20. Do you offer a retirement plan to part-time employees?						<input type="checkbox"/> Yes	<input type="checkbox"/> No			
21a. If #20 was YES , what % of the total contribution is paid by the company?						<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
b. What % of the total contribution is paid by the employee?						<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

MEDICAL INSURANCE

22. Do you offer medical insurance to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
23. If #22 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
24. If #22 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
25. Do you offer medical insurance to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
26. If #25 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
27. If #25 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

VISION CARE INSURANCE

28. Do you offer vision care insurance to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
29. If #28 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
30. If #28 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
31. Do you offer vision care insurance to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
32. If #31 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
33. If #31 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

LIFE INSURANCE

34. Do you offer a life insurance plan to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
35. If #34 was YES , what percentage is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
36. Do you offer a life insurance plan to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
37. If #36 was YES , what percentage is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

DENTAL INSURANCE

38. Do you offer a dental insurance plan to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
39. If #38 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
40. If #38 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
41. Do you offer a dental insurance plan to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
42. If #41 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
43. If #41 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

SHORT-TERM DISABILITY (Do NOT consider Workers Compensation in response to this question)

44. Do you offer short-term disability insurance to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
45. If #44 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
46. If #44 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
47. Do you offer short-term disability insurance to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
48. If #47 was YES , what percentage of a single plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
49. If #47 was YES , what percentage of a family plan is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

LONG-TERM DISABILITY (Do NOT consider Workers Compensation in response to this question.)

50. Do you offer long-term disability insurance to full-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
51. If #50 was YES , what percentage is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%
52. Do you offer long-term disability insurance to part-time employees?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			
53. If #52 was YES , what percentage is paid by the company?	<input type="checkbox"/> 0%	<input type="checkbox"/> 1-25%	<input type="checkbox"/> 26-50%	<input type="checkbox"/> 51-75%	<input type="checkbox"/> 76-100%

MISCELLANEOUS BENEFITS

54. Please check any of the following benefits that are offered to your employees:	YES	NO
a. Employer PAID training	<input type="checkbox"/>	<input type="checkbox"/>
b. Employer PAID education	<input type="checkbox"/>	<input type="checkbox"/>
c. Club membership	<input type="checkbox"/>	<input type="checkbox"/>
d. Employee discount on services or merchandise	<input type="checkbox"/>	<input type="checkbox"/>
e. Employer PROVIDED stocks	<input type="checkbox"/>	<input type="checkbox"/>
f. Employee stock purchase plan	<input type="checkbox"/>	<input type="checkbox"/>
g. Employer PAID liability insurance	<input type="checkbox"/>	<input type="checkbox"/>
h. Employees may work out of their home	<input type="checkbox"/>	<input type="checkbox"/>
i. Employee assistance program	<input type="checkbox"/>	<input type="checkbox"/>
55. Are the preceding benefits offered in a cafeteria style plan?	<input type="checkbox"/>	<input type="checkbox"/>

COST OF BENEFITS

56. Please indicate the benefits paid per employee as a percentage of annual salary. Benefits include workers compensation and unemployment insurance premiums, social security (FICA), retirement, health/life insurance, annual/sick leave, etc: _____ %
--

SALARY ADJUSTMENTS

57. How often are salaries reviewed? (check one)
<input type="checkbox"/> Semi-annually <input type="checkbox"/> Annually <input type="checkbox"/> Biennially <input type="checkbox"/> Other
58. Type of salary increase, if any, granted to employees: (check one)
<input type="checkbox"/> Merit <input type="checkbox"/> Cost of Living <input type="checkbox"/> Longevity <input type="checkbox"/> Combination <input type="checkbox"/> None
59. Did your employees receive a salary increase in the last 12 months? <input type="checkbox"/> Yes <input type="checkbox"/> No
60. If Question #59 was answered YES , indicate the average percentage of the increase: _____ %
61. Do you plan to give a salary increase in the next 12 months? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown
62. If Question #61 was answered YES , indicate the expected average percent of increase: _____ %

NUMBER OF PERSONNEL

- a. Full-time _____
- b. Part-time _____ (Less than 30 hours per week)

Job Service North Dakota
North Dakota Benefits Survey
Labor Market Information Center
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P.O. Box 5507
Bismarck, ND 58506-5507

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North Dakota Benefits Survey
February 2003

A biennial publication prepared by the
Labor Market Information Center

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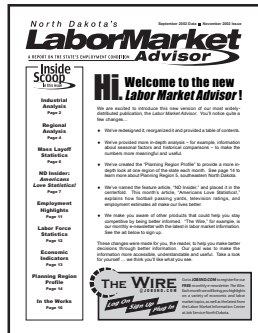


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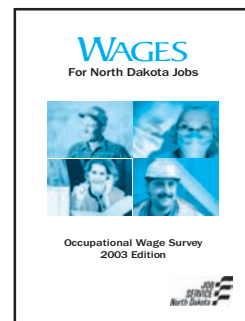
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