

# NORTH DAKOTA BENEFITS GUIDE

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# 2007



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## MEDICAL INSURANCE

Statewide 61.5% of full-time employees received a medical insurance plan, compared to only 11.3% of part-time workers. *Page 3*

## PAID VACATION

75.6% of employers statewide offered a paid vacation plan and/or general paid days off. 66.5% of employers offered a paid vacation plan, while 24.1% of employers statewide offered general paid days off. *Page 6-7*

## PAID SICK LEAVE

Statewide, the percent of firms that offered paid sick leave was 39.7%. *Page 8*

## RETIREMENT

55.3% of businesses statewide provided their workers with a retirement plan opportunity. 52.7% offered a Defined Contribution Retirement plan and 11.2% offered a Defined Benefit Pension Retirement plan. *Page 11-14*

## SALARY POLICY

Employers reported giving an average raise of 5.1% statewide. *Page 15*



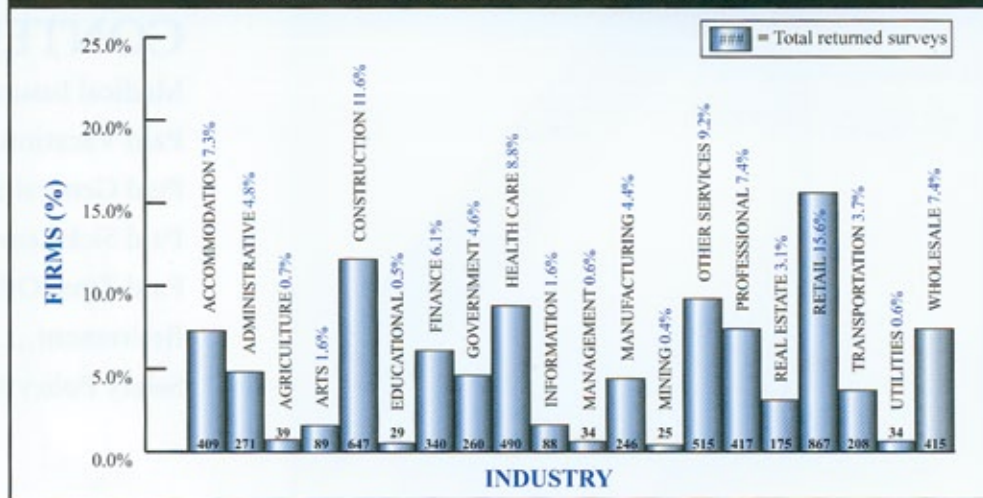
# NORTH DAKOTA BENEFITS GUIDE 2007

Every two years, companies in thirteen North Dakota areas are surveyed regarding the benefits offered to their employees. This year, Job Service North Dakota presented a new survey that focused primarily on full-time and part-time employment status, with less emphasis on hourly and salaried employees.

**The average cost of benefits was 16.9¢ for every dollar paid in direct wages to the employee.\***

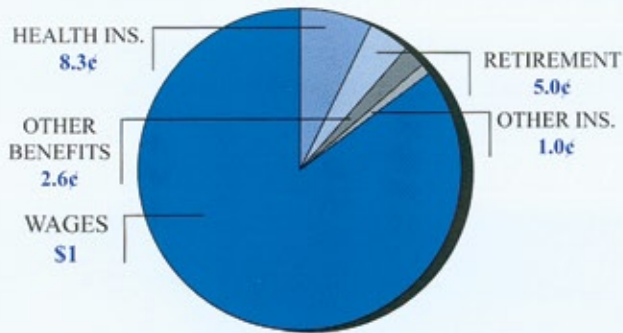
*\*Estimated from employers who reported providing benefits. Does not include Social Security, Unemployment Insurance, Workforce Safety Insurance, or similar costs.*

## SURVEY SAMPLE BY INDUSTRY

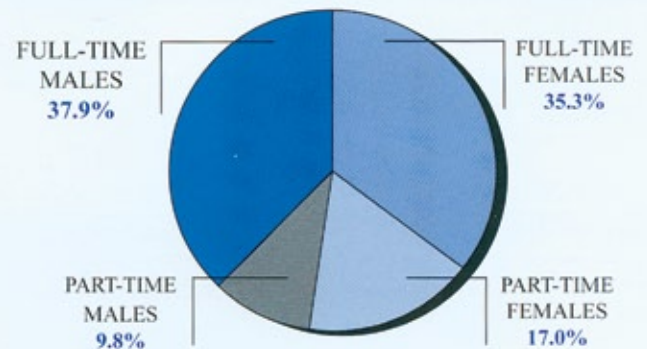


- 11,709 Benefit Surveys were mailed to North Dakota employers during 2006.
- 5,598 surveys were returned, resulting in a 47.8% response rate.
- 95.4% of businesses were privately owned.
- 4.6% of the responding employers consisted of government agencies.

## COST OF BENEFITS TO ND EMPLOYERS



## GENDER OF ND EMPLOYEES



## SUMMARY OF ND EMPLOYERS OFFERING BENEFITS

<b>PAID VACATION</b>	<b>PAID JURY DUTY</b>	<b>LIFE INSURANCE</b>
Full-Time Employee..... 66.5%	Full-Time Employee..... 41.3%	Full-Time Employee..... 36.7%
Part-Time Employee..... 16.2%	Part-Time Employee..... 13.3%	Part-Time Employee..... 7.4%
<b>PAID SICK LEAVE</b>	<b>PAID MILITARY LEAVE</b>	<b>SHORT-TERM DISABILITY</b>
Full-Time Employee..... 39.7%	Full-Time Employee..... 19.0%	Full-Time Employee..... 22.1%
Part-Time Employee..... 9.4%	Part-Time Employee..... 6.8%	Part-Time Employee..... 5.3%
<b>PAID GENERAL DAYS OFF</b> (PAID TIME OFF OR PERSONAL LEAVE)	<b>SINGLE MEDICAL INSURANCE</b>	<b>LONG-TERM DISABILITY</b>
Full-Time Employee..... 24.1%	Full-Time Employee..... 58.2%	Full-Time Employee..... 26.0%
Part-Time Employee..... 7.5%	Part-Time Employee..... 11.0%	Part-Time Employee..... 5.9%
<b>PAID HOLIDAYS</b>	<b>FAMILY MEDICAL INSURANCE</b>	<b>CONTRIBUTION RETIREMENT</b>
Full-Time Employee..... 65.6%	Full-Time Employee..... 47.2%	Full-Time Employee..... 52.7%
Part-Time Employee..... 18.2%	Part-Time Employee..... 9.7%	Part-Time Employee..... 23.6%
<b>PAID FAMILY LEAVE</b>	<b>DENTAL INSURANCE</b>	
Full-Time Employee..... 20.2%	Full-Time Employee..... 36.8%	
Part-Time Employee..... 5.3%	Part-Time Employee..... 8.3%	
<b>PAID FUNERAL LEAVE</b>	<b>VISION CARE INSURANCE</b>	
Full-Time Employee..... 43.1%	Full-Time Employee..... 19.3%	
Part-Time Employee..... 11.7%	Part-Time Employee..... 5.0%	



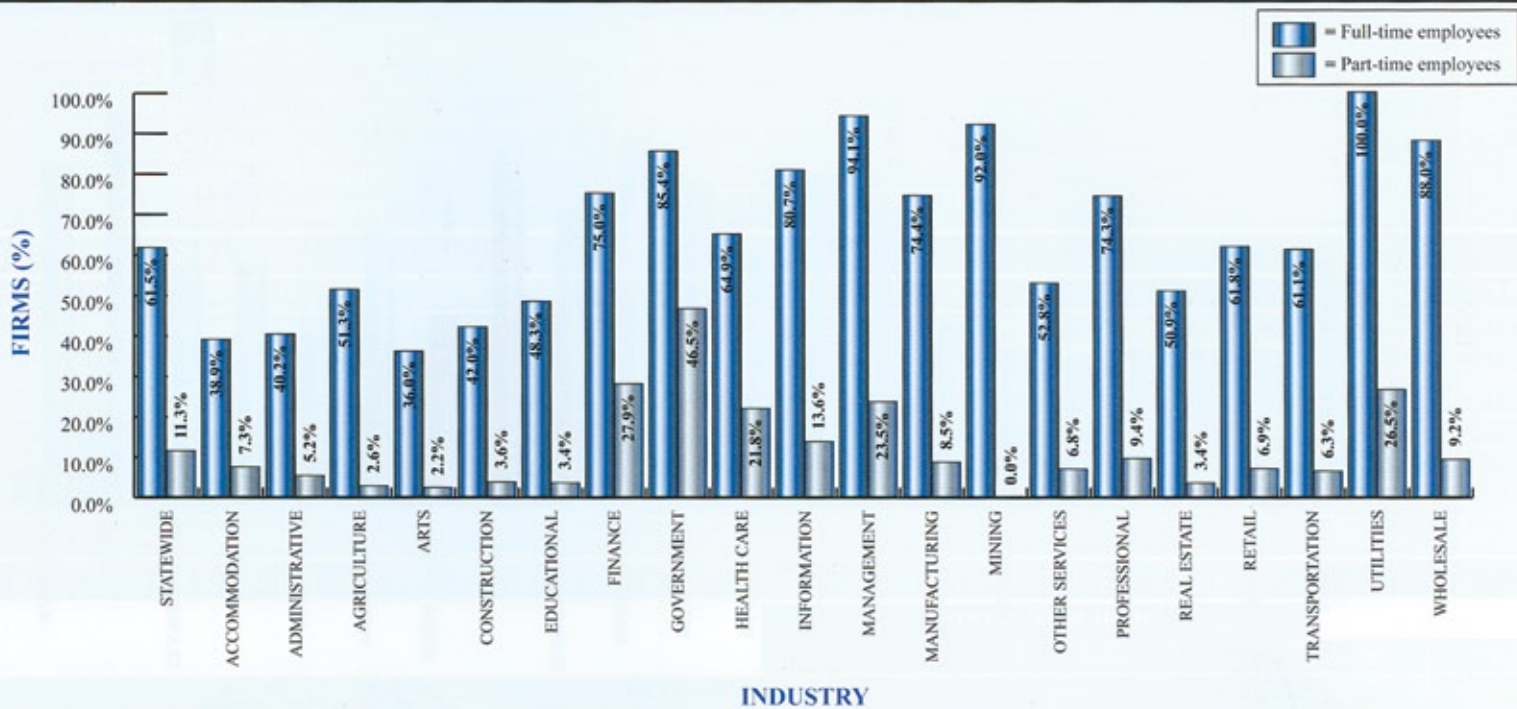
# MEDICAL INSURANCE

## INDUSTRY - AREA FULL-TIME/PART-TIME PERSONNEL

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

### INDUSTRY

#### MEDICAL INSURANCE BY INDUSTRY

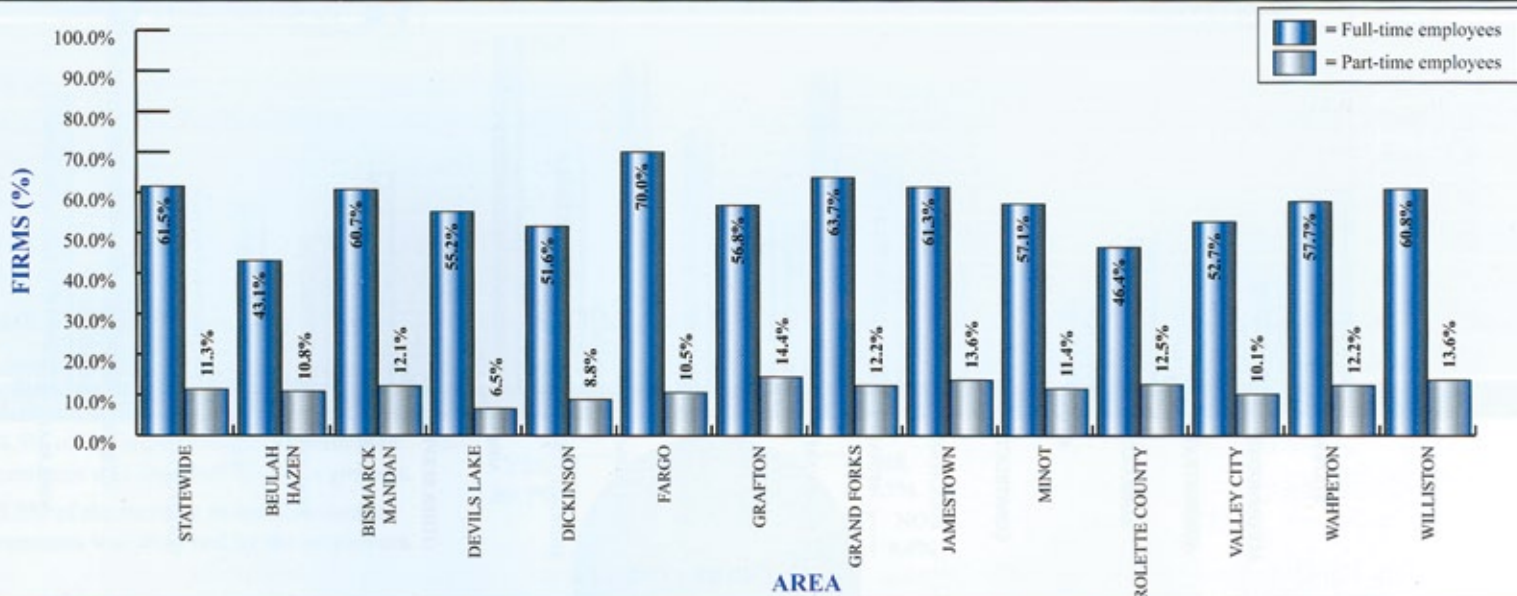


▪ Utilities firms led all industries in providing medical insurance to its full-time employees with 100.0%.

▪ 94.1% of Management firms provided a medical insurance plan to their full-time employees.

### AREA

#### MEDICAL INSURANCE BY AREA



▪ Statewide 61.5% of firms provided medical insurance benefits to their full-time employees.

▪ Fargo with 70.0% placed the highest for areas providing full-time jobholders a medical insurance plan.



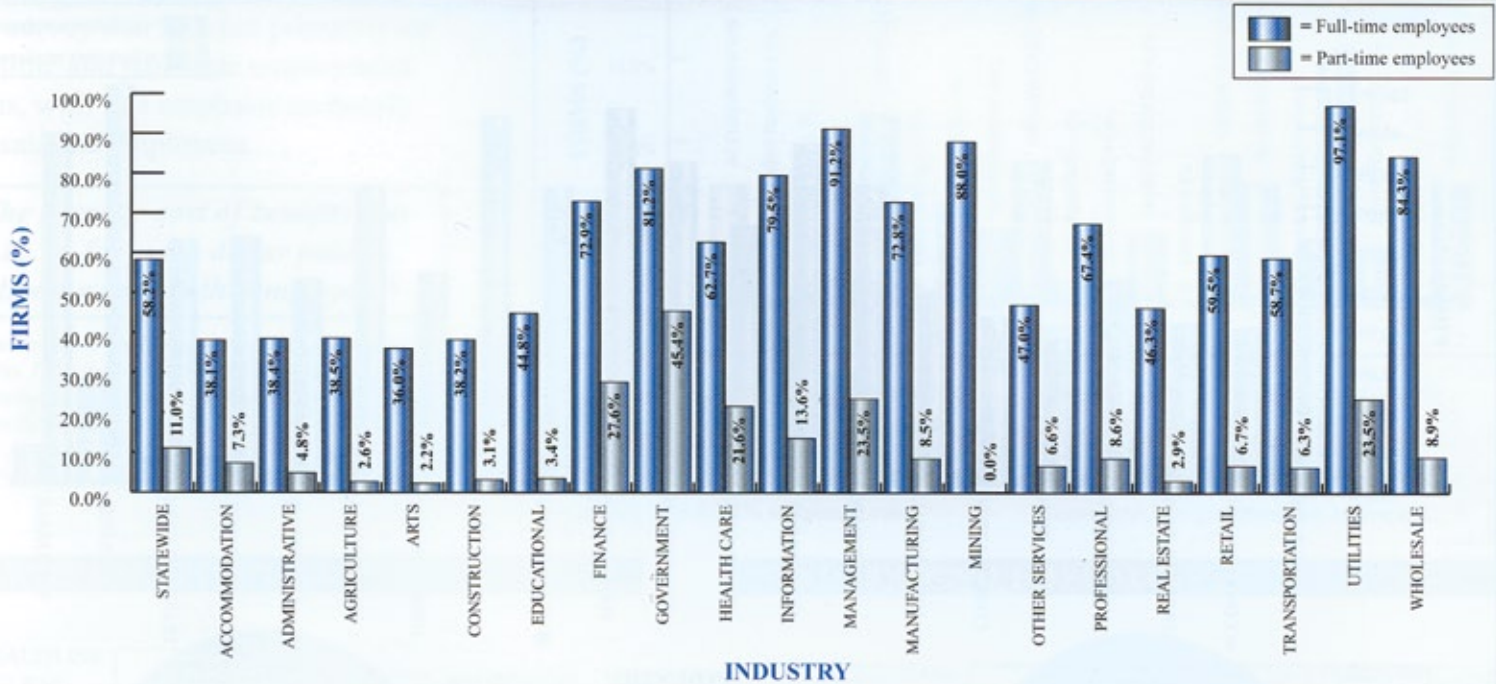
# MEDICAL INSURANCE

## INDUSTRY - SINGLE/FAMILY PLAN FULL-TIME/PART-TIME PERSONNEL

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

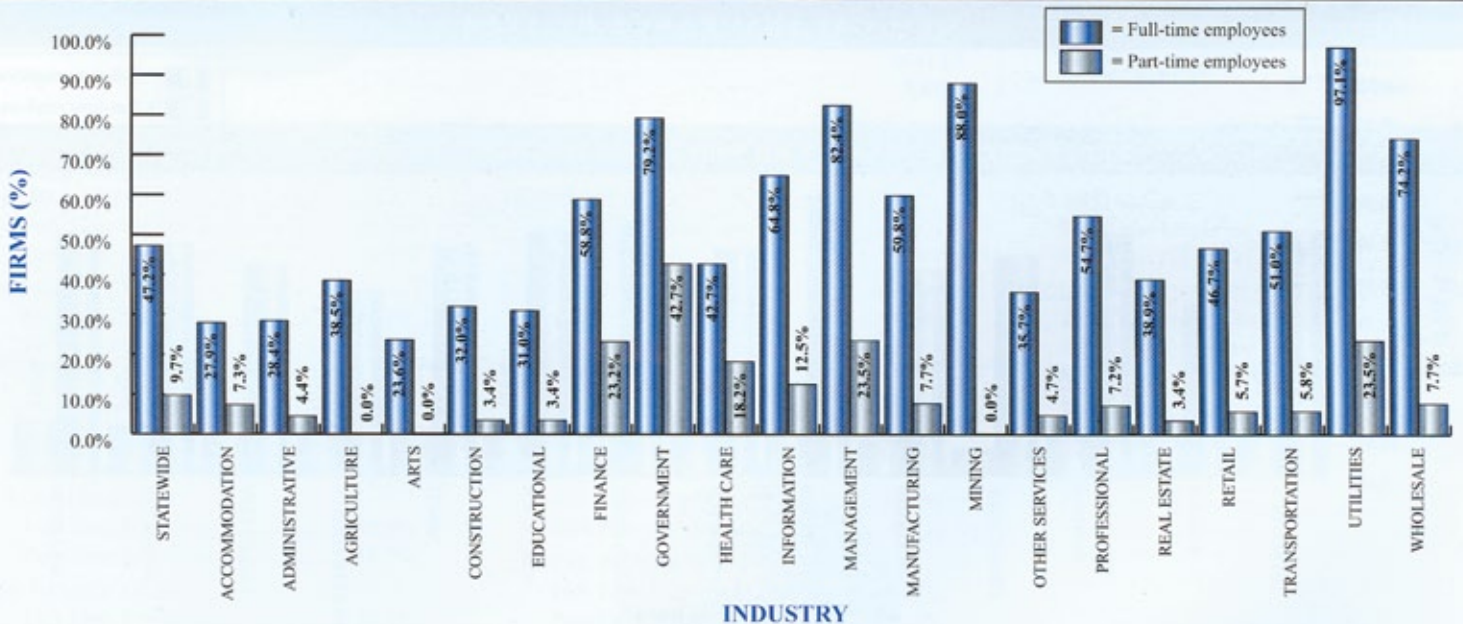
### INDUSTRY

#### FIRMS THAT CONTRIBUTED TO A SINGLE PLAN



- Utilities firms led all industries in providing a single medical insurance plan to their full-time employees with 97.1%.
- 81.2% of Government agencies provided a single medical insurance plan to their full-time employees, and 45.4% to their part-time workers.

#### FIRMS THAT CONTRIBUTED TO A FAMILY PLAN



- Utilities firms led all industries in providing a family medical insurance plan to their full-time employees with 97.1%.
- 79.2% of Government agencies provided a family medical insurance plan to their full-time employees, and 42.7% to their part-time workers.



# MEDICAL INSURANCE

## FULL-TIME/PART-TIME PERSONNEL

NR = No Response. NE = Not Eligible. Note: All percentages have been rounded to the nearest tenth of a percent; those in bold indicate the largest percentage in each group.

### FULL-TIME EMPLOYEE

	AVERAGE %	0%	1-25%	26-50%	51-75%	76-100%	NR
PERCENT OF SINGLE MEDICAL PLAN PAID BY COMPANY	76.1%	0.9%	0.7%	15.9%	17.3%	<b>58.3%</b>	6.9%
PERCENT OF FAMILY MEDICAL PLAN PAID BY COMPANY	55.3%	11.8%	3.6%	22.2%	20.9%	<b>31.7%</b>	9.8%
PERCENT OF DENTAL PLAN PAID BY COMPANY	53.5%	23.6%	1.3%	10.2%	17.6%	<b>37.1%</b>	10.2%
PERCENT OF VISION PLAN PAID BY COMPANY	48.3%	31.4%	0.8%	6.8%	12.2%	<b>37.1%</b>	11.7%
PERCENT OF LIFE INSURANCE PLAN PAID BY COMPANY	78.0%	11.2%	0.5%	4.1%	1.6%	<b>75.1%</b>	7.5%
PERCENT OF SHORT-TERM DISABILITY PLAN PAID BY COMPANY	54.8%	33.3%	0.2%	5.4%	3.2%	<b>50.2%</b>	7.7%
PERCENT OF LONG-TERM DISABILITY PLAN PAID BY COMPANY	66.7%	22.8%	0.1%	5.8%	2.1%	<b>62.6%</b>	6.6%

### PART-TIME EMPLOYEE

	AVERAGE %	0%	1-25%	26-50%	51-75%	76-100%	NR
PERCENT OF SINGLE MEDICAL PLAN PAID BY COMPANY	54.5%	10.9%	3.9%	23.3%	18.6%	<b>31.1%</b>	12.2%
PERCENT OF FAMILY MEDICAL PLAN PAID BY COMPANY	42.7%	16.6%	8.1%	<b>24.1%</b>	16.8%	20.6%	13.8%
PERCENT OF DENTAL PLAN PAID BY COMPANY	33.5%	<b>36.8%</b>	6.4%	12.0%	13.0%	18.6%	13.2%
PERCENT OF VISION PLAN PAID BY COMPANY	31.1%	<b>46.3%</b>	2.1%	10.3%	10.3%	19.2%	11.8%
PERCENT OF LIFE INSURANCE PLAN PAID BY COMPANY	61.7%	22.0%	0.2%	6.5%	1.0%	<b>58.0%</b>	12.3%
PERCENT OF SHORT-TERM DISABILITY PLAN PAID BY COMPANY	47.2%	38.7%	0.0%	3.4%	3.4%	<b>43.8%</b>	10.7%
PERCENT OF LONG-TERM DISABILITY PLAN PAID BY COMPANY	59.8%	24.3%	0.0%	7.3%	1.5%	<b>55.3%</b>	11.6%

### TIME REQUIREMENT TO BECOME ELIGIBLE FOR HEALTH BENEFITS, IF OFFERED

	MONTHS REQUIRED					NE	NR
	<1	1-3	4-6	7-12	>12		
FULL-TIME EMPLOYEE	29.6%	<b>44.6%</b>	8.1%	3.2%	4.1%	0.2%	10.2%
PART-TIME EMPLOYEE	9.1%	6.2%	1.5%	0.5%	0.4%	23.1%	<b>59.2%</b>

### GENERAL HEALTH INSURANCE QUESTIONS

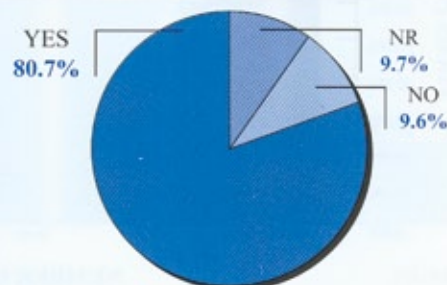
	YES	NO	NR
HEALTH INSURANCE OFFERED AS PART OF A FLEXIBLE BENEFIT PLAN	36.6%	<b>51.0%</b>	12.4%
COMPANY IS PART OF A HEALTH INSURANCE PURCHASING POOL	14.9%	<b>74.7%</b>	10.4%

### REASONS WHY HEALTH INSURANCE WAS NOT OFFERED

PREMIUMS TOO HIGH	<b>41.9%</b>
EMPLOYEES COVERED UNDER ANOTHER PLAN	29.0%
TOO MANY LOW WAGE OR MINIMUM WAGE WORKERS	5.7%
ADMINISTRATIVE HASSLES OF PROVIDING BENEFITS	1.1%
EMPLOYEE TURNOVER IS TOO HIGH	6.4%
COMPETITORS DO NOT OFFER HEALTH INSURANCE	1.6%
NEWLY ESTABLISHED AND HEALTH INSURANCE IS NOT A PRIORITY	3.8%
ATTRACTS GOOD EMPLOYEES WITHOUT OFFERING HEALTH INSURANCE	2.0%
NR	8.5%

### 2006 HEALTH INSURANCE PREMIUM INCREASE

- 74.5% of the increase in health insurance premiums was absorbed by the employers.
- 25.5% of the increase in health insurance premiums was absorbed by the employees.





# PAID VACATION

## INDUSTRY - AREA - FIRM SIZE FULL-TIME PERSONNEL

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

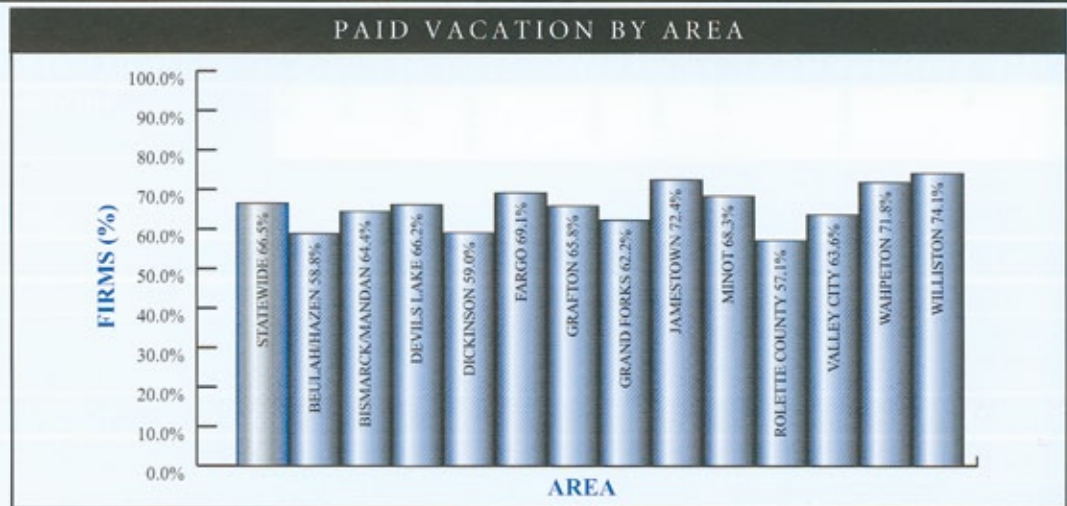
### INDUSTRY

- Statewide 66.5% of all surveyed firms offered paid vacations; based on industries, 12 out of 20 industries had rates higher than 66.5%.
- 100.0% of the responding firms in Utilities provided their workers with a paid vacation plan.
- Firms in the Arts industry were the least likely to offer a paid vacation plan (41.6%).



### AREA

- Statewide about two-thirds of employers offered paid vacation to their employees.
- Only five of the thirteen areas had a higher percentage of employers offering paid vacation than the statewide percentage.
- Williston had the highest percent of firms providing a paid vacation plan with 74.1%.



### FIRM SIZE

- 71.7% of firms with 250 employees or more offered paid vacation to their employees.
- 81.9% of businesses with 100-249 workers gave their employees a paid vacation plan.
- Small firms with less than ten employees were the least likely to offer a paid vacation plan to their workers.





# PAID GENERAL LEAVE

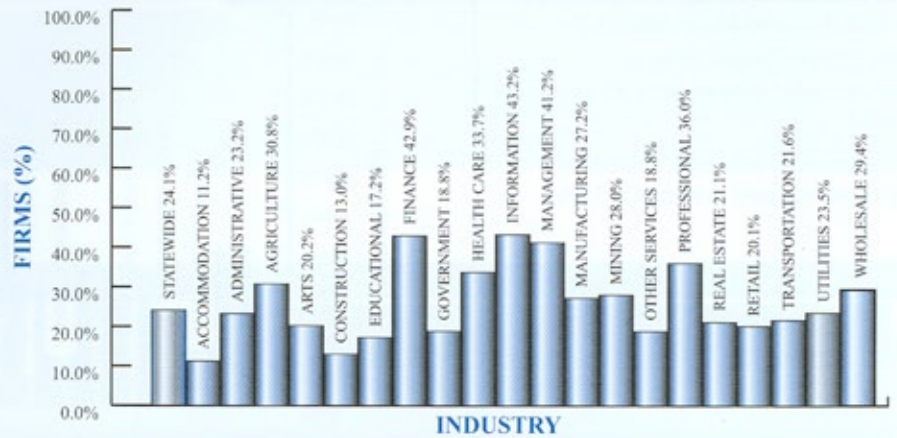
## INDUSTRY - AREA - FIRM SIZE FULL-TIME PERSONNEL

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

### INDUSTRY

- Statewide 24.1% of all surveyed firms offered paid general leave; based on industries, 9 out of 20 had rates higher than 24.1%.
- 43.2% of the responding firms in the Information industry provided their workers with a paid general leave plan.
- The Accommodation industry was the least likely to offer paid general leave.

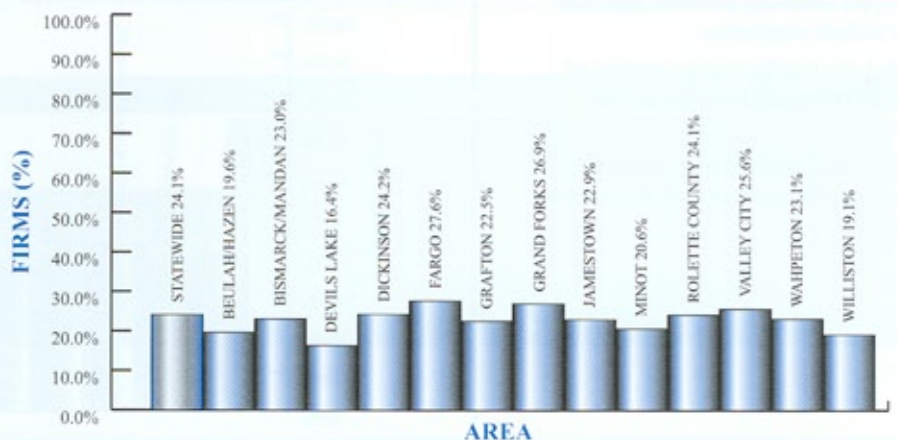
PAID GENERAL LEAVE BY INDUSTRY



### AREA

- Statewide employers offered paid general leave about one-fourth of the time—this is fairly typical with a range of 16.4%-27.6%.
- Fargo had the highest percent of firms providing a paid general leave plan with 27.6%.
- The Devils Lake area was the least likely to offer paid general leave.

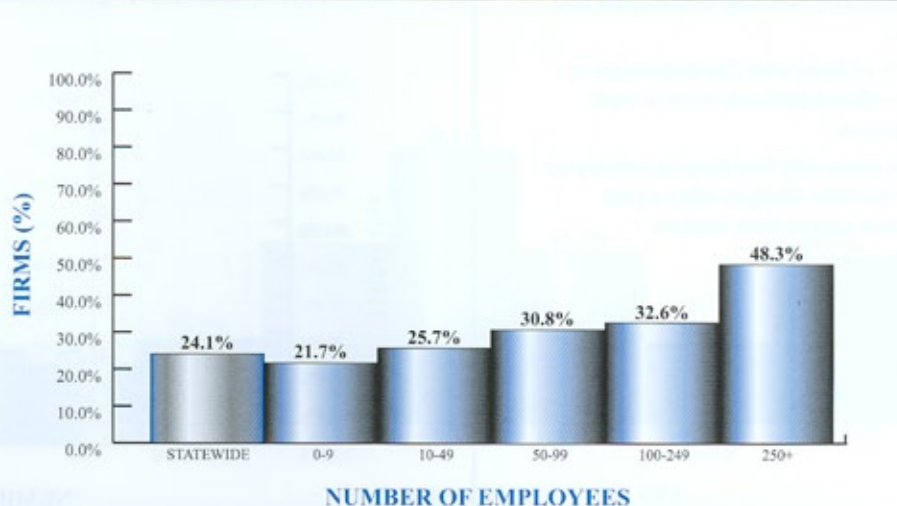
PAID GENERAL LEAVE BY AREA



### FIRM SIZE

- The larger firms were more likely than smaller firms to offer paid general leave.
- 48.3% of firms with 250 employees or more offered paid general leave to their employees.
- 21.7% of firms with less than ten employees provided a paid general leave plan.

PAID GENERAL LEAVE BY FIRM SIZE





# PAID SICK LEAVE

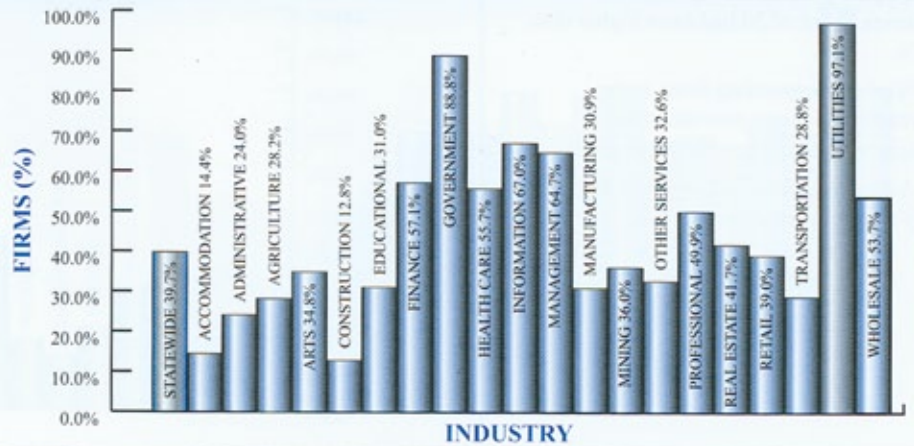
## INDUSTRY - AREA - NUMBER OF DAYS FULL-TIME PERSONNEL

Note: All percentages have been rounded to the nearest tenth of a percent; those in bold indicate the largest percentage in each group.

### INDUSTRY

- Statewide 39.7% of all surveyed firms offered paid sick leave; based on industries, 9 out of 20 had rates higher than 39.7%.
- 97.1% of the responding firms in Utilities provided their workers with paid sick leave.
- The Construction industry was the least likely to provide paid sick leave (12.8%).

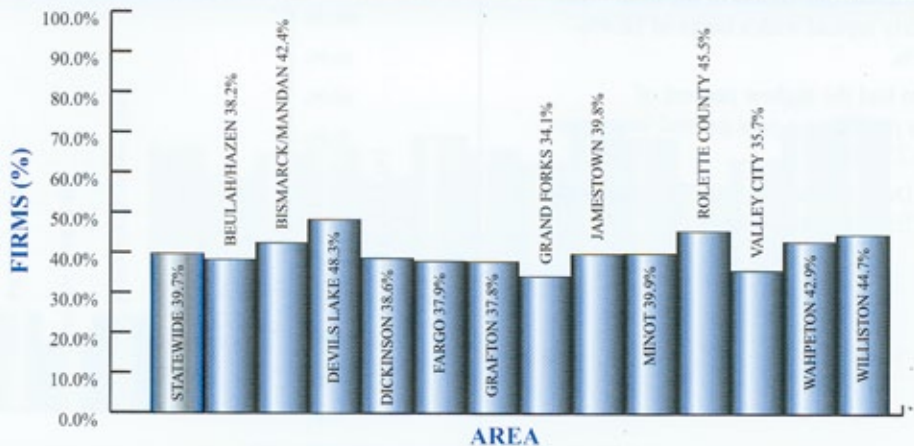
PAID SICK LEAVE BY INDUSTRY



### AREA

- On average four out of every ten employers statewide provided paid sick leave to their employees.
- Devils Lake had the highest percent of firms providing paid sick leave with 48.3%.
- Grand Forks had the lowest percent of employers offering paid sick leave to their employees.

PAID SICK LEAVE BY AREA



### FIRM SIZE

- The larger the number of employees, the more likely a firm was to offer paid sick leave.
- 48.3% of firms with 250 employees or more offered paid sick leave to their employees.
- Small firms with less than ten employees were the least likely to offer a paid vacation plan to their workers.

PAID SICK LEAVE BY FIRM SIZE





# PAID TIME OFF

## FULL-TIME PERSONNEL

NR = No Response. Note: All percentages have been rounded to the nearest tenth of a percent; those in bold indicate the largest percentage in each group.

### VACATION

- 66.5% of employers provided paid vacation days to their full-time employees.
- 25.7% of employers did not offer paid vacation days to their employees.
- 7.8% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	6.2%	<b>43.8%</b>	31.6%	13.3%	0.8%	0.3%	0.2%	3.8%
	FIFTH	0.2%	8.2%	<b>47.0%</b>	34.7%	4.4%	1.5%	0.4%	3.6%
	TENTH	0.2%	6.2%	24.2%	<b>42.0%</b>	17.9%	4.7%	1.2%	3.6%
	TWENTIETH	0.1%	6.0%	19.6%	<b>29.1%</b>	26.4%	11.6%	3.6%	3.6%

### GENERAL LEAVE

- 24.1% of employers provided paid general days their full-time employees.
- 65.9% of employers did not offer paid general days to their employees.
- 10.0% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	4.2%	<b>41.8%</b>	25.9%	12.9%	6.3%	2.3%	0.7%	5.9%
	FIFTH	0.5%	<b>36.7%</b>	23.9%	13.7%	10.8%	6.3%	2.4%	5.7%
	TENTH	0.4%	<b>36.0%</b>	22.6%	8.1%	10.0%	11.7%	5.5%	5.7%
	TWENTIETH	0.3%	<b>35.8%</b>	22.4%	6.6%	7.6%	9.1%	12.5%	5.7%

### SICK LEAVE

- 39.7% of employers provided paid sick days their full-time employees.
- 50.4% of employers did not offer paid sick days to their employees.
- 9.9% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	3.7%	<b>40.6%</b>	26.8%	21.8%	0.4%	0.4%	0.9%	5.4%
	FIFTH	0.3%	<b>37.8%</b>	30.1%	22.0%	1.8%	0.7%	2.0%	5.3%
	TENTH	0.2%	<b>36.4%</b>	30.3%	22.7%	2.1%	0.8%	2.2%	5.3%
	TWENTIETH	0.1%	<b>36.1%</b>	30.2%	22.3%	2.7%	0.9%	2.4%	5.3%

### PAID TIME OFF COMPARISON

- Nearly one in five employers provided paid military leave to their personnel.
- Two-thirds of all employers reported offering paid holidays.
- Employers are about four times as likely to offer these benefits to their full-time employees as they are to their part-time employees.





# PAID TIME OFF

## PART-TIME PERSONNEL

NR = No Response. Note: All percentages have been rounded to the nearest tenth of a percent; those in bold indicate the largest percentage in each group.

### VACATION

- 16.2% of employers provided paid vacation days to their part-time employees.
- 61.8% of employers did not offer paid vacation days to their employees.
- 22.0% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	8.3%	<b>41.4%</b>	26.8%	3.4%	0.7%	0.1%	0.0%	19.3%
	FIFTH	0.2%	22.3%	<b>45.4%</b>	11.0%	1.0%	0.8%	0.0%	19.3%
	TENTH	0.1%	14.8%	<b>40.3%</b>	19.5%	4.5%	1.1%	0.6%	19.1%
	TWENTIETH	0.1%	14.2%	<b>29.9%</b>	23.9%	8.7%	2.8%	1.3%	19.1%

### GENERAL LEAVE

- 7.5% of employers provided paid general days their part-time employees.
- 67.7% of employers did not offer paid general days to their employees.
- 24.8% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	6.0%	<b>42.7%</b>	21.2%	5.5%	0.7%	1.0%	0.0%	22.9%
	FIFTH	0.7%	<b>37.4%</b>	21.5%	12.9%	2.9%	1.7%	0.0%	22.9%
	TENTH	0.7%	<b>35.5%</b>	17.7%	15.8%	3.8%	2.4%	1.2%	22.9%
	TWENTIETH	0.7%	<b>35.1%</b>	15.8%	12.9%	8.1%	2.1%	2.4%	22.9%

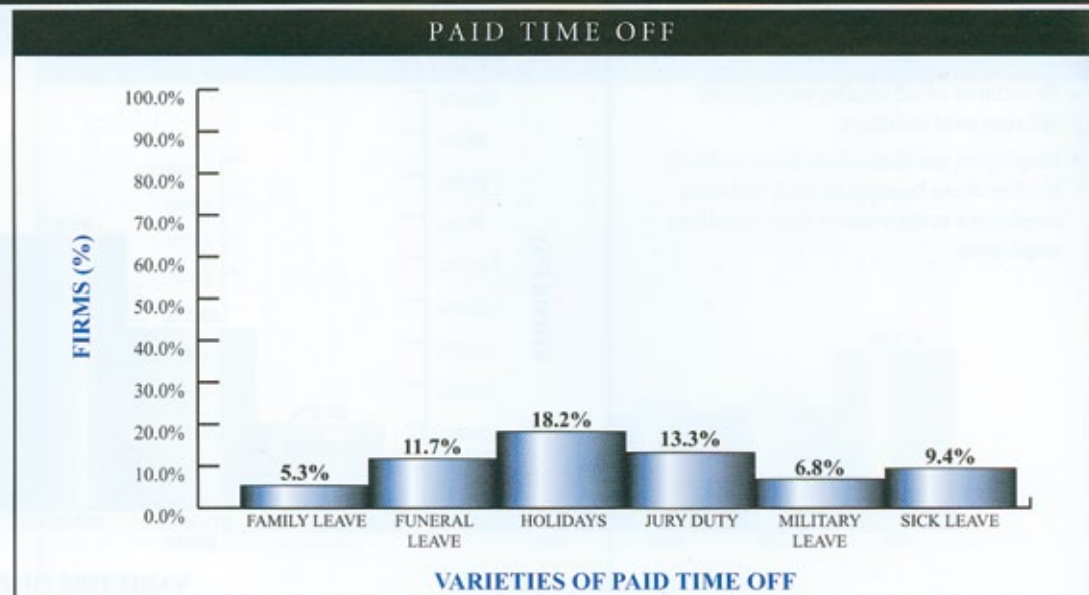
### SICK LEAVE

- 9.4% of employers provided paid sick days their part-time employees.
- 66.0% of employers did not offer paid sick days to their employees.
- 24.6% of employers did not respond to this question.

		DAYS PAID							NR
		0	1-5	6-10	11-15	16-20	21-25	26+	
YEARS OF EMPLOYMENT	FIRST	2.1%	34.9%	<b>35.4%</b>	3.6%	0.2%	0.0%	0.6%	23.2%
	FIFTH	0.2%	33.1%	<b>38.0%</b>	4.2%	0.2%	0.0%	1.1%	23.2%
	TENTH	0.0%	32.8%	<b>37.6%</b>	5.3%	0.2%	0.0%	1.1%	23.0%
	TWENTIETH	0.0%	32.0%	<b>37.8%</b>	5.5%	0.6%	0.0%	1.1%	23.0%

### PAID TIME OFF COMPARISON

- Various paid time off benefits were much less likely for part-time employees to receive than full-time employees (about one-quarter of the time).
- Employers reported offering paid military leave 6.8% of the time for part-time employees.
- Nearly one in five employers provided their part-time employees with paid holidays.





# RETIREMENT - DEFINED CONTRIBUTION

## INDUSTRY FULL-TIME/PART-TIME PERSONNEL

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

### INDUSTRY

#### DEFINED CONTRIBUTION RETIREMENT PLAN OFFERED BY INDUSTRY

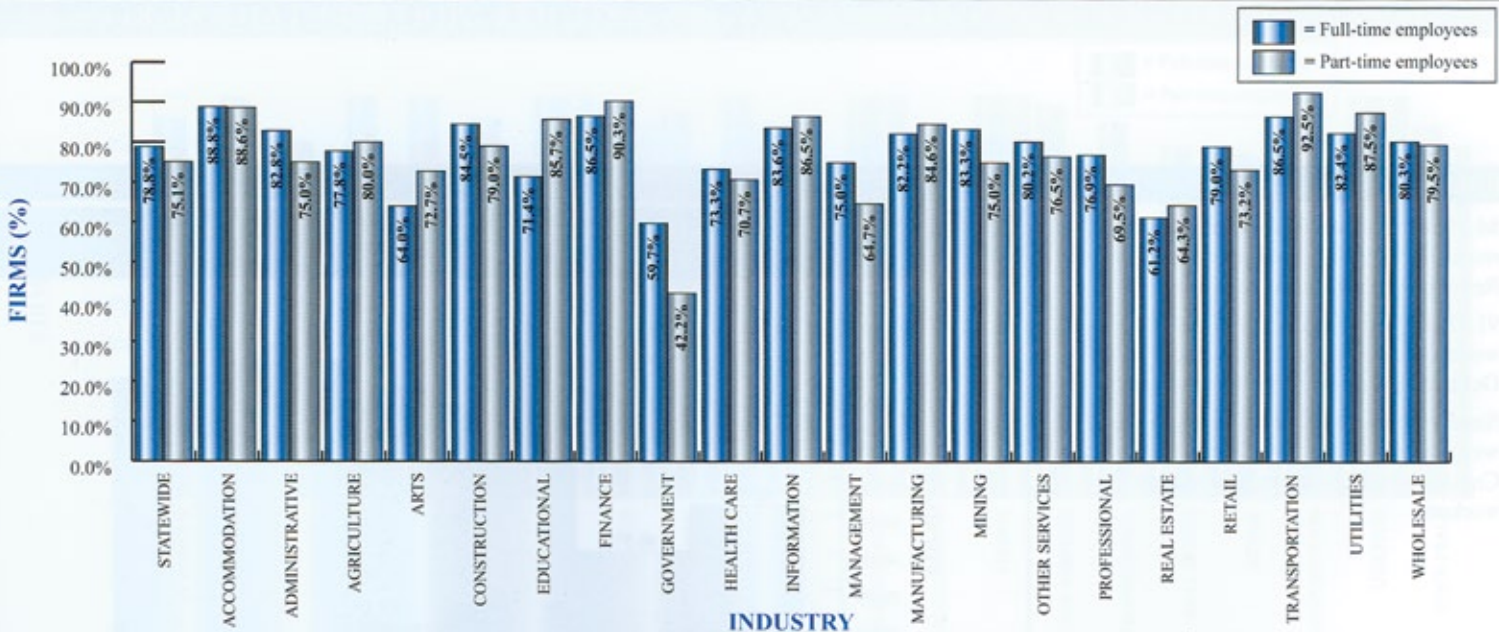
■ A Defined Contribution Retirement plan provides an individual account for each participant. The benefits are based on the amount contributed and are also affected by income, expenses, gains, and losses. Some examples of a Defined Contribution Retirement plan include: 401(k), 403(b), Employee Stock Ownership, and Profit Sharing plans.



■ Utilities firms led all industries in providing a Defined Contribution Retirement plan to its full-time employees with 100.0%.

■ 82.4% of Management firms provided a Defined Contribution Retirement plan to their full-time employees.

#### FIRMS THAT CONTRIBUTED TO A DEFINED CONTRIBUTION RETIREMENT PLAN



■ Statewide about three-quarters of employers who provided a Defined Contribution Retirement plan also contributed to the employee's plan.

■ Government was the least likely to contribute to their employee's Defined Contribution Retirement plan.



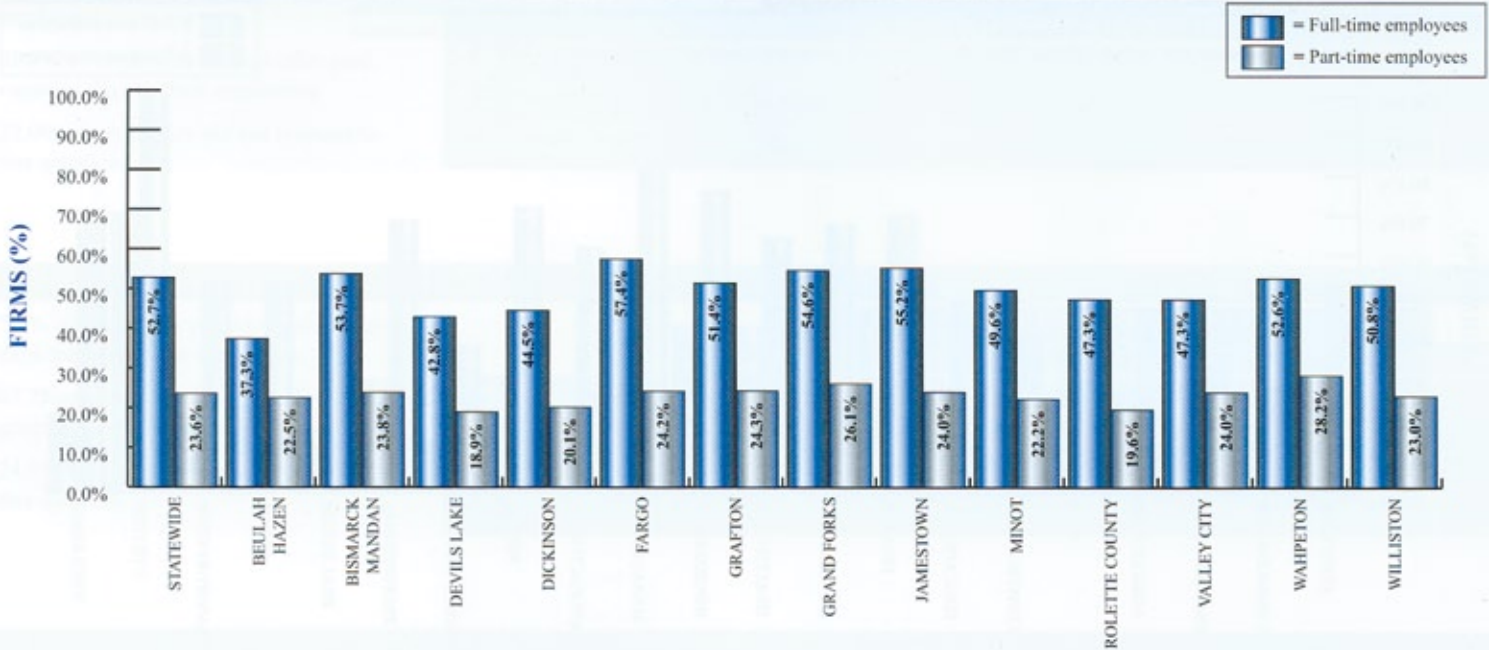
# RETIREMENT - DEFINED CONTRIBUTION

## AREA - FIRM SIZE FULL-TIME/PART-TIME PERSONNEL

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

### AREA

DEFINED CONTRIBUTION RETIREMENT PLAN OFFERED BY AREA



### AREA

- About one-half of firms offered a Defined Contribution Retirement plan to their full-time employees.
- Fargo with 57.4% had the highest percentage of employers providing a Defined Contribution Retirement plan.
- Devils Lake had the lowest percentage, but still reported offering a Defined Contribution Retirement plan one-fifth of the time to part-time staff.
- Part-time employees are about one-half as likely as full-time workers to receive a Defined Contribution Retirement plan.
- Devils Lake had the lowest percentage, but still reported offering a Defined Contribution Retirement plan one-fifth of the time to part-time staff.

### FIRM SIZE

- 86.7% of firms with 250 employees or more offered a Defined Contribution Retirement plan to their employees.
- 91.7% of businesses with 100-249 workers, gave their full-time employees a Defined Contribution Retirement plan.
- Small firms with less than ten employees were the least likely to offer a Defined Contribution Retirement plan to their workers.

DEFINED CONTRIBUTION RETIREMENT PLAN OFFERED BY FIRM SIZE





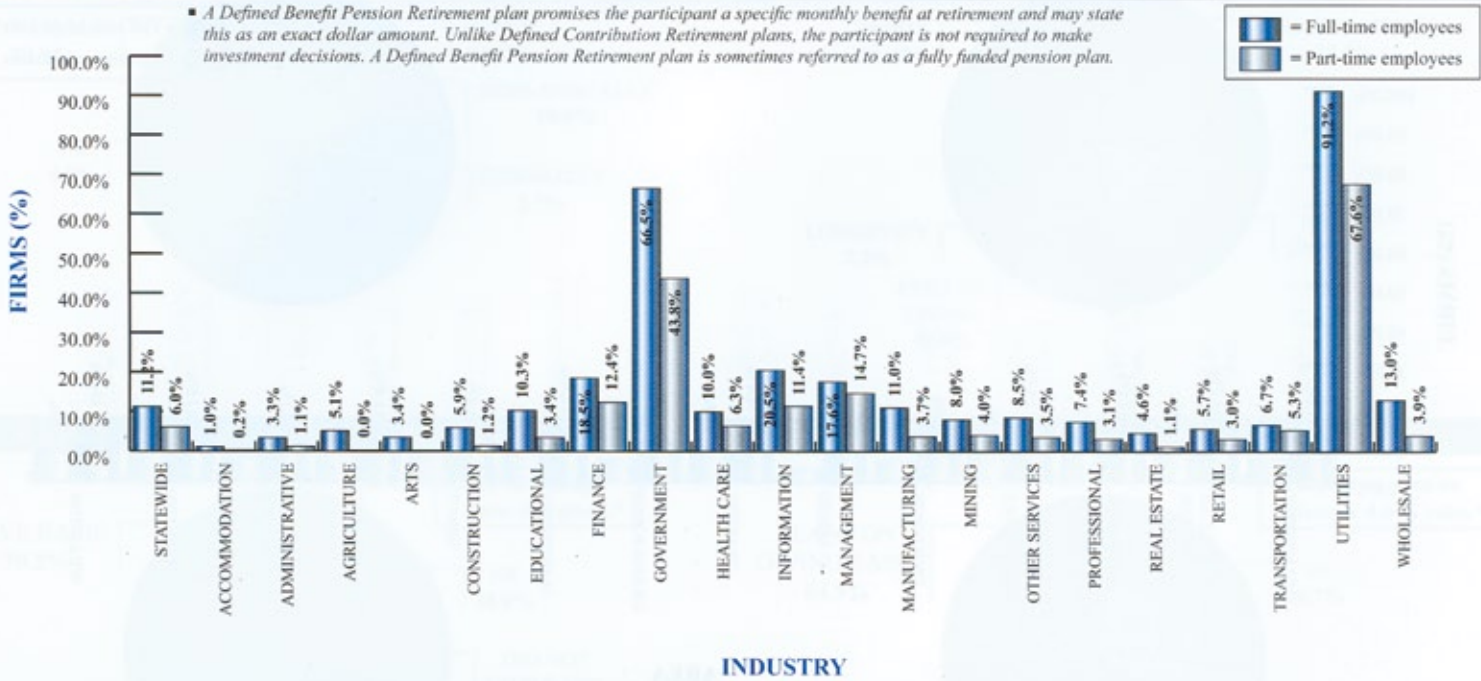
# RETIREMENT - DEFINED BENEFIT PENSION

## INDUSTRY FULL-TIME/PART-TIME PERSONNEL

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

### INDUSTRY

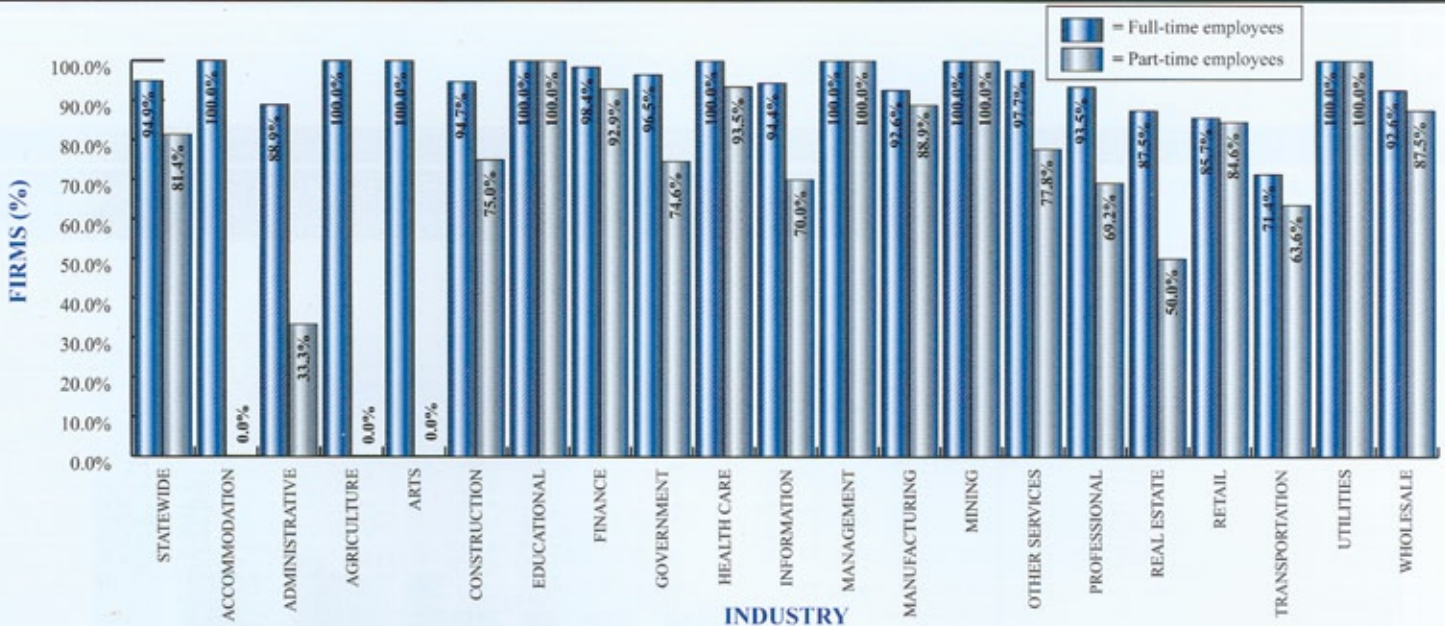
#### DEFINED BENEFIT PENSION RETIREMENT PLAN OFFERED BY INDUSTRY



■ Utilities firms led all industries in providing a Defined Benefit Pension Retirement plan to their full-time employees with 91.2%. As members, rural electric cooperatives receive their retirement plan through the National Rural Electric Cooperative Association.

■ Utilities and Government firms were by far the industries most likely to offer a Defined Benefit Pension Retirement plan to their employees.

#### FIRMS THAT CONTRIBUTED TO A DEFINED BENEFIT PENSION RETIREMENT PLAN



■ Almost all firms that provided a Defined Benefit Pension Retirement plan to their employees, also contributed to the plan.

■ Education, Management, Mining, and Utilities firms always contributed to a Defined Benefit Pension Retirement plan for all employees.



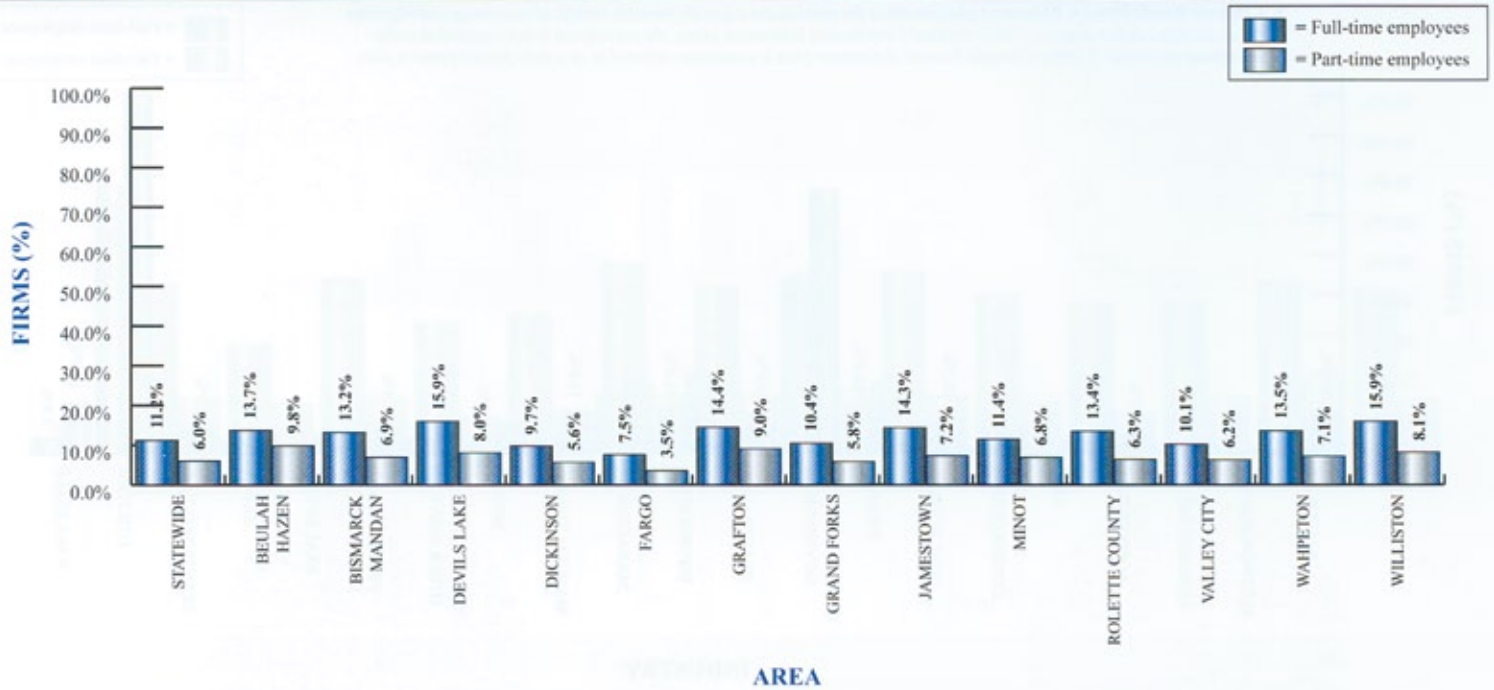
# RETIREMENT - DEFINED BENEFIT PENSION

## AREA - FIRM SIZE FULL-TIME/PART-TIME PERSONNEL

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

### AREA

DEFINED BENEFIT PENSION RETIREMENT PLAN OFFERED BY AREA



- There is very little difference between areas in the percentage of firms offering a Defined Benefit Pension Retirement plan.
- A Defined Benefit Pension Retirement plan was about one-fifth as likely to be offered as a Defined Contribution Retirement plan.
- When a firm offered a Defined Benefit Pension Retirement Plan, they were about twice as likely to offer it to full-time employees compared to part-time employees.
- Only 11.2% of firms statewide offered a Defined Benefit Pension Retirement plan.

### FIRM SIZE

- Larger firms were more likely than smaller firms to offer a Defined Benefit Pension Retirement plan to their employees.
- 48.3% of firms with 250 employees or more offered a Defined Benefit Pension Retirement Plan to their employees.
- Only 11.2% of firms statewide offered a Defined Benefit Pension Retirement Plan.

DEFINED BENEFIT PENSION RETIREMENT PLAN OFFERED BY FIRM SIZE



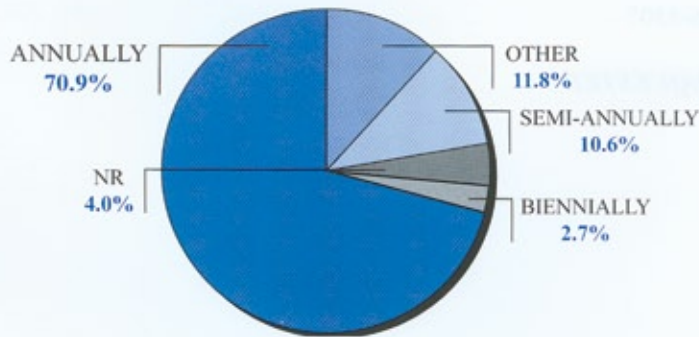


# SALARY POLICY & OTHER BENEFITS

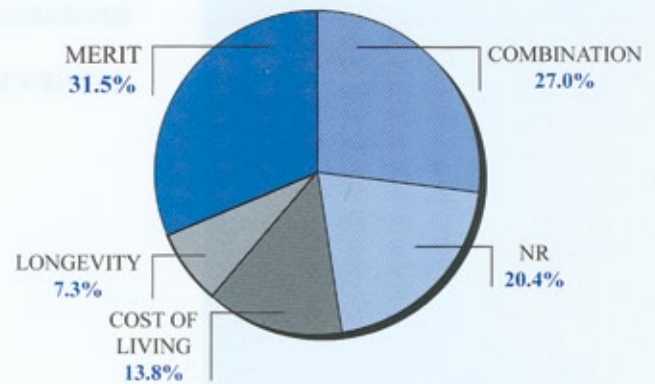
FULL-TIME/PART-TIME PERSONNEL

NR = No Response. Note: All percentages have been rounded to the nearest tenth of a percent.

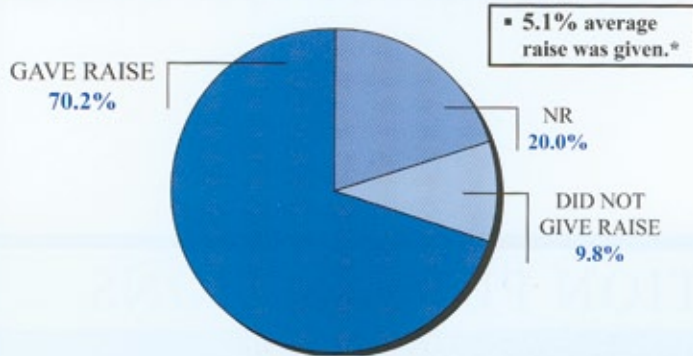
## SALARY REVIEWED



## TYPE OF INCREASE

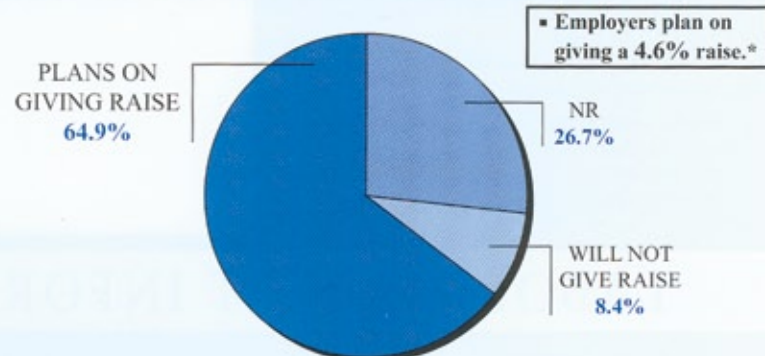


## PAY RAISES GIVEN IN PAST YEAR



\*PAY RAISES THAT WERE GIVEN BETWEEN APRIL 2005 AND MARCH 2006.

## PAY RAISES TO BE GIVEN IN NEXT YEAR



\*PAY RAISES TO BE GIVEN BETWEEN APRIL 2006 AND MARCH 2007.

## OTHER BENEFITS

	YES	NO	NR
FLEXTIME SCHEDULING	26.5%	65.2%	8.3%
TELECOMMUTING	5.0%	83.9%	11.1%
CHILD CARE	1.8%	87.3%	10.9%
HIRING BONUSES	7.1%	82.3%	10.6%
EMPLOYEE ASSISTANCE PROGRAM	24.4%	66.1%	9.5%
EMPLOYER PAID LIABILITY INSURANCE	10.3%	78.7%	11.0%
PROFIT SHARING	14.9%	75.1%	10.0%
WELLNESS PROGRAMS	9.9%	79.5%	10.6%
EMPLOYER PAID TRAINING	48.0%	44.8%	7.2%
TUITION REIMBURSEMENT	17.3%	72.4%	10.3%
EMPLOYER PROVIDED STOCKS	1.5%	86.8%	11.7%
EMPLOYEE STOCK PURCHASE PLAN	3.2%	85.0%	11.8%
CLUB MEMBERSHIP	7.2%	81.6%	11.2%
EMPLOYEE DISCOUNT ON SERVICE OR MERCHANDISE	32.4%	58.8%	8.8%
YEAR END BONUSES	40.3%	51.9%	7.8%
ELDER CARE ASSISTANCE	0.5%	87.4%	12.1%
OTHER	4.4%	63.1%	32.5%



NORTH DAKOTA  
BENEFITS GUIDE  
MARCH 2007

*A biennial publication prepared by  
the Labor Market Information Center*

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## LABOR MARKET INFORMATION PUBLICATIONS

### RECENTLY RELEASED

#### WAGES FOR NORTH DAKOTA JOBS

This reference guide provides hourly and annual pay for most occupations in the state. Data are available for the following areas: statewide, three metro areas (Bismarck, Fargo-Moorhead, Grand Forks), and four balance-of-state regions (Far West, West Central, East Central, Far East).

#### AREA PROFILES

The *North Dakota Area Profiles* series is an overview of employment and wage information for the state, as a whole, and thirteen key local areas. Business and economic developers can use their area's profile to gauge annual economic growth, as well as draw comparisons across industries for average employment and wages, and net firm growth. The appealing format of the series makes it a quick and easy reference for business and economic decision-making.

#### LABOR AVAILABILITY STUDIES - WEB-EXCLUSIVE

Determining an area's supply of available workers is a valuable asset to economic developers, educators, and job seekers, alike. Economic developers wanting to attract new business to their region could view the unemployment rate as an easy way to find workers needing a job. However, this alone does not give a complete picture of the number of workers willing to work if new jobs become available. The labor availability study better estimates available workers by looking at workers who want more hours, better pay, and are willing to relocate or commute.

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