

TRENDS

Turnover as a Measure of Labor Market Activity

by: *Douglas W. Leonard, Research Analyst*

“By developing small businesses whose products and services require workers with advanced skills, wages should increase and exit rates decrease.”

Where employment trend analysis is concerned, some media outlets and analysts emphasize top-level aggregate effects. Employment growth is nearly always interpreted as being “good” while employment losses receive the opposite interpretation. What often goes unnoticed are the effects of labor market events not visible when performing aggregate analysis. In conducting a more rigorous analysis, we strive to learn not only if the market is growing or declining but also what underlying structural trends may contribute to aggregate changes. This article explores such underlying events by using turnover (exit rates) as a measure of labor market stability.¹ In addition, demographic variables such as age and gender are used to describe how exiting behavior manifests itself in Wyoming’s labor market.

Data Sets and Methods

The primary data set used in this analysis is Wyoming’s Wage Records database.² In order to simplify the analysis, average annual values are displayed. The analysis also includes data from Wyoming’s Current Employment Statistics Survey,³ Covered Employment and Wages program,⁴ and Local Area Unemployment Statistics program.⁵ The span of data utilized is from

1993 to 2001.⁶

Turnover is defined as an individual exiting a firm.⁷ We exclude from the analysis those individuals who were hired and left employment with a firm during the same calendar quarter.

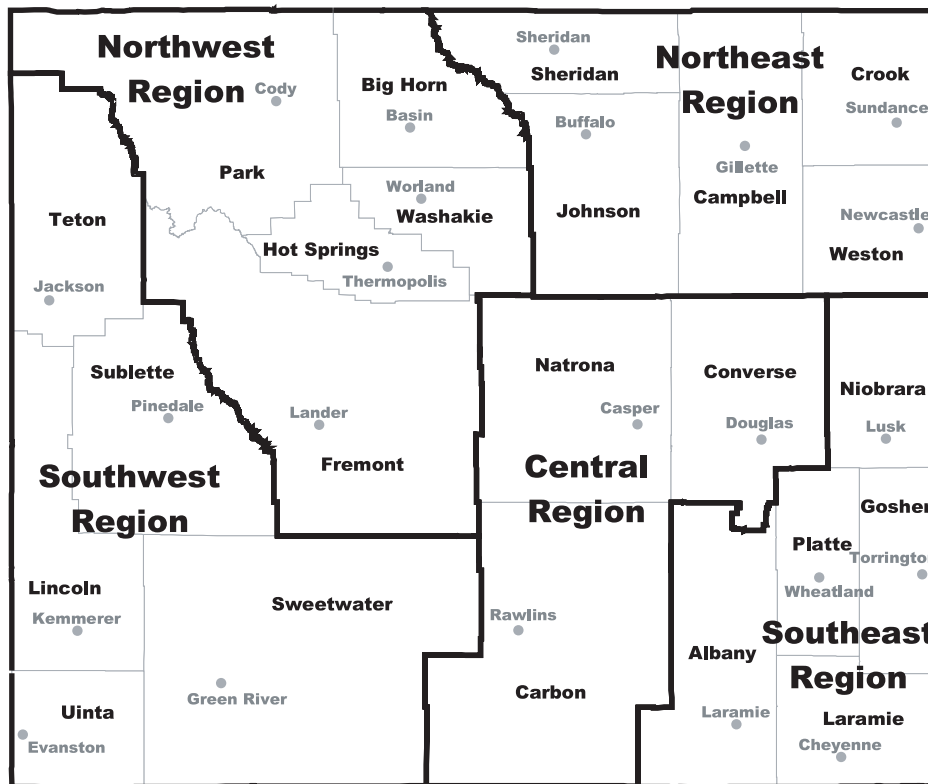
The same workers are not necessarily evaluated from year to year in the longitudinal charts due to arriving and exiting workers. The arrival and exit of workers can occur multiple times in a given year or over several years.

(Text continued on page 3)

IN THIS ISSUE:

Turnover as a Measure of Labor Market Activity	1
Employee Benefits in Wyoming: 2002	7
Ask An Economist	14
Wyoming Unemployment Decreases in September and Job Growth Inches Along	16
State Unemployment Rates	17
Nonagricultural Wage and Salary Employment	18
Economic Indicators	20
County Unemployment Rates	21
Unemployment Insurance Statistics	22

Wyoming Regions, Counties, and County Seats



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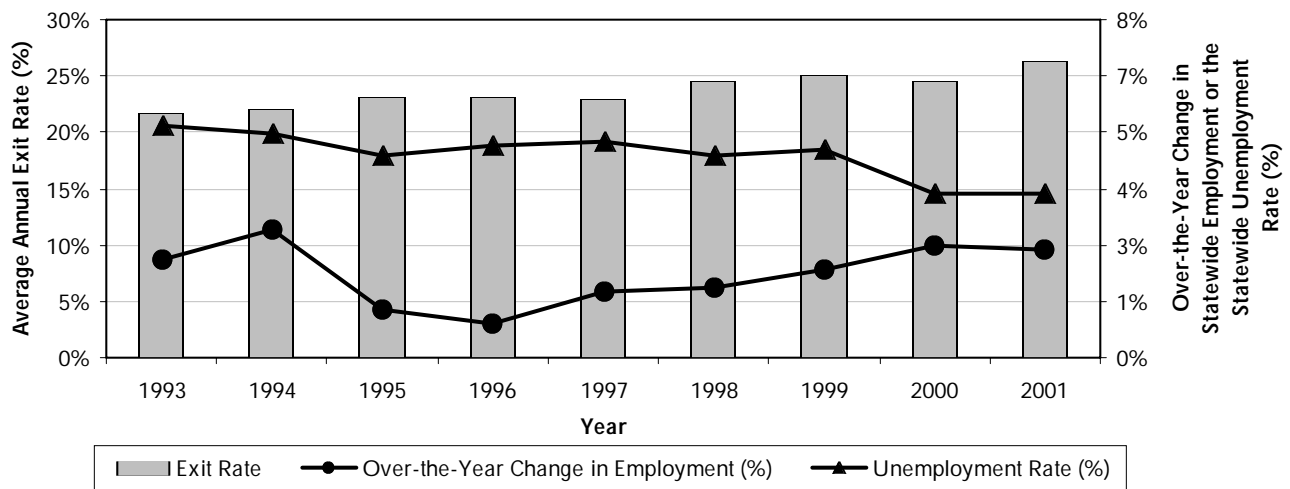
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Figure 1: Wyoming Exit Rates, Employment Change, and Unemployment Rates (All Industries), 1993 to 2001



Results

Average Annual Exit Rates

Exit rates increased steadily between 1993 and 2001 with only two exceptions, 1997 and 2000 (see Figure 1). Overall, unemployment rates decreased during the 1993 to 2001 period. Employment growth was robust from 1993 to 1994, decelerated during 1995 and 1996, and accelerated again beginning in 1997.

Age

The data show exit rates vary not only by year of analysis but also by the age of the individuals employed. Figure 2 shows average exit rates by age for three years: 1994, 1998, and 2001. Once workers reach age 20, a nonlinear relationship exists between age and the average annual exit rate, which means that exit rates are high for younger workers, decrease during

Figure 2: Comparison of Wyoming Average Exit Rates by Age (All Industries), 1994, 1998, & 2001

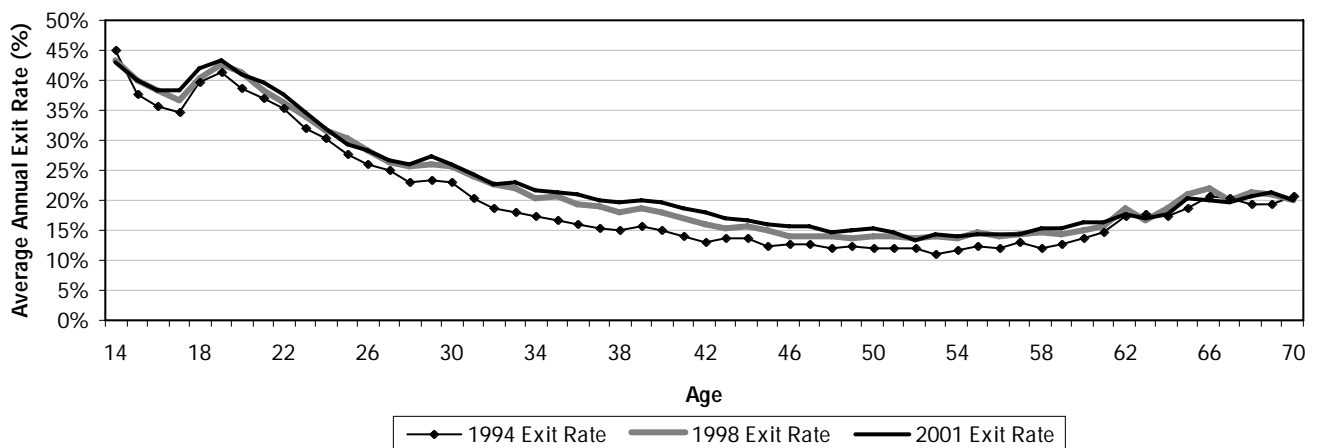
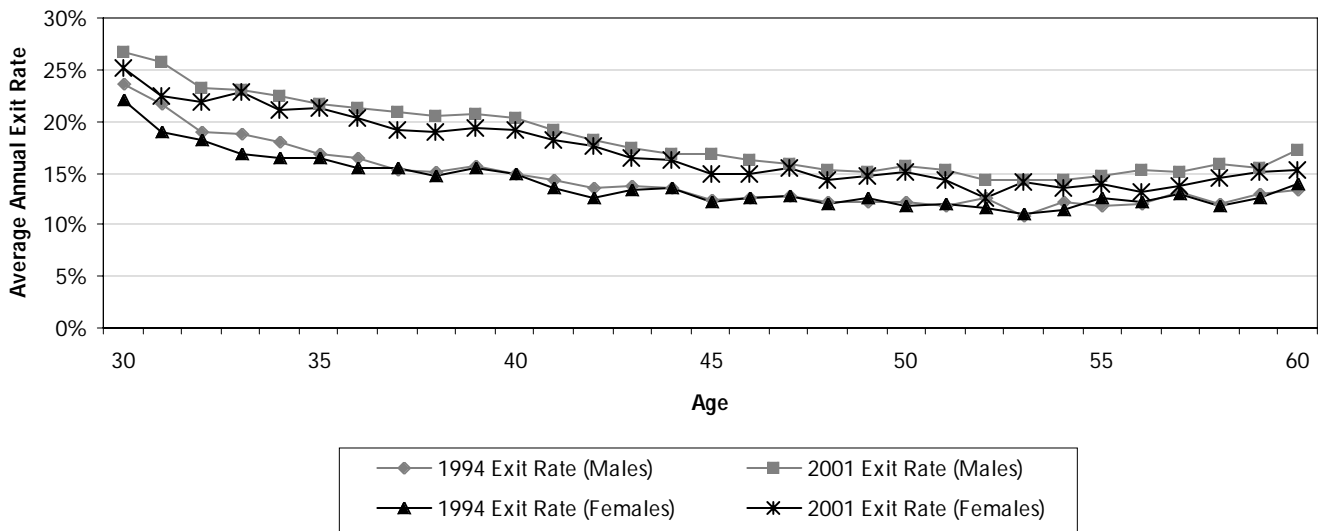


Figure 3: Exit Rate Comparison for Men & Women by Age in Wyoming, 1994 and 2001



middle age, and increase again around retirement age. For the three years of data analyzed, the greatest amount of separation⁸ occurs between ages 30 and 55. In addition, the change in exit rates for this age range appears to have decelerated somewhat from 1998 to 2001 as compared to the 1994 to 1998 period.

When viewing age versus average exit rates, the curve characteristics do not change appreciably with a change in gender or industry. What we generally observe is a level shift in the curves. To enhance readability in the remaining figures, only the data for those from 30 to 60 years of age are shown.

Gender

The same type of nonlinear relationship shown in Figure 2 exists between age and average exit rates by gender (see Figure 3). As the figure shows, average exit rates for both men and women increased between 1994 and 2001. However, rates for men appear to have increased more rapidly, as the separation (vertical distance) between

the male and female lines in 2001 is more discernable.

Firm Size

One may intuitively assume that larger firms generally have lower exit rates and tend to be more stable than smaller firms due to resource availability and experience. However, do these rates vary significantly for people who are the same age within firms of different sizes? Data in Figure 4 (see page 5) show, for the most part, the size of firm does not significantly affect average exit rates when controlling for age cohort. Significant effects are not evidenced unless the largest firms (those averaging 100 or more employees per quarter) are compared to other firms.

Selected Industries

Just as average annual exit rates vary with firm size and gender, we also expect average annual exit rates vary by industry. In Figure 5 (see page 5) we compare one of Wyoming's largest industries in terms of

Figure 4: Wyoming Average Exit Rates by Firm Size, 2001

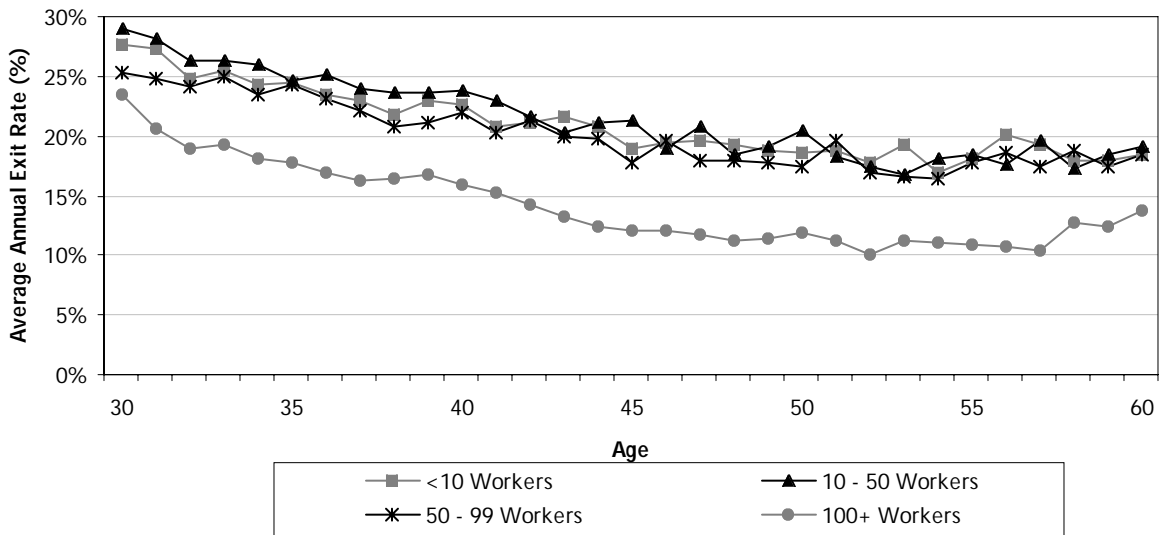
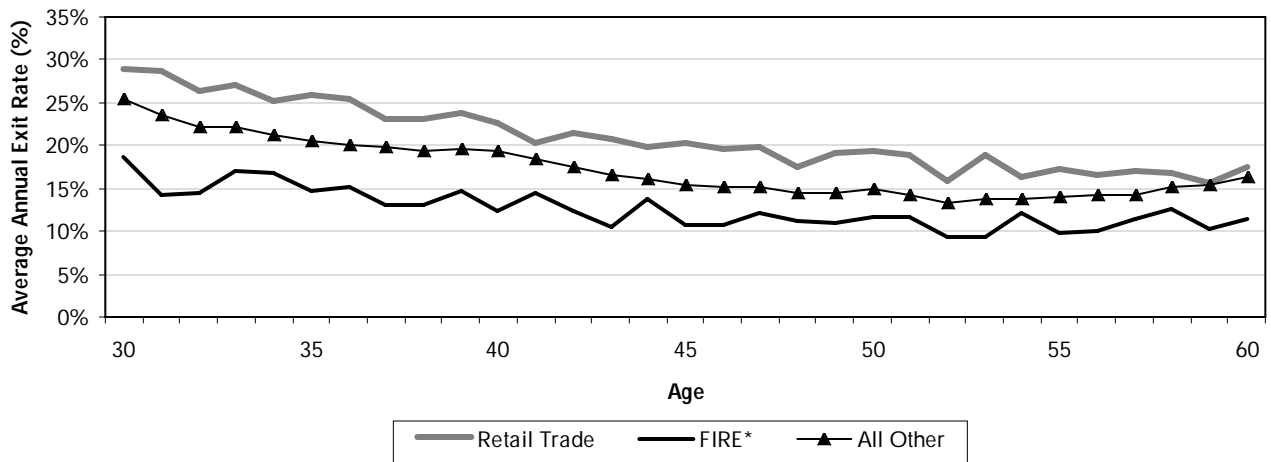


Figure 5: Wyoming Average Exit Rates by Age for Selected Industries, 2001



*Finance, Insurance, & Real Estate.

total employment, Retail Trade, with one of its smallest industries, Finance, Insurance, & Real Estate (FIRE).⁹ Exit rates are significantly lower in FIRE than in Retail Trade at all age levels. Furthermore, average annual exit rates in FIRE also tend to be much lower than in all other industries combined.

Discussion

Wyoming’s labor market is becoming increasingly unstable as individuals are changing jobs more frequently, even though employment is steadily increasing. If the individual changes jobs for career advancement, this is seen as a positive

step from the individual's perspective. However, from the employer's point of view, the individual is taking their experience and knowledge with them to new employers. Moreover, each time a job change occurs, costs are incurred by the firms that lose and hire workers.¹⁰ New employees often must be hired or current employees retrained to take the departing employee's position. There are also job search costs for individuals making job changes. Some costs involve time and others involve the use of funds, such as when job search materials are purchased or an out-of-town interview or change of residence is required. However, these costs are sometimes overlooked by the individual if the change leads to a significant pay increase.

While gender and industry both affect exit rates, age offers one of the larger contrasts in average annual exit rates (see Figure 4, page 5). Since very large firms (100+ employees) have much lower exit rates than smaller firms, increasing the number of large firms may help reduce turnover. In doing so, the overall stability of the workforce increases, thereby decreasing job switching and its associated costs.

However, one should not view the establishment of large firms as the only solution. A balanced mixture of firms of various sizes may be ideal because if employment becomes more concentrated in large firms (especially in small communities), the closure of a single large firm can have more negative effects on the economy than the closure of small firms. In addition, by developing small businesses whose products and services require workers with advanced skills, wages should increase and exit rates decrease.

Although many, if not most, people focus

on overall job growth as a barometer of economic health, it is clear that the undercurrent of turnover may be undermining the state's long-term economic prospects. To what extent public policy can stem the undesirable effects of exit rates is unclear. This challenge will not be resolved by focusing on aggregate data alone. A more detailed look at underlying factors is required to fully understand the dynamics of Wyoming's labor market.

¹Murray, S. (Ed.). (2002, December). *Market dynamics from administrative records: Seven state project report for December 2002*. [On-line]. Available: http://doe.state.wy.us/LMI/w_r_research/MarketDynamics1202.pdf

²Wage Records is an administrative database. Each employer in the state who has employees covered under Unemployment Insurance, by law, must submit quarterly tax reports to the state showing each employee's Social Security Number and wages earned in the quarter.

³The Bureau of Labor Statistics cooperates with state Employment Security agencies in the Current Employment Statistics (CES) or establishment survey to collect data each month on employment, hours, and earnings from a sample of nonfarm establishments (including government). The national sample includes about 160,000 businesses and government agencies, which cover approximately 400,000 individual worksites drawn from a sampling frame of over eight million Unemployment Insurance tax accounts. The active CES sample includes approximately one-third of all nonfarm payroll workers. From these data, employment, hours, and earnings information in considerable industry and geographic detail are prepared and published each month.

⁴The Covered Employment and Wages program publishes a quarterly count of employment and wages reported by employers covering 98 percent of U.S. jobs, available at national, state, county, and Metropolitan Statistical Area (MSA) levels by industry at <http://www.bls.gov/cew/home.htm>

⁵The Local Area Unemployment Statistics program produces monthly and annual employment,

unemployment, and labor force data for U.S. Bureau of the Census regions and divisions, states, counties, metropolitan areas, and many cities by place of residence at <http://www.bls.gov/lau/home.htm#overview>

⁶The span of data matches that of the Wage Records database. The Covered Employment and Wages (CEW) program was an exception as only one year of data (2000) is used in the analysis. Year 2000 data are used because it was the last year in which Standard Industrial Classification (SIC) codes were used for CEW. SIC was replaced by the North American Industry Classification System (NAICS).

⁷Turnover represents the average percentage of a firm's workforce that exits quarterly, excluding those that left employment with a firm during the

same calendar quarter they were hired. Exit rates were aggregated to yearly averages and can range from 0 to 100 percent.

⁸Separation in this case refers to the vertical distance between exit rate lines (i.e., males vs. females in the same year).

⁹In 2000, the average monthly employment in Retail Trade was 46,846 and the average monthly employment in Finance, Insurance, & Real Estate was 8,054.

¹⁰Spence, M. (1973, August). Job market signaling. *Quarterly Journal of Economics*, 355-374.



Employee Benefits in Wyoming: 2002

by: *Carola Cowan, Economist*

“Of total compensation, 77.8 percent was spent on wages...and 6.3 percent on health insurance and miscellaneous benefits.”

There is currently a lack of information regarding employer-provided benefits. Collecting meaningful data without burdening respondents is always a challenge. The most important gap is the lack of information about the workforce.¹ The United States General Accounting Office (GAO) stated that priorities for improving retirement data include obtaining better data by linking surveys with administrative data (such as employer records and Social Security earnings history records).² The data will enable us to estimate if there will be a future shortfall in retirement income and identify the demographic characteristics of those affected. The same goes for the uncertainty of estimates of the uninsured. The Congressional Budget Office (CBO) reports that more than 240 million people in the U.S. have health insurance coverage today.

The vast majority (63%) are covered through their or a family member's employer. The CBO cautions that estimates come from population surveys prone to reporting and other forms of statistical error, which could lead to an incorrect estimate of the size of the uninsured population.³

The Wyoming Department of Employment's Research & Planning (R&P) Section has conducted an Employee Benefits Survey since 1999. This survey complements R&P's Occupational Employment Statistics (OES) wage survey. Together, these efforts assist employers and employees in determining whether or not they are providing or receiving competitive compensation (wages and benefits). Employee benefits include paid leave, insurance, retirement plans, and

miscellaneous benefits. The Benefits Survey questionnaires were mailed quarterly in 2002.⁴ We thank all employers who responded to the study and helped make it a success.

Core Benefits

In this article we focus on survey results for three core benefits: 1) health insurance, 2) retirement plans, and 3) paid holidays. We present survey results in response to two questions:

1. What percent of employers offer benefits?
2. What percent of employees have access to benefits?

Our analysis includes both the number of companies *offering* benefits and the number of employees who *are offered* benefits. The percentage for these two groups may or may not be similar depending on the number of employees affected by a company's decision whether to offer a specific benefit. For example, if 7 of 10 companies offer health insurance, then 70 percent of the employers offer health insurance. Assume that each of the 7 companies offering health insurance has 1 employee, but each of the 3 other companies has 20 employees. The percentage of the total number of employees who are offered health insurance is only 10.4 percent (7 out of 67 total employees).

There is a significant positive relationship between the provision of benefits and company size. For full-time employees the availability of health insurance, retirement plans, and paid holidays increases with the size of the company offering the benefit. For example, 97.9 percent of workers in companies with 100 or more employees were offered health insurance compared to only 54.6 percent of full-time employees in companies with one

to four workers (see Table 1, page 9). The same is true for employers; 95.9 percent of companies with 100 or more employees offered health insurance to their full-time employees compared to only 36.3 percent of companies with one to four employees (see Table 2, page 10).

The offering of benefits varies widely by industry. Health insurance, retirement plans, and paid holiday benefits offered to full-time employees by industry reveals that employers in Local Government; Wholesale Trade; and Finance, Insurance, & Real Estate (FIRE) are most likely to offer these benefits (see Figure 1, page 11). Similarly, employees in Local Government and FIRE are most likely to be offered these benefits (see Figure 2, page 11). More employees in Mining were provided benefits than those in Wholesale Trade (see Table 3, page 12).

As in prior years, region (see Map, page 2) is not a good indicator for determining the likelihood of being offered benefits. Though companies classified as statewide⁵ entities offer benefits more often, it only confirms that company size is one of the major indicators for benefits. Most companies in the sample classified as statewide have 100 or more employees.

Cost

Employers spent 22.2 percent of total compensation on benefits (see Figure 3, page 13). Of total compensation, 77.8 percent was spent on wages, 10.0 percent went to retirement accounts, 5.9 percent to legally required benefits such as Social Security and Unemployment Insurance, and 6.3 percent to health insurance and miscellaneous benefits.

(Text continued on page 13)

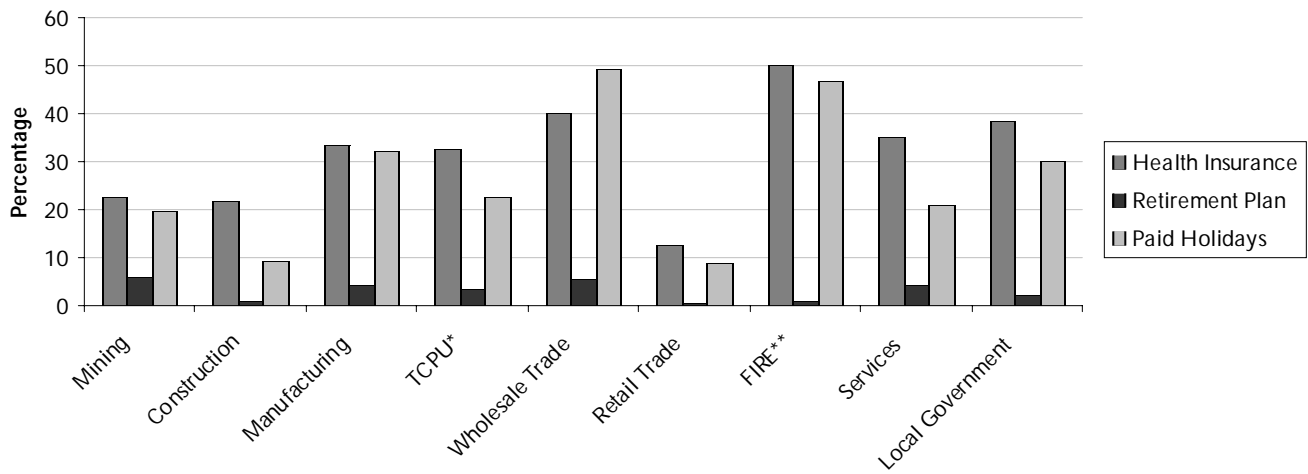
Table 1: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming by Firm Size, 2002

Benefit Type	Number of Employees					
	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	1.5%	1.4%	2.9%	15.6%	80.0%	12.8%
Christmas Bonus	41.7	66.7	67.3	49.0	37.3	22.6
Dental Plan	39.7	39.0	54.4	67.8	77.0	90.0
Dependent Health Insurance	44.6	51.7	70.2	79.1	90.0	96.8
Disability Insurance	28.4	14.3	23.1	35.2	41.6	45.1
Educational Assistance	36.8	22.9	34.8	41.8	39.8	72.4
Employee Discounts	30.1	36.5	42.0	60.0	36.8	41.4
Flex-time	41.9	32.0	26.2	27.3	20.2	38.4
Health Insurance	54.6	60.7	81.3	83.5	93.5	97.9
Life Insurance	40.6	41.3	61.2	66.0	85.7	95.4
Long-Term Disability	31.5	15.0	24.3	37.2	44.6	59.7
Maternity Leave	27.9	3.3	5.4	3.9	5.8	9.1
Paid Funeral or Bereavement Leave	18.9	28.3	46.0	47.4	53.0	79.9
Paid Holidays	59.6	58.0	72.8	71.6	85.7	91.8
Paid Jury Duty Leave	31.0	42.8	54.3	59.0	60.7	89.8
Paid Personal Leave	47.1	38.4	54.3	35.2	46.9	54.0
Paid Sick Leave	39.5	26.9	36.5	43.5	52.3	72.7
Paid Vacation	50.8	45.8	54.0	64.3	37.5	78.6
Paternity Leave	1.5	1.0	2.5	0.9	1.6	6.3
Profit Sharing	5.7	11.4	13.6	21.2	20.8	18.9
Relocation Assistance	27.4	11.2	16.3	33.3	22.0	47.8
Retirement Plan	41.3	43.4	56.5	64.7	82.1	97.0
Uniform/Tool Allowance	36.0	20.2	32.3	37.1	35.4	46.4
Vision Plan	10.1	16.8	27.5	25.6	39.8	56.6
Wellness Program	23.6	4.6	9.6	15.9	23.8	55.9
Work-at-home Option	6.4	4.2	5.8	15.2	1.9	8.6
Part-Time Employees						
Child Care	50.0%	90.0%	1.9%	3.3%	2.7%	4.0%
Christmas Bonus	17.1	39.7	24.5	20.6	27.5	18.8
Dental Plan	22.5	3.9	3.2	4.2	8.7	26.9
Dependent Health Insurance	22.9	1.9	2.9	8.1	8.1	32.6
Disability Insurance	1.6	3.3	2.6	1.8	9.6	16.7
Educational Assistance	26.7	8.5	3.7	3.1	14.8	34.7
Employee Discounts	43.0	42.8	33.8	50.7	34.9	46.4
Flex-time	20.8	24.6	20.5	18.0	11.3	28.0
Health Insurance	24.1	4.6	3.9	8.2	8.3	33.1
Life Insurance	0.9	7.4	3.6	4.2	14.1	36.5
Long-Term Disability	0.4	1.4	2.4	1.3	16.2	21.9
Maternity Leave	0.9	0.3	0.6	0.4	2.6	1.9
Paid Funeral or Bereavement Leave	6.6	5.6	6.4	5.1	13.8	38.4
Paid Holidays	9.0	17.5	8.4	15.7	10.3	23.6
Paid Jury Duty Leave	11.2	10.1	15.1	15.0	28.2	49.4
Paid Personal Leave	6.1	3.7	5.1	4.2	10.5	29.3
Paid Sick Leave	3.4	4.9	4.3	4.5	16.6	29.1
Paid Vacation	29.0	9.8	7.6	9.9	16.6	24.6
Paternity Leave	0.4	0.0	0.3	0.2	3.8	1.6
Profit Sharing	0.9	2.8	2.1	1.4	5.4	6.6
Relocation Assistance	0.0	0.7	0.9	6.0	3.7	14.9
Retirement Plan	27.9	8.7	9.6	12.6	27.1	50.1
Uniform/Tool Allowance	5.9	10.0	19.1	21.7	35.2	16.9
Vision Plan	22.4	2.7	1.0	1.2	2.4	19.7
Wellness Program	0.5	2.2	2.1	1.4	16.3	34.6
Work-at-home Option	13.9	30.1	16.3	7.1	7.8	7.8

Table 2: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Firm Size, 2002

Benefit Type	Number of Employees					
	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	2.2%	2.6%	2.7%	3.8%	2.7%	10.2%
Christmas Bonus	48.4	63.8	67.1	50.2	40.0	29.3
Dental Plan	18.9	32.9	44.6	54.0	74.8	84.4
Dependent Health Insurance	23.8	44.8	58.2	69.2	87.3	94.5
Disability Insurance	9.2	13.1	16.8	19.6	38.7	43.8
Educational Assistance	19.5	22.2	30.5	32.2	44.0	60.5
Employee Discounts	32.1	38.2	45.1	50.2	40.0	37.4
Flex-time	29.0	31.5	27.6	19.7	21.8	34.0
Health Insurance	36.3	55.6	71.3	73.3	91.8	95.9
Life Insurance	18.4	36.2	48.4	57.0	80.2	91.7
Long-Term Disability	9.5	14.4	18.3	24.6	41.7	56.5
Maternity Leave	5.1	3.6	5.2	6.0	3.7	10.2
Paid Funeral or Bereavement Leave	29.7	27.8	39.2	40.9	51.4	71.2
Paid Holidays	51.1	58.1	67.7	63.7	81.8	89.8
Paid Jury Duty Leave	39.5	41.9	49.8	52.4	62.6	85.8
Paid Personal Leave	32.8	38.7	48.8	36.6	47.3	57.1
Paid Sick Leave	25.3	26.7	35.3	35.0	54.5	67.1
Paid Vacation	37.8	47.3	52.6	61.2	72.1	73.3
Paternity Leave	2.3	1.7	2.5	1.7	1.8	7.5
Profit Sharing	5.5	11.2	15.3	12.8	18.7	17.7
Relocation Assistance	6.5	9.6	12.6	19.1	23.9	41.2
Retirement Plan	22.5	42.3	48.6	59.3	80.9	90.5
Uniform/Tool Allowance	16.5	19.1	29.6	29.8	27.0	33.3
Vision Plan	10.1	13.7	21.0	25.5	39.3	55.7
Wellness Program	4.6	6.6	11.0	10.2	22.7	41.5
Work-at-home Option	9.4	3.6	6.5	5.5	2.8	8.1
Part-Time Employees						
Child Care	1.7%	1.7%	3.3%	3.1%	3.0%	5.1%
Christmas Bonus	23.2	28.7	28.0	26.0	19.8	19.1
Dental Plan	2.7	5.0	5.7	8.2	8.8	27.9
Dependent Health Insurance	3.2	5.6	5.0	7.3	7.0	30.7
Disability Insurance	2.1	3.8	2.5	4.8	8.1	13.7
Educational Assistance	8.7	10.5	9.3	10.4	13.1	30.1
Employee Discounts	26.2	32.5	35.7	39.8	28.7	33.1
Flex-time	29.0	25.0	23.0	16.7	12.0	23.1
Health Insurance	5.5	7.2	6.1	8.7	7.8	33.3
Life Insurance	2.4	6.3	6.6	9.0	11.9	34.5
Long-Term Disability	1.7	3.9	2.1	4.8	9.3	19.7
Maternity Leave	1.4	0.8	0.8	1.5	1.0	2.9
Paid Funeral or Bereavement Leave	8.8	9.8	9.3	7.7	15.5	37.0
Paid Holidays	13.7	17.6	18.2	15.6	13.9	40.0
Paid Jury Duty Leave	13.4	17.8	18.1	16.5	27.4	58.5
Paid Personal Leave	8.0	5.6	9.8	10.3	9.9	28.1
Paid Sick Leave	4.4	7.1	7.0	7.7	12.9	29.8
Paid Vacation	9.0	10.0	8.8	9.2	14.7	28.2
Paternity Leave	0.7	0.4	0.4	0.5	1.0	2.2
Profit Sharing	1.7	2.2	2.4	4.7	6.0	10.3
Relocation Assistance	0.7	1.7	2.8	5.2	3.0	11.8
Retirement Plan	10.2	15.0	11.4	19.3	23.7	49.3
Uniform/Tool Allowance	6.3	11.3	18.4	13.6	14.9	15.7
Vision Plan	2.1	2.1	1.6	4.6	6.9	22.0
Wellness Program	1.0	2.6	3.7	5.2	10.0	23.4
Work-at-home Option	18.1	25.7	19.9	15.3	7.1	7.4

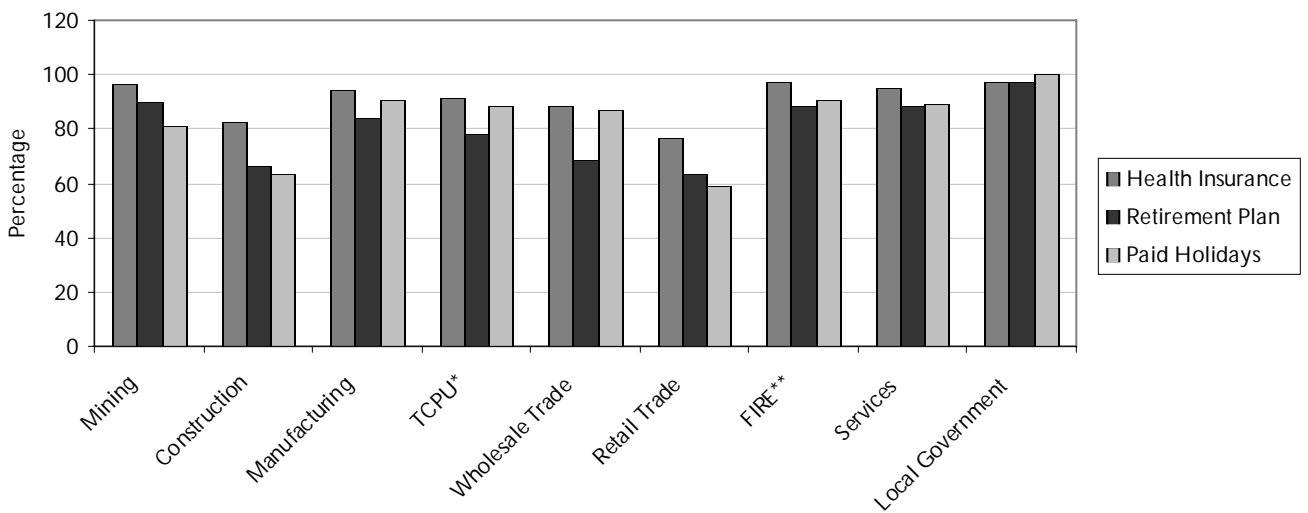
Figure 1: Percentage of Companies Offering Selected Benefits to their Full-Time Employees in Wyoming by Industry, 2002



*Transportation, Communications, & Public Utilities.

**Finance, Insurance, & Real Estate.

Figure 2: Percentage of Full-Time Employees Offered Selected Benefits in Wyoming by Industry, 2002



*Transportation, Communications, & Public Utilities.

**Finance, Insurance, & Real Estate.

Table 3: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2002

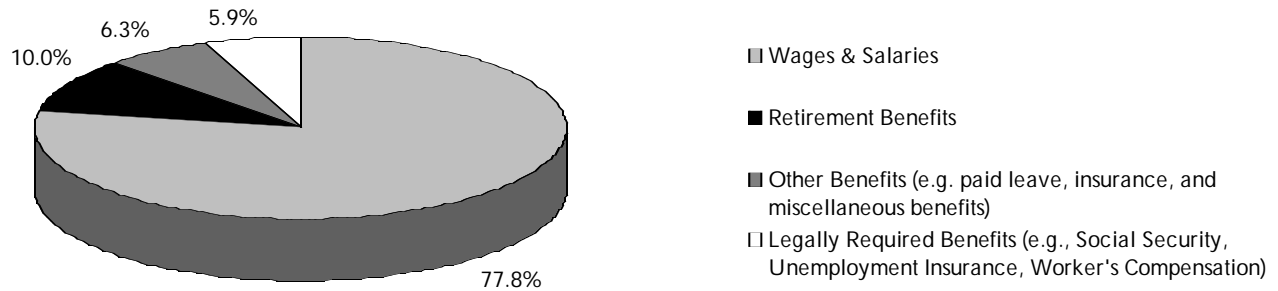
Benefit Type	Industry								
	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Local Government
Full-Time Employees									
Child Care	4.5%	1.3%	3.9%	2.2%	9.2%	1.5%	4.7%	4.9%	0.0%
Christmas Bonus	65.7	60.3	60.8	50.6	56.6	58.1	55.6	51.5	16.8
Dental Plan	44.1	30.8	53.8	52.2	57.6	28.0	53.3	42.1	69.8
Dependent Health Insurance	64.7	44.2	74.0	62.5	66.7	37.2	67.3	50.6	78.1
Disability Insurance	19.4	12.3	35.3	19.1	43.4	10.4	25.5	16.8	22.3
Educational Assistance	22.4	21.6	33.3	32.6	39.8	12.5	50.0	35.2	38.3
Employee Discounts	15.4	31.4	51.9	23.9	61.5	66.2	34.3	37.7	8.5
Flex-time	21.2	28.6	30.6	23.9	35.8	20.3	24.5	31.1	30.5
Health Insurance	72.1	50.0	78.4	70.0	82.8	48.3	75.5	60.5	84.9
Life Insurance	58.8	33.3	56.9	50.6	66.7	28.1	60.4	43.0	73.1
Long-Term Disability	19.4	9.2	32.0	22.5	49.0	8.7	46.6	20.8	30.0
Maternity Leave	6.0	1.4	3.9	7.0	13.5	1.1	3.8	7.3	8.7
Paid Funeral Leave***	32.8	20.2	45.1	32.6	64.6	23.4	58.9	40.1	70.6
Paid Holidays	56.5	39.7	74.5	64.4	83.8	43.5	83.5	71.0	91.5
Paid Jury Duty Leave	41.5	28.5	54.0	45.5	71.4	32.0	76.7	56.0	79.2
Paid Personal Leave	37.9	25.7	28.0	37.2	52.0	28.0	52.8	49.5	59.2
Paid Sick Leave	23.9	8.6	36.0	35.6	44.9	21.0	53.4	41.0	81.0
Paid Vacation	57.4	29.1	68.0	57.8	67.7	45.4	64.8	53.6	69.5
Paternity Leave	6.0	0.9	4.0	3.5	5.3	0.4	1.0	4.2	1.9
Profit Sharing	11.9	10.8	18.0	5.7	26.3	10.4	21.3	10.4	2.8
Relocation Assistance	26.9	6.3	29.4	18.9	30.3	12.5	19.4	13.9	7.5
Retirement Plan	50.0	29.3	59.6	51.7	63.6	29.9	61.7	50.8	83.2
Uniform/Tool Allowance	31.8	24.3	22.0	27.0	37.4	27.6	7.5	18.6	38.7
Vision Plan	25.0	12.9	21.6	31.8	33.3	9.7	24.3	23.0	45.7
Wellness Program	14.7	4.6	13.5	15.7	17.3	4.8	17.8	13.1	24.5
Work-at-home Option	3.0	1.4	9.8	5.7	12.4	3.3	11.3	8.3	8.5
Part-Time Employees									
Child Care	2.3%	2.1%	3.1%	2.9%	9.0%	1.3%	2.5%	3.6%	0.0%
Christmas Bonus	34.1	34.7	34.4	19.1	30.9	26.3	31.3	22.0	8.2
Dental Plan	6.8	7.6	8.8	9.1	14.5	2.0	11.8	9.4	10.0
Dependent Health Insurance	9.5	8.5	8.8	6.3	13.6	2.5	11.3	9.9	9.3
Disability Insurance	4.7	4.3	2.9	1.5	15.6	1.2	8.6	5.9	3.2
Educational Assistance	9.1	7.7	6.3	15.9	10.4	4.2	27.2	16.6	10.1
Employee Discounts	9.1	21.1	43.8	22.1	47.8	59.8	27.2	28.5	7.3
Flex-time	20.5	25.9	28.1	21.7	31.8	18.0	19.0	25.0	18.6
Health Insurance	9.1	9.7	8.8	9.0	16.2	3.3	11.8	12.2	11.9
Life Insurance	11.4	7.8	8.6	9.0	14.9	4.1	18.1	10.7	11.1
Long-Term Disability	7.0	2.9	2.9	4.5	10.9	2.1	14.6	5.8	7.7
Maternity Leave	0.0	0.7	0.0	2.9	1.6	0.4	3.6	1.7	1.1
Paid Funeral Leave***	11.9	6.8	12.1	7.2	19.4	4.6	14.3	17.1	24.7
Paid Holidays	17.0	11.5	14.3	14.5	29.9	8.1	28.4	22.8	26.5
Paid Jury Duty Leave	14.3	12.9	18.2	16.2	20.0	9.7	30.0	31.8	30.3
Paid Personal Leave	4.7	1.4	2.9	4.4	12.7	3.7	14.0	18.7	15.2
Paid Sick Leave	11.1	1.4	8.8	5.7	10.4	2.9	7.3	13.8	23.2
Paid Vacation	17.8	2.7	14.7	10.0	10.6	10.5	13.6	15.4	13.4
Paternity Leave	0.0	0.7	0.0	3.0	1.6	0.4	1.2	0.7	0.0
Profit Sharing	4.7	5.6	9.7	2.9	1.5	2.9	14.8	2.6	0.0
Relocation Assistance	2.3	0.7	3.1	5.9	7.5	3.8	4.9	3.4	3.1
Retirement Plan	13.6	11.3	18.2	24.2	26.9	12.4	24.1	22.4	14.0
Uniform/Tool Allowance	9.5	12.9	12.9	14.7	22.4	18.3	1.3	10.6	11.2
Vision Plan	7.0	4.9	5.9	6.2	5.8	0.4	3.6	7.3	7.8
Wellness Program	7.0	2.1	12.1	8.8	6.0	2.5	11.1	6.4	7.1
Work-at-home Option	15.9	14.7	12.5	16.2	14.7	19.9	26.3	17.8	11.2

* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

*** Includes paid bereavement leave.

Figure 3: Wyoming Compensation Costs, 2001
(as a percentage of total compensation)



Conclusion

Full-time employees are much more likely than part-time employees to be offered benefits. Employees in larger companies are at an advantage when it comes to benefits coverage. Employment in Government, Manufacturing, Mining, or Wholesale Trade also proves advantageous. Increasing the number of large companies would appear to be helpful in increasing the number of employees who have access to employer provided benefits.

The Employee Benefits Program is currently underway for the year 2003. We are working together with other states to develop a uniform Employee Benefits Survey. This will enable us to make direct state-to-state comparisons regarding employee benefits.

The entire ***Employee Benefits in Wyoming: 2002*** publication can be obtained on our website or by contacting Carola Cowan at (307) 473-3804.

¹Wiatrowski, W., Harvey, H. & Levit, K., (2002, Spring). *Employment-related health insurance: Federal agencies' roles in meeting data needs.*

[On-line]. Available: <http://cms.hhs.gov/review/02spring/02Springpg115.pdf>

²U.S. General Accounting Office (2003, May 21). *Retirement income data: Improvements could better support analysis of future retirees' prospects.* (GAO-03-337). [On-line]. Available: <http://www.gao.gov>

³Congressional Budget Office. (2003, May). *How many people lack health insurance and for how long?* [On-line]. Available: <http://www.cbo.gov/showdoc.cfm?index=4210&sequence=0>

⁴A stratified random sample of 500 companies was selected for each of the first three quarters of 2002. We increased the sample size for the fourth quarter to 787 due to a sample expansion request from the University of Wyoming. A total of 2,287 companies received the questionnaire in 2002. A joint article with the University analyzing the results is in progress.

The sample was drawn from the most current Quarterly Unemployment Insurance (QUI) employer database available. This database contains the data reported by approximately 18,000 employers on a quarterly basis for Unemployment Insurance purposes. Companies reporting zero employees for all three months, employers in agriculture, federal and state government, and private household employers were not included in our sample.

⁵A company is considered statewide if it has employees in more than one county.



Ask An Economist*

by: David Kaiser and Brian Skalberg, *Economic Trends, Nebraska Workforce Development, Labor Market Information Center*

Will there be any signs when our economy leaves this state of “sluggishness?” If yes, what are they?

Of course there will be signs when our economy exits this state of “sluggishness.” In fact, there could be many signals that come in a variety of ways.

For starters, the national unemployment rate will likely begin to decrease. The unemployment rate is one of the most highly publicized indicators of American economic status. To be considered unemployed, a person must be willing to work but unable to find a job. When the unemployment rate begins to drop for two or more consecutive quarters, it signals that the economy is beginning to work towards full employment, where everyone wishing to work will have found it.

Another prominent factor that will appear once our economy picks up the pace will be increases in inflation. Inflation will start to increase every month, unlike the month of April where we saw a mild deflation. Inflation, as defined by the Consumer Price Index (CPI), is the average change in prices over a given time period, typically a month, in a “market basket” of representative goods and services purchased by consumers. Inflation increases when consumers are making more purchases, resulting in too much money and chasing too few goods. When the economy is expanding, consumers are spending and the inflation rate grows.

Just as significant and publicized will be interest rates. When the American economy turns around, interest rates will rise.

Interest rates are raised and lowered by the Federal Reserve, currently being chaired by Alan Greenspan. In order to promote borrowing and spending by consumers and businesses during times of stagnation and recession, the Federal Reserve will lower interest rates. Changing interest rates is relatively easy and has much faster results than using fiscal policy, increasing government spending, or decreasing taxes.

What is the living wage? Whom does it apply to?

The living wage in America is the wage [at which] a family with one worker would be able to live above the poverty level. Poverty levels are set at different levels of income and are compared to the number of people in the household and their ages. For example, a family made up of five people with two adults under the age of 65 and three children under the age of 18 would have a poverty threshold of \$21,469. Thus, the family’s living wage would need to be greater than or equal to \$21,469. Other factors such as age, number of people in the household, and children under the age of 18 can increase or decrease the poverty threshold. In order to determine the poverty threshold for a family, visit <http://www.census.gov/hhes/poverty/threshold.html>

Some cities around the U.S. have already set living wages for their citizens. On November 27, 2002 New York City set a living wage minimum for workers at \$8.10 [per hour] including benefits, or \$9.60 without benefits. This program extended to over 50,000 workers who provide service and business to the city, specifically in the

areas of healthcare, foodservice, and day care. Cincinnati also created a living wage policy in November of 2002 with any service [...] contractor and the city itself to provide at least \$20,000 in wages to workers, either by setting wages at \$8.70 an hour including health benefits, or \$10.20 an hour to workers excluding benefits. Many other cities including Louisville and New Orleans, as well as numerous state counties have already enacted living wage policies for many of its citizens.

In the case of inflation, prices would increase, making those workers with a fixed living wage less likely to purchase the things they want. Cost of Living Adjustments would require employers to increase the living wages of workers to keep products affordable. It is also [important] to remember that the living wage is different than the minimum wage. The minimum wage, which is currently set at \$5.15 an hour, requires that workers must be paid no less than the minimum for their services. Also, the minimum wage may not cover the amount needed to maintain the poverty threshold.

What is the difference between seasonally adjusted and not seasonally adjusted data?

If a person were to look at a chart displaying employment levels for a given geographic area over a 12-month period, that person would see that employment tends to rise and fall significantly at different times of the year. These peaks and valleys correspond with seasonal hiring and layoff patterns associated with certain industries. For example, retail businesses tend to hire additional workers during the holiday season. These workers raise employment levels in the last quarter of each year, peaking in December. By

January, employment levels have fallen significantly as the seasonal workers are let go. The same seasonal trends can be seen in agricultural industries as additional workers are hired to assist during planting and harvesting seasons.

Since there is such seasonality in employment, data users often have a difficult time identifying any short-term trends in the employment levels. To allow for better short-term analysis, economists often use statistical programs to adjust the monthly data to remove the effect of seasonal influences -- a process referred to as smoothing. Therefore, if the monthly data is not adjusted for seasonality, it would be considered not seasonally adjusted and would show the large increases and decreases throughout the year. Likewise, data that has undergone a smoothing adjustment would be considered seasonally adjusted.

So which data series is more valuable to the user? That depends on what you want to analyze. If you wanted to analyze general employment trends throughout the year, without seasonal effects, you would want to use seasonally adjusted data. Seasonally adjusted data should show the true direction of monthly employment growth. On the other hand, if you wanted to know how much employment has grown from October to December due to the holiday season, you would want to view not seasonally adjusted data. When comparing data across states, regions, etc., and you are using seasonally adjusted data, make sure that all your data sets are seasonally adjusted. The same reasoning would apply if you were comparing data that was not seasonally adjusted.

*Used with permission. Originally published in the July and November 2003 issues of *Economic Trends*.



Wyoming Unemployment Decreases in September and Job Growth Inches Along

by: *David Bullard, Senior Economist*

Wyoming's seasonally adjusted unemployment rate fell slightly from 4.1 percent in August to 4.0 percent in September and remained well below the U.S. unemployment rate of 6.1 percent. Wyoming continued to add jobs at a very slow pace (900 jobs or 0.4%) in comparison to earlier years (1998-2001). In contrast to Wyoming's job growth, the U.S. lost jobs in over-the-year comparisons (-507,000 jobs or -0.4%).

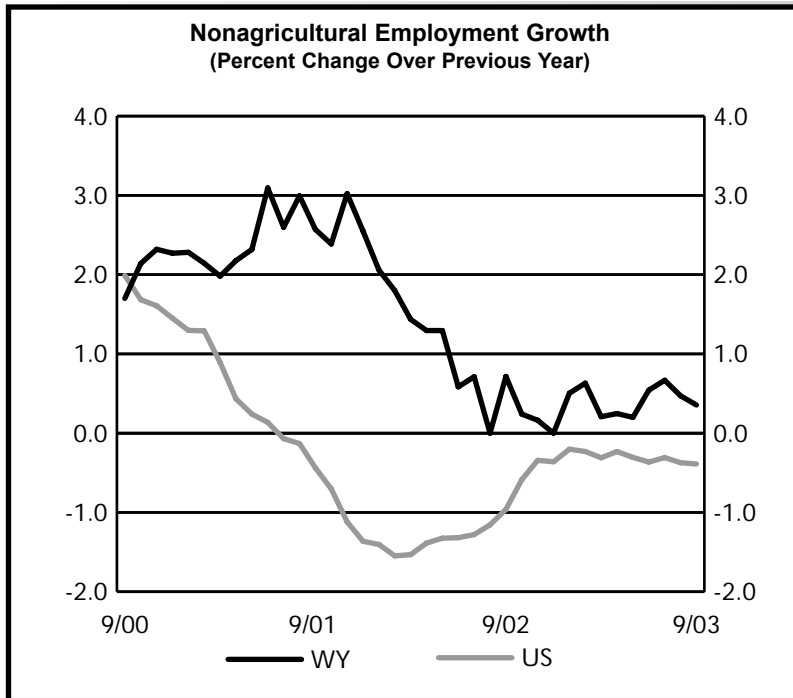
From August to September, Wyoming lost 1,600 nonfarm payroll jobs (-0.6%). This decrease is consistent with the usual seasonal decline as tourist activity falls off and construction activity starts to slow. Leisure & Hospitality employment fell by 2,400 jobs or 6.6 percent, Professional & Business Services fell by 900 jobs or 5.6 percent, Retail Trade fell by 600 jobs or 1.9 percent, and Construction fell by 500 jobs or 2.3 percent. These job losses were partially offset by gains in Local Government employment (3,200 jobs or 8.7%) as public schools and colleges reopened.

From September 2002 to September 2003, Wyoming added 900 jobs or 0.4 percent. In a reversal from earlier months, Natural Resources & Mining added jobs (300 jobs or 1.7%). Financial Activities also changed directions, from job gains earlier in the year, to job losses in September (-200 jobs or -2.0%). Job losses continued in Construction (-500 jobs or -2.3%), Manufacturing (-400 jobs or -4.2%), and Professional & Business

Services (-500 jobs or -3.2%). Job growth continued in Information (300 jobs or 7.5%), Educational & Health Services (400 jobs or 2.0%), Leisure & Hospitality (500 jobs or 1.5%), and Government (400 jobs or 0.6%).

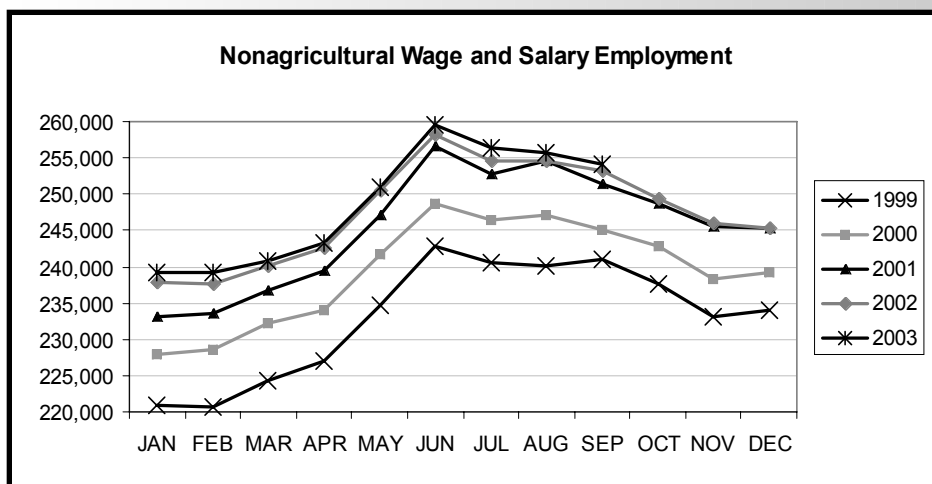
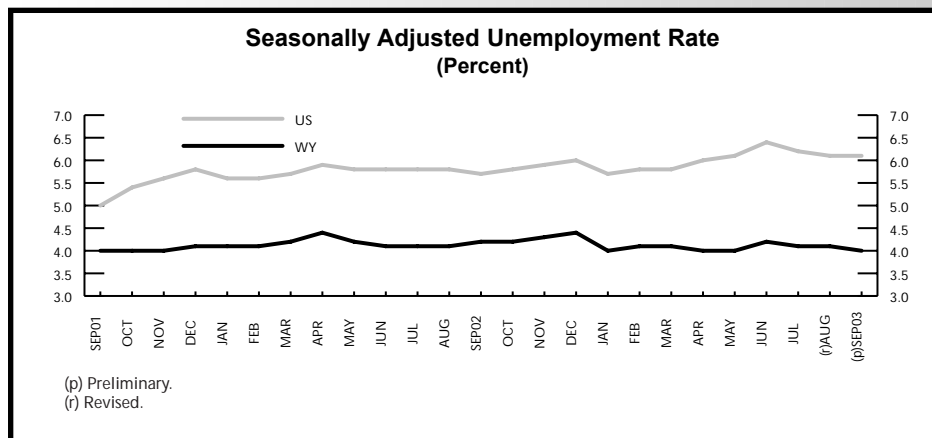
Across Wyoming's 23 counties, unemployment rates remained low. The highest rates were in Uinta County (4.7%), Lincoln County (4.5%), and Fremont County (4.4%). The lowest rates were in Albany County (1.7%), Niobrara County (1.8%), and Johnson County (2.2%). Most unemployment rates fell slightly from their September 2002 levels. The most notable decreases occurred in Washakie County (down from 4.5% in September 2002 to 2.9% in September 2003) and Hot Springs County (down from 3.7% in September 2002 to 2.4% in September 2003).





State Unemployment Rates September 2003 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	11.8
Oregon	8.0
Alaska	7.8
Washington	7.6
Michigan	7.4
Illinois	7.1
Texas	6.5
California	6.4
New York	6.4
North Carolina	6.4
South Carolina	6.4
District of Columbia	6.1
Louisiana	6.1
New Mexico	6.1
United States	6.1
Arkansas	6.0
Kentucky	5.8
New Jersey	5.8
Ohio	5.8
West Virginia	5.8
Massachusetts	5.7
Wisconsin	5.7
Arizona	5.6
Colorado	5.6
Alabama	5.5
Idaho	5.5
Missouri	5.4
Tennessee	5.4
Mississippi	5.3
Pennsylvania	5.3
Florida	5.2
Indiana	5.2
Nevada	5.2
Oklahoma	5.1
Utah	5.1
Connecticut	5.0
Maine	4.9
Montana	4.9
Kansas	4.7
Iowa	4.6
Minnesota	4.6
New Hampshire	4.5
Rhode Island	4.5
Delaware	4.4
Georgia	4.4
Maryland	4.3
Vermont	4.3
Hawaii	4.2
Nebraska	4.0
Wyoming	4.0
North Dakota	3.7
Virginia	3.7
South Dakota	3.4



Wyoming Nonagricultural Wage and Salary Employment¹

by: David Bullard, Senior Economist

“Job growth continued in Information, Educational & Health Services, Leisure & Hospitality, and Government.”

WYOMING STATEWIDE*	Employment in Thousands		Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands		Percent Change Total Employment			
			Aug 03 Sep 02					Aug 03 Sep 02			
	Sep03(p)	Aug03(r)	Sep02(b)	Sep 03		Sep 02	Sep03(p)	Aug03(r)	Sep02(b)	Sep 03	Sep 02
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	255.1	255.7	253.2	-0.6	0.4	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	40.0	40.2	39.7	-0.5	0.8
TOTAL PRIVATE	195.8	196.4	190.8	-2.6	0.3	TOTAL PRIVATE	27.7	27.9	27.6	-0.7	0.4
GOODS PRODUCING	48.6	49.2	49.2	-1.2	-1.2	GOODS PRODUCING	3.9	4.0	4.2	-2.5	-7.1
Natural Resources & Mining	18.2	18.2	17.9	0.0	1.7	Nat. Res., Mining, & Construction	2.4	2.5	2.7	-4.0	-11.1
Mining	18.1	18.2	17.8	-0.5	1.7	Manufacturing	1.5	1.5	1.5	0.0	0.0
Oil & Gas Extraction	3.2	3.4	3.2	-5.9	0.0	SERVICE PROVIDING	36.1	36.2	35.5	-0.3	1.7
Mining Except Oil & Gas	7.6	7.7	7.6	-1.3	0.0	Trade, Transportation, & Utilities	8.7	8.7	8.3	0.0	4.8
Coal Mining	4.8	4.9	4.9	-2.0	-2.0	Wholesale Trade	0.7	0.7	0.7	0.0	0.0
Support Activities for Mining	7.3	7.1	7.0	2.8	4.3	Retail Trade	5.9	5.9	5.7	0.0	3.5
Support Activities for Oil & Gas	5.2	5.1	5.0	2.0	4.0	Information	1.0	1.0	1.0	0.0	0.0
Construction	21.3	21.8	21.8	-2.3	-2.3	Financial Activities	1.8	1.9	1.9	-5.3	-5.3
Construction of Buildings	4.4	4.7	5.0	-6.4	-12.0	Professional & Business Services	3.5	3.5	3.5	0.0	0.0
Heavy & Civil Engineering Constr.	6.5	6.4	6.5	1.6	0.0	Educational & Health Services	2.8	2.7	2.6	3.7	7.7
Specialty Trade Contractors	10.4	10.7	10.3	-2.8	1.0	Leisure & Hospitality	4.3	4.5	4.5	-4.4	-4.4
Manufacturing	9.1	9.2	9.5	-1.1	-4.2	Other Services	1.7	1.6	1.6	6.2	6.2
Durable Goods	4.6	4.7	5.0	-2.1	-8.0	TOTAL GOVERNMENT	12.3	12.3	12.1	0.0	1.7
Non-Durable Goods	4.5	4.5	4.5	0.0	0.0	Federal Government	2.6	2.6	2.5	0.0	4.0
SERVICE PROVIDING	205.9	206.5	204.0	-0.5	0.7	State Government	3.9	3.9	3.8	0.0	2.6
Trade, Trans., Warehousing, & Util.	49.5	50.0	48.9	-1.0	1.2	Local Government	5.8	5.8	5.8	0.0	0.0
Wholesale Trade	7.2	7.1	7.0	1.4	2.9	NATRONA COUNTY*					
Merchant Whlsr.s., Durable Goods	4.3	4.2	4.1	2.4	4.9	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	34.1	34.4	33.7	-0.9	1.2
Retail Trade	30.8	31.4	30.7	-1.9	0.3	TOTAL PRIVATE	29.2	29.7	28.4	-1.7	2.8
Motor Vehicle & Parts Dealers	4.4	4.3	4.2	2.3	4.8	GOODS PRODUCING	6.0	6.0	5.8	0.0	3.4
Bldg. Material & Garden Supplies	2.6	2.7	2.8	-3.7	-7.1	Natural Resources & Mining	2.1	2.1	2.0	0.0	5.0
Food & Beverage Stores	5.0	5.1	5.1	-2.0	-2.0	Construction	2.4	2.4	2.2	0.0	9.1
Grocery Stores	3.9	4.0	4.1	-2.5	-4.9	Manufacturing	1.5	1.5	1.6	0.0	-6.3
Gasoline Stations	4.3	4.4	4.4	-2.3	-2.3	SERVICE PROVIDING	28.1	28.4	27.9	-1.1	0.7
General Merchandise Stores	6.0	6.2	6.0	-3.2	0.0	Trade, Transportation, & Utilities	8.2	8.2	8.0	0.0	2.5
Miscellaneous Store Retailers	1.9	2.0	1.9	-5.0	0.0	Wholesale Trade	2.3	2.3	2.3	0.0	0.0
Transportation, Warehouse, & Util.	11.5	11.5	11.2	0.0	2.7	Retail Trade	4.8	4.8	4.6	0.0	4.3
Utilities	2.1	2.1	2.1	0.0	0.0	Transportation, Warehouse, & Util.	1.1	1.1	1.1	0.0	0.0
Transportation & Warehousing	9.4	9.4	9.1	0.0	3.3	Information	0.6	0.6	0.6	0.0	0.0
Truck Transportation	3.5	3.4	3.4	2.9	2.9	Financial Activities	2.0	2.0	1.9	0.0	5.3
Information	4.3	4.3	4.0	0.0	7.5	Professional & Business Services	3.0	3.4	3.0	-11.8	0.0
Financial Activities	10.0	10.2	10.2	-2.0	-2.0	Educational & Health Services	4.4	4.4	4.1	0.0	7.3
Finance & Insurance	6.7	6.7	6.6	0.0	1.5	Leisure & Hospitality	3.4	3.4	3.3	0.0	3.0
Real Estate & Rental & Leasing	3.3	3.5	3.6	-5.7	-8.3	Other Services	1.6	1.7	1.7	-5.9	-5.9
Professional & Business Services	15.3	16.2	15.8	-5.6	-3.2	TOTAL GOVERNMENT	4.9	4.7	5.3	4.3	-7.5
Prof., Scientific & Technical Services	7.1	7.3	7.4	-2.7	-4.1	Federal Government	0.6	0.6	0.7	0.0	-14.3
Architectural, Engineering & Rel.	2.3	2.2	2.2	4.5	4.5	State Government	0.7	0.7	0.8	0.0	-12.5
Mngt. of Companies & Enterprises	0.7	0.7	0.7	0.0	0.0	Local Government	3.6	3.4	3.8	5.9	-5.3
Admin. & Support & Waste Svcs.	7.5	8.2	7.7	-8.5	-2.6	Local Education	2.4	2.0	2.4	20.0	0.0
Educational & Health Services	20.3	20.4	19.9	-0.5	2.0						
Educational	1.8	1.8	2.0	0.0	-10.0						
Health Care & Social Assistance	18.5	18.6	17.9	-0.5	3.4						
Ambulatory Health Care	7.0	7.0	6.6	0.0	6.1						
Offices of Physicians	3.0	3.0	2.9	0.0	3.4						
Hospitals	2.8	2.7	2.7	3.7	3.7						
Nursing & Residential Care Fac.	4.3	4.3	4.2	0.0	2.4						
Social Assistance	4.4	4.6	4.4	-4.3	0.0						
Leisure & Hospitality	33.7	36.1	33.2	-6.6	1.5						
Arts, Entertainment, & Recreation	2.9	3.4	3.0	-14.7	-3.3						
Accommodation & Food Services	30.8	32.7	30.2	-5.8	2.0						
Accommodation	12.1	13.4	11.7	-9.7	3.4						
Food Serv. & Drinking Places	18.7	19.3	18.5	-3.1	1.1						
Other Services	9.6	10.0	9.6	-4.0	0.0						
Repair & Maintenance	2.9	3.0	3.1	-3.3	-6.5						
TOTAL GOVERNMENT	62.8	59.3	62.4	5.9	0.6						
Federal Government	8.4	8.5	8.2	-1.2	2.4						
State Government	14.3	13.9	14.1	2.9	1.4						
State Govt. Education	5.0	4.5	5.0	11.1	0.0						
Local Government	40.1	36.9	40.1	8.7	0.0						
Local Govt. Education	20.5	15.9	20.2	28.9	1.5						
Hospitals	5.5	5.6	5.6	-1.8	-1.8						

¹Current Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural establishments who worked or received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded. Data are not seasonally adjusted.

*Published in cooperation with the Bureau of Labor Statistics.

(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Nonagricultural Wage and Salary Employment (Continued)

	Employment in Thousands			Percent Change Total Employment	
	Sep03(p)	Aug03(r)	Sep02(b)	Aug 03	Sep 02
				Sep 03	Sep 03
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	21.6	21.5	21.7	0.5	-0.5
TOTAL PRIVATE	18.0	18.2	18.2	-1.1	-1.1
GOODS PRODUCING	8.7	8.9	9.1	-2.2	-4.4
Natural Resources & Mining	6.0	6.1	6.2	-1.6	-3.2
Construction	2.2	2.3	2.4	-4.3	-8.3
Manufacturing	0.5	0.5	0.5	0.0	0.0
SERVICE PROVIDING	12.9	12.6	12.6	2.4	2.4
Trade, Transportation, & Utilities	3.9	3.9	3.8	0.0	2.6
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.5	0.5	0.5	0.0	0.0
Professional & Business Services	1.3	1.4	1.3	-7.1	0.0
Educational & Health Services	0.9	0.9	0.8	0.0	12.5
Leisure & Hospitality	1.7	1.7	1.7	0.0	0.0
Other Services	0.8	0.7	0.8	14.3	0.0
TOTAL GOVERNMENT	3.6	3.3	3.5	9.1	2.9
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	20.5	20.1	20.1	2.0	2.0
TOTAL PRIVATE	16.3	16.4	15.8	-0.6	3.2
GOODS PRODUCING	6.6	6.6	6.5	0.0	1.5
Natural Resources & Mining	3.6	3.7	3.4	-2.7	5.9
Construction	1.9	1.7	1.9	11.8	0.0
Manufacturing	1.1	1.2	1.2	-8.3	-8.3
SERVICE PROVIDING	13.9	13.5	13.6	3.0	2.2
Trade, Transportation, & Utilities	4.3	4.3	4.1	0.0	4.9
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	0.9	0.9	0.9	0.0	0.0
Educational & Health Services	0.9	0.9	0.8	0.0	12.5
Leisure & Hospitality	2.1	2.2	2.0	-4.5	5.0
Other Services	0.6	0.6	0.6	0.0	0.0
TOTAL GOVERNMENT	4.2	3.7	4.3	13.5	-2.3
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	18.4	20.6	18.7	-10.7	-1.6
TOTAL PRIVATE	16.1	18.3	16.5	-12.0	-2.4
GOODS PRODUCING	2.9	3.0	3.0	-3.3	-3.3
Nat. Res., Mining & Construction	2.7	2.8	2.7	-3.6	0.0
Manufacturing	0.2	0.2	0.3	0.0	-33.3
SERVICE PROVIDING	15.5	17.6	15.7	-11.9	-1.3
Trade, Transportation, & Utilities	2.8	3.2	2.9	-12.5	-3.4
Information	0.2	0.3	0.3	-33.3	-33.3
Financial Activities	0.8	0.9	0.8	-11.1	0.0
Professional & Business Services	1.7	1.8	1.6	-5.6	6.2
Educational & Health Services	0.7	0.8	0.7	-12.5	0.0
Leisure & Hospitality	6.6	7.8	6.7	-15.4	-1.5
Other Services	0.4	0.5	0.5	-20.0	-20.0
TOTAL GOVERNMENT	2.3	2.3	2.2	0.0	4.5

State Unemployment Rates September 2003 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.2
Oregon	7.3
Washington	7.0
Alaska	6.8
Michigan	6.8
Illinois	6.6
Texas	6.6
New York	6.3
South Carolina	6.3
California	6.1
District of Columbia	6.0
Louisiana	6.0
North Carolina	6.0
Arizona	5.9
New Mexico	5.9
United States	5.8
Massachusetts	5.7
New Jersey	5.7
Alabama	5.5
Ohio	5.5
Colorado	5.4
Florida	5.4
Arkansas	5.3
Kentucky	5.3
Missouri	5.3
West Virginia	5.2
Mississippi	5.0
Nevada	5.0
Tennessee	5.0
Oklahoma	4.9
Utah	4.9
Wisconsin	4.9
Indiana	4.8
Pennsylvania	4.8
Connecticut	4.6
Georgia	4.6
Idaho	4.5
Kansas	4.5
Rhode Island	4.5
Delaware	4.4
Maine	4.4
Minnesota	4.4
Hawaii	4.3
New Hampshire	4.2
Iowa	4.1
Maryland	4.1
Montana	4.0
Virginia	3.8
Vermont	3.7
Nebraska	3.6
Wyoming	3.4
South Dakota	2.8
North Dakota	2.7

Economic Indicators

by: David Bullard, Senior Economist

“The number of building permits issued for single family homes increased 22.1 percent from September 2002.”

	Sep 2003 (p)	Aug 2003 (r)	Sep 2002 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force ¹	275,986	279,404	269,877	-1.2	2.3
Unemployed	9,458	9,437	9,601	0.2	-1.5
Employed	266,528	269,967	260,276	-1.3	2.4
Wyoming Unemployment Rate/Seasonally Adjusted	3.4%/4.0%	3.4%/4.1%	3.6%/4.2%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	5.8%/6.1%	6.0%/6.1%	5.4%/5.7%	N/A	N/A
U.S. Multiple Jobholders	7,160,000	7,221,000	7,305,000	-0.8	-2.0
As a percent of all workers	5.2%	5.2%	5.3%	N/A	N/A
U.S. Discouraged Workers	388,000	503,000	392,000	-22.9	-1.0
U.S. Part-Time for Economic Reasons	4,455,000	4,377,000	3,929,000	1.8	13.4
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$996.34	\$971.36	\$944.38	2.6	5.5
Average Weekly Hours	44.4	43.5	43.4	2.1	2.3
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$804.61	\$788.92	\$774.81	2.0	3.8
Average Weekly Hours	44.8	44.0	44.3	1.8	1.1
Wyoming Manufacturing Hours & Earnings					
Average Weekly Earnings	\$650.02	\$645.20	\$748.84	0.7	-13.2
Average Weekly Hours	38.9	40.3	41.1	-3.5	-5.4
U.S. Manufacturing Hours & Earnings					
Average Weekly Earnings	\$649.08	\$633.95	\$628.73	2.4	3.2
Average Weekly Hours	40.9	40.2	40.8	1.7	0.2
Wyoming Unemployment Insurance					
Weeks Compensated ²	9,792	10,144	8,659	-3.5	13.1
Benefits Paid	\$2,294,482	\$2,350,929	\$2,001,181	-2.4	14.7
Average Weekly Benefit Payment	\$234.32	\$231.76	\$231.11	1.1	1.4
State Insured Covered Jobs ¹	233,890	232,702	229,761	0.5	1.8
Insured Unemployment Rate	1.1%	1.3%	1.2%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100) - All Items					
Food & Beverages	185.2	184.6	181.0	0.3	2.3
Housing	181.3	180.9	176.9	0.2	2.5
Apparel	185.8	186.1	181.5	-0.2	2.4
Transportation	122.0	117.2	124.6	4.1	-2.1
Medical Care	159.4	158.3	154.0	0.7	3.5
Recreation (Dec. 1997=100)	299.2	298.4	287.7	0.3	4.0
Education & Comm. (Dec. 1997=100)	107.7	107.7	106.2	0.0	1.4
Other Goods & Services	110.9	110.1	109.5	0.7	1.3
Other Goods & Services	299.9	299.6	297.0	0.1	1.0
Producer Prices (1982 to 1984 = 100) - All Commodities	138.5	138.0	132.3	0.4	4.7
Wyoming Building Permits (New Privately Owned Housing Units Authorized)					
Total Units	204	204	245	0.0	-16.7
Valuation	\$33,694,000	\$33,004,000	\$28,099,000	2.1	19.9
Single Family Homes	182	191	149	-4.7	22.1
Valuation	\$31,410,000	\$31,791,000	\$23,262,000	-1.2	35.0
Baker Hughes North American Rotary Rig Count for WY	65	64	43	1.6	51.2

(p) Preliminary. (r) Revised. (b) Benchmarked. ¹Local Area Unemployment Statistics Program Estimates. ²Not Normalized.

Wyoming County Unemployment Rates

by: Brad Payne, Economist

“Most unemployment rates fell slightly from their 2002 levels.”

REGION County	Labor Force			Employed			Unemployed			Unemployment Rate		
	Sep 2003 (p)	Aug 2003 (r)	Sep 2002 (b)	Sep 2003 (p)	Aug 2003 (r)	Sep 2002 (b)	Sep 2003 (p)	Aug 2003 (r)	Sep 2002 (b)	Sep 2003 (p)	Aug 2003 (r)	Sep 2002 (b)
NORTHWEST	47,629	48,428	46,855	45,923	46,728	44,785	1,706	1,700	2,070	3.6	3.5	4.4
Big Horn	5,840	5,702	5,739	5,633	5,523	5,483	207	179	256	3.5	3.1	4.5
Fremont	18,763	18,507	18,383	17,934	17,624	17,386	829	883	997	4.4	4.8	5.4
Hot Springs	2,260	2,271	2,280	2,205	2,222	2,195	55	49	85	2.4	2.2	3.7
Park	16,357	17,495	16,075	15,868	17,036	15,540	489	459	535	3.0	2.6	3.3
Washakie	4,409	4,453	4,378	4,283	4,323	4,181	126	130	197	2.9	2.9	4.5
NORTHEAST	47,625	48,245	46,922	46,141	46,754	45,523	1,484	1,491	1,399	3.1	3.1	3.0
Campbell	22,510	23,004	22,291	21,770	22,219	21,566	740	785	725	3.3	3.4	3.3
Crook	3,036	3,052	3,015	2,951	2,973	2,935	85	79	80	2.8	2.6	2.7
Johnson	4,153	4,270	4,090	4,061	4,176	4,001	92	94	89	2.2	2.2	2.2
Sheridan	14,598	14,648	14,224	14,125	14,196	13,813	473	452	411	3.2	3.1	2.9
Weston	3,328	3,271	3,302	3,234	3,190	3,208	94	81	94	2.8	2.5	2.8
SOUTHWEST	56,610	58,291	55,124	54,632	56,378	53,115	1,978	1,913	2,009	3.5	3.3	3.6
Lincoln	6,887	7,191	6,784	6,579	6,895	6,416	308	296	368	4.5	4.1	5.4
Sublette	3,766	3,858	3,671	3,665	3,771	3,582	101	87	89	2.7	2.3	2.4
Sweetwater	20,521	20,341	19,666	19,825	19,641	18,900	696	700	766	3.4	3.4	3.9
Teton	13,547	15,131	13,330	13,235	14,815	13,111	312	316	219	2.3	2.1	1.6
Uinta	11,889	11,770	11,673	11,328	11,256	11,106	561	514	567	4.7	4.4	4.9
SOUTHEAST	73,985	73,496	72,053	71,722	71,216	69,875	2,263	2,280	2,178	3.1	3.1	3.0
Albany	18,963	17,894	18,265	18,639	17,576	17,970	324	318	295	1.7	1.8	1.6
Goshen	6,059	6,120	6,048	5,887	5,917	5,865	172	203	183	2.8	3.3	3.0
Laramie	43,321	43,828	42,129	41,729	42,265	40,639	1,592	1,563	1,490	3.7	3.6	3.5
Niobrara	1,171	1,201	1,207	1,150	1,180	1,173	21	21	34	1.8	1.7	2.8
Platte	4,471	4,453	4,404	4,317	4,278	4,228	154	175	176	3.4	3.9	4.0
CENTRAL	50,136	50,946	48,923	48,110	48,892	46,978	2,026	2,054	1,945	4.0	4.0	4.0
Carbon	8,202	8,273	8,025	7,869	7,979	7,787	333	294	238	4.1	3.6	3.0
Converse	6,356	6,485	6,340	6,133	6,248	6,089	223	237	251	3.5	3.7	4.0
Natrona	35,578	36,188	34,558	34,108	34,665	33,102	1,470	1,523	1,456	4.1	4.2	4.2
STATEWIDE	275,986	279,404	269,877	266,528	269,967	260,276	9,458	9,437	9,601	3.4	3.4	3.6
Statewide Seasonally Adjusted										4.0	4.1	4.2
U.S.....										5.8	6.0	5.4
U.S. Seasonally Adjusted.....										6.1	6.1	5.7

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/03. Run Date 10/03.
Data are not seasonally adjusted except where otherwise specified.

(p) Preliminary. (r) Revised. (b) Benchmarked.

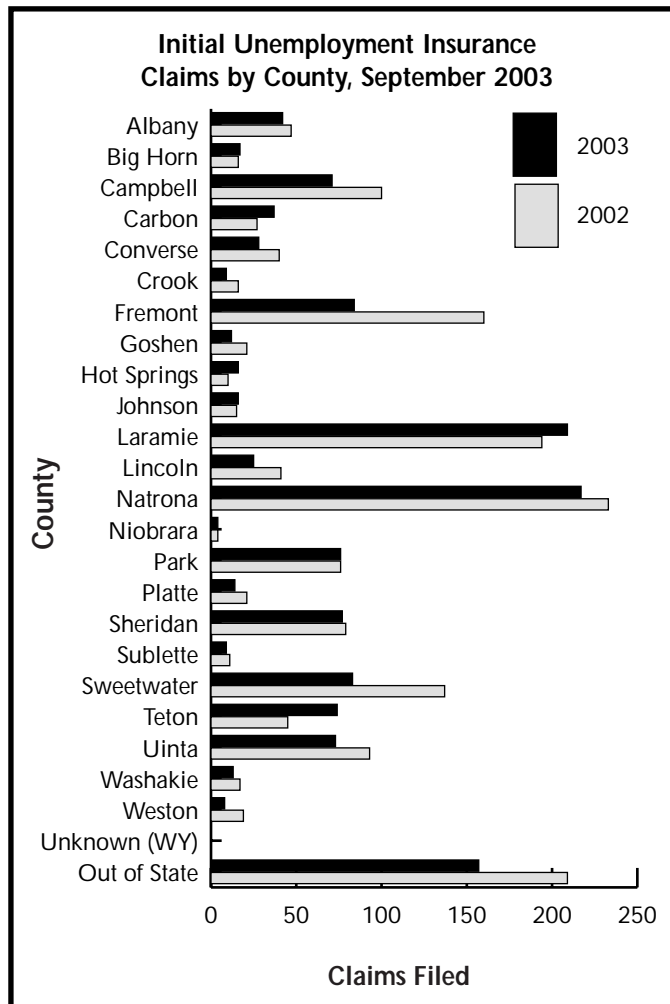
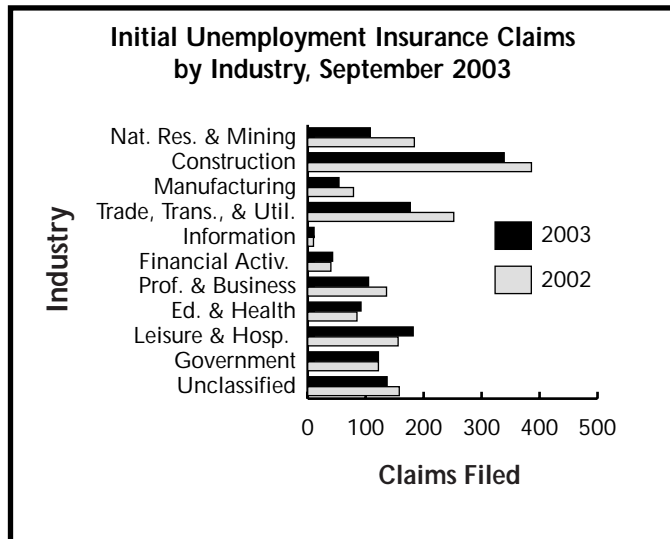
NOTE: The Current Population Survey (CPS) estimated the 2002 annual average Wyoming unemployment rate at 4.2 percent.

The 90 percent confidence interval for this estimate suggests that in 9 of 10 cases, the interval 3.7 to 4.7 percent would contain the actual rate.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Research Analyst

“Statewide initial claims declined 15.9 percent compared to September 2002. This was the largest over-the-year percentage decline since July 2001.”



	Claims Filed			Percent Change	
	Sep 03	Aug 03	Sep 02	Aug 03	Sep 02
WYOMING STATEWIDE					
TOTAL CLAIMS FILED	1,370	1,291	1,629	6.1	-15.9
TOTAL GOODS PRODUCING	501	452	649	10.8	-22.8
Natural Resources and Mining	108	92	184	17.4	-41.3
Mining	97	73	172	32.9	-43.6
Oil & Gas Extraction	26	6	16	333.3	62.5
Construction	339	281	386	20.6	-12.2
Manufacturing	54	79	79	-31.6	-31.6
TOTAL SERVICE PROVIDING	634	608	724	4.3	-12.4
Trade, Trans., Warehousing, & Util.	177	192	252	-7.8	-29.8
Wholesale Trade	30	27	30	11.1	0.0
Retail Trade	94	119	148	-21.0	-36.5
Trans., Warehousing, & Utilities	53	46	74	15.2	-28.4
Information	11	15	10	-26.7	10.0
Financial Activities	43	44	40	-2.3	7.5
Professional & Business Services	105	125	136	-16.0	-22.8
Educational & Health Services	92	85	85	8.2	8.2
Leisure & Hospitality	182	119	156	52.9	16.7
Other Services	24	28	45	-14.3	-46.7
TOTAL GOVERNMENT	122	124	122	-1.6	0.0
Federal Government	48	42	44	14.3	9.1
State Government	17	24	24	-29.2	-29.2
Local Government	57	58	54	-1.7	5.6
Local Education	13	21	25	-38.1	-48.0
UNCLASSIFIED	113	107	134	5.6	-15.7

LARAMIE COUNTY					
TOTAL CLAIMS FILED	208	179	192	16.2	8.3
TOTAL GOODS PRODUCING	57	37	43	54.1	32.6
Construction	45	31	25	45.2	80.0
TOTAL SERVICE PROVIDING	111	104	120	6.7	-7.5
Trade, Trans., Warehousing, & Util.	33	33	48	0.0	-31.3
Financial Activities	4	7	11	-42.9	-63.6
Professional & Business Services	15	27	19	-44.4	-21.1
Educational & Health Services	23	12	25	91.7	-8.0
Leisure & Hospitality	27	15	13	80.0	107.7
TOTAL GOVERNMENT	30	27	21	11.1	42.9
UNCLASSIFIED	10	11	8	-9.1	25.0

NATRONA COUNTY					
TOTAL CLAIMS FILED	215	210	232	2.4	-7.3
TOTAL GOODS PRODUCING	79	82	108	-3.7	-26.9
Construction	50	55	70	-9.1	-28.6
TOTAL SERVICE PROVIDING	115	109	108	5.5	6.5
Trade, Trans., Warehousing, & Util.	34	31	34	9.7	0.0
Financial Activities	9	10	9	-10.0	0.0
Professional & Business Services	20	20	26	0.0	-23.1
Educational & Health Services	23	24	15	-4.2	53.3
Leisure & Hospitality	23	14	9	64.3	155.6
TOTAL GOVERNMENT	9	11	6	-18.2	50.0
UNCLASSIFIED	12	8	10	50.0	20.0

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

by: Douglas W. Leonard, Research Analyst

“Statewide continued weeks claimed declined 11.4 percent over-the-month and 2.2 percent over-the-year. This was the largest over-the-year percentage decrease since September 2001.”

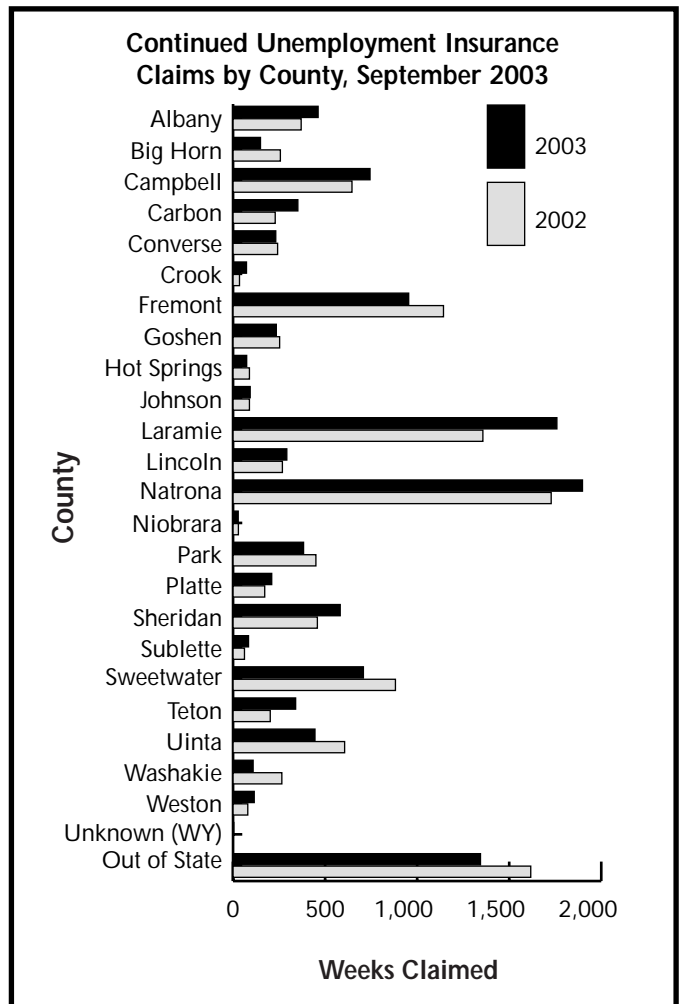
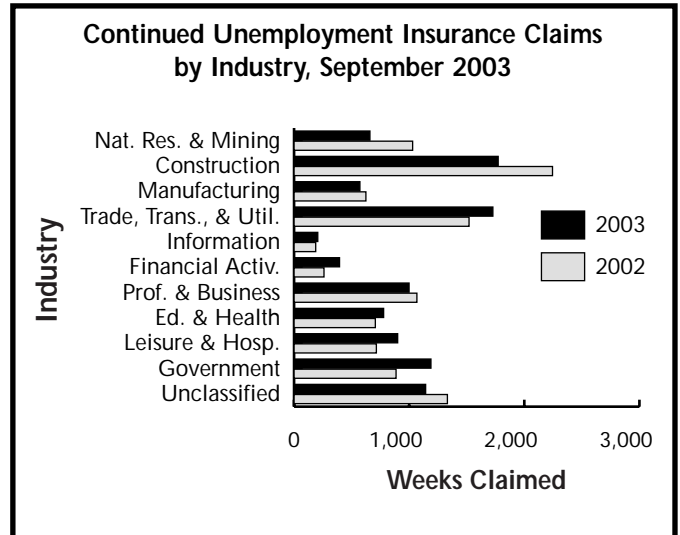
WYOMING STATEWIDE	Weeks Claimed			Percent Change	
	Sep 03	Aug 03	Sep 02	Aug 03	Sep 03
TOTAL WEEKS CLAIMED	10,341	11,672	10,573	-11.4	-2.2
TOTAL UNIQUE CLAIMANTS	3,273	3,554	3,375	-7.9	-3.0
TOTAL GOODS PRODUCING	3,004	3,465	3,899	-13.3	-23.0
Natural Resources and Mining	659	703	1,030	-6.3	-36.0
Mining	581	613	961	-5.2	-39.5
Oil & Gas Extraction	61	65	142	-6.2	-57.0
Construction	1,773	2,068	2,245	-14.3	-21.0
Manufacturing	572	694	624	-17.6	-8.3
TOTAL SERVICE PROVIDING	5,281	5,783	4,803	-8.7	10.0
Trade, Trans., Warehousing, & Util.	1,727	1,845	1,520	-6.4	13.6
Wholesale Trade	393	392	270	0.3	45.6
Retail Trade	975	1,037	972	-6.0	0.3
Trans., Warehousing, & Utilities	359	416	278	-13.7	29.1
Information	206	215	188	-4.2	9.6
Financial Activities	395	373	260	5.9	51.9
Professional & Business Services	999	970	1,067	3.0	-6.4
Educational & Health Services	778	965	706	-19.4	10.2
Leisure & Hospitality	900	1,037	715	-13.2	25.9
Other Services	276	378	347	-27.0	-20.5
TOTAL GOVERNMENT	1,189	1,418	886	-16.1	34.2
Federal Government	226	208	171	8.7	32.2
State Government	214	199	165	7.5	29.7
Local Government	749	1,011	550	-25.9	36.2
Local Education	273	391	291	-30.2	-6.2
UNCLASSIFIED	867	1,006	985	-13.8	-12.0

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,578	1,762	1,265	-10.4	24.7
TOTAL UNIQUE CLAIMANTS	487	524	408	-7.1	19.4
TOTAL GOODS PRODUCING	278	333	292	-16.5	-4.8
Construction	226	276	210	-18.1	7.6
TOTAL SERVICE PROVIDING	986	1,122	762	-12.1	29.4
Trade, Trans., Warehousing, & Util.	320	358	203	-10.6	57.6
Financial Activities	72	75	47	-4.0	53.2
Professional & Business Services	227	259	189	-12.4	20.1
Educational & Health Services	112	105	126	6.7	-11.1
Leisure & Hospitality	151	161	77	-6.2	96.1
TOTAL GOVERNMENT	248	233	146	6.4	69.9
UNCLASSIFIED	66	74	65	-10.8	1.5

NATRONA COUNTY

TOTAL WEEKS CLAIMED	1,715	1,896	1,647	-9.5	4.1
TOTAL UNIQUE CLAIMANTS	547	575	508	-4.9	7.7
TOTAL GOODS PRODUCING	550	592	538	-7.1	2.2
Construction	298	316	278	-5.7	7.2
TOTAL SERVICE PROVIDING	997	1,118	970	-10.8	2.8
Trade, Trans., Warehousing, & Util.	290	311	318	-6.8	-8.8
Financial Activities	86	88	64	-2.3	34.4
Professional & Business Services	168	167	215	0.6	-21.9
Educational & Health Services	174	216	169	-19.4	3.0
Leisure & Hospitality	170	196	101	-13.3	68.3
TOTAL GOVERNMENT	116	133	73	-12.8	58.9
UNCLASSIFIED	52	53	66	-1.9	-21.2



Wyoming Department of Employment
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