

WYOMING DEPARTMENT OF EMPLOYMENT

EMPLOYEE BENEFITS IN WYOMING: 2000

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Employee Benefits in Wyoming: 2000

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Section I: Purpose

This publication complements the Occupational Employment Statistics (OES) wage survey Research & Planning (R&P) conducts on an annual basis and assists employers and employees in determining whether or not they are providing and receiving competitive compensation (wages and benefits).¹ Employee benefits include paid leave, insurance, retirement plans and miscellaneous benefits. The questionnaires were mailed quarterly to identify trends, and updates on quarterly observations can be found in *Wyoming Labor Force Trends*.² We thank all 970 employers who responded to the study and helped us make it a success.

Section II: Results in Brief

Prior to our Wyoming Employee Benefits Program there were no data available regarding benefits solely for the State of Wyoming. The Bureau of Labor Statistics (BLS) conducts a national Employee Benefits Survey of small private establishments in even years and medium and large private establishments in odd years. The BLS survey is only collected at one point in time, unlike the Wyoming program which is collected quarterly. Quarterly collection will enable us to see seasonal changes in the data. The Unemployment Insurance (UI) Covered Employment database allows R&P to select a representative sample regarding this information and make it available to the public. Since this is a mail survey it can be conducted at a relatively low cost, unlike the BLS survey which is conducted through personal visits and phone contact.

We present survey results in two different ways:

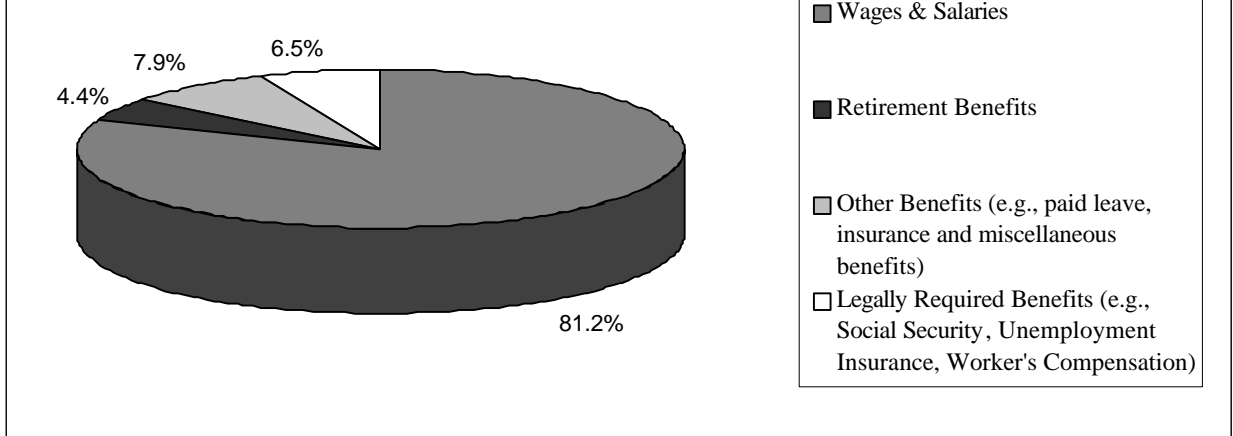
1. what percent of employers offer benefits, and
2. what percent of employees are offered benefits.

The kind and number of benefits a company offered or an employee received in 2000 were associated largely with the industry, company size and geographic region in which the company was located. The full- or part-time status of the employee is associated with making benefits available to employees. 97.1 percent of full-time employees in Government receive paid holidays but only 47.5 percent of full-time employees in Construction receive that same benefit. In companies with more than 100 employees, 99.4 percent of full-time employees are offered health insurance compared to 74.5 percent of full-time employees in companies with fewer than 5 employees. 77.8 percent of full-time employees in the Southwest Region of the state received paid sick leave compared to only 58.3 percent of employees in the Central Region. In Wyoming, total compensation was comprised of 81.2 percent for wages and salaries and 18.8 percent for benefits in 1999 (see Figure 1, p. 2).

Section III: Introduction

Rising healthcare costs and the controversy surrounding the future of Social Security place increased importance on benefits such as employer provided health insurance and retirement plans. A serious illness can be financially devastating to anyone lacking health insurance. Many people do not want to rely exclusively on Social Security when it comes to their retirement. Thus, employer provided benefits may be a major reason why certain employers are more attractive to workers than others. This is a concern for employers. Many employers have difficulty attracting and retaining employees.³ Employees understand that wages and salaries alone do not describe all the compensation they may receive. When comparing different employers, they also take into account the benefits the employer offers. A lower wage or salary may be offset by a more generous benefits package. Policymakers are also concerned with employee benefits. They have voiced concerns about the lack of health insurance in

**Figure 1: Wyoming Compensation Costs, 1999
(as a percentage of total compensation)**



this country and the strain retired baby boomers will put on the Social Security system.

This publication describes the kind of benefits employees can expect to receive in different industries, regions and among companies of varying sizes in Wyoming. We also look at benefit costs as a percentage of total compensation and compare this number to a neighboring state, South Dakota, and the U.S. as a whole.

Section IV: Review of the Literature

Survey research and benefits publications were reviewed for this study. To learn more about how to do survey research we consulted Fink and Kosecoff's book *How to Conduct Surveys: A Step-by-Step Guide* and Fowler's *Improving Survey Questions: Design and Evaluation*.⁴

In order to keep up with changes regarding benefits in the U.S., we read many publications by the Bureau of Labor Statistics such as *Monthly Labor Review, Compensation and Working Conditions*, and their news releases regarding employee compensation costs.⁵ All these publications can be found at <http://www.bls.gov>.

We also reviewed publications regarding employee benefits from other states such as North Dakota, South Dakota, South Carolina and New Hampshire.⁶ Each of these states has conducted their own benefits survey. Unfortunately, they are not all carried out in the same way, and it is therefore difficult to make meaningful comparisons between states.

Section V: Developing the Benefits Program

While working on the 2000 Employee Benefits questionnaire, we kept the desired results in mind. We also took a close look at our 1999 pilot study, which can be found at <http://lmi.state.wy.us/benefits/bentoc.htm>, to see what worked and what did not.

The major problem with the 1999 pilot study was the question regarding the cost of providing benefits. Respondents were unable to calculate their benefit costs as a percentage of total compensation. We therefore consulted Internal Revenue Service (IRS) and state tax forms to see what kind of reporting employers were required to do. The employers' record keeping should then complement these requirements. We concluded that if we asked the employer for data or information that they have to provide to other agencies, it should be easy for the employer to report them to us as well. For example, we found that employers have to report their retirement costs separately from other benefits on their income tax return. Employers are also obligated to report Social Security, wages and unemployment insurance. Then, we came up with questions for the employers for the 2000 study (see Appendix B). What were your annual wages? What was the cost of your retirement benefits? What was the cost of your legally required benefits? What was the cost of your other benefits? We also asked the employer what percentage they paid on insurance benefits and retirement plans to determine who is paying most of the cost associated with benefits, the employer or employee. From there, we calculated the percentage cost of benefits ourselves. Nevertheless, only 64.1 percent of the respondents answered the questions regarding benefit costs. The questions still caused difficulties for employers, because we had asked for a break down of the cost of providing benefits by full- and part-time employment.

Section VI: Drawing the Sample

A stratified random sample of 400 companies was selected each quarter to receive the questionnaire for a total of 1,600 companies for the year. We conducted the benefits survey quarterly to identify any trends in the incidence of benefits.

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

Companies that had previously been sampled were also excluded from the sample. We added the following data fields: average employment, employment size class, industry by major division and region.⁷ The employment size class size is determined by an employers' average employment in the quarter we sampled. The employers were divided into six different employment size classes (see Table 1, page 4). The industry by major division was determined by the Standard Industrial Classification (SIC) code assigned to that employer (see Figure 2, page 4). The region is determined by the county code assigned by the Wyoming Department of Employment (see Map, page A-1).

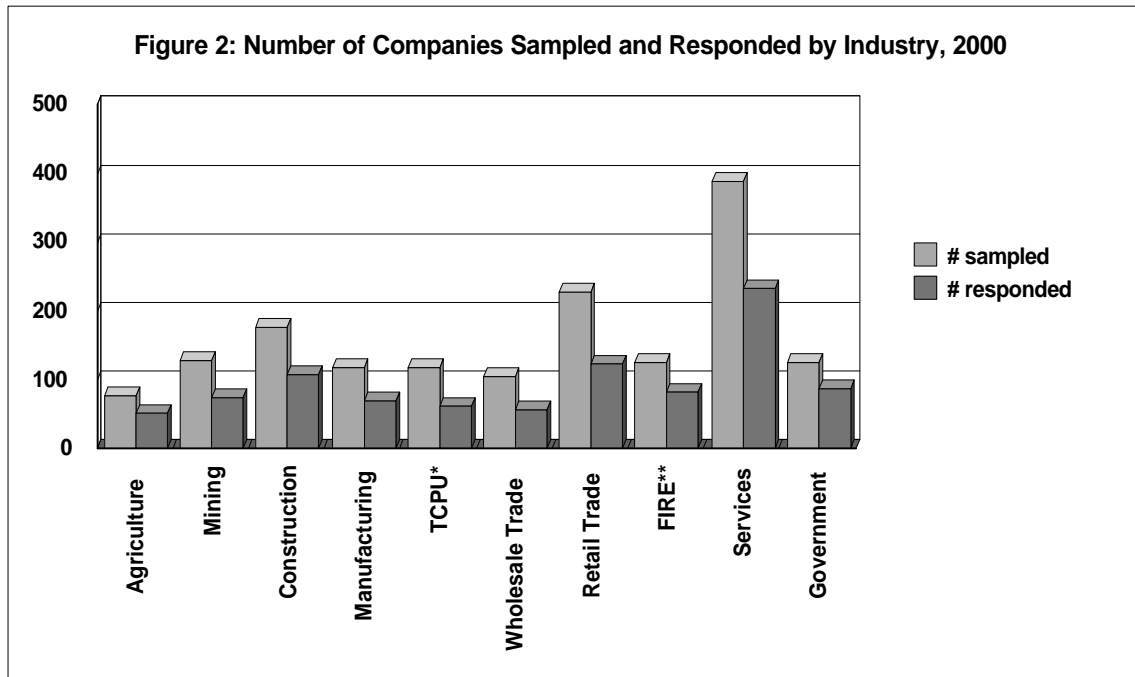
We then selected a random sample stratified by employment size class, industry and region for companies with 1-99 employees. Each quarter, we sampled 25 percent of the companies with 100 or more employees; by the end of the year, all 274 large employers had been sampled. This was necessary to get an adequate sample because of the small number of large employers in Wyoming. Large employers are therefore proportionally overrepresented in our study.

Section VII: Program Improvements

We further revised the questionnaire for 2001 to more clearly identify what kind of retirement benefits employers offer and who is paying for them. This area seemed to cause problems for employers in 2000. Employers often included Workers' Compensation in Disability Insurance. This

Table 1: Employment Size Class

Size Class	# of Employees
1	1-4
2	5-9
3	10-19
4	20-49
5	50-99
6	100+



* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

question was not intended to include legally required benefits (see Appendix B, p. B-3), so an explanation was added.

In the 1999 pilot survey, employers were asked to separate employees into broad occupational groups when reporting benefits. In 2000, we revised the survey to distinguish between full- and part-time employment instead of broad occupational groups. This revision resulted in problems for employers who had trouble separating wages and cost of benefits for full-time and part-time employees. They often just reported one number for both. Therefore, we added full-time and part-time wages and benefits costs together for the employers who separated those numbers. This was necessary to have an adequate response to report. We then reported only one percentage for full- and part-time employees combined. Any incomplete responses to the last four questions regarding the cost of providing benefits were discarded because they would have distorted survey results. To improve the 2001 survey, employers do not have to separate the benefits of full- and part-time employees unless there is a difference in the amount of benefits received.

To further improve the results, the sample size has been increased to 500 employers in each quarter of 2001. In spite of the larger sample size, we are hoping to increase our response rate to 65 percent for 2001.

Section VIII: Results

The overall response rate for the survey in 2000 was 60.1 percent, or 970 employers out of 1,600 surveyed. These 970 companies employed a total of 35,334 employees. Of those, 79.6 percent were employed full-time and 20.4 percent part-time (see Figure 6, page A-11). Managerial and professional employees held 24.7 percent of those jobs, clerical and technical employees 25.6 percent and production, service and maintenance employees 49.7 percent (see Figure 7, page A-11). Additionally, Figures 3, 4, and 5 show response rates by employer size class, region and industry. The response rate by size class indicates that small employers are more likely to reply than larger employers. Statewide employers are much less likely to respond to the questionnaire than any other employers. The response rate by industry shows that Government employers are the most likely to respond.

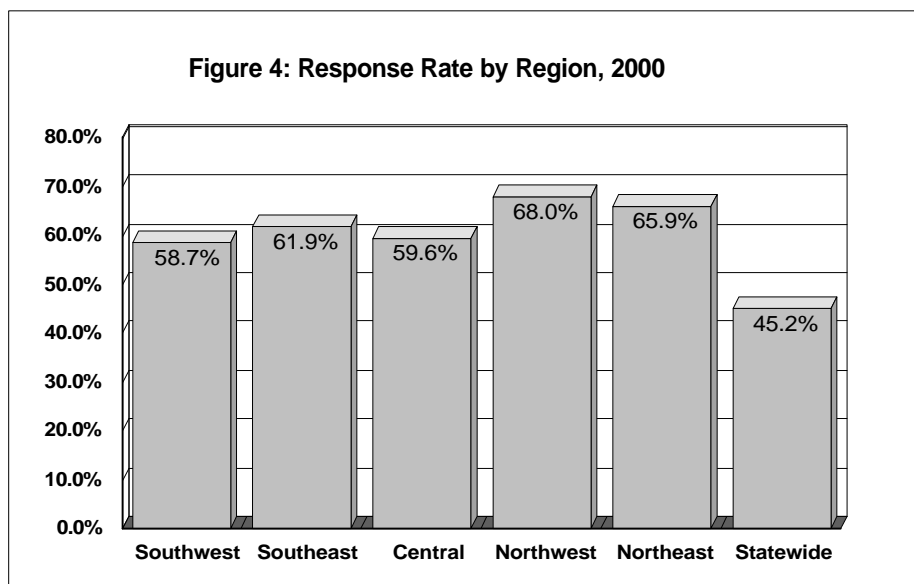
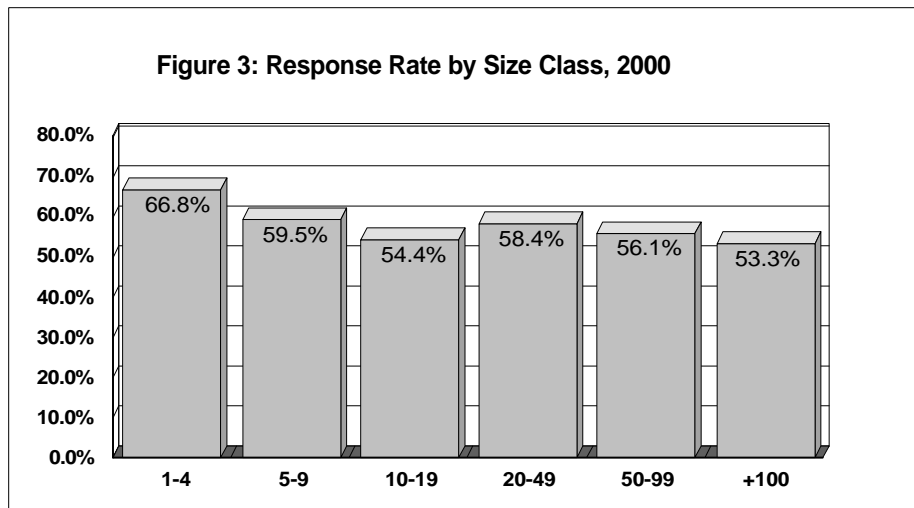
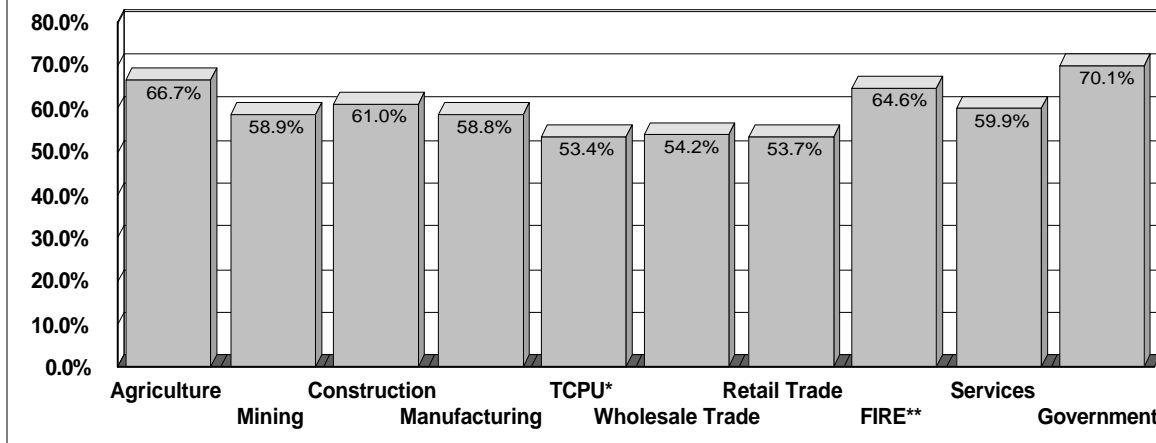


Figure 5: Response Rate by Industry, 2000



* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

The results were weighted by response rate for each industry to adjust for non-response. They were also weighted against employment for each industry as estimated in the Current Employment Statistics (CES). For agricultural employees, we used UI Covered Employment data, because CES does not include Agriculture. This was done to account for employment differences in our sample. In order to adjust for differences in employing units in each industry, we weighted our sample by units reported for each industry to UI Covered Employment and also by response rate.

The three benefits employers most frequently offered to full-time employees were paid vacation (75.7%), health insurance (66.1%) and paid holidays (65.0%); see Table 2, p. A-2. The average number of paid vacation days after one year of employment and paid holidays were 9.9 and 8.5 days (see Table 11, p. A-10) for full-time employees. To their part-time employees, they most often offered a Christmas bonus (36.3%), employee discount (35.0%) and paid jury duty leave (27.6%); see Table 2, p. A-2.

The three benefits full-time employees most often received were health insurance (94.7%), paid vacation (92.9%) and dependent health insurance (91.2%); see Table 6, p. A-6. Part-time employees were offered employee discounts (44.3%), uniforms (42.7%) and paid jury duty leave (36.9%) most often (see Table 6, p. A-6). Keep in mind that the survey only asked if the employees were offered certain benefits. This does not mean that they actually elect to receive the benefits. This holds especially true for benefits where the employee may have to share some of the cost with the employer, such as health insurance. The analysis of the survey showed that employers on average pay 83.8 percent of the health insurance cost. For dependent health insurance the average was 58.1 percent (see Table 10, p. A-10).

Analyzing benefits paid to employees by industry reveals that employees in Government, Mining and Finance, Insurance, & Real Estate (FIRE) are most likely to receive benefits. The least likely to receive benefits are employees in Agriculture, Construction and

Retail Trade (see Table 7, p. A-7). For example, 97.1 percent of full-time employees in Government receive paid holidays compared to only 72.1 percent of full-time employees in Retail Trade. If we compare this to the employers who pay benefits, we see a different picture. Government and FIRE are still most likely to pay benefits but Mining is replaced by Wholesale Trade, indicating there are more large employers in Mining and more small employers in Wholesale Trade (see Table 3, p. A-3).

There appears to be a relationship between benefits and firm size.⁸ For example, 99.4 percent of full-time employees in companies with 100 or more employees receive health insurance compared to only 74.5 percent of full-time employees in companies with one to four employees (see Table 8, p. A-8). The same is true for employers. Health insurance was offered to full-time employees by 44.3 percent of companies with one to four employees and by 98.6 percent of companies with 100 or more employees (see Table 4, p. A-4). It may seem odd that the percentage of employees in firms with one to four employees receiving benefits is, in many cases, higher than the percentage of employees in firms with five to nine employees. However, firm size is determined by the number of employees a company has in Wyoming and not by the number of employees a company has nationwide. For example, well known national companies with 100 or more employees nationwide may have only one or two representatives in Wyoming. Therefore, readers should exercise caution when comparing benefits across firm size.

The regional analysis (see Map, p. A-1) shows that employees working for companies that are Statewide are the most likely to receive benefits (see Table 5, p. A-5), because 82.2 percent of those companies have 100 or more employees.⁹ Larger companies are more likely to pay benefits. Employees in the Central Region are the least likely to receive benefits, due to a large percentage of companies with one to four employees and a low percentage of employers that have 100 or more employees. Keep in mind, however, that employees may live and work in the Central Region but work for a company that is classified as Statewide.

On the other hand, Table 5 shows that a large percentage of companies in the Central Region do offer benefits. Since these did not add up to many workers receiving benefits, these companies must have fewer workers. This confirms that many of the companies in the Central Region are small or classified as Statewide.

How much did employers spend on benefits as a percentage of total compensation in 1999? Our study showed that 18.8 percent of total compensation went to paying benefits in the year 1999 (see Figure 1, p. 2). Comparatively, the cost of benefits estimated by the BLS for the U.S. was 27 percent of total compensation.¹⁰ South Dakota, a neighboring state that conducts an employer benefits survey, reported the cost of benefits at 22.1 percent.¹¹ In our questionnaire, employers were asked to separate compensation by wages and salaries, costs for retirement plans, legally required benefits (e.g., Social Security and Workers' Compensation) and all other benefits. Figure 3 (see page 5) illustrates the breakout by percentage of total compensation for these different benefit groups.

Section IX: Conclusion

Full-time employees are much more likely than part-time employees to receive benefits. Employees in larger companies are also at an advantage when it comes to being offered benefits, as are employees who work in certain industries such as Government, FIRE and Mining. The cost of providing benefits as a percentage of total compensation was 18.8 percent in Wyoming for the year 1999.

The Employee Benefits Program will be continued for the year 2001 with some slight revisions. This will enable us to develop a meaningful time series to see developing trends in benefit costs.

Notes

¹Wyoming Department of Employment, Research & Planning, *Wyoming Wage Survey*, March 2001.

²Carola Cowan, "Employee Benefits Survey: Compensation Revisited," *Wyoming Labor Force Trends*, August 2000, pp. 1-8; Carola Cowan, "Compensation Costs in Wyoming," *Wyoming Labor Force Trends*, December 2000, pp. 1-9.

³Craig Radden Henderson, "Retention of Wyoming's Labor Force: Holding on to Households," *Wyoming Labor Force Trends*, February 2001, pp. 1-13.

⁴Arlene Fink and Jacqueline Kosecoff, *How to Conduct Surveys: A Step-by-Step Guide*, 1998. Floyd J. Fowler Jr., *Improving Survey Questions: Design and Evaluation*, 1995.

⁵U.S. Bureau of Labor Statistics, "Employer Costs for Employee Compensation-March 2000," *News Release*, June 29, 2000.

⁶Job Service North Dakota, Labor Market Information, *North Dakota Benefits Survey 2000*, 2000; South Dakota Department of Labor, Labor Market Information Center, *South Dakota Benefits Publication*, February 2000; South Carolina Employment Security Commission, *1999 South Carolina Employer Practices and Benefits Survey*, February 2000; New Hampshire Employment Security, Economic and Labor Market Information Bureau, *Childcare 2000: A Survey of New Hampshire Employers*, July 2000.

⁷The employment size class is determined by the average employment a company reports in Wyoming.

⁸U.S. Bureau of Labor Statistics, "Employer Costs for Employee Compensation-March 2000," Table 8, p. 13. This table shows the relationship between employee benefits and firm size.

⁹Statewide refers to employers that have employees in more than one county.

¹⁰U.S. Bureau of Labor Statistics.

¹¹South Dakota Department of Labor, Labor Market Information Center, *South Dakota Benefits Publication*, 2000.

Appendix A

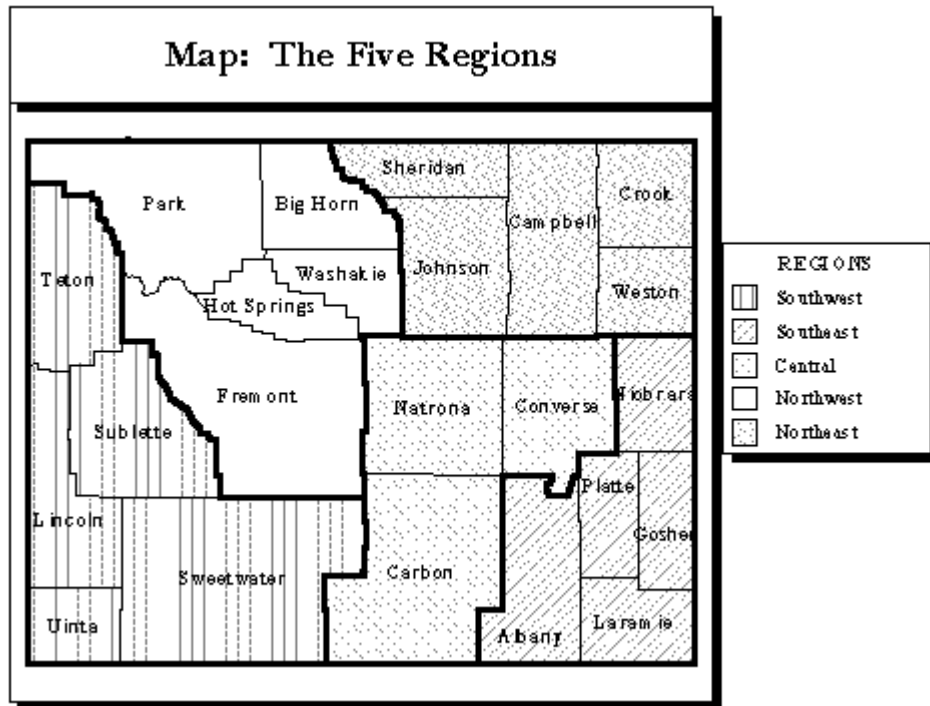


Table 2: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming, 2000

<u>Benefit Type</u>	<u>Full-Time</u>	<u>Part-Time</u>
Child Care	2.4%	2.0%
Christmas Bonus	48.5	36.3
Dental Plan	48.2	11.5
Dependent Health Insurance	58.5	12.2
Disability Insurance	27.9	8.0
Educational Assistance	29.8	10.8
Employee Discounts	37.7	35.0
Health Insurance	66.1	13.8
Life Insurance	50.6	12.5
Long-Term Disability	21.9	5.2
Maternity Leave	6.4	2.0
Paid Funeral or Bereavement Leave	41.9	15.7
Paid Holidays	65.0	19.9
Paid Jury Duty Leave	51.1	27.6
Paid Personal Leave	20.3	5.4
Paid Sick Leave	46.6	13.1
Paid Vacation	75.7	19.8
Paternity Leave	3.3	1.4
Profit Sharing	15.8	5.3
Retirement Plan	48.4	20.5
Tool Allowance	8.0	2.7
Uniform	26.4	19.2
Vision Plan	19.0	6.0
Wellness Program	13.2	6.2

Table 3: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2000

Benefit	Industry									
	Agriculture	Mining	Construction	Manufacturing	ICPU*	Wholesale Trade	Retail Trade	Services	Government	
Full-Time Employees										
Child Care	0.0%	0.0%	0.0%	3.3%	2.2%	0.0%	1.3%	0.0%	3.0%	6.3%
Christmas Bonus	59.1	50.0	58.0	58.1	48.9	66.7	51.6	60.7	49.0	13.4
Dental Plan	23.8	50.0	34.8	51.6	55.3	57.6	32.1	55.2	44.6	83.2
Dependent Health Insurance	38.1	66.7	57.1	66.7	60.9	72.9	38.1	65.5	52.5	88.5
Disability Insurance	22.7	33.3	18.2	36.7	38.3	32.8	13.4	42.1	23.8	50.0
Educational Assistance	23.8	33.3	13.5	41.4	31.1	38.6	14.2	49.1	31.3	47.7
Employee Discounts	33.3	0.0	24.5	56.7	15.6	50.0	39.8	39.8	39.3	16.1
Health Insurance	50.0	66.7	60.5	76.7	73.3	80.0	45.3	78.9	62.0	92.1
Life Insurance	31.8	66.7	40.2	56.7	57.4	61.7	34.6	62.1	43.8	83.9
Long-Term Disability	10.0	33.3	10.9	27.6	23.9	29.8	11.8	33.3	20.4	40.7
Maternity Leave	4.8	0.0	0.9	6.5	6.5	7.0	3.8	12.3	8.1	9.0
Paid Funeral or Bereavement Leave	36.4	50.0	18.6	41.4	34.0	47.5	27.4	70.2	35.1	84.8
Paid Holidays	54.5	50.0	39.5	73.3	71.7	83.3	46.0	91.4	64.3	93.8
Paid Jury Duty Leave	45.5	50.0	27.5	41.4	30.4	62.7	35.7	84.5	46.3	92.8
Paid Personal Leave	10.0	25.0	7.1	13.3	17.4	18.3	6.2	26.3	20.4	55.0
Paid Sick Leave	36.4	33.3	18.4	35.5	31.3	65.0	26.4	78.3	45.7	91.3
Paid Vacation	66.7	75.0	59.3	77.4	76.6	95.0	65.8	91.2	73.6	92.9
Paternity Leave	0.0	0.0	0.0	3.2	2.2	1.7	0.0	7.1	6.1	6.4
Profit Sharing	9.5	33.3	18.9	29.0	17.4	30.5	17.0	23.2	13.1	0.9
Retirement Plan	23.8	50.0	38.9	56.7	57.4	59.3	28.0	58.6	43.8	82.1
Tool Allowance	23.8	25.0	15.2	23.3	11.1	7.0	7.5	3.4	5.1	8.3
Uniform	23.8	25.0	15.2	23.3	28.9	33.9	46.1	8.6	21.5	24.5
Vision Plan	0.0	33.3	17.9	23.3	23.9	20.0	8.8	16.4	16.7	39.4
Wellness Program	0.0	25.0	7.2	20.0	13.3	11.9	6.5	8.8	11.8	34.5
Part-Time Employees										
Child Care	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	3.8%	5.1%
Christmas Bonus	42.1	50.0	34.2	47.8	37.8	51.4	42.0	57.9	37.9	8.2
Dental Plan	0.0	0.0	10.3	9.1	5.6	7.9	3.1	15.8	15.3	23.3
Dependent Health Insurance	0.0	0.0	10.1	17.4	2.6	2.6	8.8	12.8	13.3	26.4
Disability Insurance	0.0	0.0	10.1	9.5	13.2	2.6	3.7	10.8	8.5	11.9
Educational Assistance	5.3	0.0	6.8	9.1	18.9	2.8	3.2	18.4	12.0	21.6
Employee Discounts	30.0	0.0	18.9	40.9	15.8	43.2	56.1	37.8	37.7	13.1
Health Insurance	0.0	0.0	10.3	17.4	5.3	7.9	10.0	13.2	15.3	27.1
Life Insurance	5.0	0.0	10.1	13.6	12.8	2.6	6.2	13.2	12.4	29.4
Long-Term Disability	0.0	0.0	2.7	5.0	5.3	2.6	2.0	5.6	7.5	10.1
Maternity Leave	0.0	0.0	0.0	0.0	2.7	0.0	1.2	5.4	3.1	3.8
Paid Funeral or Bereavement Leave	5.0	0.0	6.5	9.1	7.7	8.8	10.1	30.6	14.4	38.6
Paid Holidays	0.0	0.0	9.0	17.4	13.2	16.7	13.6	28.2	24.3	33.3
Paid Jury Duty Leave	10.0	0.0	12.5	18.2	13.2	34.3	19.0	44.1	28.3	53.0
Paid Personal Leave	0.0	0.0	1.3	0.0	0.0	2.8	0.0	5.4	4.9	20.8
Paid Sick Leave	0.0	0.0	1.3	0.0	0.0	8.3	6.9	23.1	14.9	36.2
Paid Vacation	0.0	0.0	10.0	9.1	10.3	11.4	14.8	25.6	28.9	30.2
Paternity Leave	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3	2.5	3.9
Profit Sharing	0.0	0.0	6.7	9.1	5.4	8.3	3.9	18.4	5.0	0.0
Retirement Plan	10.5	0.0	9.0	18.2	17.5	22.5	11.0	28.2	22.9	40.4
Tool Allowance	20.0	0.0	9.6	0.0	2.7	2.8	1.3	5.3	0.6	4.1
Uniform	0.0	0.0	9.6	13.0	15.8	27.0	30.8	5.3	18.8	13.3
Vision Plan	0.0	0.0	7.8	4.5	5.1	2.6	3.1	5.1	6.1	12.7
Wellness Program	0.0	0.0	1.4	4.5	2.7	2.8	3.2	5.3	5.7	19.4

* Transportation, Communications, & Public Utilities
 ** Finance, Insurance, & Real Estate

Table 4: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Firm Size, 2000

Benefit	Number of Employees					100±
	1-4	5-9	10-19	20-49	50-99	
Full-Time Employees						
Child Care	1.1%	0.7%	4.3%	2.0%	3.1%	4.4%
Christmas Bonus	47.3	61.9	52.7	62.2	40.9	28.7
Dental Plan	28.8	32.9	44.2	49.0	78.8	90.5
Dependent Health Insurance	34.2	43.0	61.7	72.0	89.1	96.3
Disability Insurance	16.5	17.1	19.4	31.3	40.0	59.3
Educational Assistance	22.3	19.5	23.7	41.2	36.4	47.1
Employee Discounts	30.5	39.6	42.1	49.5	34.8	39.6
Health Insurance	44.3	57.1	67.4	74.3	93.8	98.6
Life Insurance	26.2	35.7	44.7	63.0	90.6	91.2
Long-Term Disability	11.3	14.9	16.1	15.6	33.3	52.2
Maternity Leave	3.4	6.5	8.5	4.1	4.5	12.5
Paid Funeral or Bereavement Leave	33.1	34.0	37.6	40.4	47.7	69.1
Paid Holidays	55.4	58.9	64.2	60.6	78.8	86.9
Paid Jury Duty Leave	42.4	36.9	42.9	54.0	64.5	80.0
Paid Personal Leave	16.8	12.3	14.0	16.0	22.7	41.8
Paid Sick Leave	34.4	43.8	46.3	47.0	54.5	72.1
Paid Vacation	61.5	75.2	76.3	81.2	88.1	93.4
Paternity Leave	2.3	0.7	1.1	3.1	0.0	11.2
Profit Sharing	7.3	12.5	14.1	30.0	33.3	18.0
Retirement Plan	27.8	35.5	41.5	61.0	71.2	87.4
Tool Allowance	6.5	6.7	6.5	5.1	7.7	16.2
Uniform	15.6	18.5	32.6	38.4	45.9	33.6
Vision Plan	8.9	10.8	23.4	20.0	27.3	40.7
Wellness Program	4.9	5.3	3.2	16.3	28.8	34.8
Part-Time Employees						
Child Care	2.0%	0.9%	1.3%	1.1%	3.6%	3.4%
Christmas Bonus	36.0	49.1	44.6	47.1	25.9	17.8
Dental Plan	7.0	8.7	11.8	10.2	7.0	23.8
Dependent Health Insurance	5.2	6.0	7.8	15.9	8.9	31.5
Disability Insurance	5.3	5.2	4.0	8.0	14.5	14.0
Educational Assistance	7.1	7.3	9.1	14.1	10.7	20.0
Employee Discounts	35.8	30.9	35.5	44.2	31.0	33.1
Health Insurance	8.1	9.3	7.9	15.6	8.9	32.5
Life Insurance	3.3	9.5	5.2	18.2	18.5	28.5
Long-Term Disability	3.1	2.7	1.4	1.2	11.3	13.3
Maternity Leave	0.5	2.6	3.9	0.0	0.0	5.7
Paid Funeral or Bereavement Leave	10.8	9.6	10.8	14.1	13.2	36.7
Paid Holidays	16.7	14.7	12.8	14.9	17.5	37.1
Paid Jury Duty Leave	19.0	17.9	20.0	26.7	32.7	54.2
Paid Personal Leave	2.9	0.9	1.3	3.4	1.8	17.4
Paid Sick Leave	10.5	9.4	6.4	9.1	10.7	29.8
Paid Vacation	15.2	18.8	14.9	15.9	13.8	36.9
Paternity Leave	0.5	0.9	1.3	0.0	0.0	4.9
Profit Sharing	2.0	3.6	3.9	10.3	6.9	8.8
Retirement Plan	8.0	10.3	15.6	24.7	22.8	49.6
Tool Allowance	2.0	1.8	3.9	1.2	1.8	5.2
Uniform	8.2	10.1	25.6	37.2	25.0	24.6
Vision Plan	3.4	1.7	5.3	7.9	3.4	15.1
Wellness Program	1.5	3.7	1.3	5.9	7.1	18.4

Table 5: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Region, 2000

Benefit	Region					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
Full-Time Employees						
Child Care	2.9%	2.4%	3.8%	0.0%	1.7%	3.7%
Christmas Bonus	57.0	41.8	57.9	50.0	47.5	35.2
Dental Plan	47.9	40.8	47.4	38.3	46.0	76.4
Dependent Health Insurance	52.9	52.7	60.2	49.2	56.5	86.8
Disability Insurance	27.0	27.1	27.6	21.8	23.8	42.9
Educational Assistance	25.4	28.9	37.1	21.7	32.0	35.6
Employee Discounts	42.5	34.9	39.1	39.7	32.5	37.5
Health Insurance	59.9	64.9	67.6	54.9	64.6	90.5
Life Insurance	47.1	43.2	51.9	40.2	50.0	79.2
Long-Term Disability	20.8	17.2	22.7	16.5	19.2	39.0
Maternity Leave	5.6	9.0	4.5	6.3	4.9	7.5
Paid Funeral or Bereavement Leave	31.4	44.0	44.8	42.3	34.7	57.1
Paid Holidays	52.9	66.5	75.0	58.6	62.4	76.6
Paid Jury Duty Leave	39.6	54.8	50.0	50.4	47.6	66.7
Paid Personal Leave	16.4	20.2	18.9	23.8	18.7	24.8
Paid Sick Leave	33.8	50.6	48.6	44.9	44.9	59.3
Paid Vacation	67.6	69.0	80.7	72.2	77.6	92.5
Paternity Leave	4.3	3.7	1.5	3.9	0.8	5.7
Profit Sharing	14.6	12.4	10.4	12.5	19.8	28.7
Retirement Plan	44.6	42.3	43.7	44.4	42.9	80.4
Tool Allowance	8.8	7.5	10.0	6.2	7.6	7.7
Uniform	25.4	23.4	24.6	22.1	27.5	38.7
Vision Plan	19.4	14.8	22.4	18.6	16.1	24.3
Wellness Program	8.8	9.7	12.0	14.8	12.6	24.8
Part-Time Employees						
Child Care	1.8%	1.6%	3.1%	0.8%	1.0%	4.0%
Christmas Bonus	41.2	32.5	43.3	38.8	36.5	25.0
Dental Plan	15.4	6.9	12.7	10.6	9.0	15.0
Dependent Health Insurance	12.5	9.4	12.6	9.8	8.9	21.6
Disability Insurance	11.0	6.5	5.9	4.9	7.1	13.3
Educational Assistance	11.5	10.0	11.6	9.2	8.5	14.4
Employee Discounts	37.7	32.8	42.4	33.1	31.6	33.0
Health Insurance	12.5	11.5	16.8	9.7	11.9	22.7
Life Insurance	12.6	7.8	10.6	11.4	12.2	22.4
Long-Term Disability	6.3	4.2	5.0	2.6	4.3	9.3
Maternity Leave	2.4	4.1	1.0	0.8	0.0	3.2
Paid Funeral or Bereavement Leave	11.1	18.3	12.2	18.5	8.2	26.0
Paid Holidays	14.2	15.5	27.0	16.8	15.8	33.3
Paid Jury Duty Leave	22.4	28.6	23.2	26.7	22.1	43.3
Paid Personal Leave	4.1	3.2	6.1	6.4	3.1	10.3
Paid Sick Leave	10.3	10.2	12.5	12.1	14.6	20.8
Paid Vacation	13.3	15.3	24.3	24.2	13.7	29.6
Paternity Leave	2.5	1.7	1.0	0.0	0.0	3.2
Profit Sharing	4.3	2.5	2.1	5.9	2.1	15.2
Retirement Plan	17.8	15.3	15.7	18.4	16.7	42.0
Tool Allowance	1.8	1.7	2.1	3.4	2.1	5.1
Uniform	20.2	13.3	21.6	16.7	18.8	26.5
Vision Plan	7.0	3.1	7.8	5.9	8.2	5.1
Wellness Program	4.5	5.7	5.2	4.2	4.2	14.4

* Locations in more than one county

Table 6: Percentage of Full- and Part-Time Employees Receiving Selected Benefits in Wyoming, 2000

<u>Benefit Type</u>	<u>Full-Time</u>	<u>Part-Time</u>
Child Care	1.9%	3.0%
Christmas Bonus	31.8	23.9
Dental Plan	85.2	19.5
Dependent Health Insurance	91.2	28.0
Disability Insurance	55.1	12.0
Educational Assistance	50.7	17.9
Employee Discounts	31.2	44.3
Health Insurance	94.7	28.7
Life Insurance	88.1	18.7
Long-Term Disability	45.9	8.4
Maternity Leave	12.0	3.4
Paid Funeral or Bereavement Leave	69.9	25.0
Paid Holidays	85.7	25.7
Paid Jury Duty Leave	77.3	36.9
Paid Personal Leave	29.2	8.7
Paid Sick Leave	69.8	17.4
Paid Vacation	92.9	32.4
Paternity Leave	7.4	3.2
Profit Sharing	23.6	15.8
Retirement Plan	84.0	34.8
Tool Allowance	18.9	7.3
Uniform	38.9	42.7
Vision Plan	36.2	9.0
Wellness Program	37.1	13.5

Table 8: Percentage of Full- and Part-Time Employees Receiving Selected Benefits in Wyoming by Firm Size, 2000

Benefit	Number of Employees					100±
	1-4	5-9	10-19	20-49	50-99	
Full-Time Employees						
Child Care	0.2%	1.1%	2.2%	3.1%	1.0%	2.0%
Christmas Bonus	47.0	69.5	44.1	60.4	42.0	22.5
Dental Plan	63.8	38.8	61.5	57.0	85.4	94.0
Dependent Health Insurance	52.4	47.4	76.1	80.5	91.1	98.0
Disability Insurance	16.8	17.2	37.6	37.8	43.8	65.1
Educational Assistance	34.6	16.7	29.7	49.6	39.8	56.9
Employee Discounts	17.7	36.9	32.5	46.1	30.1	29.9
Health Insurance	74.5	65.2	81.1	81.3	97.7	99.4
Life Insurance	63.8	40.3	51.4	70.0	94.4	95.4
Long-Term Disability	12.4	12.9	35.0	23.4	31.1	56.0
Maternity Leave	1.8	7.1	6.0	4.0	3.8	16.0
Paid Funeral or Bereavement Leave	65.2	40.8	46.0	45.5	54.1	79.7
Paid Holidays	61.6	67.9	71.7	70.0	86.6	90.9
Paid Jury Duty Leave	68.3	43.8	45.2	60.0	68.2	85.8
Paid Personal Leave	8.1	16.1	17.3	18.3	17.1	36.1
Paid Sick Leave	63.9	50.5	48.7	48.1	51.1	79.4
Paid Vacation	83.2	82.7	84.8	84.9	95.0	95.2
Paternity Leave	0.9	0.4	0.2	1.4	1.2	10.8
Profit Sharing	2.8	10.8	13.2	30.8	33.4	23.0
Retirement Plan	60.3	34.9	60.0	70.3	79.9	92.0
Tool Allowance	6.4	6.9	7.6	5.6	9.2	24.8
Uniform	18.0	22.7	43.7	27.4	48.7	38.7
Vision Plan	12.9	11.3	33.1	23.8	27.0	42.5
Wellness Program	34.2	3.5	4.1	17.1	34.6	44.2
Part-Time Employees						
Child Care	0.5%	0.3%	1.7%	0.0%	3.5%	4.0%
Christmas Bonus	39.4	37.6	32.0	51.0	17.2	17.5
Dental Plan	7.2	3.9	7.8	15.1	7.1	25.8
Dependent Health Insurance	3.7	6.5	4.9	28.9	8.9	36.7
Disability Insurance	7.7	7.7	5.5	13.6	15.2	12.5
Educational Assistance	11.5	11.6	22.4	16.4	8.7	20.5
Employee Discounts	41.0	23.5	35.0	55.0	41.1	46.0
Health Insurance	8.0	8.2	5.0	22.8	8.9	38.1
Life Insurance	2.5	11.5	1.2	16.3	19.7	22.5
Long-Term Disability	2.6	1.3	0.2	3.3	11.7	10.4
Maternity Leave	0.5	2.5	4.1	0.0	0.0	4.8
Paid Funeral or Bereavement Leave	14.0	23.2	7.6	7.7	16.3	32.1
Paid Holidays	18.3	13.0	7.6	9.6	19.9	32.7
Paid Jury Duty Leave	22.7	26.1	14.4	16.0	28.9	46.0
Paid Personal Leave	1.2	0.8	1.7	2.0	3.4	12.5
Paid Sick Leave	17.0	10.2	3.3	6.5	14.0	21.5
Paid Vacation	13.8	17.5	12.3	7.8	15.7	43.7
Paternity Leave	0.5	0.8	1.7	0.0	0.0	4.7
Profit Sharing	4.3	2.0	2.6	16.7	6.3	20.7
Retirement Plan	7.1	13.4	12.4	23.2	21.8	45.1
Tool Allowance	1.5	0.5	2.8	0.7	0.5	11.0
Uniform	8.8	12.9	38.5	66.2	38.1	45.4
Vision Plan	1.8	0.7	2.8	7.5	5.4	12.1
Wellness Program	2.0	1.8	0.5	6.1	4.6	19.5

Table 9: Percentage of Full- and Part-Time Employees Receiving Benefits in Wyoming by Region, 2000

Benefit	Region					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
Full-Time Employees						
Child Care	0.4%	1.2%	7.6%	0.0%	2.1%	1.9%
Christmas Bonus	37.3	39.7	44.7	29.6	23.1	23.9
Dental Plan	87.5	78.5	84.6	75.8	80.3	92.9
Dependent Health Insurance	91.8	91.5	80.0	90.6	85.4	97.2
Disability Insurance	70.7	56.1	47.0	48.4	48.6	53.6
Educational Assistance	56.0	48.3	59.9	38.6	66.2	44.7
Employee Discounts	33.4	27.5	33.4	21.3	21.3	36.1
Health Insurance	93.3	95.5	92.4	91.9	90.9	98.4
Life Insurance	85.6	91.3	82.3	84.7	84.6	92.2
Long-Term Disability	66.4	49.3	37.0	36.5	47.0	39.2
Maternity Leave	13.6	14.3	6.4	6.4	3.3	16.2
Paid Funeral or Bereavement Leave	76.2	69.2	67.5	70.5	61.2	70.6
Paid Holidays	82.3	94.6	78.9	82.1	81.0	88.0
Paid Jury Duty Leave	79.5	78.3	72.3	72.9	68.5	82.3
Paid Personal Leave	29.7	16.5	30.9	38.9	38.5	28.2
Paid Sick Leave	77.8	71.8	58.3	73.1	65.9	68.7
Paid Vacation	86.8	94.1	88.3	92.8	93.2	97.2
Paternity Leave	6.0	11.4	0.3	5.5	0.0	11.9
Profit Sharing	21.1	21.5	8.6	19.2	35.7	28.8
Retirement Plan	86.3	84.8	74.4	73.9	73.1	93.6
Tool Allowance	24.3	17.8	10.6	11.3	25.3	20.1
Uniform	41.9	36.9	27.6	23.9	49.5	44.3
Vision Plan	67.9	25.5	41.8	51.8	29.6	20.2
Wellness Program	22.9	24.4	28.7	35.5	45.3	51.8
Part-Time Employees						
Child Care	0.1%	7.0%	6.3%	0.2%	14.3%	0.7%
Christmas Bonus	37.5	24.2	31.9	26.5	18.6	17.4
Dental Plan	16.4	4.5	20.1	32.8	9.2	23.9
Dependent Health Insurance	26.8	13.5	18.6	35.1	8.9	37.7
Disability Insurance	20.1	7.4	7.4	10.1	7.9	12.4
Educational Assistance	34.9	7.7	16.5	31.7	18.8	10.3
Employee Discounts	35.2	30.7	51.4	41.9	30.5	55.0
Health Insurance	23.3	13.6	21.3	34.8	9.9	40.0
Life Insurance	21.2	8.8	15.6	30.3	14.2	19.1
Long-Term Disability	16.6	4.5	12.8	7.5	2.7	7.2
Maternity Leave	8.2	3.0	1.4	0.7	0.0	3.4
Paid Funeral or Bereavement Leave	22.1	26.8	13.6	37.7	15.9	26.0
Paid Holidays	31.6	15.3	23.6	23.3	19.0	29.4
Paid Jury Duty Leave	48.7	32.4	26.4	46.1	18.5	37.9
Paid Personal Leave	11.1	6.2	1.8	18.2	7.6	7.2
Paid Sick Leave	17.1	12.7	7.0	28.7	17.5	17.5
Paid Vacation	8.5	13.3	29.7	40.9	9.9	51.3
Paternity Leave	8.2	1.7	1.3	0.0	0.0	3.5
Profit Sharing	3.8	3.0	1.9	8.9	1.0	32.3
Retirement Plan	25.6	15.3	22.5	36.0	19.9	50.1
Tool Allowance	15.0	0.2	1.3	1.9	0.3	10.4
Uniform	38.6	24.1	41.3	35.2	15.4	58.3
Vision Plan	13.1	0.8	16.6	21.3	15.0	3.1
Wellness Program	7.9	7.8	15.8	17.3	11.1	16.7

* Locations in more than one county.

Table 10: Average Percentage Paid on Benefits by Employers for Wyoming Employees, 2000

Percentage Paid on:	Full-Time		Part-Time	
	<u>Mean</u>	<u>Mode</u>	<u>Mean</u>	<u>Mode</u>
Health Insurance	83.8%	100%	33.7%	0%
Dependent Health Insurance	58.1	0	24.3	0
Dental Plan	70.9	100	30.7	0
Vision Plan	27.1	0	28.9	0

Table 11: Average Number of Days of Leave Benefits for Wyoming Employees, 2000

Number of Days for:	Full-Time		Part-Time	
	<u>Mean</u>	<u>Mode</u>	<u>Mean</u>	<u>Mode</u>
Paid Holidays	8.5	9	7.0	10
Paid Sick Leave	14.8	12	8.2	12
Paid Vacation (after one year)	9.9	10	6.3	7
Paid Vacation (after two years)	11.6	10	6.9	7
Paid Vacation (after three years)	12.1	10	7.7	7
Paid Personal Leave	5.2	1	3.2	2
Maternity Leave	34.2	30	29.7	30
Paternity Leave	25.6	30	30.0	15

Figure 6: Percentage of Employees in Wyoming by Full- and Part-Time Status, 2000

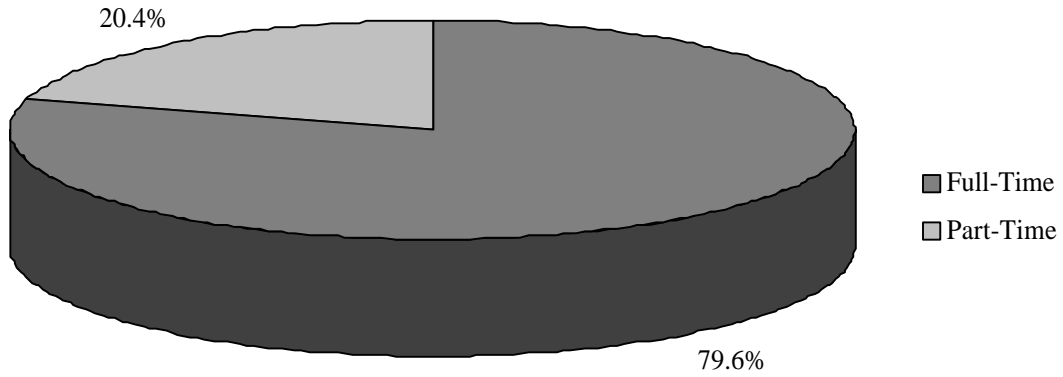
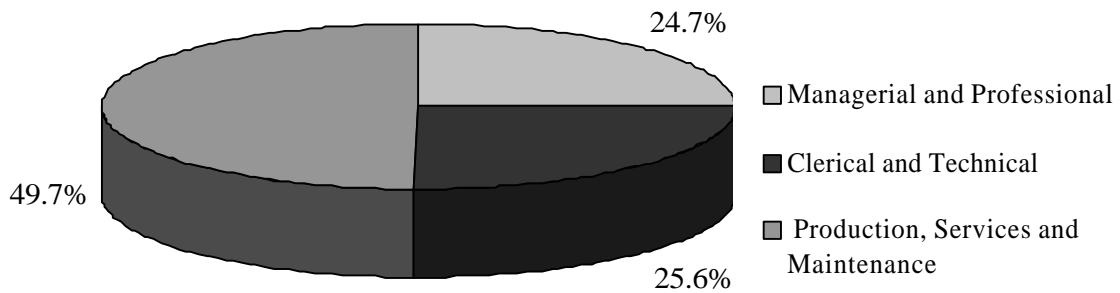
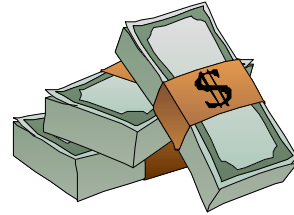


Figure 7: Percentage of Employment in Wyoming by Broad Occupational Group, 2000



Appendix B

**Department of Employment
 Research & Planning
 PO Box 2760
 Casper, WY 82602
 Phone: (307) 473-3804**



EMPLOYEE BENEFITS SURVEY

If the above address is not correct, please make the appropriate corrections: _____

Contact Person: _____

Telephone: _____



If you would like to receive a copy of the survey results, please check here:


How many people did you employ during the pay period including **the 12th of the previous month** (for explanation see instruction sheet)? _____


Of these employees, how many are (for explanation see instruction sheet):


	Managerial and Professional	Clerical and Technical	Production, Maintenance and Service	Total # of Employees
Full-Time				
Part-Time				


On average how many hours do full-time employees work each week? _____

On average how many hours do part-time employees work each week? _____

		Type of Employee	
 Paid Leave	Full-Time	Part-Time	
1. Do you offer paid holidays? If yes, how many paid holidays does your company offer annually?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	
2. Do you offer paid sick leave? If yes, how many days of paid sick leave do your employees receive annually?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	
3. Do you offer paid vacation? If yes, how many days of paid vacation do you offer: After 1 year of employment? After 2 years of employment? After 3 years of employment?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days _____ Days _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days _____ Days _____ Days	
4. Do you offer paid personal leave? If yes, how many days of paid personal leave do you offer annually?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	
5. Do you offer maternity leave beyond what the law requires, such as paid time off? If yes, how many days?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	
6. Do you offer paternity leave beyond what the law requires, such as paid time off? If yes, how many days?	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	<input type="checkbox"/> Yes <input type="checkbox"/> No _____ Days	
7. Do you offer paid funeral and bereavement leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
8. Do you offer paid jury duty leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	

 Insurance	Full-Time	Part-Time
<p>9. Does your company offer health insurance?</p> <p>If yes, what percentage is paid by the employer?</p> <p>10. Do you offer dependent health insurance?</p> <p>If yes, what percentage is paid by the employer?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>
<p>11. Do you offer a dental plan?</p> <p>If yes, what percentage is paid by the employer?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>
<p>12. Do you offer a vision plan?</p> <p>If yes, what percentage is paid by the employer?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>
<p>13. Do you offer life insurance?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>14. Do you offer disability insurance?</p> <p>15. Do you offer long-term disability care insurance?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

Type of Employee		
 Retirement	Full-Time	Part-Time
<p>16. Do you offer a retirement plan, such as 401(k), or deferred profit sharing?</p> <p>If yes, what percentage is paid by the employer?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>_____%</p>

Type of Employee		
 Miscellaneous Benefits	Full-Time	Part-Time
17. Does your company offer any of the following miscellaneous benefits?		
A. Wellness program	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. Child day care	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. Educational assistance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
D. Profit sharing plan	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
E. Employee discounts	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
F. Tool allowance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
G. Uniform	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
H. Christmas Bonus	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
I. Other: _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

Type of Employee		
Cost of Benefits <i>(see instruction sheet for explanation)</i>	Full-Time	Part-Time
1. What dollar amount did your company spend on wages and salaries in 1999?		
2. What dollar amount did your company spend on retirement plans in 1999?		
3. What dollar amount did your company spend on employee benefits programs other than question 19 in 1999? <i>(Paid leave, Insurance and Miscellaneous Benefits)</i>		
4. What dollar amount did your company spend on legally required benefits, such as social security, workmen's compensation and unemployment insurance in 1999?		

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