

# Wyoming Benefits Survey 2018

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# Wyoming Benefits Survey 2018

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Research & Planning (R&P) functions as an exclusively statistical entity within the Wyoming Department of Workforce Services. R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. We work to make the labor market more efficient by providing the public and the public’s representatives with the information needed for evidence-based, informed decision making.



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## Wyoming Benefits Survey 2018: Key Findings

- The number of full-time jobs in Wyoming has trended downward since the beginning of the recent economic downturn that lasted from 2015Q2 to 2016Q4. In contrast, the number of part-time jobs has increased since the end of the downturn. ... **see Figures A and B, page 10, and Table A, page 11**
- Larger employers were more likely to offer benefits to their employees than smaller employers. In 2018Q3, 80.9% of employers with 50 or more employees offered dental plan benefits, compared to 32.3% of those with 10-19 employees and 10.9% of those with fewer than five employees. ... **see see Tables 5-12 and Figures 4-7, pages 23-28**
- The proportion of employers that offered benefits varied by industry, and state & local government typically had the highest proportion of employers who offered most of the selected benefits discussed in this publication. ... **see Tables 13-20 and Figures 8-11, pages 29-39**
- Wyoming's largest employers are presented in a category called statewide, in which a firm's jobs were spread across several areas. The largest proportion of employers who offered benefits were statewide businesses. ... **see Tables 21-28 and Figures 12-15, pages 40-51**
- The percentage of employers who offered medical insurance, dental plans, and dependent medical insurance plans has declined over time, particularly since 2014, when the Patient Protection and Affordable Care Act went into effect. For example, the percentage of employers offering medical insurance decreased from 36.8% in 2008Q4 to 27.4% in 2018Q3. ... **see Tables 29-32 and Figures 16-19, pages 52-55**

## Wyoming Benefits Survey 2018: Introduction

by: Lisa Knapp, Senior Research Analyst

*This publication examines the prevalence of employer-provided benefits such as medical insurance, retirement plans, and paid leave in Wyoming during third quarter 2018. These benefits are analyzed in several ways: by full- and part-time employment status, employer size class, industry, and by Wyoming substate region.*

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services conducts the Wyoming Benefits Survey on a quarterly basis. This survey is designed to collect information about the types of benefits Wyoming employers offer their employees. The questionnaire is sent to a random sample of employers drawn from the Quarterly Census of Employment and Wages (QCEW) database, and, generally, at least 70% of these questionnaires are completed and returned to R&P (Knapp, 2016). The resulting estimates are based on the average employment in the state during the target survey quarter and the preceding seven quarters, which, in the case of this analysis, includes employment between fourth quarter 2016 (2016Q4) and third quarter 2018 (2018Q3). For more information about the sampling and estimation process used to create the benefits survey estimates, please see [https://doe.state.wy.us/LMI/benefits2013/benefits\\_2013.pdf](https://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf).

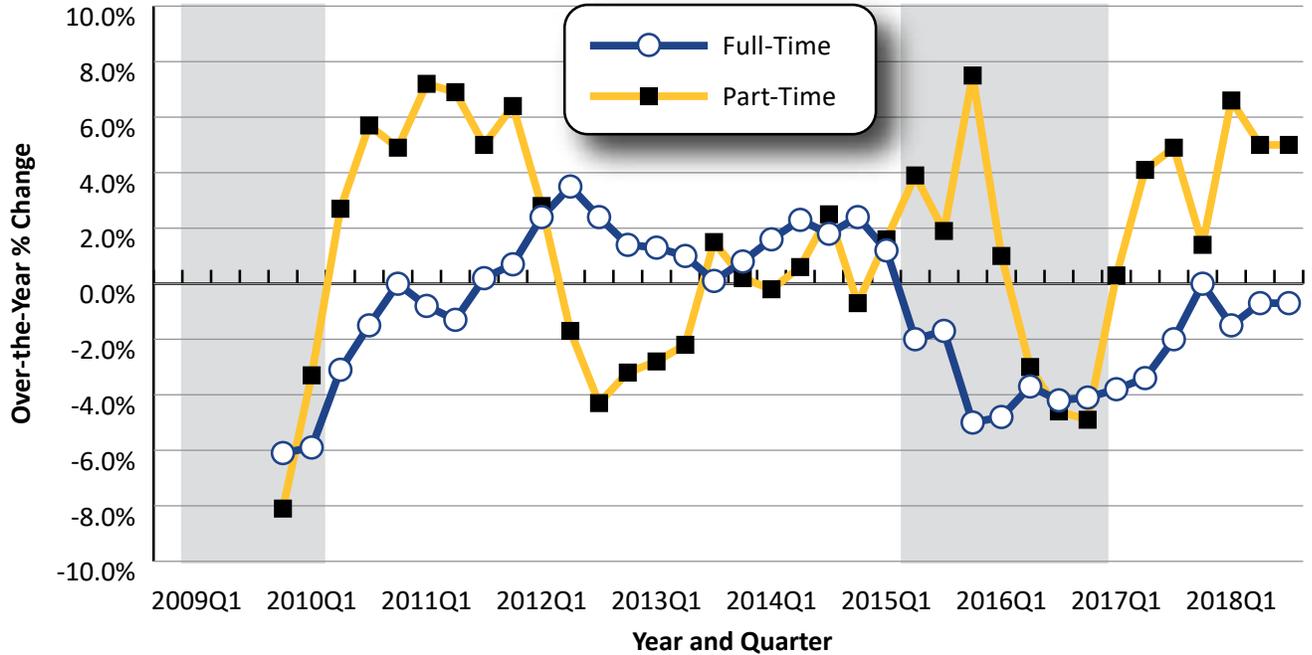
A selection of tables and figures containing data for employers and the total number of jobs, broken out by full- and part-time work status, employer size class (the number of employees working for a business), industry, and Wyoming substate region are presented in this publication. This publication discusses benefits in terms of *employers offering benefits* and *jobs offered benefits*. The tables and figures include:

1. Total number of jobs and total number of jobs offered selected benefits by full- and part-time status.
2. Percent of employers offering selected benefits to their full-time, part-time, and total jobs.
3. Percent of full-time, part-time, and total jobs offered selected benefits.
4. Percent of full-time, part-time, and total jobs offered and enrolled in selected benefits (take-up rate).

### Analysis

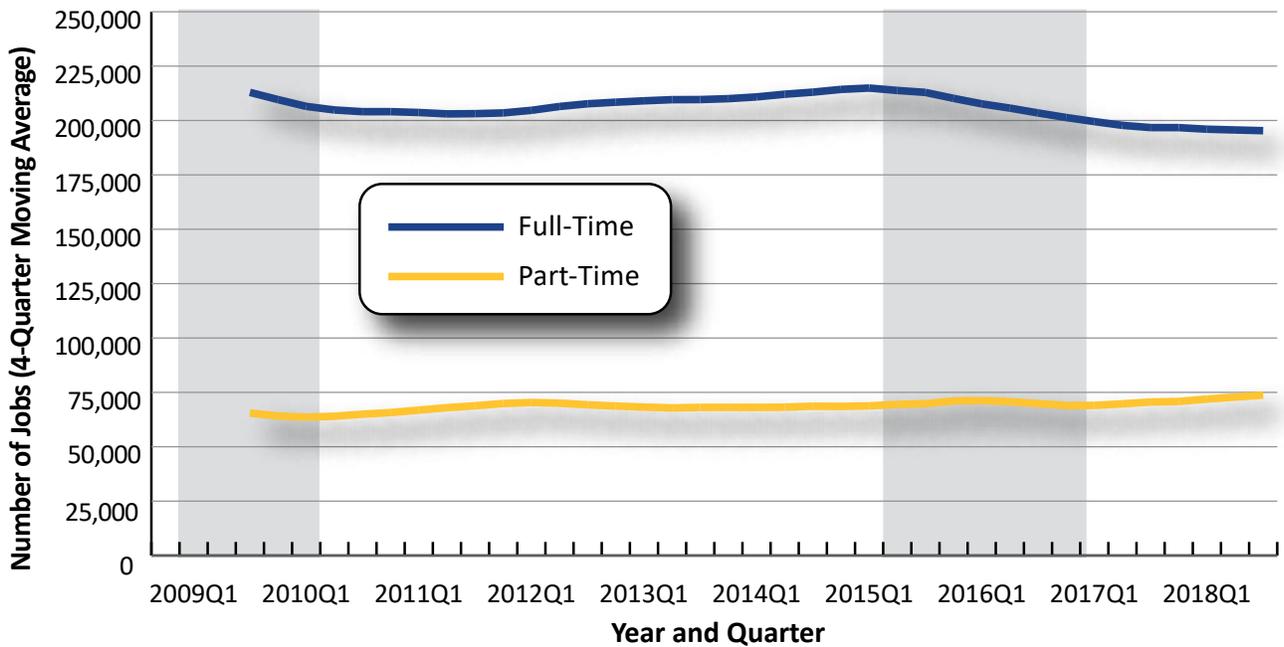
Wyoming endured a period of economic downturn that lasted from 2015Q2 to 2016Q4; R&P defines *economic downturn* as a period of at least two consecutive quarters of over-the-year decrease in average monthly employment and total wages based on data from the QCEW. Although the total number of jobs has increased since the end of the recent economic downturn, the number of part-time jobs has increased, while the number of full-time jobs has decreased (see Figures A and B, page 10). This may be due to a number of factors, including a changing mix of industries in the state and a possible increase in older workers

(Text continued on page 11)



Shaded areas indicate periods of economic downturn in Wyoming: 2009Q1-2010Q1 and 2015Q2-2016Q4. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2016. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/29/19.

Figure A: Over-the-Year Percent Change in the Number of Full- and Part-Time Jobs in Wyoming, 2008Q4-2018Q3



Shaded areas indicate periods of economic downturn in Wyoming: 2009Q1-2010Q1 and 2015Q2-2016Q4. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2016. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/29/19.

Figure B: Number of Full- and Part-Time Jobs (4-Quarter Moving Average) in Wyoming, 2008Q4-2018Q3

**Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2008Q4 to 2018Q3**

Year & Quarter	Full-Time Jobs <sup>a</sup>		Part-Time Jobs		Total Jobs	
	N	%	N	%	N	%
2008Q4	218,562	76.2	68,330	23.8	286,892	100.0
2009Q1	210,260	76.8	63,578	23.2	273,838	100.0
2009Q2	212,038	76.6	64,600	23.4	276,638	100.0
2009Q3	210,849	76.3	65,465	23.7	276,314	100.0
2009Q4	205,245	76.6	62,823	23.4	268,068	100.0
2010Q1	197,764	76.3	61,472	23.7	259,236	100.0
2010Q2	205,498	75.6	66,325	24.4	271,823	100.0
2010Q3	207,664	75.0	69,215	25.0	276,879	100.0
2010Q4	205,286	75.7	65,883	24.3	271,169	100.0
2011Q1	196,242	74.9	65,875	25.1	262,117	100.0
2011Q2	202,899	74.1	70,884	25.9	273,783	100.0
2011Q3	208,113	74.1	72,658	25.9	280,771	100.0
2011Q4	206,662	74.7	70,120	25.3	276,782	100.0
2012Q1	200,983	74.8	67,720	25.2	268,703	100.0
2012Q2	209,985	75.1	69,681	24.9	279,666	100.0
2012Q3	213,094	75.4	69,549	24.6	282,643	100.0
2012Q4	209,574	75.5	67,854	24.5	277,428	100.0
2013Q1	203,518	75.6	65,822	24.4	269,340	100.0
2013Q2	212,078	75.7	68,124	24.3	280,202	100.0
2013Q3	213,295	75.1	70,558	24.9	283,853	100.0
2013Q4	211,219	75.6	68,000	24.4	279,219	100.0
2014Q1	206,744	75.9	65,661	24.1	272,405	100.0
2014Q2	217,035	76.0	68,565	24.0	285,600	100.0
2014Q3	217,094	75.0	72,314	25.0	289,408	100.0
2014Q4	216,275	76.2	67,551	23.8	283,826	100.0
2015Q1	209,223	75.8	66,721	24.2	275,944	100.0
2015Q2	212,639	74.9	71,240	25.1	283,879	100.0
2015Q3	213,449	74.3	73,661	25.7	287,110	100.0
2015Q4	205,363	73.9	72,618	26.1	277,981	100.0
2016Q1	199,104	74.7	67,415	25.3	266,519	100.0
2016Q2	204,838	74.8	69,072	25.2	273,910	100.0
2016Q3	204,560	74.4	70,255	25.6	274,815	100.0
2016Q4	196,963	74.0	69,062	26.0	266,025	100.0
2017Q1	191,597	73.9	67,645	26.1	259,242	100.0
2017Q2	197,927	73.3	71,917	26.7	269,844	100.0
2017Q3	200,471	73.1	73,701	26.9	274,172	100.0
2017Q4	196,891	73.8	70,000	26.2	266,891	100.0
2018Q1	188,650	72.3	72,099	27.7	260,749	100.0
2018Q2	196,539	72.3	75,486	27.7	272,025	100.0
2018Q3	199,142	72.0	77,354	28.0	276,496	100.0

<sup>a</sup>Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

(Text continued from page 9)

re-entering the labor force, which is a trend that has been occurring at a national level in recent years. Table A further illustrates this change in employment status among Wyoming firms. In 2008Q4, 76.2% of jobs were full-time compared to 23.8% that were part-time. By 2018Q3, 72.0% of jobs were full-time and 28.0% were part-time.

### Full- and Part-Time Jobs (see Tables 1-4 and Figures 1-3, pages 17-22)

A larger proportion of employers offered benefits to their full-time jobs than their part-time jobs. For example, as shown in Table 1 and Figure 1, 40.8% of employers offered medical insurance to their full-time jobs compared to 4.5% who offered the benefit to part-time jobs. Similarly, 32.7% of employers offered dental plans to full-time jobs compared to 3.9% who offered dental plans to part-time jobs.

Typically, a larger proportion of full-time jobs were offered benefits. In 2018Q3, 78.9% of full-time jobs were offered medical insurance, 71.2% were offered dental plans, 77.0% were offered a retirement plan, and 63.8% were

offered vision plans (see Table 2 and Figure 2). In comparison, 13.8% of part-time jobs were offered medical insurance, 18.4% were offered dental plans, 31.1% were offered a retirement plan, and 15.8% were offered vision plans.

Table 4 shows the proportion of full- and part-time employees who enrolled in the benefits they were offered, which is referred to as the take-up rate. A larger proportion of full-time employees enrolled in all benefits. For instance, 86.1% of full-time employees enrolled in medical insurance plans compared to 45.4% of part-time employees, and 70.3% of full-time employees enrolled in vision plans compared to 46.8% of part-time employees.

### **Size Class (see Tables 5-12 and Figures 4-7, pages 23-28)**

Larger employers were more likely to offer benefits to their employees (see Table 5). In 2018Q3, 80.9% of employers with 50 or more employees offered dental plan benefits, compared to 32.3% of those with 10-19 employees and 10.9% of those with fewer than five employees. More than three-quarters (84.2%) of the largest employers offered medical insurance compared to 15.9% of the smallest employers, and 76.9% of employers with 50 or more employees offered retirement plans compared to 39.8% of those with 10-19 employees and 16.7% of those with fewer than five employees.

Likewise, a larger proportion of jobs in larger firms were offered benefits (see Table 6). More than three-fourths of jobs in firms with 50 or more employees were offered dental plans (74.7%), dependent medical insurance (76.6%), medical insurance (77.4%), and retirement plans (82.6%). Among firms with 10-19 employees, 31.4%

of jobs were offered dental benefits, 36.7% were offered medical insurance, and 39.6% were offered retirement plans. The smallest firms offered benefits to the smallest proportions of jobs. Among firms with fewer than five employees, 13.7% of jobs were offered dental insurance, 20.4% were offered medical insurance, and 22.6% were offered retirement plans.

The take-up rate for these benefits did not seem dependent on employer size class (see Table 10). For example, 92.2% of those working for employers with fewer than five employees enrolled in dental plans compared to 74.0% of those working for employers with 50 or more employees. In addition, 94.5% of those working for firms with five to nine employees enrolled in vision plans compared to 35.3% of those working for companies with 20-49 employees.

### **Industry (see Tables 13-20 and Figures 8-11, pages 29-39)**

The proportion of employers that offered benefits varied by industry, as shown in Table 13. For example, medical insurance was offered by 45.0% of firms in natural resources & mining, 53.3% of those in wholesale trade, and 77.9% of those in state & local government, compared to 19.6% of employers in construction and 17.0% of those in leisure & hospitality. State & local government typically had the highest proportion of employers who offered most of the selected benefits. For instance, 76.1% of state & local government employers offered retirement plans compared to 9.3% of those in leisure & hospitality, 32.8% of manufacturing firms, and 37.9% of firms in natural resources & mining. Likewise, 69.9% of employers in state & local government offered sick leave compared to 35.1% of those in educational services, and

5.9% of those in construction, while 71.3% of employers in state & local government offered dental plans compared to 15.1% of those in other services and 18.8% of those in retail trade.

As shown in Table 14, the proportion of jobs offered benefits also varied by industry. The proportion of jobs that were offered medical insurance was largest in natural resources and mining (91.4%), manufacturing (80.6%), and wholesale trade (79.9%), and smallest in industries such as leisure & hospitality (23.4%), other services (32.5%), and transportation & utilities (46.1%). The natural resources & mining industry had the largest proportion of jobs that received most benefits. For example, 80.1% of these jobs were offered dental plans, 81.2% were offered paid holidays, 88.0% were offered retirement plans, and 74.7% were offered vision benefits. Larger proportions of jobs in educational services and state & local government were also offered most benefits. Conversely, the smallest proportions of jobs offered benefits were found in leisure & hospitality. Approximately 25.8% of those jobs were offered dental plans, 10.2% were offered long-term disability insurance, 8.3% were offered paid sick leave, and 16.4% were offered vision plans.

The take-up rate was high for most industries, excluding leisure & hospitality (see Table 18). For example, there was a take-up rate of 77.9% for medical insurance in the natural resources & mining industry compared to 94.3% in information and 90.7% in state & local government. The take-up rate for dental plans was 86.3% in manufacturing, 96.2% in information, and 74.2% in educational services. As noted, the take-up rate for benefits in leisure & hospitality were much

lower. For example, only 16.2% of those offered dental insurance enrolled, 38.1% enrolled in medical insurance, and 2.8% enrolled in short-term disability insurance.

### **Substate Region (see Tables 21-28 and Figures 12-15, pages 40-51)**

For the purposes of this research, the state of Wyoming is divided into six substate regions, which include the Casper and Cheyenne Metropolitan Statistical Areas (MSAs; see Map, page 40). In some cases, a firm's jobs were spread across several areas; these employers and jobs were combined into a seventh category called *statewide*. Figure C (see page 14) shows that in 2018, approximately one-third (33.7%) of all jobs fell into the statewide category, mostly because the largest employers in the state were in that category.

The largest proportion of employers who offered benefits were statewide businesses (see Table 21). More than half of firms in the statewide category offered dental plans (52.4%), dependent medical insurance (54.5%), medical insurance (58.2%), paid holidays (58.6%), and retirement plans (55.0%). Approximately one-fourth of firms in the other six regions offered medical insurance, paid holidays, paid personal leave, paid vacation leave, and retirement plans.

As with employers, the region with the largest proportion of jobs offered any of the benefits was the statewide region (see Table 22). Most of the benefits were offered to more than half of the jobs in this region. These benefits included dental plans (71.3%), life insurance (67.7%), retirement plans (78.8%), and vision plans (65.2%). In the other regions, the Casper and Cheyenne MSAs had larger

proportions of jobs offered benefits: 57.8% of jobs in the Casper MSA and 59.5% of jobs in the Cheyenne MSA. In comparison, 50.6% of jobs in the southwest region and 51.4% of those in the central-southeast region were offered the benefit.

The take-up rate for medical insurance ranged from a high of 89.7% in the statewide region to a low of 69.7% in the Cheyenne MSA (see Table 26). The take-up rate for dental plans ranged from 65.3% in the Cheyenne MSA to 89.0% among jobs in the statewide region, and

the take-up rate for vision plans ranged from 0.0% in the southwest region to 70.1% in the statewide region.

**Medical Benefits Changes Over Time (see Tables 29-32 and Figures 16-19, pages 52-55)**

The percentage of employers who offered medical insurance, dental plans, and dependent medical insurance plans has declined over time, particularly since 2014, when the Patient Protection and Affordable Care Act went into effect. This law “provides numerous rights and protections that make health coverage more fair and easy to understand, along with subsidies ... to make it more affordable” (U.S. Centers for Medicare & Medicaid, n.d.). Among these are provisions that mandate firms with 50 or more employees provide medical insurance to their full-time employees, and the creation of insurance exchanges where individuals could purchase private insurance coverage (Patient Protection and Affordable Care Act, 2010). Future research will examine how much affect, if any, this law has had on how employers offer medical insurance in the state (Kaiser Family Foundation, 2017).

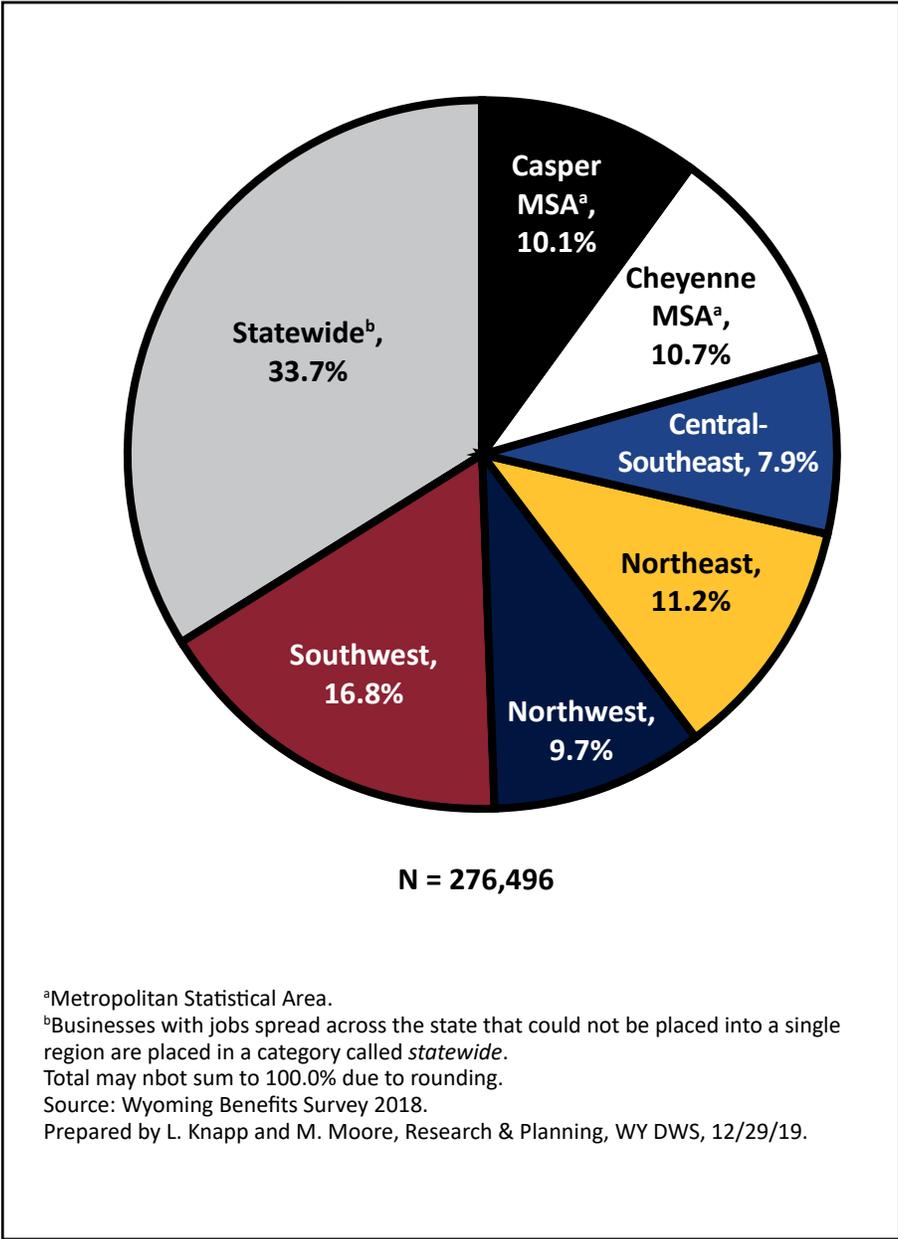


Figure C: Total Jobs in Wyoming by Substate Region, 2018Q3

Figure 16 and Table 29 show a decrease in the proportion of employers who offered selected medical benefits during the 40 quarters between 2008Q4 and 2018Q3. For example, the percentage of employers offering medical insurance decreased from 36.8% in 2008Q4 to 27.4% in 2018Q3. The proportion of employers that offered vision insurance, however, increased slightly, from 14.0% in 2008Q4 to 16.6% in 2018Q3.

Figure 17 and Table 30 show similar trends for the proportion of jobs offered medical benefits. The percentage of jobs offered medical, dental, or dependent medical insurance declined between 2008Q4 and 2018Q3, albeit at a somewhat slower pace than the percentage of employers offering these benefits declined. The proportion of jobs offered vision insurance, however, increased from 42.1% in 2008Q4 to 50.4% in 2018Q3.

### **Insurance Benefits Changes Over Time (see Tables 33-36 and Figures 20-23, pages 56-59)**

Over time, the proportion of employers that offered long- and short-term disability insurance changed very little (see Table 33 and Figure 20). However, there was a noticeable drop in the proportion of employers that offered retirement plans and life insurance. In 2008Q4, 33.3% of employers offered retirement plans, which dropped to 27.6% in 2018Q3. The proportion of those offering life insurance declined from 24.3% in 2008Q4 to 18.7% in 2018Q3.

While the proportion of jobs offered long- and short-term disability insurance increased slightly over the last 10 years, the proportion of those offered retirement

plans and life insurance decreased slightly (see Table 34 and Figure 21). In 2008Q4, 38.1% of jobs were offered long-term disability insurance, and 28.5% were offered short-term disability insurance. This increased to 39.4% and 31.3%, respectively, in 2018Q3. The proportion of jobs offered life insurance dropped from 58.9% to 53.9% during those 40 quarters and the proportion offered retirement plans dropped to 64.2% from 66.4%.

### **Paid Leave Benefits Changes Over Time (see Tables 37-40 and Figures 24-27, pages 60-63)**

Between 2008Q4 and 2018Q3, the proportion of employers that offered paid personal leave — which is typically a number of paid days off from work that can be used for vacation or sick leave at the employee's discretion — increased from 23.7% to 26.2% (see Table 37 and Figure 24). During this same period, the proportion of employers that offered paid vacation leave, paid sick leave, and paid holiday leave declined. In spite of these trends, the proportion of employers that offered paid holiday leave (36.6%) and paid vacation leave (30.1%) in 2018Q3 was larger than those that offered paid personal leave (26.2%).

Similarly, the proportion of jobs offered paid personal leave increased from 36.5% in 2008Q3 to 45.3% in 2018Q3 while the proportion of jobs offered paid holiday leave decreased from 62.4% to 61.2% and the proportion of jobs offered paid vacation leave decreased from 60.3% to 52.4% during the same time period (see Table 38 and Figure 25). The proportion of jobs offered paid sick leave, however, increased from 35.2% in 2008Q4 to 37.6% in 2018Q3.

## Conclusions

Overall, more full-time jobs were offered benefits than part-time jobs. The take-up rate, or proportion of those who chose to enroll in benefits when offered, was also higher among full-time jobs than part-time jobs.

Larger employers were more likely to offer benefits than smaller employers. Similarly, jobs in larger firms were more likely to be offered benefits compared to those in smaller firms.

Employers in state & local government, natural resources & mining, wholesale trade, and educational services were more likely to offer most benefits. Jobs in those industries were generally more likely to be offered benefits as well. In contrast, employers in leisure & hospitality were least likely to offer benefits and jobs in that industry were least likely to be offered benefits.

Wyoming is divided into six substate regions plus a seventh category called statewide that includes employers that have jobs spread across multiple regions. Overall, employers in the statewide region were more likely to offer benefits and jobs in this category were more often offered benefits.

Finally, the proportion of employers offering and jobs offered many benefits has declined for many benefits over the last 10 years. Benefits affected include

medical insurance, dental insurance, life insurance, retirement plans, and paid vacation leave. In comparison, the proportion of employers offering and jobs that were offered vision insurance, long- and short-term disability insurance, and paid personal leave increased during the same period.

This publication, along with articles related to benefits offered in Wyoming, older publications, and historic data, is available online at <https://doe.state.wy.us/LMI/benefits.htm>.

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## I. Statewide Benefits

**Table 1: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Jobs, 2018Q3**

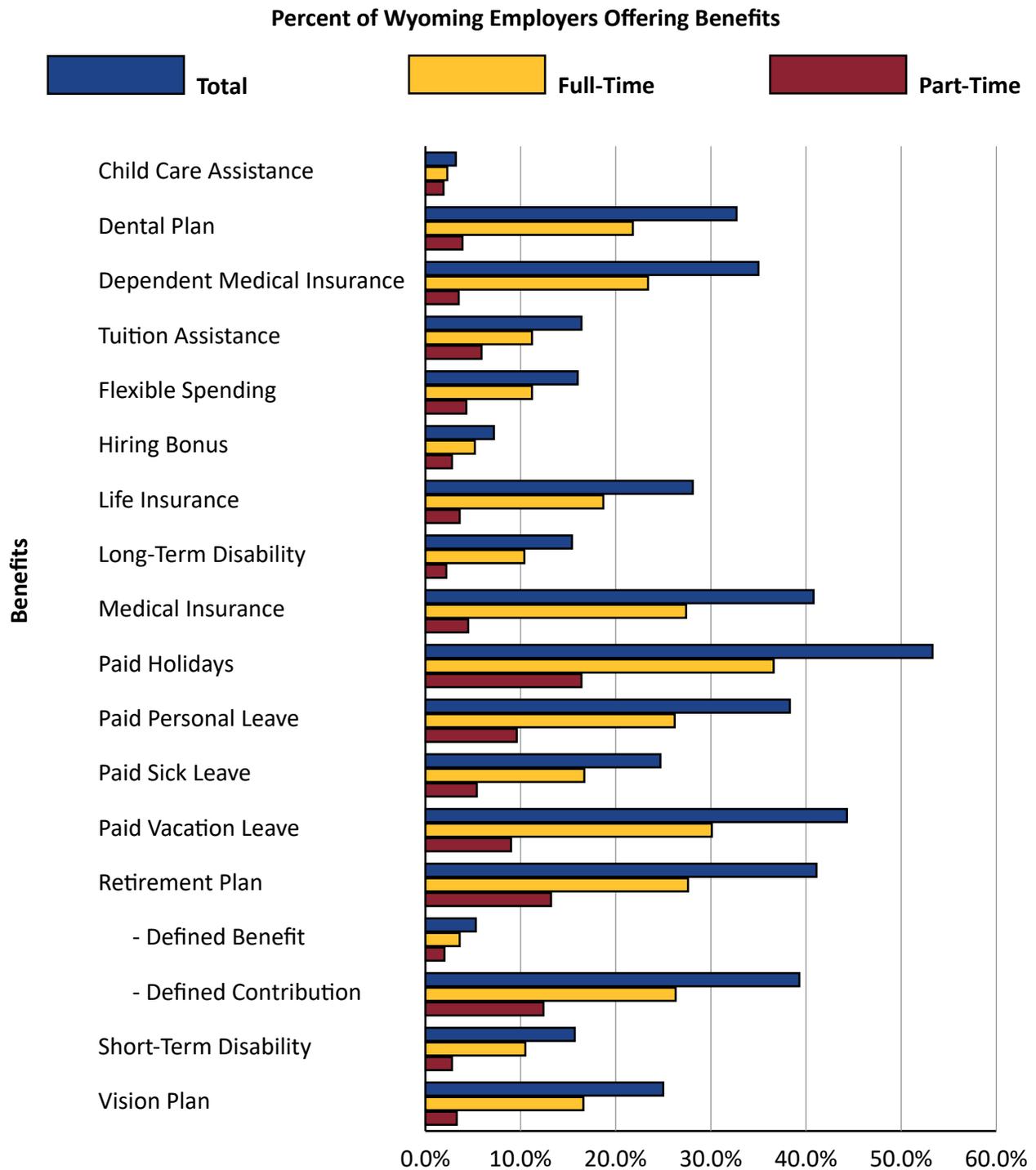
<b>Benefit</b>	<b>Full-Time</b>	<b>Part-Time</b>	<b>Total</b>
Child Care Assistance	3.2	1.9	2.3
Dental Plan	32.7	3.9	21.8
Dependent Medical Insurance	35.0	3.5	23.4
Tuition Assistance	16.4	5.9	11.2
Flexible Spending	16.0	4.3	11.2
Hiring Bonus	7.2	2.8	5.2
Life Insurance	28.1	3.6	18.7
Long-Term Disability	15.4	2.2	10.4
Medical Insurance	40.8	4.5	27.4
Paid Holidays	53.3	16.4	36.6
Paid Personal Leave	38.3	9.6	26.2
Paid Sick Leave	24.7	5.4	16.7
Paid Vacation Leave	44.3	9.0	30.1
Retirement Plan	41.1	13.2	27.6
Defined Benefit Retirement Plan	5.3	2.0	3.6
Defined Contribution Retirement Plan	39.3	12.4	26.3
Short-Term Disability	15.7	2.8	10.5
Vision Plan	25.0	3.3	16.6

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 1: Percent of Wyoming Employers Offering Selected Benefits to Their Full- and Part-Time Jobs, 2018Q3**

**Table 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2018Q3**

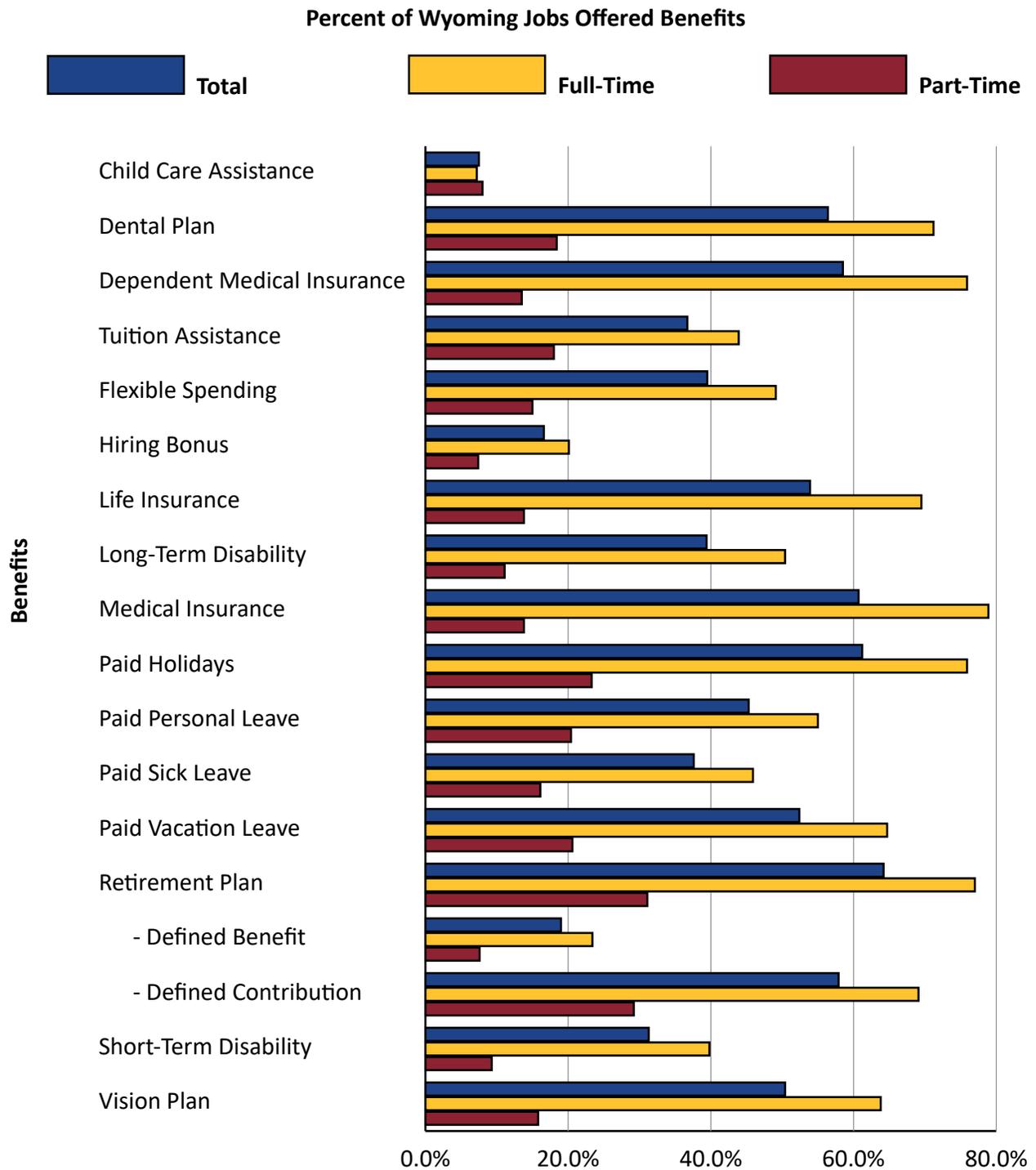
<b>Benefit</b>	<b>Full-Time</b>	<b>Part-Time</b>	<b>Total</b>
Child Care Assistance	7.2	8.0	7.5
Dental Plan	71.2	18.4	56.4
Dependent Medical Insurance	75.9	13.5	58.5
Tuition Assistance	43.9	18.0	36.7
Flexible Spending	49.1	15.0	39.5
Hiring Bonus	20.1	7.4	16.6
Life Insurance	69.5	13.8	53.9
Long-Term Disability	50.4	11.1	39.4
Medical Insurance	78.9	13.8	60.7
Paid Holidays	75.9	23.3	61.2
Paid Personal Leave	55.0	20.4	45.3
Paid Sick Leave	45.9	16.1	37.6
Paid Vacation Leave	64.7	20.6	52.4
Retirement Plan	77.0	31.1	64.2
Defined Benefit Retirement Plan	23.4	7.6	19.0
Defined Contribution Retirement Plan	69.1	29.2	57.9
Short-Term Disability	39.8	9.3	31.3
Vision Plan	63.8	15.8	50.4

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 2: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Selected Benefits, 2016Q3**

**Table 3: Number of Full- and Part-Time Jobs Offered Selected Benefits by Full- and Part-Time Status, 2018Q3**

Benefit	Full-Time	Part-Time	Total
<b>Total Jobs</b>	<b>199,142</b>	<b>77,354</b>	<b>276,496</b>
Child Care Assistance	14,408	6,220	20,628
Dental Plan	141,857	14,207	156,064
Dependent Medical Insurance	151,220	10,475	161,695
Tuition Assistance	87,442	13,898	101,340
Flexible Spending	97,680	11,572	109,252
Hiring Bonus	40,120	5,730	45,850
Life Insurance	138,385	10,650	149,035
Long-Term Disability	100,331	8,577	108,908
Medical Insurance	157,060	10,650	167,710
Paid Holidays	151,105	17,997	169,102
Paid Personal Leave	109,472	15,773	125,245
Paid Sick Leave	91,497	12,423	103,920
Paid Vacation Leave	128,935	15,935	144,870
Retirement Plan	153,381	24,069	177,449
Defined Benefit Retirement Plan	46,564	5,880	52,444
Defined Contribution Retirement Plan	137,598	22,593	160,191
Short-Term Disability	79,255	7,182	86,437
Vision Plan	127,110	12,257	139,368

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 4: Percent of Full- and Part-Time Wyoming Jobs Offered and Enrolled In Selected Benefits (Take-Up Rate), 2018Q3**

Benefit	Full-Time	Part-Time	Total
Dental Plan	86.3	5.8	85.3
Dependent Medical Insurance	57.5	21.4	57.5
Life Insurance	94.5	41.8	94.3
Long-Term Disability	94.5	30.4	94.4
Medical Insurance	86.1	45.4	86.0
Defined Benefit Retirement Plan	98.9	94.4	98.8
Defined Contribution Retirement Plan	83.5	20.3	82.2
Short-Term Disability	91.7	25.4	91.5
Vison Plan	70.3	46.8	70.2

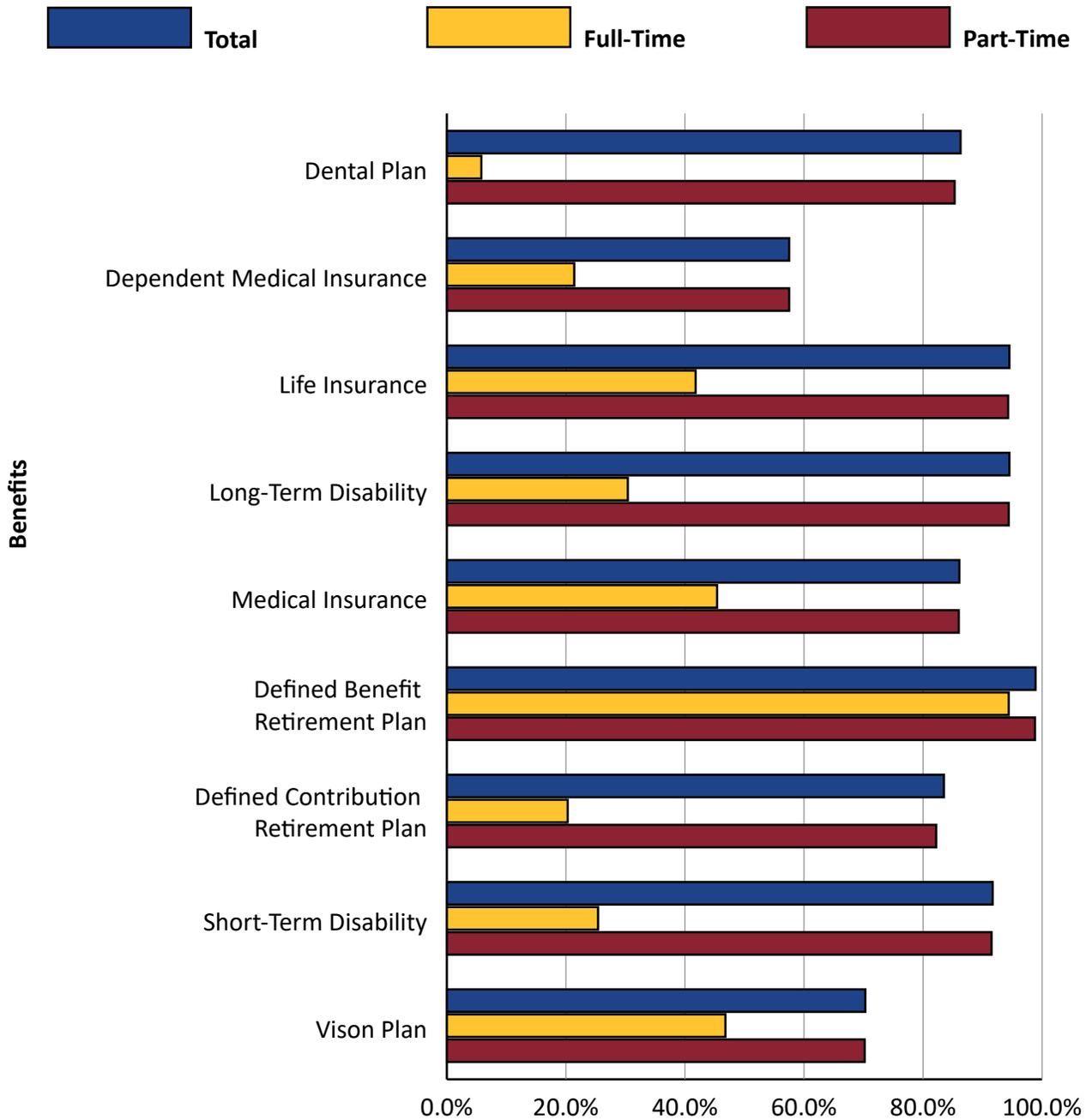
Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Percent of Full- and Part-Time Wyoming Jobs Offered and Enrolled In Selected Benefits (Take-Up Rate)**



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Figure 3: Percent of Full- and Part-Time Wyoming Jobs Offered and Enrolled In Selected Benefits (Take-Up Rate), 2018Q3**

## II. Benefits by Firm Size

**Table 5: Percent of Employers Offering Selected Benefits by Firm Size Class, 2018Q3**

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.9	2.0	2.4	3.6	6.8	2.3
Dental Plan	10.9	20.9	32.3	51.6	80.9	21.8
Dependent Medical Insurance	12.5	21.7	33.2	56.4	81.8	23.4
Tuition Assistance	7.0	11.4	14.5	17.3	43.0	11.2
Flexible Spending	7.1	8.4	12.7	22.9	48.1	11.2
Hiring Bonus	3.2	4.4	5.8	9.7	23.6	5.2
Life Insurance	9.4	16.5	28.0	43.2	75.3	18.7
Long-Term Disability	6.1	7.3	12.0	22.6	51.1	10.4
Medical Insurance	15.9	27.3	38.8	59.5	84.2	27.4
Paid Holidays	25.7	44.7	48.3	57.4	69.4	36.6
Paid Personal Leave	18.1	31.1	35.2	42.9	53.0	26.2
Paid Sick Leave	12.3	18.6	18.9	26.7	40.5	16.7
Paid Vacation Leave	19.9	36.5	42.8	49.5	61.0	30.1
Retirement Plan	16.7	29.0	39.8	54.3	76.9	27.6
Defined Benefit Retirement Plan	1.6	3.6	3.6	9.0	19.5	3.6
Defined Contribution Retirement Plan	16.0	27.3	38.8	51.8	73.0	26.3
Short-Term Disability	5.7	8.7	14.5	25.6	41.9	10.5
Vision Plan	8.1	14.4	24.2	41.0	68.2	16.6

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 6: Percent of All Jobs Offered Selected Benefits by Firm Size Class, 2018Q3**

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.5	2.0	2.4	3.6	11.1	7.5
Dental Plan	13.7	21.0	31.4	49.5	74.7	56.4
Dependent Medical Insurance	16.1	21.8	31.9	53.5	76.6	58.5
Tuition Assistance	9.1	11.5	14.6	16.9	54.3	36.7
Flexible Spending	8.5	8.5	12.3	23.0	58.6	39.5
Hiring Bonus	3.6	4.4	6.1	10.7	24.0	16.6
Life Insurance	12.2	17.1	27.8	42.6	73.7	53.9
Long-Term Disability	7.1	7.9	12.0	22.5	58.9	39.4
Medical Insurance	20.4	27.0	36.7	55.9	77.4	60.7
Paid Holidays	34.2	45.6	46.0	55.3	71.9	61.2
Paid Personal Leave	23.8	29.7	33.0	40.6	54.4	45.3
Paid Sick Leave	16.0	17.8	17.0	24.1	51.5	37.6
Paid Vacation Leave	26.6	35.0	38.3	44.4	63.7	52.4
Retirement Plan	22.6	30.2	39.6	54.9	82.6	64.2
Defined Benefit Retirement Plan	1.8	3.5	3.4	8.5	29.8	19.0
Defined Contribution Retirement Plan	21.8	28.6	38.9	52.3	72.8	57.9
Short-Term Disability	7.2	9.3	15.0	26.5	42.5	31.3
Vision Plan	10.1	14.7	23.9	39.8	69.7	50.4

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 7: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2018Q3**

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	3.1	2.3	2.9	4.0	10.0	7.2
Dental Plan	20.3	30.1	45.3	68.8	88.2	71.2
Dependent Medical Insurance	23.8	31.7	47.0	74.9	93.7	75.9
Tuition Assistance	12.1	15.2	20.1	22.0	61.8	43.9
Flexible Spending	12.1	11.1	16.6	30.9	69.3	49.1
Hiring Bonus	4.8	5.6	7.8	13.8	27.9	20.1
Life Insurance	18.0	24.3	40.0	58.4	90.1	69.5
Long-Term Disability	10.7	11.0	17.0	31.1	71.6	50.4
Medical Insurance	29.5	39.3	53.5	78.0	94.9	78.9
Paid Holidays	46.0	60.2	63.2	72.6	84.7	75.9
Paid Personal Leave	32.5	40.7	45.5	53.6	61.7	55.0
Paid Sick Leave	22.7	24.5	23.6	31.8	59.4	45.9
Paid Vacation Leave	37.3	48.3	53.4	58.6	73.9	64.7
Retirement Plan	31.8	41.0	54.3	71.8	92.8	77.0
Defined Benefit Retirement Plan	2.7	4.7	4.6	10.4	35.2	23.4
Defined Contribution Retirement Plan	30.6	39.0	53.6	68.7	80.7	69.1
Short-Term Disability	10.8	12.8	20.7	35.8	51.5	39.8
Vision Plan	15.1	21.0	34.5	55.5	83.0	63.8

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 8: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2018Q3**

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.4	1.5	1.3	2.4	14.3	8.0
Dental Plan	0.8	2.3	3.4	3.5	33.9	18.4
Dependent Medical Insurance	1.3	1.4	1.6	2.8	25.1	13.5
Tuition Assistance	3.3	4.0	3.5	4.8	31.8	18.0
Flexible Spending	1.7	3.3	3.6	4.4	26.4	15.0
Hiring Bonus	1.2	1.8	2.7	3.5	12.3	7.4
Life Insurance	1.0	2.3	3.1	5.1	24.2	13.8
Long-Term Disability	0.2	1.5	1.9	2.1	20.6	11.1
Medical Insurance	2.7	1.7	2.9	3.5	24.7	13.8
Paid Holidays	11.4	15.5	11.3	14.2	33.3	23.3
Paid Personal Leave	6.8	7.2	7.9	9.6	32.6	20.4
Paid Sick Leave	2.9	4.1	3.6	5.9	27.7	16.1
Paid Vacation Leave	6.1	7.6	7.8	10.6	32.7	20.6
Retirement Plan	5.0	8.0	9.9	14.8	51.8	31.1
Defined Benefit Retirement Plan	0.1	1.1	0.9	4.0	13.3	7.6
Defined Contribution Retirement Plan	4.7	7.4	9.4	13.3	48.8	29.2
Short-Term Disability	0.3	2.1	3.6	4.6	15.5	9.3
Vision Plan	0.4	1.7	2.5	2.5	29.7	15.8

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

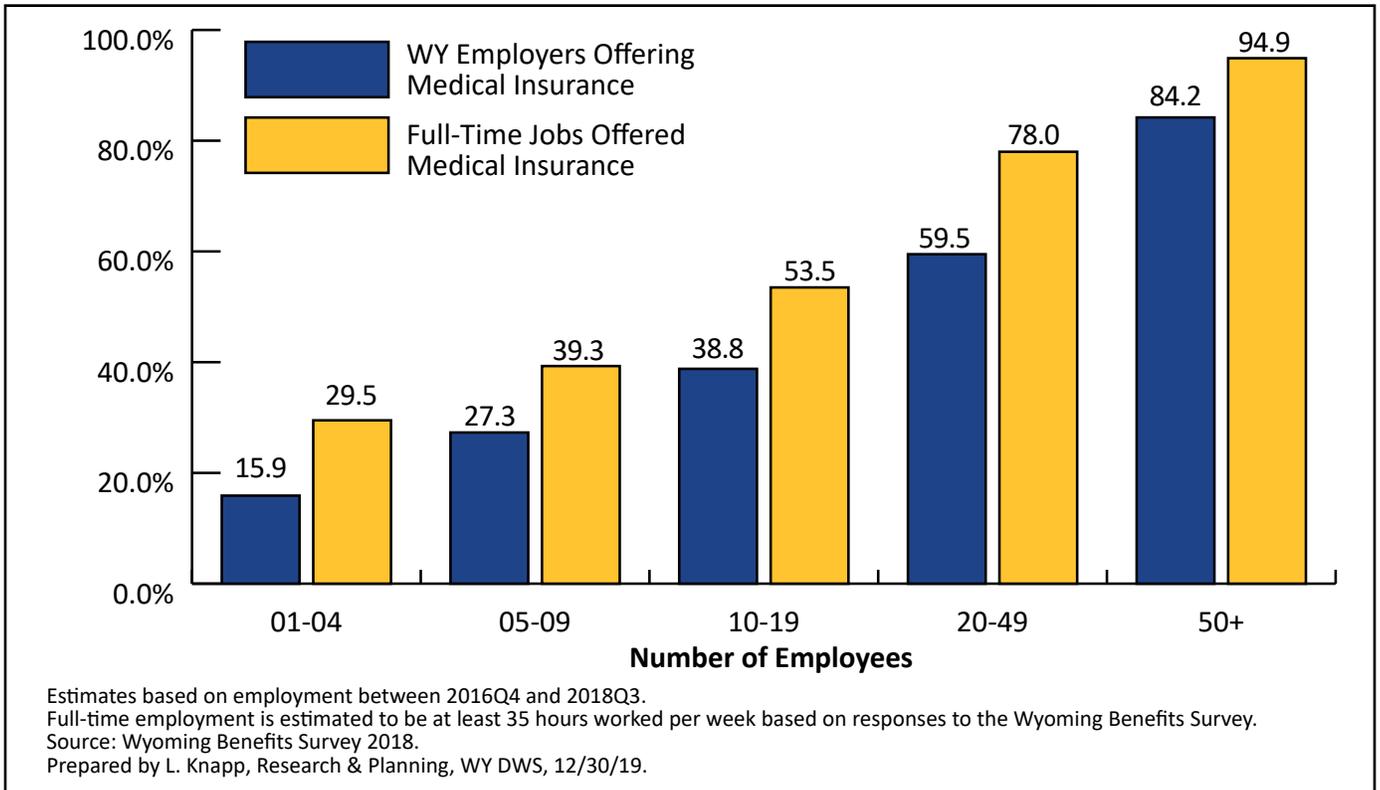
**Table 9: Total Number of Jobs and Number of Jobs Offered Selected Benefits by Firm Size Class, 2018Q3**

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
<b>Total</b>	<b>21,368</b>	<b>24,366</b>	<b>30,104</b>	<b>44,841</b>	<b>155,817</b>	<b>276,496</b>
Child Care Assistance	538	492	709	1,599	17,290	20,628
Dental Plan	2,917	5,114	9,443	22,186	116,404	156,064
Dependent Medical Insurance	3,445	5,308	9,610	23,998	119,333	161,695
Tuition Assistance	1,951	2,810	4,385	7,581	84,612	101,340
Flexible Spending	1,825	2,077	3,705	10,326	91,319	109,252
Hiring Bonus	766	1,066	1,826	4,817	37,375	45,850
Life Insurance	2,609	4,165	8,359	19,111	114,790	149,035
Long-Term Disability	1,526	1,919	3,606	10,092	91,765	108,908
Medical Insurance	4,360	6,579	11,049	25,081	120,641	167,710
Paid Holidays	7,314	11,111	13,838	24,799	112,040	169,102
Paid Personal Leave	5,081	7,237	9,933	18,185	84,808	125,245
Paid Sick Leave	3,416	4,342	5,112	10,827	80,223	103,920
Paid Vacation Leave	5,689	8,531	11,520	19,912	99,218	144,870
Retirement Plan	4,837	7,362	11,910	24,631	128,709	177,449
Defined Benefit Retirement Plan	391	856	1,011	3,793	46,393	52,444
Defined Contribution Retirement Plan	4,651	6,975	11,723	23,434	113,408	160,191
Short-Term Disability	1,545	2,264	4,522	11,892	66,213	86,437
Vision Plan	2,161	3,578	7,188	17,839	108,601	139,368

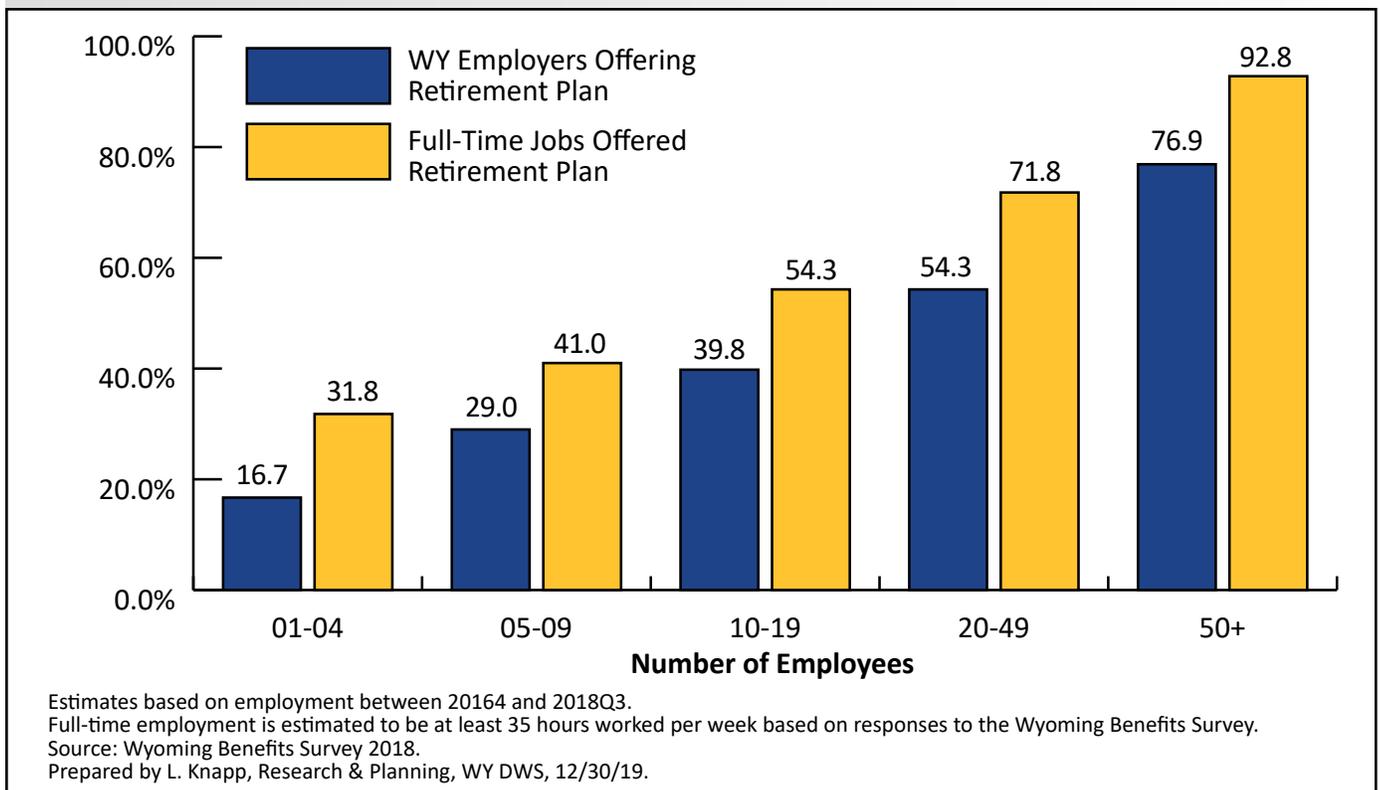
Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.



**Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical Insurance by Firm Size Class, 2018Q3**



**Figure 5: Percent of Wyoming Employers Offering and Percent of Full-time Jobs Offered a Retirement Plan by Firm Size Class, 2018Q3**

**Table 10: Percent of Total Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Employer Size Class, 2016Q3**

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Dental Plan	92.2	75.1	58.4	71.0	74.0	85.3
Dependent Medical Insurance	63.3	39.1	35.5	37.4	50.2	57.5
Life Insurance	99.9	70.4	65.3	72.4	91.3	94.3
Long-Term Disability	99.8	74.7	45.0	53.8	90.3	94.4
Medical Insurance	91.7	77.7	66.2	71.6	77.7	86.0
Defined Benefit Retirement Plan	100.0	86.2	85.3	93.3	100.0	98.8
Defined Contribution Retirement Plan	92.5	71.1	65.9	59.6	48.6	82.2
Short-Term Disability	99.9	70.0	43.0	57.4	66.9	91.5
Vision Plan	69.9	94.5	48.5	35.3	81.2	70.2

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Table 11: Percent of Full-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Employer Size Class, 2016Q3**

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Dental Plan	92.2	74.9	58.7	71.8	78.3	86.3
Dependent Medical Insurance	63.3	39.2	35.6	37.5	50.5	57.5
Life Insurance	99.9	70.9	65.4	73.5	91.3	94.5
Long-Term Disability	99.8	74.6	45.4	55.1	90.3	94.5
Medical Insurance	91.7	77.7	66.2	71.9	77.9	86.1
Defined Benefit Retirement Plan	100.0	90.1	85.4	93.3	100.0	98.9
Defined Contribution Retirement Plan	92.6	71.1	68.1	59.6	52.6	83.5
Short-Term Disability	99.9	70.4	43.3	58.9	66.9	91.7
Vision Plan	69.9	100.0	53.8	35.2	81.2	70.3

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Table 12: Percent of Part-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Employer Size Class, 2016Q3**

Benefit	Firm Size Class (Number of Employees)					Total
	01-04	05-09	10-19	20-49	50+	
Dental Plan	61.5	100.0	8.8	2.0	2.7	5.8
Dependent Medical Insurance	58.8	22.7	0.0	6.0	9.2	21.4
Life Insurance	100.0	40.9	54.5	15.0	97.1	41.8
Long-Term Disability	100.0	100.0	5.7	1.5	100.0	30.4
Medical Insurance	70.6	83.5	50.0	6.0	37.3	45.4
Defined Benefit Retirement Plan	100.0	66.7	81.8	92.9	100.0	94.4
Defined Contribution Retirement Plan	71.5	70.5	24.7	58.1	9.1	20.3
Short-Term Disability	100.0	35.0	0.0	1.5	52.6	25.4
Vision Plan	38.5	75.7	20.0	36.3	72.5	46.8

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

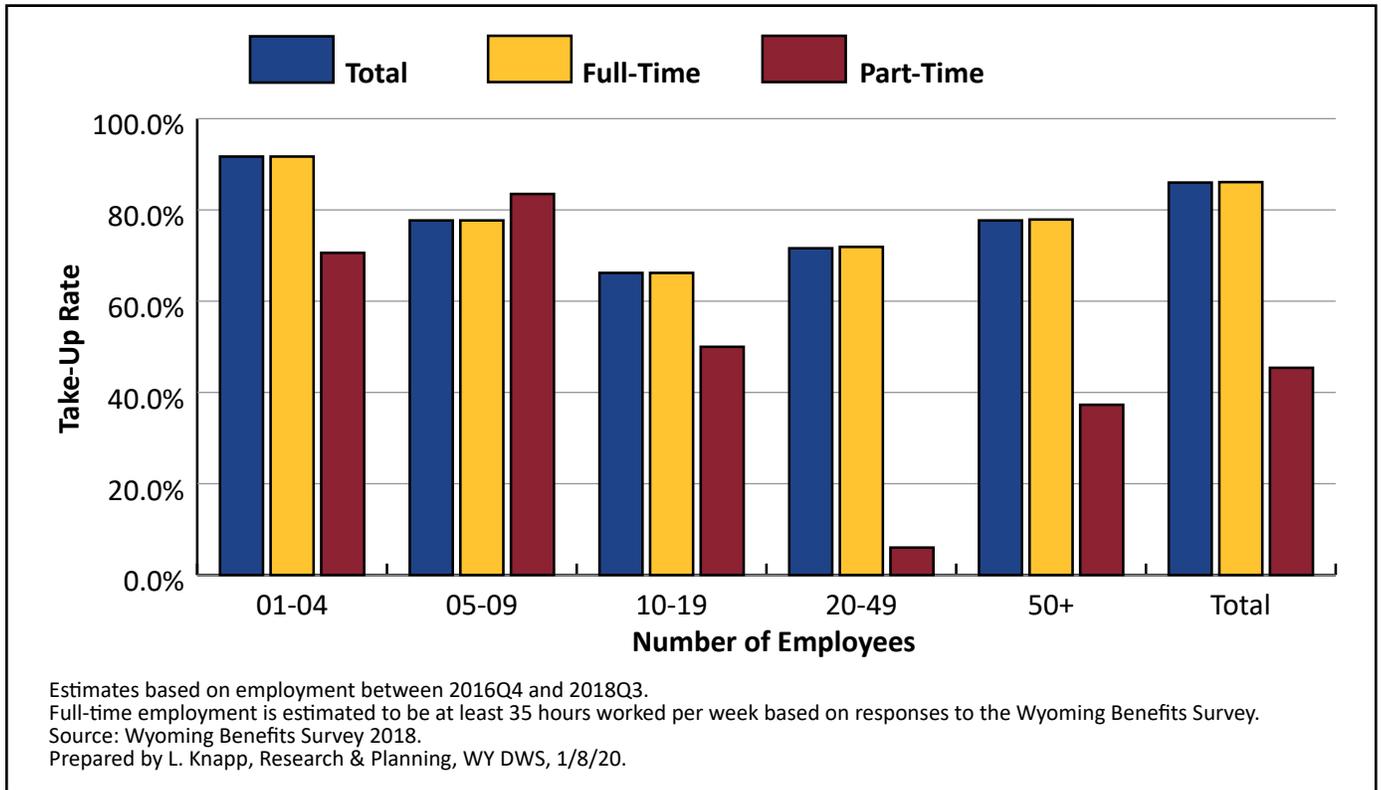


Figure 6: Percent of Jobs Offered and Enrolled in Medical Insurance (Take-Up Rate) by Employer Size Class, 2018Q3

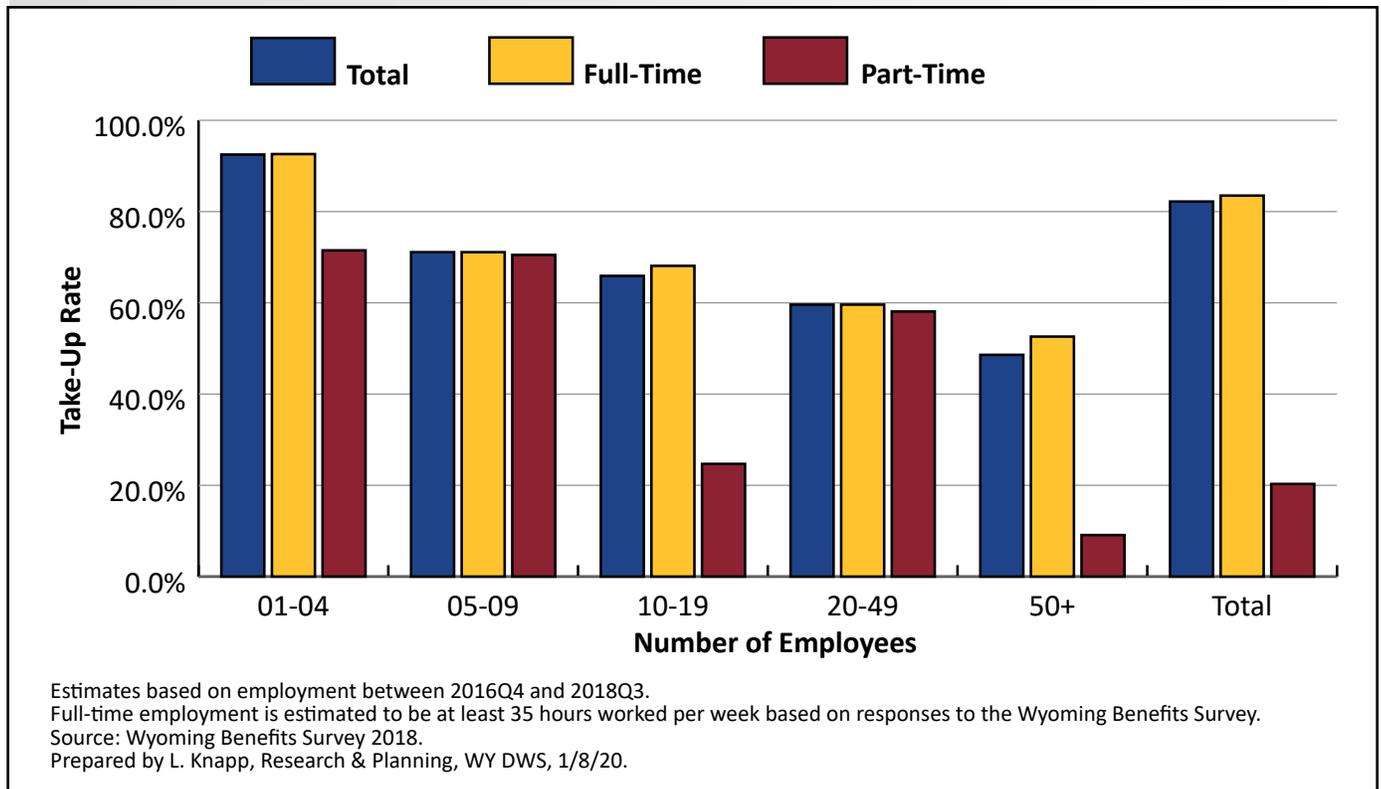


Figure 7: Percent of Jobs Offered and Enrolled in Defined Contribution Retirement Plan (Take-Up Rate) by Employer Size Class, 2018Q3

### III. Benefits by Industry

Table 13: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2018Q3

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	1.5	0.3	2.1	4.0	1.6	0.2	3.8	2.5	3.4	3.7	5.1	0.6	1.6	4.5	2.3
Dental Plan	37.8	14.0	24.4	45.6	18.8	21.7	25.2	21.2	20.9	39.3	17.7	14.4	15.1	71.3	21.8
Dependent Medical Insurance	42.6	16.7	27.9	49.7	20.1	25.3	27.5	22.9	22.8	39.5	16.7	13.6	16.8	71.1	23.4
Tuition Assistance	11.1	8.1	13.2	24.8	6.4	8.1	17.3	13.8	12.6	25.1	14.3	3.6	6.8	24.7	11.2
Flexible Spending	17.6	4.9	14.9	28.7	9.0	11.1	19.1	13.6	11.8	25.9	9.8	4.6	7.7	26.3	11.2
Hiring Bonus	7.5	3.7	5.3	11.7	2.8	5.5	5.3	5.2	6.3	7.2	6.6	4.2	2.7	1.9	5.2
Life Insurance	33.8	11.5	23.8	42.7	15.4	21.1	25.7	19.4	16.4	39.0	13.9	11.1	11.8	66.8	18.7
Long-Term Disability	20.1	5.2	13.3	28.9	6.7	12.3	13.8	11.5	10.5	28.9	8.8	4.9	6.4	22.3	10.4
Medical Insurance	45.0	19.6	33.2	53.3	25.6	28.9	30.8	25.8	27.9	44.0	20.9	17.0	20.5	77.9	27.4
Paid Holidays	41.0	25.9	46.8	60.7	33.6	30.4	52.4	48.8	38.7	40.0	35.5	15.0	36.9	83.2	36.6
Paid Personal Leave	30.2	17.1	27.3	37.6	27.0	19.8	37.0	35.2	28.2	39.4	28.9	13.2	26.6	41.7	26.2
Paid Sick Leave	18.9	5.9	12.0	24.6	15.7	11.8	26.6	22.1	18.6	35.1	17.2	6.7	16.8	69.9	16.7
Paid Vacation Leave	38.6	22.0	34.8	44.0	35.2	26.5	39.8	32.9	28.6	36.3	23.9	21.2	30.2	78.0	30.1
Retirement Plan	37.9	20.7	32.8	50.2	22.3	23.7	32.2	29.5	28.9	42.6	30.4	9.3	22.6	76.1	27.6
Defined Benefit Retirement Plan	0.8	1.6	2.6	4.1	0.9	2.8	1.9	2.5	1.9	22.3	4.4	0.3	1.6	52.5	3.6
Defined Contribution Retirement Plan	37.6	20.5	32.4	50.0	22.2	22.5	30.8	30.2	28.6	33.0	28.1	9.8	21.3	50.3	26.3
Short-Term Disability	21.9	6.7	15.5	28.9	9.5	12.0	13.4	10.7	9.8	15.1	9.0	4.6	7.3	18.7	10.5
Vision Plan	29.3	9.9	19.5	37.6	13.5	19.0	20.4	16.8	15.1	33.9	13.2	10.2	9.6	61.0	16.6

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 14: Percent of All Wyoming Jobs Offered Selected Benefits by Industry, 2018Q3

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	1.2	1.2	7.4	3.8	0.2	14.8	5.0	12.4	5.6	2.6	17.3	2.2	5.3	12.6	7.5
Dental Plan	80.1	42.8	72.9	74.3	70.8	48.6	61.1	64.4	45.3	68.7	65.3	25.8	27.9	74.8	56.4
Dependent Medical Insurance	90.6	49.3	78.6	75.2	73.9	42.1	63.4	63.9	50.4	82.4	63.3	21.5	29.9	78.2	58.5
Tuition Assistance	55.3	17.9	53.9	48.3	34.3	29.5	52.6	44.5	26.0	61.4	56.0	6.1	12.2	44.3	36.7
Flexible Spending	50.1	18.0	57.3	54.6	37.0	28.3	51.0	48.3	28.5	80.0	46.7	6.2	14.4	64.0	39.5
Hiring Bonus	24.4	7.0	39.8	30.9	14.7	7.4	26.3	20.2	20.3	10.4	35.2	10.7	6.1	5.0	16.6
Life Insurance	84.3	35.7	75.3	71.7	59.2	37.0	60.4	61.6	41.5	81.2	61.1	19.9	22.9	78.0	53.9
Long-Term Disability	66.9	20.1	56.6	52.2	46.2	26.3	45.2	50.5	29.8	75.1	46.1	10.2	11.9	47.6	39.4
Medical Insurance	91.4	52.2	80.6	79.9	75.4	46.1	64.9	65.7	55.4	81.9	66.4	23.4	32.5	78.2	60.7
Paid Holidays	81.2	50.8	84.0	86.9	71.5	49.0	78.9	78.0	64.5	81.0	59.0	20.7	46.9	83.6	61.2
Paid Personal Leave	42.7	38.4	40.9	58.3	46.0	46.3	62.1	58.3	39.2	83.9	58.7	16.3	37.7	40.7	45.3
Paid Sick Leave	50.9	9.7	34.8	31.9	30.7	26.1	45.5	26.8	27.8	80.3	46.7	8.3	19.0	75.5	37.6
Paid Vacation Leave	81.7	41.2	64.6	51.7	58.1	42.7	52.8	37.8	40.6	83.0	41.1	30.5	36.6	80.3	52.4
Retirement Plan	88.0	52.3	80.1	78.4	73.2	57.4	67.5	69.5	54.7	86.1	74.6	25.6	37.7	84.1	64.2
Defined Benefit Retirement Plan	1.6	7.3	26.7	3.9	7.8	1.2	0.7	7.6	1.1	79.3	11.1	0.4	5.7	71.9	19.0
Defined Contribution Retirement Plan	88.2	51.6	79.9	78.7	73.2	57.0	66.0	70.5	54.7	56.1	72.1	26.3	36.7	53.5	57.9
Short-Term Disability	67.6	22.8	58.8	50.6	34.4	31.3	48.6	31.0	28.7	30.1	32.8	9.1	13.7	30.0	31.3
Vision Plan	74.7	33.1	62.5	63.8	63.4	41.8	57.7	57.3	37.4	79.6	56.6	16.4	20.0	71.1	50.4

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 15: Percent of Wyoming Full-Time Jobs Offered Selected Benefits by Industry, 2018Q3

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	1.3	1.3	8.1	3.9	3.4	0.2	5.9	14.9	7.0	2.8	18.8	1.9	2.6	15.9	7.2
Dental Plan	82.7	46.4	79.5	79.9	53.3	78.1	76.5	75.2	58.0	80.8	80.9	52.1	43.7	92.4	71.2
Dependent Medical Insurance	93.2	53.6	85.9	81.1	52.7	81.7	79.5	74.8	64.2	99.0	79.5	52.0	47.1	96.1	75.9
Tuition Assistance	56.9	19.4	58.5	52.1	19.7	37.9	66.2	51.6	32.0	65.6	64.6	11.5	17.1	53.7	43.9
Flexible Spending	51.5	19.2	62.5	58.2	24.3	40.1	64.9	55.6	35.9	92.4	56.0	12.9	21.6	78.0	49.1
Hiring Bonus	25.2	7.5	43.0	33.4	13.2	15.7	33.7	24.0	25.9	9.4	42.4	14.9	8.0	2.0	20.1
Life Insurance	86.7	38.6	82.2	77.8	43.2	65.3	77.0	71.5	52.3	99.0	77.1	45.0	35.9	95.2	69.5
Long-Term Disability	69.1	21.7	62.3	56.7	23.5	51.3	57.6	59.3	37.6	89.8	58.2	24.4	18.2	59.4	50.4
Medical Insurance	94.1	56.6	88.0	86.0	59.2	83.2	81.4	76.7	70.3	99.4	83.4	57.1	51.1	96.1	78.9
Paid Holidays	83.5	54.8	91.4	92.9	57.4	78.3	95.1	89.0	79.1	95.3	67.9	36.7	67.9	99.2	75.9
Paid Personal Leave	44.0	41.5	44.6	63.0	46.3	50.6	77.7	67.1	48.9	94.7	69.4	35.3	51.2	49.0	55.0
Paid Sick Leave	52.6	10.6	38.2	34.3	20.4	33.5	57.2	31.4	35.1	91.3	54.5	18.5	28.6	90.0	45.9
Paid Vacation Leave	84.0	44.4	70.8	55.6	49.5	63.2	64.9	43.7	50.3	96.8	49.1	56.3	55.1	96.6	64.7
Retirement Plan	90.6	56.6	86.5	83.5	59.4	78.9	80.8	78.6	65.6	97.0	86.6	38.8	50.4	99.1	77.0
Defined Benefit Retirement Plan	1.6	7.9	29.4	3.9	1.9	8.8	0.9	9.0	1.4	88.2	13.5	1.1	7.7	83.5	23.4
Defined Contribution Retirement Plan	90.7	55.8	86.3	83.7	59.7	78.7	79.6	79.7	65.5	59.5	83.6	40.4	48.8	63.0	69.1
Short-Term Disability	69.9	24.6	64.6	54.7	31.6	38.0	61.9	36.9	36.4	34.6	41.2	21.5	20.7	37.6	39.8
Vision Plan	77.1	36.0	68.1	68.8	41.9	69.9	72.3	67.7	47.9	94.6	69.8	37.6	31.2	87.2	63.8

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 16: Percent of Wyoming Part-Time Jobs Offered Selected Benefits by Industry, 2018Q3

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	0.0	0.0	0.2	1.9	28.6	0.0	1.9	0.0	1.0	2.0	12.7	2.3	9.9	0.0	8.0
Dental Plan	2.6	3.0	7.8	10.8	43.0	9.0	6.8	11.2	2.5	35.5	19.2	10.9	0.8	8.8	18.4
Dependent Medical Insurance	10.9	2.7	6.9	7.2	29.4	8.6	6.6	10.5	3.6	36.9	15.1	4.4	0.4	11.0	13.5
Tuition Assistance	7.6	1.6	8.3	5.7	41.1	3.8	4.2	9.3	5.8	49.9	30.4	3.1	3.7	8.8	18.0
Flexible Spending	9.5	4.7	5.9	13.4	33.2	11.0	2.0	12.7	3.5	45.8	19.2	2.4	1.8	11.3	15.0
Hiring Bonus	0.7	1.0	8.0	1.5	0.5	6.0	0.2	1.3	1.6	13.2	13.7	8.4	2.9	16.1	7.4
Life Insurance	11.1	4.2	7.3	1.6	29.6	8.0	1.8	12.9	5.2	32.4	13.6	5.8	0.6	13.3	13.8
Long-Term Disability	0.8	3.1	0.3	0.5	29.7	3.6	1.5	7.0	3.3	34.7	10.2	2.3	0.8	3.6	11.1
Medical Insurance	10.2	4.7	6.9	10.8	30.3	9.3	6.6	11.2	4.9	34.1	16.1	4.4	0.4	11.0	13.8
Paid Holidays	15.1	7.9	10.8	19.0	39.0	14.4	21.7	23.5	15.2	41.8	32.5	11.8	10.8	25.0	23.3
Paid Personal Leave	4.4	4.7	3.6	5.0	46.2	7.1	7.0	15.2	6.4	54.1	27.0	5.6	14.4	9.8	20.4
Paid Sick Leave	1.2	0.3	0.7	4.0	33.1	6.4	4.3	4.1	3.2	50.1	23.6	2.5	2.3	21.2	16.1
Paid Vacation Leave	13.3	6.5	3.2	7.9	34.7	14.3	9.7	8.9	7.7	45.2	17.3	15.9	4.7	19.5	20.6
Retirement Plan	11.5	6.3	16.2	20.4	55.0	25.8	20.5	24.4	17.8	56.1	39.3	18.2	15.7	27.9	31.1
Defined Benefit Retirement Plan	0.0	0.6	0.2	3.4	0.4	0.0	0.0	0.3	0.2	55.0	4.1	0.0	2.2	28.6	7.6
Defined Contribution Retirement Plan	11.8	5.1	16.7	21.6	53.8	27.1	17.9	25.4	18.1	46.7	37.9	18.3	15.7	18.0	29.2
Short-Term Disability	0.0	3.2	1.5	3.3	31.0	3.6	1.6	1.9	2.7	17.9	7.7	2.0	1.6	1.6	9.3
Vision Plan	2.6	2.1	7.2	6.7	41.6	8.8	6.0	5.7	1.7	38.7	17.3	4.5	0.7	10.7	15.8

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

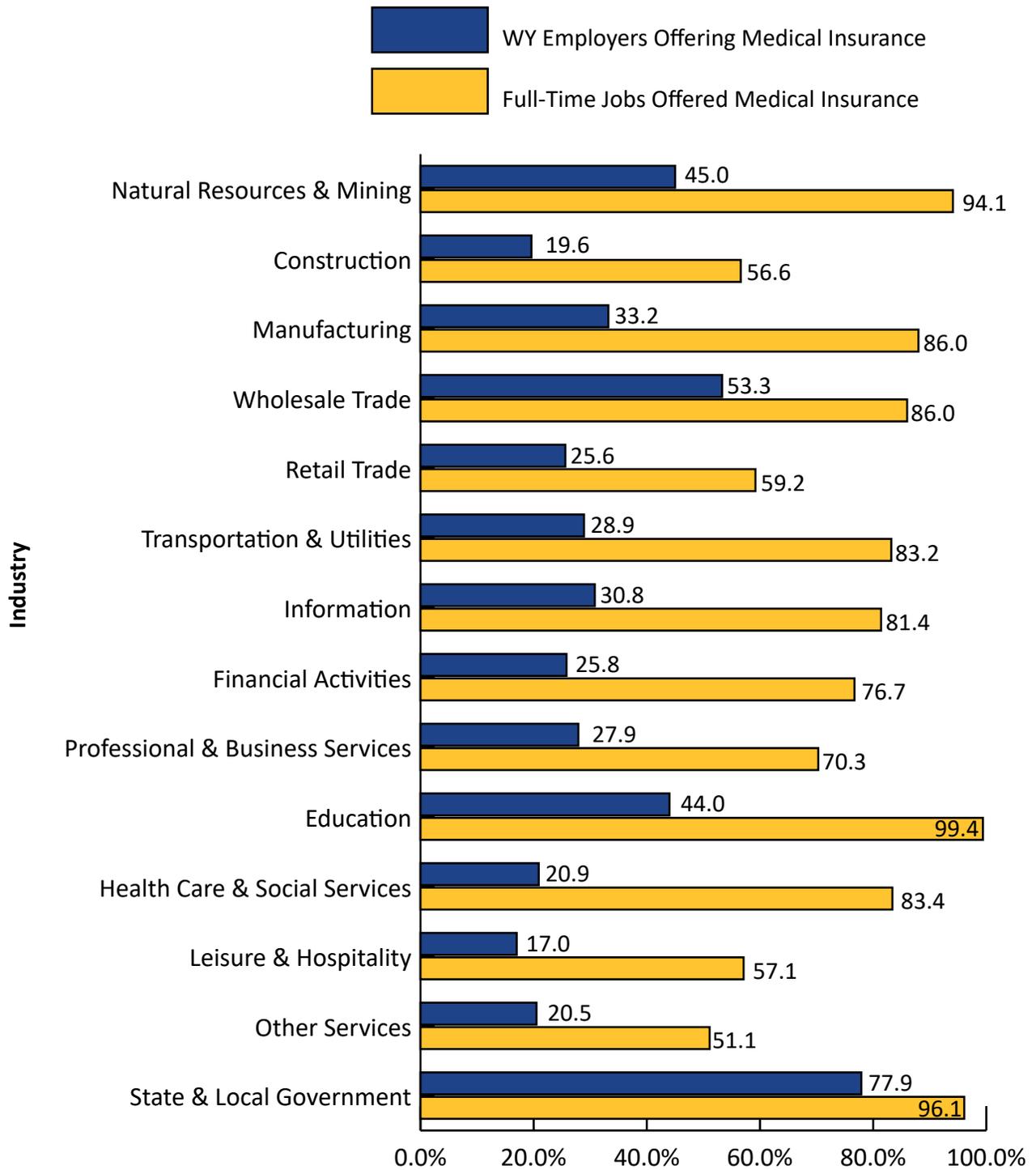
**Table 17: Total Number of Jobs and Total Number of Jobs Offered Benefits by Industry, 2018Q3**

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
<b>Total Jobs</b>	<b>20,638</b>	<b>21,936</b>	<b>10,362</b>	<b>8,291</b>	<b>30,902</b>	<b>11,853</b>	<b>3,579</b>	<b>11,112</b>	<b>20,042</b>	<b>24,242</b>	<b>35,330</b>	<b>41,197</b>	<b>7,413</b>	<b>29,599</b>	<b>276,496</b>
Child Care Assistance	254	257	766	313	4,577	26	181	1,372	1,127	636	6,108	891	393	3,726	20,628
Dental Plan	16,541	9,385	7,555	6,164	15,034	8,394	2,187	7,153	9,086	16,656	23,085	10,616	2,071	22,139	156,064
Dependent Medical Insurance	18,691	10,818	8,148	6,232	13,018	8,764	2,269	7,106	10,092	19,980	22,356	8,864	2,220	23,136	161,695
Tuition Assistance	11,412	3,922	5,585	4,008	9,103	4,069	1,881	4,942	5,215	14,881	19,791	2,523	902	13,108	101,340
Flexible Spending	10,342	3,946	5,938	4,524	8,756	4,390	1,826	5,373	5,713	19,383	16,515	2,544	1,064	18,938	109,252
Hiring Bonus	5,045	1,534	4,120	2,558	2,298	1,740	940	2,241	4,074	2,528	12,422	4,425	454	1,470	45,850
Life Insurance	17,397	7,835	7,808	5,944	11,437	7,023	2,161	6,847	8,323	19,686	21,582	8,209	1,700	23,085	149,035
Long-Term Disability	13,806	4,409	5,864	4,324	8,134	5,478	1,618	5,607	5,974	18,204	16,297	4,219	879	14,095	108,908
Medical Insurance	18,869	11,460	8,349	6,626	14,238	8,932	2,323	7,296	11,095	19,862	23,472	9,630	2,408	23,149	167,710
Paid Holidays	16,768	11,149	8,702	7,207	15,155	8,479	2,823	8,663	12,928	19,640	20,830	8,542	3,477	24,738	169,102
Paid Personal Leave	8,817	8,426	4,236	4,834	14,293	5,453	2,223	6,481	7,863	20,333	20,742	6,699	2,794	12,052	125,245
Paid Sick Leave	10,509	2,138	3,604	2,645	8,078	3,635	1,630	2,981	5,571	19,467	16,492	3,417	1,405	22,351	103,920
Paid Vacation Leave	16,860	9,045	6,691	4,289	13,209	6,882	1,888	4,204	8,130	20,124	14,510	12,548	2,710	23,779	144,870
Retirement Plan	18,169	11,481	8,295	6,502	17,737	8,682	2,416	7,720	10,958	20,869	26,369	10,553	2,793	24,905	177,449
Defined Benefit	323	1,609	2,767	323	376	930	25	843	224	19,228	3,925	157	421	21,293	52,444
Defined Contribution	18,198	11,312	8,282	6,522	17,620	8,677	2,361	7,836	10,954	13,600	25,458	10,819	2,717	15,834	160,191
Short-Term Disability	13,960	4,996	6,091	4,192	9,675	4,075	1,739	3,444	5,751	7,301	11,576	3,730	1,016	8,890	86,437
Vision Plan	15,425	7,266	6,480	5,293	12,908	7,515	2,065	6,362	7,491	19,304	19,983	6,746	1,483	21,046	139,368

Estimates based on employment between 2016Q4 and 2018Q3.

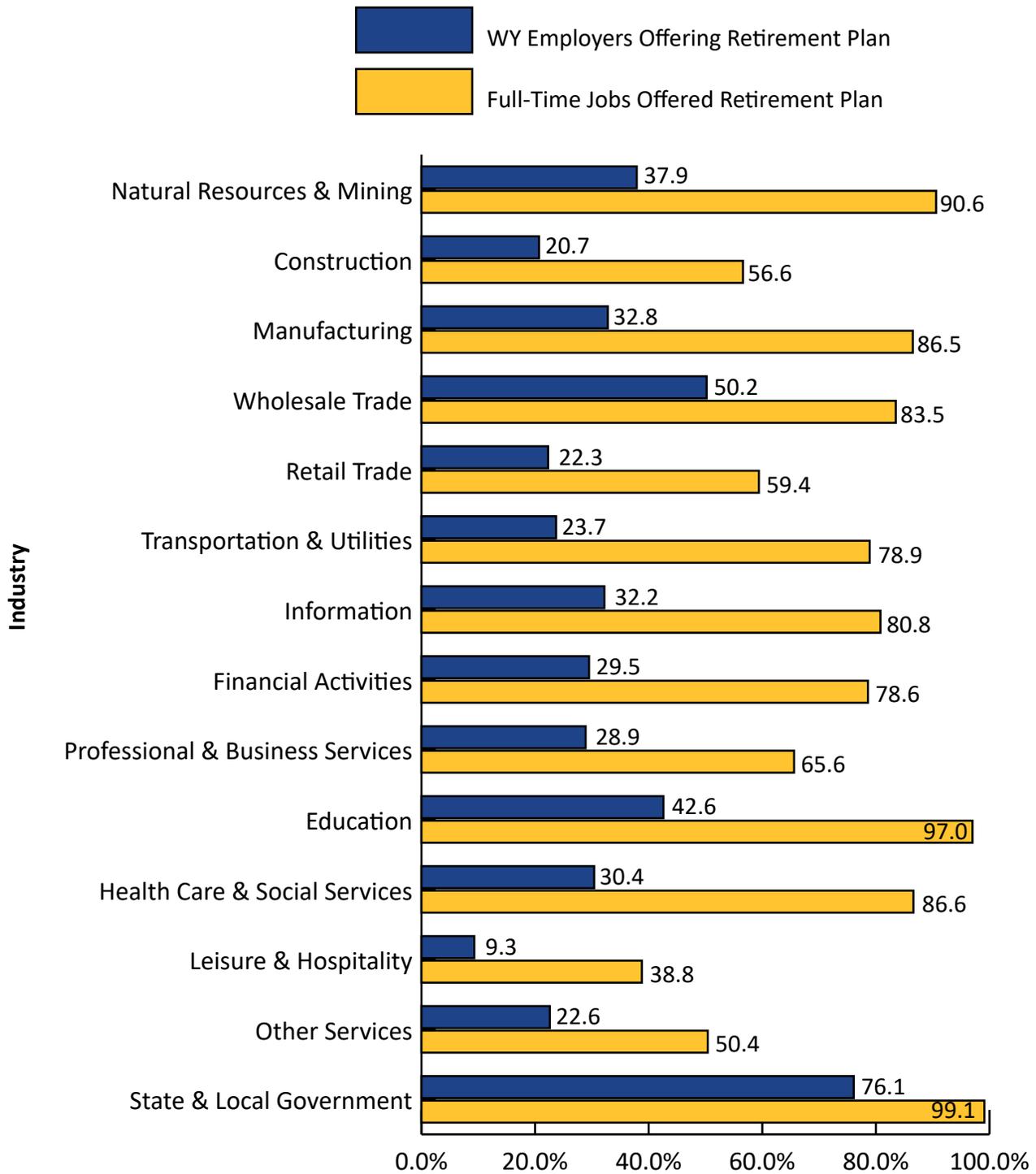
Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical Insurance by Industry, 2018Q3**



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Industry, 2018Q3**

**Table 18: Percent of Total Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2018Q3**

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Dental Plan	78.4	66.7	86.3	91.6	64.2	73.8	96.2	64.6	79.5	74.2	65.1	16.2	83.1	91.6	85.3
Dependent Medical Insurance	46.9	25.8	72.3	62.5	30.4	30.6	75.3	49.7	51.5	53.8	34.6	2.9	39.8	64.9	57.5
Life Insurance	69.5	78.2	69.3	98.8	78.6	99.0	100.0	81.4	92.6	99.0	96.0	22.0	86.3	97.5	94.3
Long-Term Disability	70.5	31.3	93.7	99.2	54.4	95.5	100.0	79.9	82.1	96.5	90.2	1.0	77.4	97.7	94.4
Medical Insurance	77.9	70.4	87.7	91.2	60.1	71.2	94.3	79.4	74.7	72.7	65.1	38.1	76.4	90.7	86.0
Defined Benefit Retirement Plan	100.0	100.0	100.0	89.1	81.2	0.0	100.0	0.0	89.6	100.0	97.3	0.0	90.1	100.0	98.8
Defined Contribution Retirement Plan	64.6	64.6	81.9	92.6	60.4	57.1	90.9	74.9	80.6	26.6	63.5	14.2	78.9	32.1	82.2
Short-Term Disability	72.7	53.0	88.2	98.6	57.3	73.3	0.0	89.8	84.3	34.1	24.3	2.8	92.0	81.9	91.5
Vison Plan	100.0	0.0	93.0	69.9	53.6	0.0	0.0	0.0	96.0	77.1	36.3	0.0	0.0	66.1	70.2

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Table 19: Percent of Full-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2018Q3**

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Dental Plan	78.3	66.7	86.3	91.6	64.7	73.8	96.2	64.6	79.4	74.2	65.4	28.0	83.1	91.7	86.3
Dependent Medical Insurance	47.0	25.8	72.3	62.5	30.6	30.6	75.3	49.7	51.9	53.8	34.6	2.9	39.8	66.2	57.5
Life Insurance	69.4	78.2	69.3	98.8	79.0	99.0	100.0	81.3	92.8	99.0	96.7	23.7	86.3	97.5	94.5
Long-Term Disability	70.5	31.3	93.7	99.2	57.9	95.5	100.0	79.8	82.0	96.5	90.5	1.1	77.4	97.7	94.5
Medical Insurance	77.9	70.4	87.7	91.2	60.2	71.2	94.3	79.4	75.5	72.7	65.1	38.1	76.4	91.5	86.1
Defined Benefit Retirement Plan	100.0	100.0	100.0	89.3	82.6	0.0	100.0	0.0	89.6	100.0	97.8	0.0	66.7	100.0	98.9
Defined Contribution Retirement Plan	64.6	64.5	82.4	92.6	61.1	57.2	91.0	74.6	82.4	27.3	64.4	20.2	74.3	32.0	83.5
Short-Term Disability	72.7	53.0	88.2	98.6	61.0	73.3	0.0	89.8	84.3	34.5	24.5	3.1	92.0	81.9	91.7
Vison Plan	100.0	0.0	93.1	69.9	57.1	0.0	0.0	0.0	96.5	76.8	37.2	0.0	0.0	66.1	70.3

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

Table 20: Percent of Part-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2018Q3

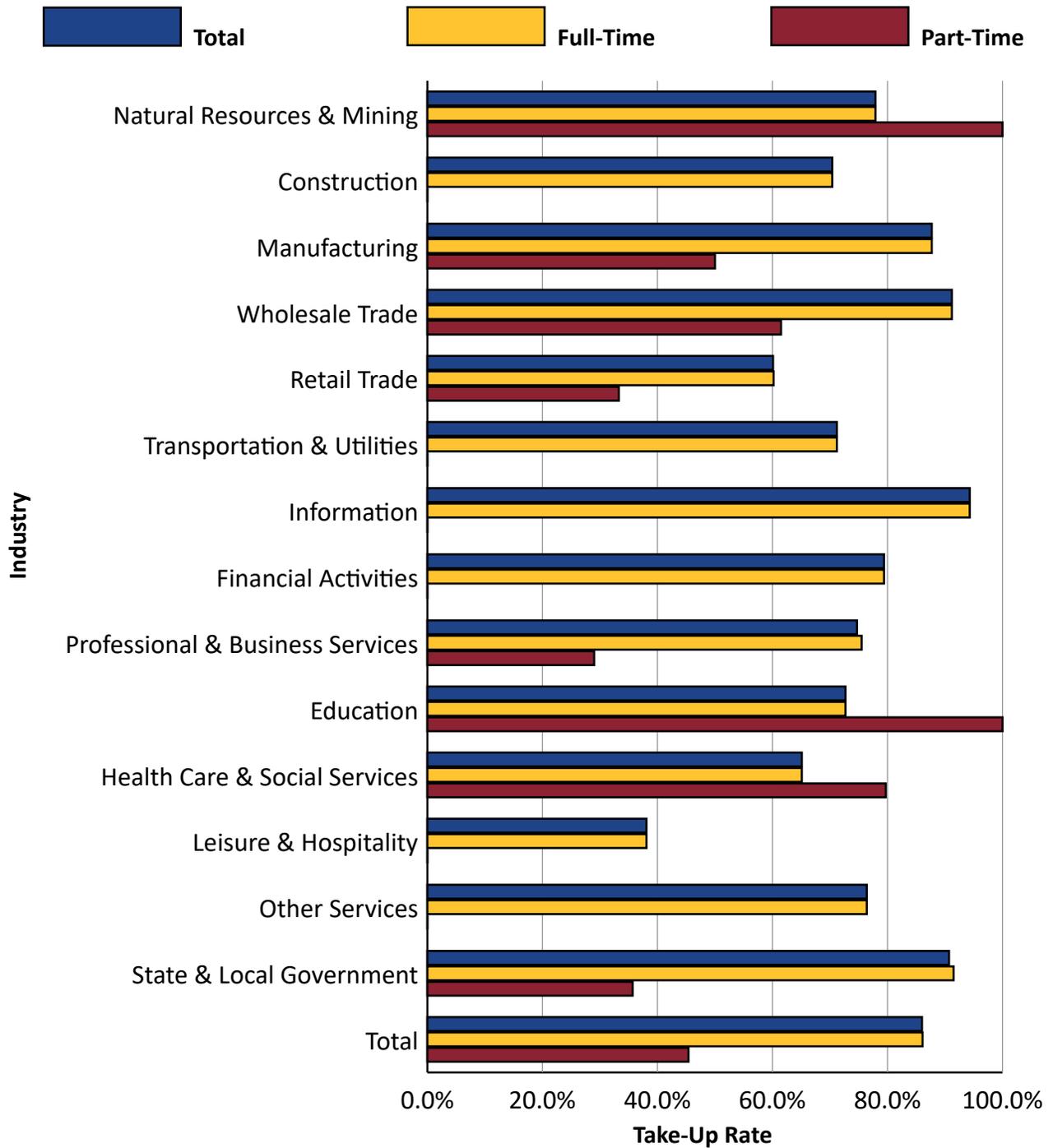
Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Dental Plan	100.0	0.0	50.0	61.5	14.6	0.0	0.0	0.0	100.0	100.0	12.5	1.6	0.0	50.0	5.8
Dependent Medical Insurance	30.0	0.0	50.0	46.2	14.6	0.0	0.0	0.0	29.0	50.0	0.0	0.0	0.0	7.1	21.4
Life Insurance	100.0	99.9	50.0	100.0	43.8	0.0	0.0	89.5	66.2	100.0	19.6	0.0	0.0	100.0	41.8
Long-Term Disability	0.0	99.7	0.0	100.0	4.5	0.0	0.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	30.4
Medical Insurance	100.0	0.0	50.0	61.5	33.3	0.0	0.0	0.0	29.0	100.0	79.7	0.0	0.0	35.7	45.4
Defined Benefit Retirement Plan	0.0	99.7	0.0	70.0	76.5	0.0	0.0	0.0	0.0	100.0	87.0	0.0	100.0	100.0	94.4
Defined Contribution Retirement Plan	0.0	100.0	18.2	63.4	0.0	33.3	0.0	86.2	38.2	11.1	33.0	9.8	100.0	50.0	20.3
Short-Term Disability	0.0	0.0	0.0	100.0	4.5	0.0	0.0	88.7	100.0	0.0	0.0	0.0	0.0	0.0	25.4
Vision Plan	100.0	0.0	50.0	38.5	33.3	0.0	0.0	0.0	36.0	100.0	30.1	0.0	0.0	66.7	46.8

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

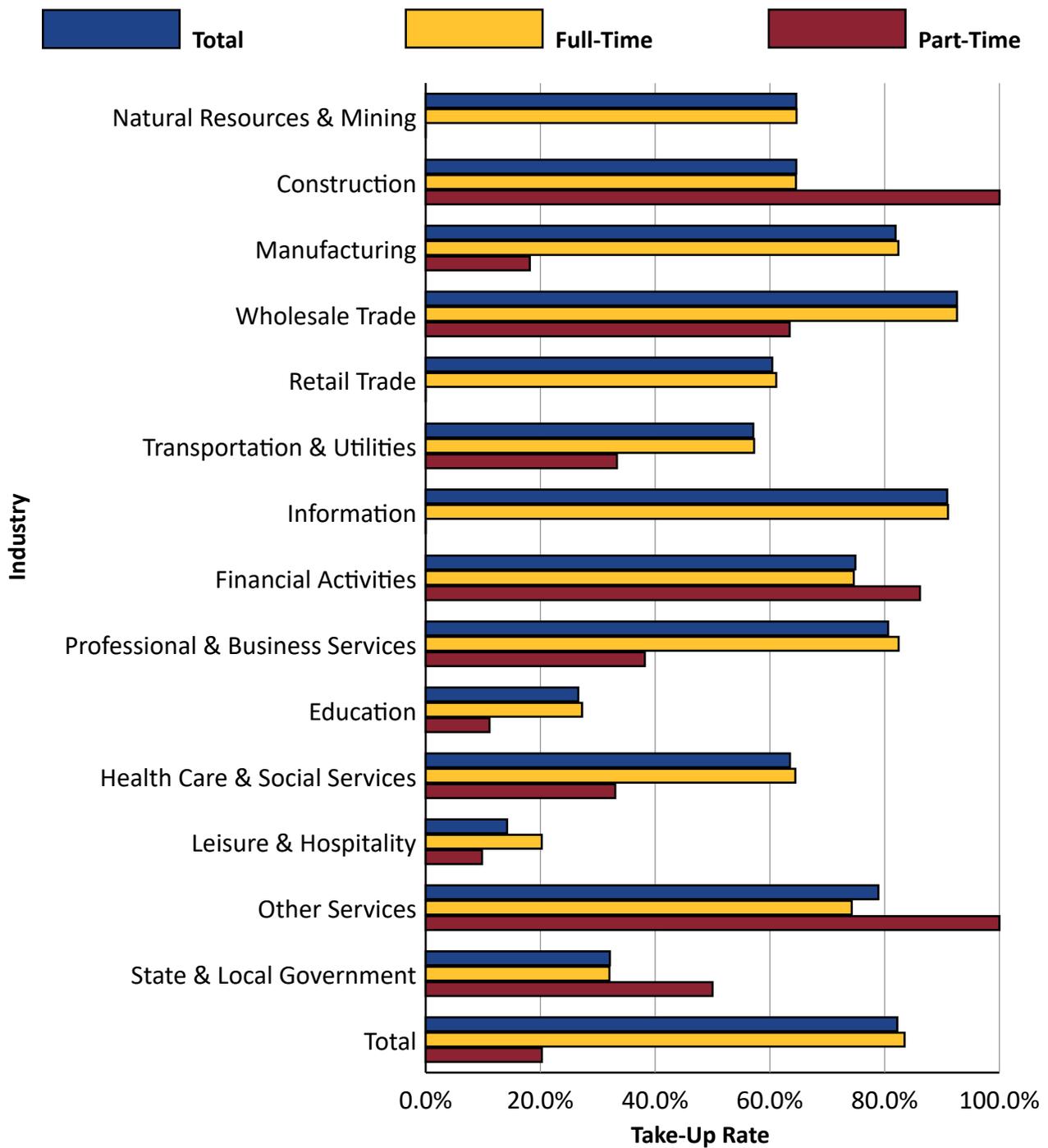
Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

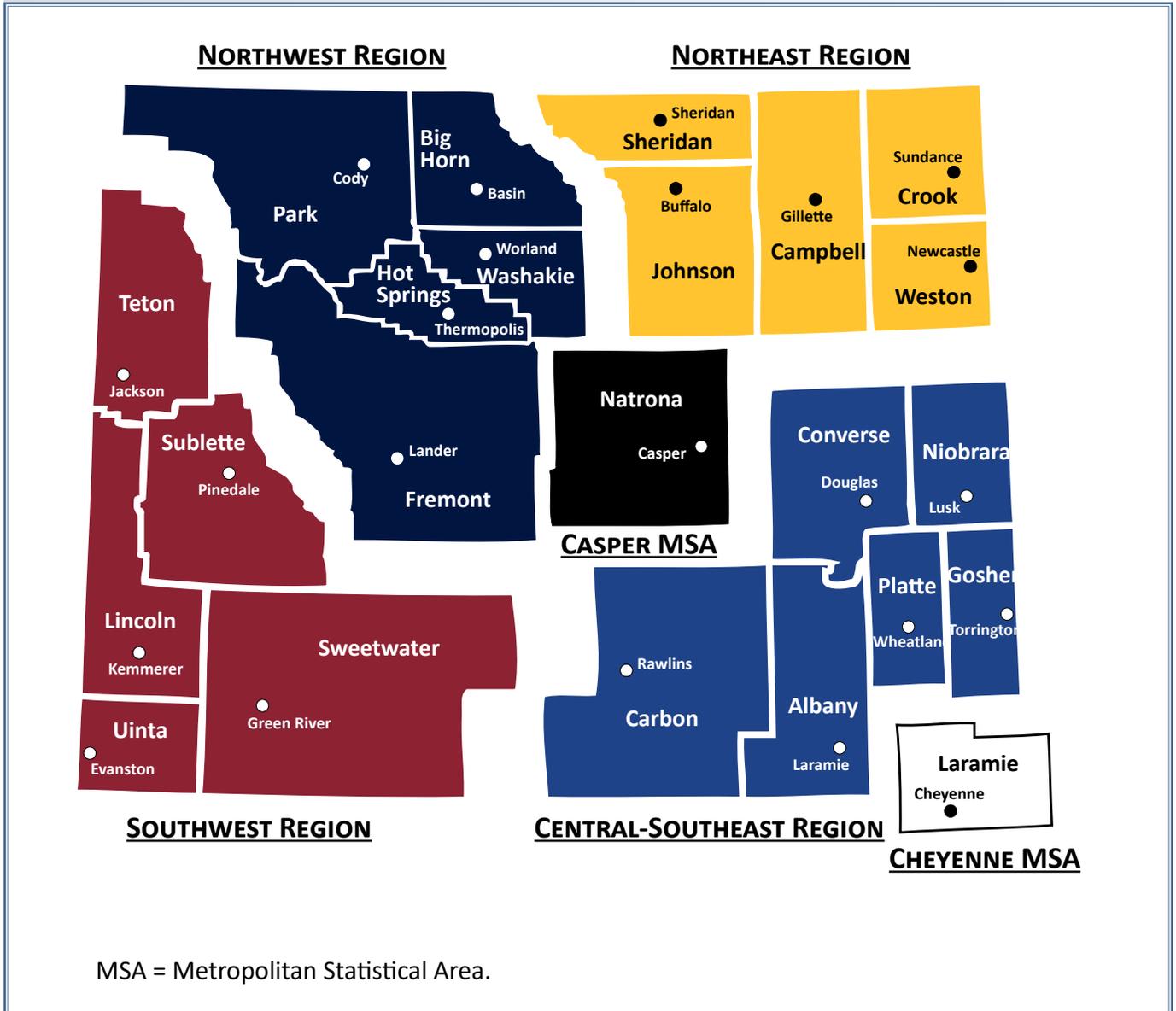
Figure 10: Percent of Total Jobs Offered and Enrolled in Medical Insurance (Take-Up Rate) by Industry, 2018Q3



Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 11: Percent of Total Jobs Offered and Enrolled in Defined Contribution Retirement Plan (Take-Up Rate) by Industry, 2018Q3**

## IV. Benefits by Substate Region



Map: Wyoming's Substate Regions

Table 21: Percent of Wyoming Employers Offering Selected Benefits by Wyoming Substate Region, 2018Q3

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	2.5	2.5	2.1	2.1	2.1	2.1	4.2	2.3
Dental Plan	21.8	20.9	19.2	20.5	17.7	19.4	52.4	21.8
Dependent Medical Insurance	23.5	22.6	20.6	22.2	18.9	21.0	54.5	23.4
Tuition Assistance	11.6	11.3	9.8	10.3	9.3	9.9	25.7	11.2
Flexible Spending	11.4	10.8	9.6	10.3	9.0	9.7	28.4	11.2
Hiring Bonus	5.4	5.3	4.3	4.7	4.1	4.6	12.9	5.2
Life Insurance	18.8	17.8	16.4	17.5	15.2	16.4	46.8	18.7
Long-Term Disability	10.7	10.0	8.6	9.6	8.0	8.9	28.8	10.4
Medical Insurance	27.6	26.7	24.8	26.2	22.9	25.1	58.2	27.4
Paid Holidays	37.8	36.9	34.5	35.8	32.7	34.4	58.6	36.6
Paid Personal Leave	27.0	26.4	24.5	25.6	23.3	24.8	42.7	26.2
Paid Sick Leave	16.6	16.8	16.1	15.9	15.4	15.5	28.6	16.7
Paid Vacation Leave	30.3	29.5	28.8	29.8	27.3	28.7	46.9	30.1
Retirement Plan	28.3	27.5	24.8	26.3	23.6	25.1	55.0	27.6
Defined Benefit Retirement Plan	3.0	3.4	3.8	3.0	3.7	2.9	9.2	3.6
Defined Contribution Retirement Plan	27.3	26.3	23.4	25.2	22.0	24.1	53.1	26.3
Short-Term Disability	7.7	7.2	7.5	7.7	6.8	7.3	20.3	8.1
Vision Plan	16.5	15.9	14.6	15.4	13.3	14.5	43.0	16.6

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 22: Percent of All Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	6.4	7.2	5.9	4.6	5.7	4.7	11.1	7.5
Dental Plan	52.0	54.1	46.1	50.2	46.1	45.8	71.3	56.4
Dependent Medical Insurance	55.2	57.1	48.6	53.8	49.3	48.0	71.6	58.5
Tuition Assistance	33.5	36.0	28.6	31.3	30.2	26.4	48.5	36.7
Flexible Spending	35.6	38.9	31.5	31.7	34.2	28.0	52.6	39.5
Hiring Bonus	16.4	17.2	12.8	14.9	12.5	12.5	21.1	16.6
Life Insurance	50.2	52.0	44.0	48.4	45.5	42.9	67.7	53.9
Long-Term Disability	35.8	37.9	30.0	33.7	31.7	29.0	52.4	39.4
Medical Insurance	57.8	59.5	51.4	56.4	51.9	50.6	73.0	60.7
Paid Holidays	59.7	61.0	54.2	58.3	55.6	52.1	70.3	61.2
Paid Personal Leave	45.6	47.0	41.3	38.9	41.9	38.4	52.1	45.3
Paid Sick Leave	34.7	37.9	32.5	32.8	36.8	29.8	45.2	37.6
Paid Vacation Leave	49.3	50.1	46.0	51.0	49.2	47.5	59.4	52.4
Retirement Plan	60.2	62.4	53.5	57.9	54.7	53.1	78.8	64.2
Defined Benefit Retirement Plan	16.2	20.0	18.2	11.3	23.0	13.3	23.9	19.0
Defined Contribution Retirement Plan	55.3	55.9	47.3	54.4	46.5	48.7	70.9	57.9
Short-Term Disability	28.6	28.4	22.8	30.9	23.1	24.2	40.9	31.3
Vision Plan	45.8	48.3	40.3	43.6	41.6	39.1	65.2	50.4

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 23: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2018Q3

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	7.0	7.9	7.1	5.1	6.9	5.1	9.0	7.2
Dental Plan	66.2	68.5	61.9	64.4	61.8	62.0	84.8	71.2
Dependent Medical Insurance	71.2	73.5	66.3	69.8	67.0	67.1	88.9	75.9
Tuition Assistance	40.3	43.0	36.1	38.9	38.0	34.3	54.8	43.9
Flexible Spending	44.1	48.0	40.9	39.9	44.3	37.5	62.4	49.1
Hiring Bonus	19.7	20.8	15.7	18.1	15.2	15.1	25.4	20.1
Life Insurance	64.4	66.5	59.6	62.4	61.5	59.3	83.5	69.5
Long-Term Disability	45.7	48.2	40.4	43.5	42.4	40.1	64.0	50.4
Medical Insurance	74.7	76.6	70.1	73.0	70.5	70.9	90.8	78.9
Paid Holidays	73.6	75.0	69.9	72.3	71.7	68.7	83.9	75.9
Paid Personal Leave	55.8	57.3	53.3	48.0	53.5	50.8	59.0	55.0
Paid Sick Leave	42.5	46.0	41.9	41.1	47.3	39.7	52.0	45.9
Paid Vacation Leave	61.1	61.8	59.8	63.9	64.1	62.3	69.4	64.7
Retirement Plan	72.9	75.1	68.2	71.4	69.5	67.9	89.0	77.0
Defined Benefit Retirement Plan	19.1	23.7	23.0	13.7	28.8	17.2	29.3	23.4
Defined Contribution Retirement Plan	66.8	67.0	60.0	67.2	58.8	61.9	79.2	69.1
Short-Term Disability	36.6	36.2	30.7	39.9	30.8	33.3	49.3	39.8
Vision Plan	58.4	61.2	54.2	56.1	55.6	53.8	77.9	63.8

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 24: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2018Q3

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	4.7	5.2	3.2	3.3	3.1	3.9	16.8	8.0
Dental Plan	11.7	13.7	9.6	7.4	10.0	11.9	34.1	18.4
Dependent Medical Insurance	9.6	11.3	7.8	5.7	8.7	8.0	24.3	13.5
Tuition Assistance	14.0	16.3	11.2	8.2	12.1	9.9	31.2	18.0
Flexible Spending	11.4	13.5	9.7	7.1	10.8	8.2	25.7	15.0
Hiring Bonus	6.7	7.3	6.2	5.3	6.5	7.0	9.2	7.4
Life Insurance	9.8	11.3	8.2	6.3	8.7	8.7	24.2	13.8
Long-Term Disability	7.5	9.0	6.1	4.0	6.9	5.8	20.8	11.1
Medical Insurance	10.0	11.6	8.2	6.3	8.9	8.3	24.2	13.8
Paid Holidays	20.1	22.0	17.9	16.0	18.5	17.5	33.3	23.3
Paid Personal Leave	16.6	18.4	13.8	11.1	15.3	12.5	33.1	20.4
Paid Sick Leave	12.8	15.2	11.0	7.9	12.5	9.1	26.5	16.1
Paid Vacation Leave	15.8	17.5	14.1	12.0	15.0	16.4	31.7	20.6
Retirement Plan	24.2	27.0	19.7	17.0	20.6	22.2	50.6	31.1
Defined Benefit Retirement Plan	7.9	9.5	7.4	4.1	9.6	5.0	9.0	7.6
Defined Contribution Retirement Plan	22.6	24.9	17.9	15.9	18.3	21.0	48.1	29.2
Short-Term Disability	5.8	6.8	4.8	3.9	5.1	5.0	17.9	9.3
Vision Plan	10.1	12.3	8.3	5.9	9.2	8.5	30.3	15.8

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

Table 25: Total Number of Jobs and Number of Full-Time Jobs Offered Selected Benefits by Substate Region, 2018Q3

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
<b>Total</b>	<b>27,884</b>	<b>29,517</b>	<b>21,783</b>	<b>30,972</b>	<b>26,869</b>	<b>46,359</b>	<b>93,112</b>	<b>276,496</b>
Child Care Assistance	1,781	2,112	1,292	1,438	1,539	2,176	10,289	20,628
Dental Plan	14,502	15,955	10,035	15,561	12,398	21,246	66,366	156,064
Dependent Medical Insurance	15,386	16,861	10,585	16,669	13,257	22,242	66,694	161,695
Tuition Assistance	9,333	10,619	6,220	9,680	8,116	12,241	45,131	101,340
Flexible Spending	9,932	11,480	6,858	9,832	9,193	12,999	48,957	109,252
Hiring Bonus	4,560	5,090	2,789	4,624	3,369	5,798	19,621	45,850
Life Insurance	13,985	15,344	9,585	14,996	12,231	19,888	63,006	149,035
Long-Term Disability	9,981	11,179	6,539	10,428	8,514	13,441	48,827	108,908
Medical Insurance	16,129	17,555	11,190	17,479	13,945	23,475	67,936	167,710
Paid Holidays	16,653	18,019	11,796	18,049	14,934	24,151	65,500	169,102
Paid Personal Leave	12,722	13,884	8,999	12,033	11,270	17,823	48,513	125,245
Paid Sick Leave	9,685	11,190	7,085	10,164	9,886	13,813	42,098	103,920
Paid Vacation Leave	13,754	14,798	10,020	15,796	13,228	22,007	55,266	144,870
Retirement Plan	16,799	18,428	11,656	17,927	14,693	24,610	73,336	177,449
Defined Benefit Retirement Plan	4,510	5,897	3,973	3,495	6,182	6,151	22,236	52,444
Defined Contribution Retirement Plan	15,421	16,502	10,298	16,862	12,504	22,563	66,041	160,191
Short-Term Disability	7,975	8,395	4,973	9,575	6,195	11,200	38,123	86,437
Vision Plan	12,784	14,262	8,776	13,518	11,173	18,144	60,711	139,368

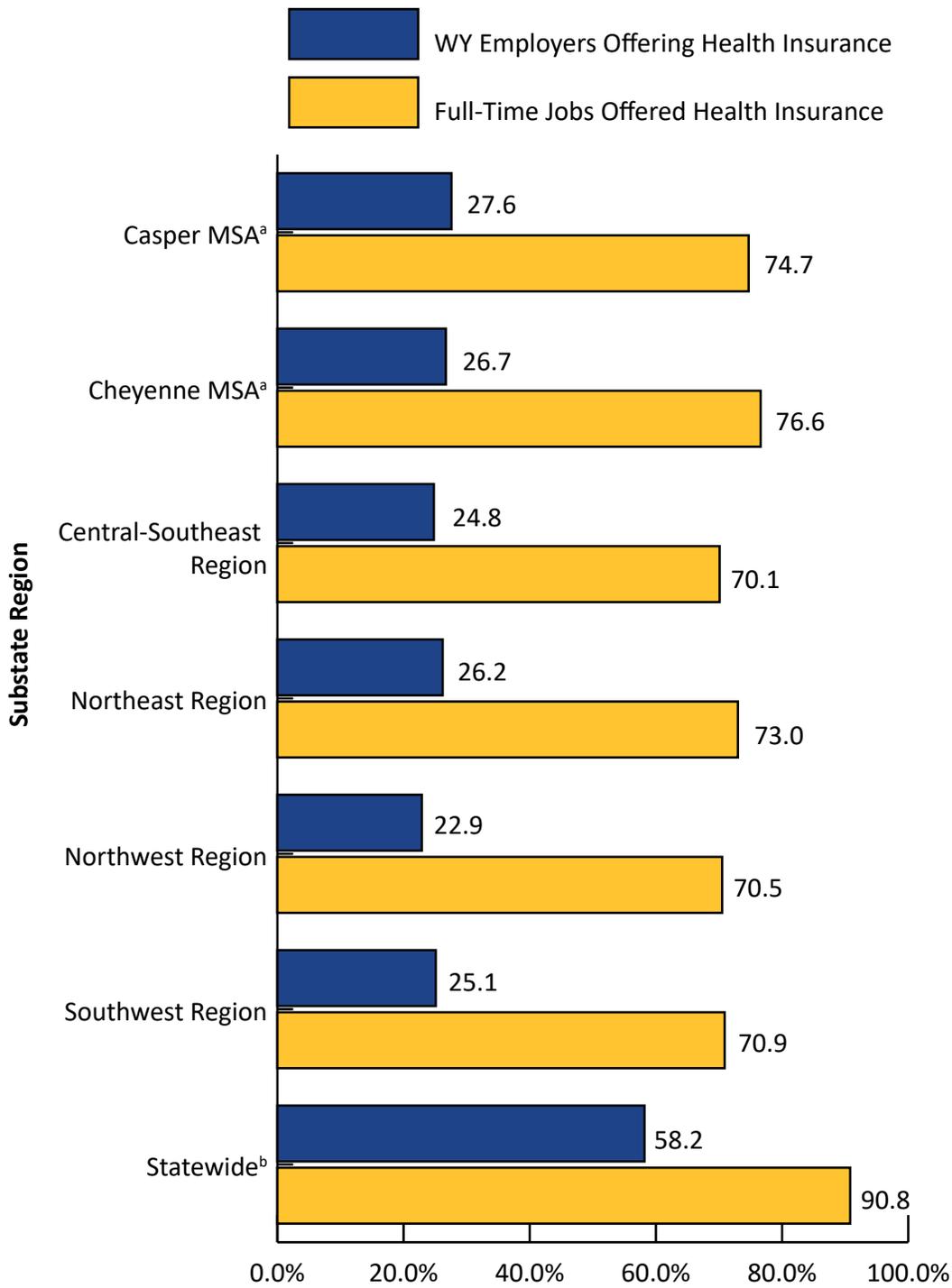
<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.



<sup>a</sup>Metropolitan Statistical Area.

<sup>b</sup>Businesses with jobs spread across the state that could not be placed into a single region.

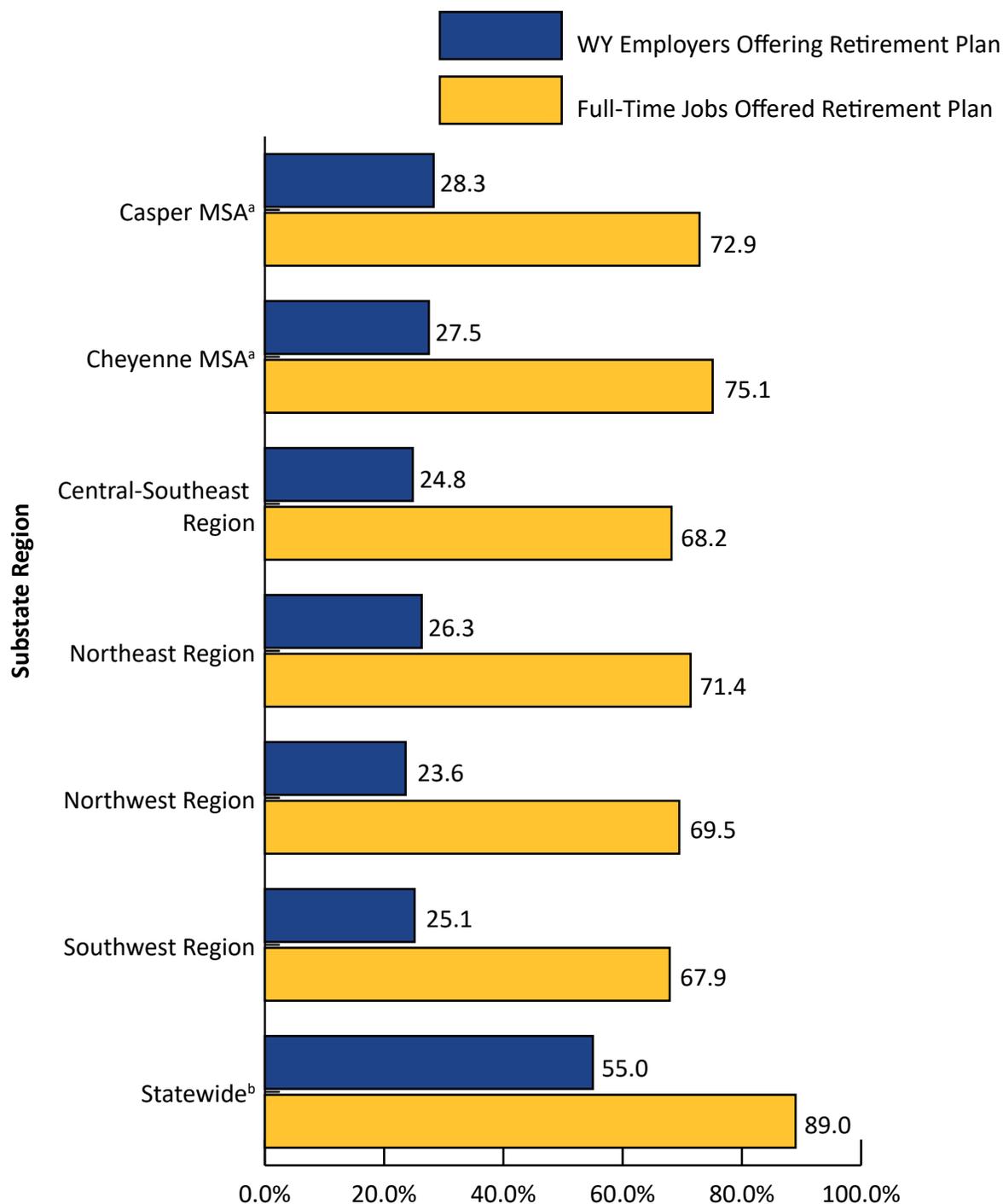
Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 12: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical Insurance by Substate Region, 2018Q3**



<sup>a</sup>Metropolitan Statistical Area.

<sup>b</sup>Businesses with jobs spread across the state that could not be placed into a single region.

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 13: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Substate Region, 2018Q3**

**Table 26: Percent of Total Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2018Q3**

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	78.0	65.3	76.1	75.3	81.0	73.1	89.0	85.3
Dependent Medical Insurance	34.1	28.3	44.1	49.8	54.2	51.4	61.5	57.5
Life Insurance	95.1	87.0	87.1	78.2	84.1	75.7	98.5	94.3
Long-Term Disability	86.6	35.1	65.1	83.7	84.2	85.3	98.4	94.4
Medical Insurance	78.1	69.7	76.8	74.6	80.7	76.7	89.7	86.0
Defined Benefit Retirement Plan	96.2	87.9	99.2	97.8	99.1	100.0	99.9	98.8
Defined Contribution Retirement Plan	66.6	60.4	44.5	70.9	71.5	49.6	88.8	82.2
Short-Term Disability	92.4	65.9	12.3	87.6	61.9	65.4	96.6	91.5
Vison Plan	77.9	30.0	66.1	80.1	88.9	0.0	70.1	70.2

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Table 27: Percent of Full-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2018Q3**

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	78.1	65.5	76.2	75.3	81.2	74.0	90.3	86.3
Dependent Medical Insurance	34.5	28.3	44.0	49.7	54.2	52.1	61.5	57.5
Life Insurance	95.1	87.9	87.0	78.3	84.5	76.6	98.5	94.5
Long-Term Disability	86.7	35.1	65.1	83.5	84.2	87.4	98.4	94.5
Medical Insurance	78.8	69.7	76.7	74.6	80.7	77.2	89.7	86.1
Defined Benefit Retirement Plan	96.2	87.9	99.4	97.6	100.0	100.0	100.0	98.9
Defined Contribution Retirement Plan	67.0	61.0	44.5	70.9	73.9	49.5	90.3	83.5
Short-Term Disability	92.5	65.9	12.3	87.7	62.5	66.8	96.6	91.7
Vison Plan	80.1	29.0	66.1	81.4	89.7	0.0	70.2	70.3

<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.

**Table 28: Percent of Part-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2018Q3**

Benefit	Region							Total
	Casper MSA <sup>a</sup>	Cheyenne MSA <sup>a</sup>	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	70.1	0.0	50.0	100.0	6.5	0.0	4.1	5.8
Dependent Medical Insurance	10.6	0.0	50.0	75.4	50.0	0.0	46.3	21.4
Life Insurance	100.0	0.0	100.0	33.7	18.3	15.0	96.4	41.8
Long-Term Disability	33.3	0.0	99.7	100.0	0.0	4.8	100.0	30.4
Medical Insurance	38.8	0.0	83.3	80.3	50.0	27.8	61.0	45.4
Defined Benefit Retirement Plan	0.0	0.0	66.8	100.0	92.3	100.0	97.3	94.4
Defined Contribution Retirement Plan	47.3	23.9	44.4	72.1	22.1	50.5	11.2	20.3
Short-Term Disability	33.3	0.0	0.0	0.0	22.6	4.8	100.0	25.4
Vison Plan	70.1	37.5	66.7	33.7	6.5	0.0	41.3	46.8

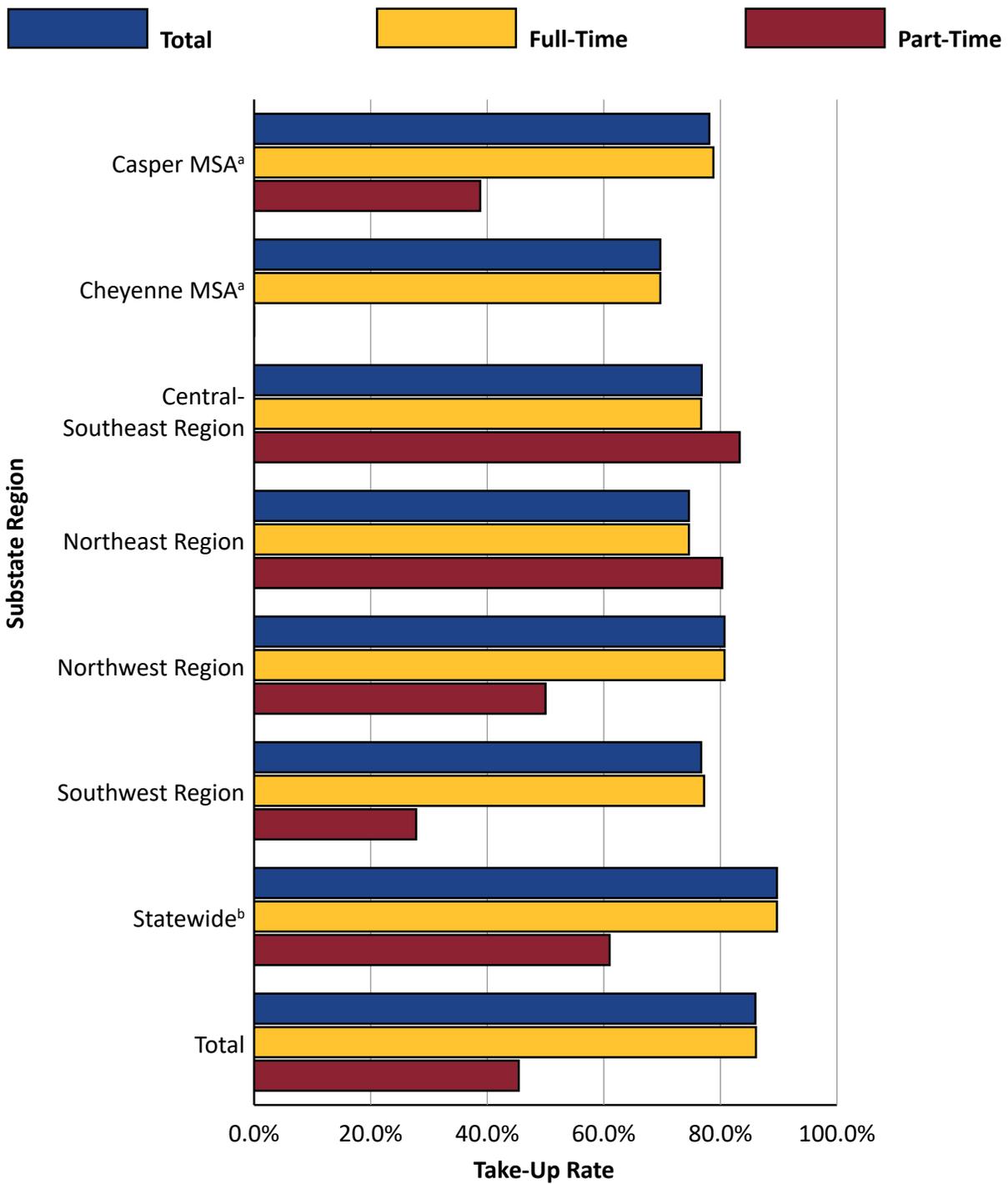
<sup>a</sup>Metropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2018Q3.

Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

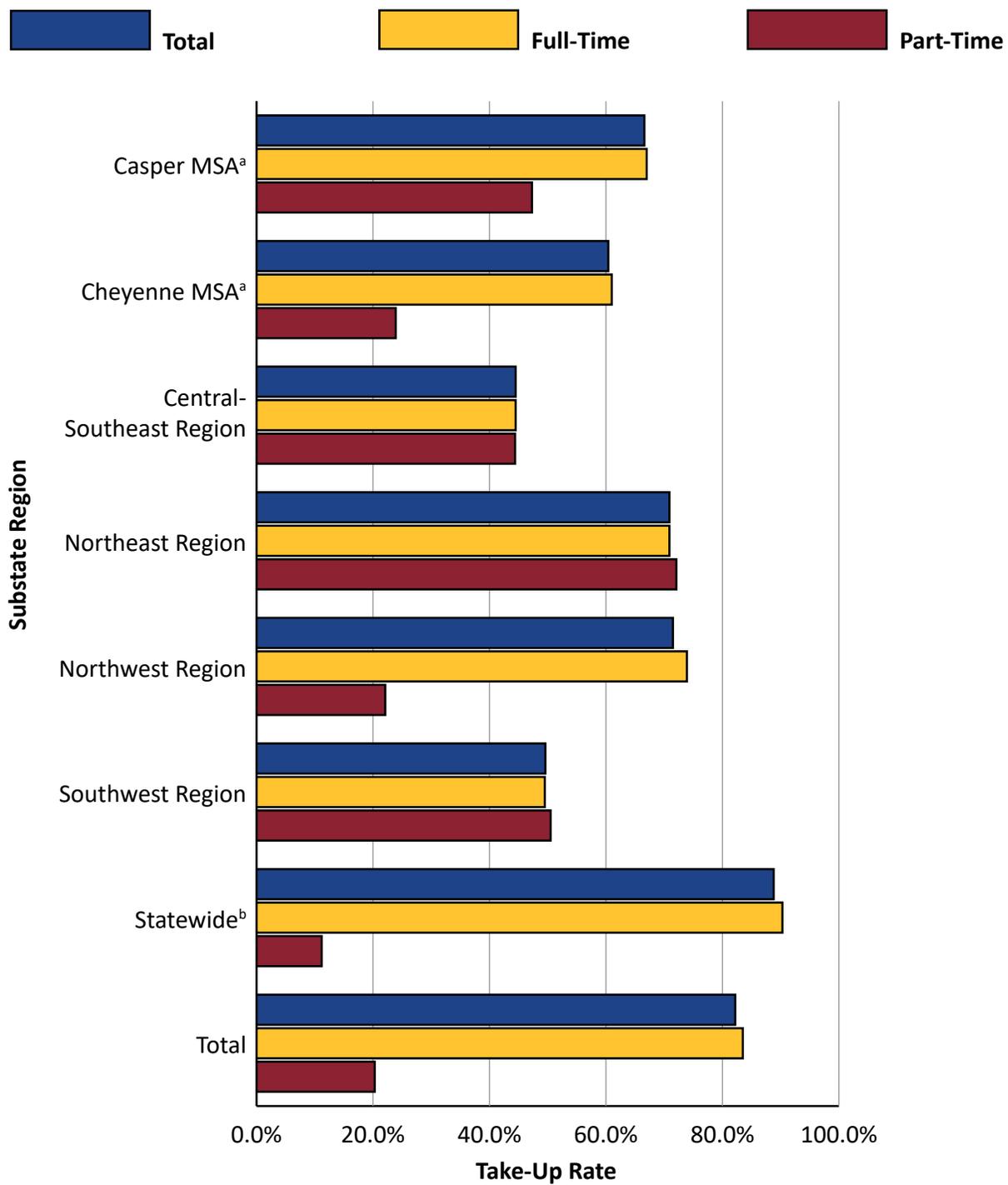
Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 1/8/20.



<sup>a</sup>Metropolitan Statistical Area.  
<sup>b</sup>Businesses with jobs spread across the state that could not be placed into a single region.  
 Estimates based on employment between 2016Q4 and 2018Q3.  
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.  
 Source: Wyoming Benefits Survey 2018.  
 Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 14: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical Insurance by Substate Region, 2018Q3**



<sup>a</sup>Metropolitan Statistical Area.

<sup>b</sup>Businesses with jobs spread across the state that could not be placed into a single region.

Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Figure 15: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Defined Contribution Retirement Plan by Substate Region, 2018Q3**

## V. Benefits Offered Over Time: 2008Q4-2018Q3

### Medical Benefits

**Table 29: Percent of Wyoming Employers Offering Selected Medical Benefits, 2008Q4-2018Q3**

Year and Quarter	Dependent			
	Dental Plan	Medical Insurance	Medical Insurance	Vision Insurance
2008Q4	24.3	30.5	36.8	14.0
2009Q1	24.4	30.5	37.0	14.3
2009Q2	24.0	30.0	36.5	14.3
2009Q3	24.7	30.7	37.2	14.9
2009Q4	24.3	30.4	37.1	14.6
2010Q1	24.5	30.5	37.5	14.6
2010Q2	24.7	30.6	37.4	14.7
2010Q3	25.0	31.1	38.0	15.1
2010Q4	24.9	30.7	37.7	15.4
2011Q1	25.2	30.3	37.2	15.6
2011Q2	26.1	30.7	37.5	16.2
2011Q3	26.1	30.9	37.6	16.2
2011Q4	26.0	30.4	37.2	16.3
2012Q1	26.1	30.0	36.9	16.4
2012Q2	26.4	30.5	37.5	16.8
2012Q3	27.0	30.6	37.3	17.5
2012Q4	26.8	30.6	37.0	17.5
2013Q1	26.5	30.5	36.7	17.8
2013Q2	26.2	30.5	36.6	17.9
2013Q3	26.5	30.5	36.7	18.2
2013Q4	25.8	29.7	35.5	18.0
2014Q1	25.4	29.3	35.2	18.1
2014Q2	25.0	28.5	34.2	17.8
2014Q3	24.8	28.1	34.0	17.6
2014Q4	24.2	27.0	32.9	16.7
2015Q1	23.9	27.2	33.2	16.8
2015Q2	23.8	26.9	32.8	16.7
2015Q3	23.5	26.4	32.2	16.6
2015Q4	22.3	25.0	30.9	15.9
2016Q1	22.0	24.8	30.3	15.9
2016Q2	22.0	24.8	30.3	15.8
2016Q3	21.8	24.6	29.9	15.9
2016Q4	20.6	23.4	28.5	15.5
2017Q1	20.4	22.7	27.5	15.2
2017Q2	20.9	23.0	27.7	15.5
2017Q3	20.6	22.7	27.2	15.5
2017Q4	20.5	22.3	26.7	15.3
2018Q1	20.6	22.2	26.5	15.5
2018Q2	21.0	22.8	27.0	16.2
2018Q3	21.8	23.4	27.4	16.6

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

**Table 30: Percent of All Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3**

Year and Quarter	Dependent			
	Dental Plan	Medical Insurance	Medical Insurance	Vision Insurance
2008Q4	57.1	63.7	66.5	42.1
2009Q1	57.9	64.2	67.0	41.8
2009Q2	57.8	63.9	66.7	43.4
2009Q3	58.1	64.3	67.0	43.7
2009Q4	60.5	66.1	68.6	46.8
2010Q1	60.6	65.9	68.7	45.4
2010Q2	60.1	65.0	67.8	45.4
2010Q3	59.2	63.7	66.4	44.6
2010Q4	59.2	65.1	67.8	48.1
2011Q1	58.9	65.4	68.0	50.6
2011Q2	57.5	63.8	66.5	48.6
2011Q3	57.5	62.9	65.7	47.1
2011Q4	57.6	62.7	65.5	47.1
2012Q1	59.5	63.9	66.6	48.7
2012Q2	59.3	63.8	66.6	47.1
2012Q3	59.5	63.7	66.4	46.5
2012Q4	61.6	64.6	67.4	48.2
2013Q1	62.2	64.8	67.4	49.1
2013Q2	62.4	64.7	67.4	49.0
2013Q3	59.7	63.5	66.4	47.5
2013Q4	61.0	65.0	67.8	48.4
2014Q1	59.6	63.5	66.1	51.3
2014Q2	60.0	63.6	64.7	53.4
2014Q3	58.1	61.1	62.0	51.1
2014Q4	59.0	62.5	63.6	52.1
2015Q1	58.2	62.1	63.4	51.4
2015Q2	57.0	60.8	62.5	50.6
2015Q3	57.1	60.0	61.6	49.4
2015Q4	59.0	60.9	62.8	50.9
2016Q1	56.8	60.7	63.3	51.3
2016Q2	52.0	59.3	62.5	49.6
2016Q3	53.1	59.0	62.7	49.7
2016Q4	53.3	58.8	62.2	49.5
2017Q1	54.7	59.2	62.7	50.0
2017Q2	53.7	58.2	61.6	48.5
2017Q3	53.2	56.5	60.0	47.2
2017Q4	55.5	57.8	61.3	49.7
2018Q1	58.1	59.3	61.6	50.8
2018Q2	56.2	58.8	61.2	50.9
2018Q3	56.4	58.5	60.7	50.4

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

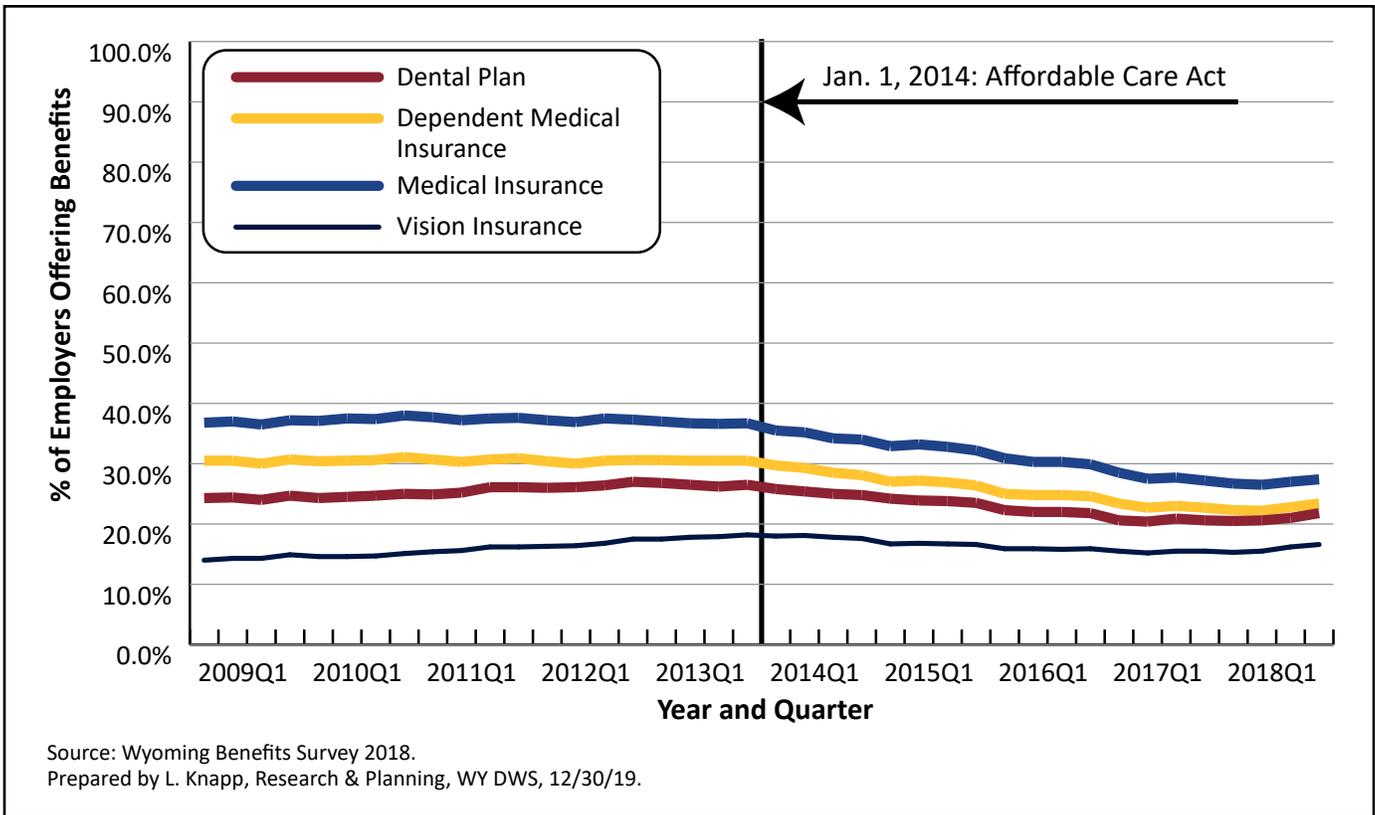


Figure 16: Percent of Wyoming Employers Offering Selected Medical Benefits, 2008Q4-2018Q3

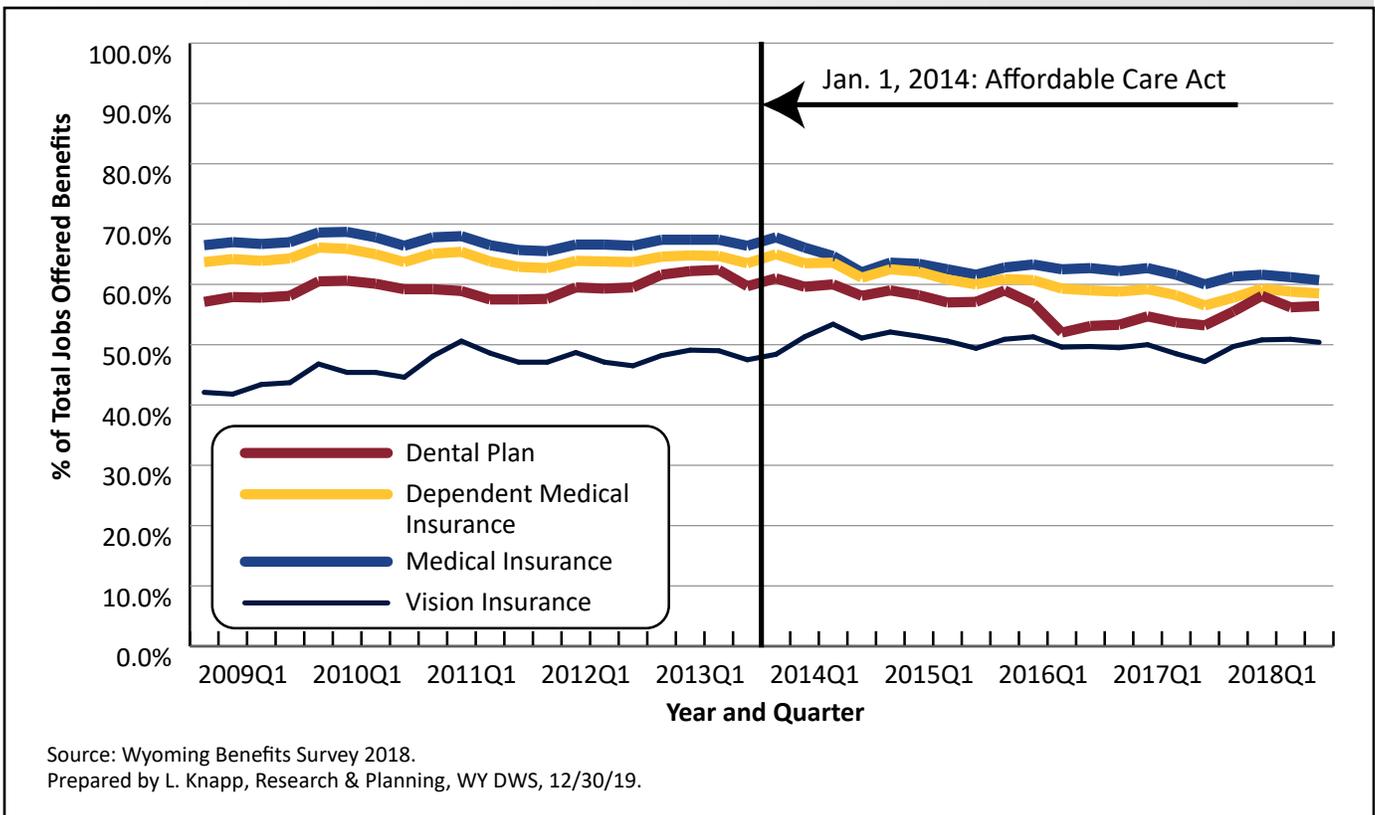


Figure 17: Percent of Total Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3

**Table 31: Percent of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3**

Year and Quarter	Dependent			
	Dental Plan	Medical Insurance	Medical Insurance	Vision Insurance
2008Q4	68.9	77.9	80.8	50.4
2009Q1	70.0	78.5	81.5	50.3
2009Q2	70.0	78.2	81.1	52.3
2009Q3	70.0	78.3	81.2	52.3
2009Q4	71.9	79.4	82.2	55.1
2010Q1	72.2	79.4	82.7	54.0
2010Q2	72.5	79.3	82.6	54.1
2010Q3	71.9	78.3	81.6	53.5
2010Q4	71.2	79.1	82.4	57.0
2011Q1	71.4	80.1	83.3	60.4
2011Q2	70.4	78.9	82.3	58.6
2011Q3	71.3	78.7	82.2	57.7
2011Q4	71.9	78.9	82.4	58.2
2012Q1	73.7	79.8	83.0	59.7
2012Q2	73.1	79.1	82.5	58.0
2012Q3	73.5	79.0	82.2	57.4
2012Q4	75.4	79.2	82.5	58.8
2013Q1	76.1	79.3	82.5	59.9
2013Q2	76.3	79.3	82.5	59.9
2013Q3	73.5	78.2	81.9	58.6
2013Q4	74.0	79.1	82.4	58.9
2014Q1	73.6	78.6	81.8	63.0
2014Q2	74.7	79.4	80.6	66.4
2014Q3	73.6	77.9	78.6	64.6
2014Q4	73.3	78.1	79.4	64.6
2015Q1	72.5	77.9	79.6	64.0
2015Q2	71.9	77.2	79.5	63.6
2015Q3	72.9	77.0	79.1	62.7
2015Q4	73.9	77.0	79.7	63.4
2016Q1	71.2	76.5	79.9	63.8
2016Q2	66.3	76.1	80.5	63.0
2016Q3	67.9	76.0	80.7	63.3
2016Q4	68.3	76.2	80.6	63.2
2017Q1	69.7	76.8	81.1	63.8
2017Q2	69.1	76.2	80.4	62.6
2017Q3	68.4	74.0	78.2	60.9
2017Q4	70.0	74.6	79.1	62.8
2018Q1	73.4	76.5	79.5	64.0
2018Q2	71.3	76.4	79.3	64.5
2018Q3	71.2	75.9	78.9	63.8

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 32: Percent of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3**

Year and Quarter	Dependent			
	Dental Plan	Medical Insurance	Medical Insurance	Vision Insurance
2008Q4	19.2	18.2	20.6	15.4
2009Q1	17.8	16.8	19.0	13.5
2009Q2	18.0	17.1	19.4	14.1
2009Q3	19.8	19.3	21.3	16.2
2009Q4	23.2	22.7	24.2	19.5
2010Q1	23.0	22.3	23.7	17.6
2010Q2	21.7	20.7	21.9	18.6
2010Q3	21.2	19.8	21.0	18.2
2010Q4	21.7	21.5	22.3	20.4
2011Q1	21.8	21.7	22.6	21.7
2011Q2	20.5	20.5	21.4	20.0
2011Q3	18.0	17.4	18.4	17.0
2011Q4	15.5	14.8	15.9	14.3
2012Q1	17.4	16.8	17.9	16.1
2012Q2	17.8	17.6	18.7	14.2
2012Q3	16.4	16.9	18.0	13.2
2012Q4	19.2	19.6	20.7	15.5
2013Q1	19.1	19.7	20.5	15.6
2013Q2	19.2	19.4	20.1	15.3
2013Q3	18.3	18.7	19.7	14.0
2013Q4	20.5	21.4	22.2	15.6
2014Q1	15.3	16.1	16.6	14.6
2014Q2	13.6	13.7	14.4	12.5
2014Q3	11.7	10.8	12.0	10.4
2014Q4	13.5	12.7	13.2	12.2
2015Q1	13.2	12.5	12.5	11.9
2015Q2	12.3	11.8	12.1	11.8
2015Q3	11.4	10.6	10.8	10.7
2015Q4	16.7	15.4	15.2	15.6
2016Q1	14.6	14.0	14.0	14.2
2016Q2	9.6	9.7	9.3	9.8
2016Q3	10.0	9.6	10.2	10.1
2016Q4	10.6	9.1	9.9	10.3
2017Q1	12.1	9.4	10.7	10.7
2017Q2	11.3	8.6	9.8	9.7
2017Q3	11.8	8.9	10.4	9.9
2017Q4	14.7	10.3	11.4	13.0
2018Q1	18.1	14.0	14.8	16.2
2018Q2	16.8	13.1	14.2	15.6
2018Q3	18.4	13.5	13.8	15.8

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

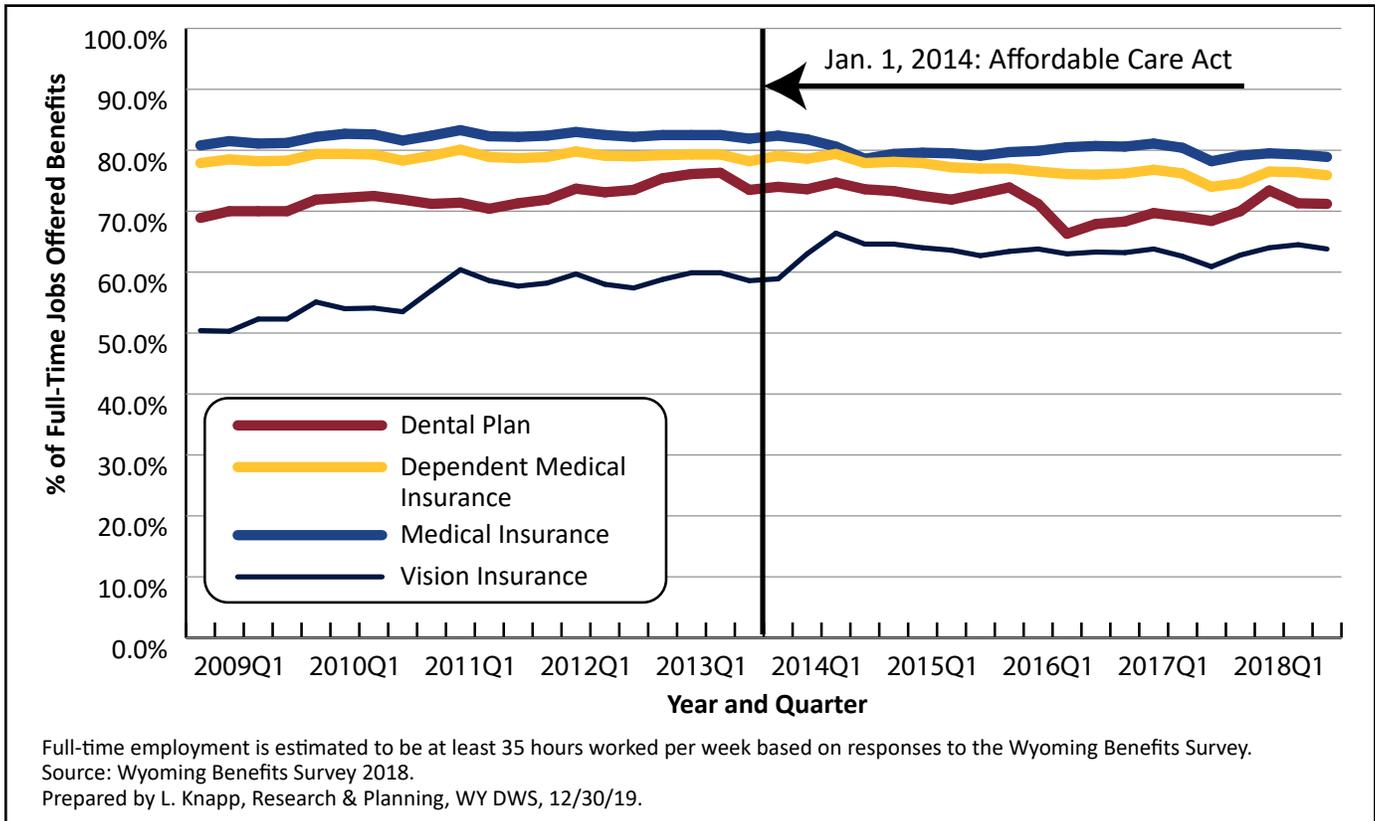


Figure 18: Percent of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3

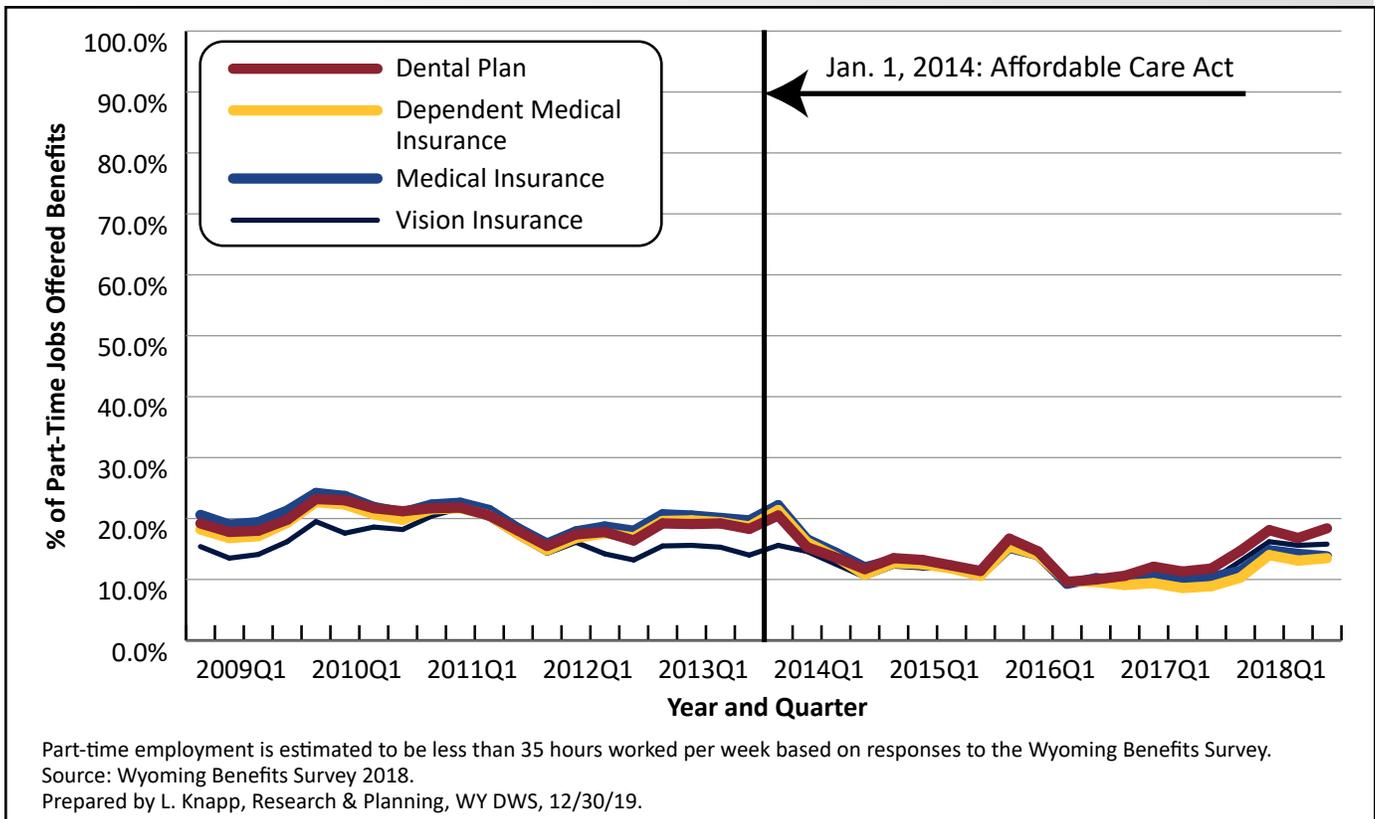


Figure 19: Percent of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2008Q4-2018Q3

**Table 33: Percent of Wyoming Employers Offering Selected Insurance Benefits, 2008Q4-2018Q3**

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2008Q4	24.3	10.9	33.3	10.8
2009Q1	24.2	10.7	32.8	10.9
2009Q2	23.4	10.4	31.9	10.8
2009Q3	23.8	10.7	31.6	11.0
2009Q4	23.9	10.7	31.8	10.7
2010Q1	24.0	10.7	32.0	10.4
2010Q2	24.2	10.6	31.8	10.4
2010Q3	24.4	11.0	31.6	10.9
2010Q4	24.1	11.2	31.0	10.8
2011Q1	24.1	11.3	31.4	10.9
2011Q2	24.7	11.6	32.0	11.3
2011Q3	24.9	11.5	32.5	11.5
2011Q4	24.1	11.4	31.6	11.5
2012Q1	23.8	11.2	31.6	11.6
2012Q2	24.2	11.6	32.7	12.0
2012Q3	24.5	11.8	32.8	12.2
2012Q4	24.3	11.9	32.4	12.3
2013Q1	23.8	11.9	32.0	12.3
2013Q2	23.7	11.7	31.7	12.3
2013Q3	23.6	11.5	32.2	12.1
2013Q4	23.1	11.6	31.7	11.9
2014Q1	22.9	11.7	31.4	11.9
2014Q2	22.2	11.6	30.3	11.5
2014Q3	22.1	11.1	29.6	11.3
2014Q4	21.1	10.4	29.1	11.0
2015Q1	21.4	10.5	29.8	11.0
2015Q2	21.3	10.4	30.0	11.2
2015Q3	21.2	10.8	29.4	11.6
2015Q4	20.2	10.2	28.4	10.9
2016Q1	20.1	10.6	28.1	11.2
2016Q2	20.0	10.6	27.5	11.2
2016Q3	19.7	10.7	27.3	11.2
2016Q4	18.7	10.5	26.3	10.9
2017Q1	18.2	10.5	25.3	10.8
2017Q2	18.5	10.6	25.6	11.0
2017Q3	18.2	10.1	25.5	10.5
2017Q4	17.9	10.1	25.1	10.5
2018Q1	17.9	9.9	25.5	10.3
2018Q2	18.1	9.9	26.6	10.4
2018Q3	18.7	10.4	27.6	10.5

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

**Table 34: Percent of All Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3**

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2008Q4	58.9	38.1	66.4	28.5
2009Q1	59.3	39.0	66.5	28.5
2009Q2	58.6	39.4	65.4	27.3
2009Q3	59.1	39.5	65.1	29.0
2009Q4	60.9	42.6	67.8	31.8
2010Q1	60.5	42.7	68.1	31.2
2010Q2	59.9	41.8	67.2	31.0
2010Q3	58.2	39.2	65.8	30.8
2010Q4	59.6	41.4	66.5	31.0
2011Q1	60.2	42.6	67.0	32.0
2011Q2	59.0	40.3	65.8	30.8
2011Q3	57.7	38.5	64.4	31.3
2011Q4	58.0	39.1	64.5	31.0
2012Q1	59.1	41.1	65.3	33.8
2012Q2	59.1	41.8	65.4	34.9
2012Q3	58.6	41.8	64.8	35.8
2012Q4	60.1	43.4	66.1	38.5
2013Q1	60.4	44.0	66.1	40.4
2013Q2	60.1	43.3	65.6	42.2
2013Q3	58.9	42.3	65.3	40.1
2013Q4	60.3	44.3	67.2	38.5
2014Q1	59.6	43.9	66.8	35.3
2014Q2	58.3	45.1	64.2	36.4
2014Q3	56.7	41.8	61.4	35.5
2014Q4	58.1	40.7	63.2	35.4
2015Q1	57.7	39.5	63.9	34.2
2015Q2	57.2	39.3	63.5	35.4
2015Q3	56.1	38.5	62.4	36.0
2015Q4	57.1	39.7	61.1	39.7
2016Q1	57.0	40.9	62.0	38.7
2016Q2	55.2	38.5	62.4	30.9
2016Q3	55.0	37.9	64.3	31.5
2016Q4	54.8	38.9	63.7	31.2
2017Q1	55.4	40.5	63.8	31.8
2017Q2	53.9	38.1	62.8	29.2
2017Q3	52.3	35.9	61.8	30.2
2017Q4	54.2	38.5	63.9	30.4
2018Q1	55.1	39.1	64.6	31.3
2018Q2	54.6	39.1	64.8	30.4
2018Q3	53.9	39.4	64.2	31.3

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

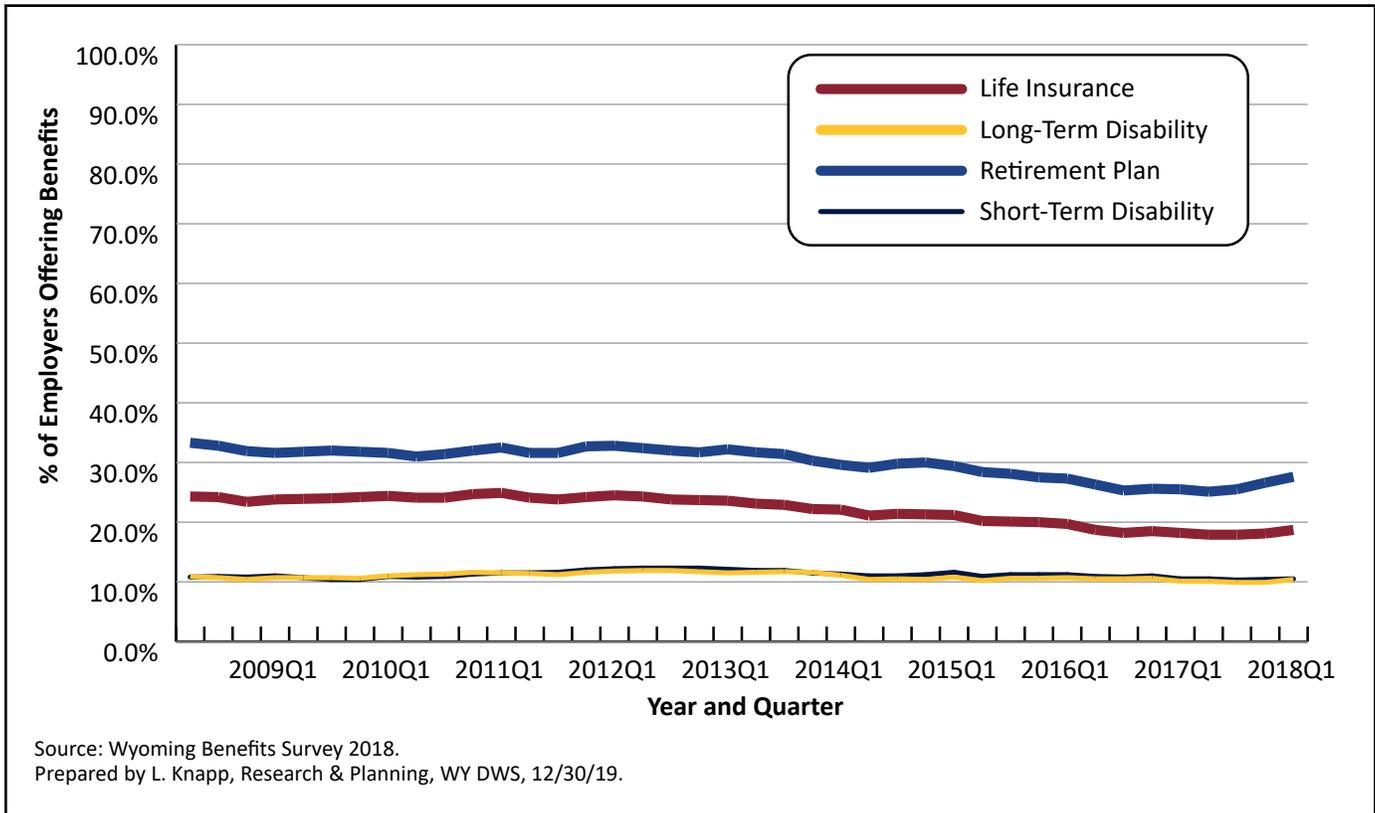


Figure 20: Percent of Wyoming Employers Offering Selected Insurance Benefits, 2008Q4-2018Q3

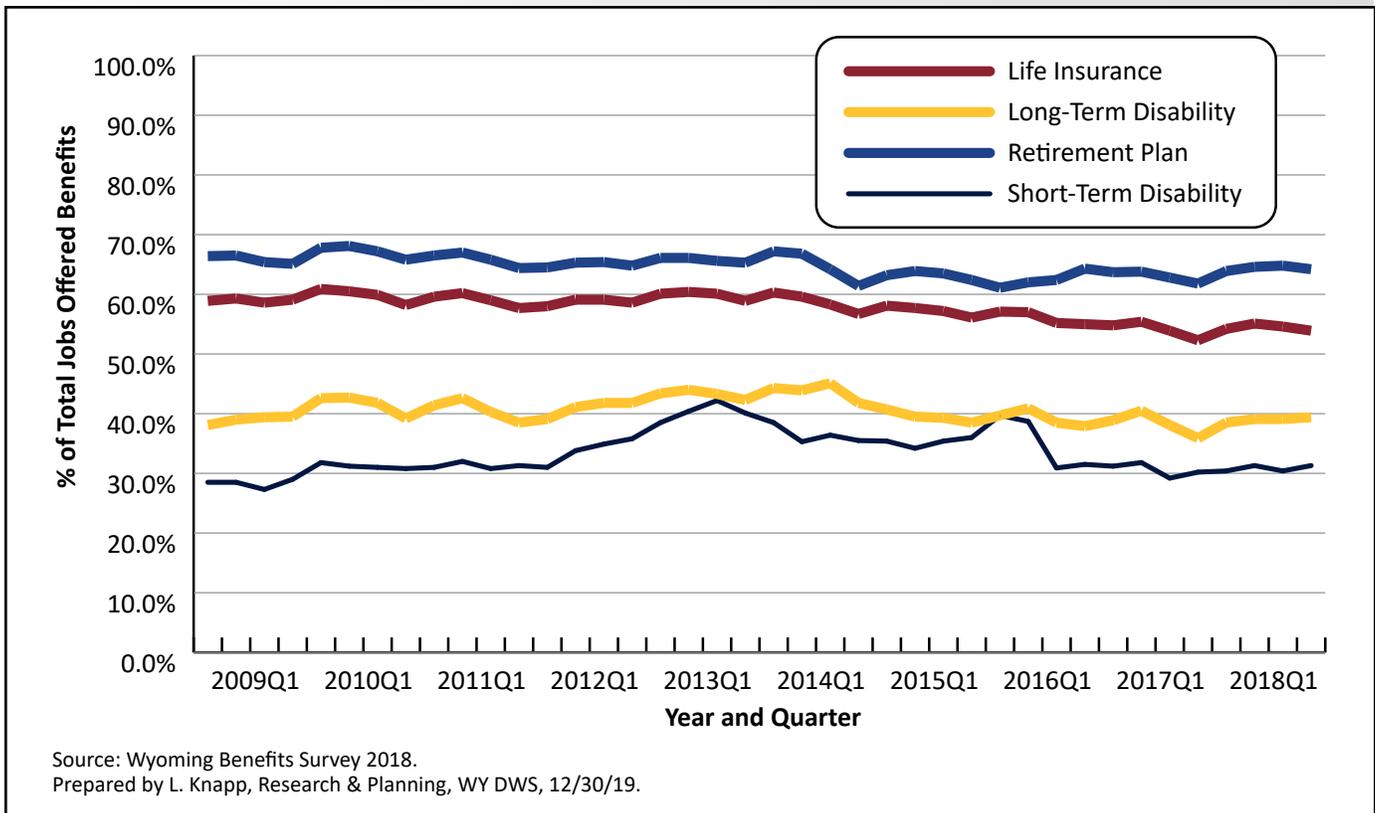


Figure 21: Percent of Total Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3

**Table 35: Percent of Full-Time Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3**

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2008Q4	72.1	46.1	76.9	35.1
2009Q1	72.7	47.5	77.2	35.3
2009Q2	71.6	48.1	76.5	33.7
2009Q3	71.9	47.8	76.1	35.3
2009Q4	73.6	51.0	78.3	38.0
2010Q1	73.5	51.2	78.3	37.5
2010Q2	73.2	50.5	78.0	37.5
2010Q3	71.7	47.7	77.2	37.5
2010Q4	72.5	49.9	77.6	37.0
2011Q1	73.5	51.5	78.5	38.2
2011Q2	72.8	49.4	77.7	37.6
2011Q3	72.2	48.3	76.8	39.2
2011Q4	72.4	49.2	76.4	39.3
2012Q1	73.5	51.8	77.7	41.9
2012Q2	73.0	52.8	77.6	42.8
2012Q3	72.5	52.8	77.0	44.0
2012Q4	73.7	54.2	77.6	47.1
2013Q1	74.2	55.2	77.4	49.6
2013Q2	74.1	54.3	76.8	51.3
2013Q3	73.3	53.7	77.2	49.3
2013Q4	74.5	55.5	78.6	46.6
2014Q1	74.4	55.1	78.1	44.4
2014Q2	73.0	56.2	76.5	45.0
2014Q3	72.2	53.1	74.6	44.5
2014Q4	72.2	49.9	75.7	43.4
2015Q1	72.1	48.7	76.3	42.1
2015Q2	72.2	48.9	76.2	44.0
2015Q3	71.5	48.5	75.6	45.3
2015Q4	71.7	49.1	75.6	48.9
2016Q1	71.6	50.5	75.9	47.6
2016Q2	70.8	48.7	75.1	39.3
2016Q3	70.7	48.3	76.0	40.4
2016Q4	70.7	49.8	76.0	40.3
2017Q1	71.3	51.8	76.3	41.1
2017Q2	70.2	49.3	75.7	38.2
2017Q3	68.0	46.4	74.2	39.2
2017Q4	69.7	49.2	75.9	39.1
2018Q1	70.6	49.4	76.7	39.6
2018Q2	70.4	49.8	77.5	38.8
2018Q3	69.5	50.4	77.0	39.8

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 36: Percent of Part-Time Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3**

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2008Q4	16.8	12.5	32.9	7.2
2009Q1	15.2	10.7	31.1	6.0
2009Q2	16.0	10.8	28.9	6.0
2009Q3	17.8	13.0	29.7	9.0
2009Q4	19.2	15.3	33.7	11.2
2010Q1	19.0	15.2	35.2	11.2
2010Q2	18.7	15.0	33.4	11.0
2010Q3	17.7	13.8	31.6	10.8
2010Q4	19.3	14.9	31.8	12.3
2011Q1	20.4	16.0	33.0	13.6
2011Q2	19.3	14.4	31.9	11.3
2011Q3	16.0	10.4	28.8	8.5
2011Q4	15.5	9.1	29.3	6.7
2012Q1	16.3	9.2	28.5	9.7
2012Q2	17.0	8.8	28.6	10.9
2012Q3	16.0	8.1	27.4	10.4
2012Q4	17.9	10.1	30.3	12.0
2013Q1	17.9	9.4	31.1	12.1
2013Q2	16.5	8.9	31.1	13.8
2013Q3	15.3	7.6	29.5	12.5
2013Q4	15.9	9.6	31.8	13.2
2014Q1	13.3	8.3	31.5	6.6
2014Q2	11.8	10.0	25.6	8.9
2014Q3	9.9	8.2	21.8	8.3
2014Q4	12.8	11.4	23.0	9.7
2015Q1	12.3	10.7	25.2	9.4
2015Q2	12.4	10.4	25.5	9.8
2015Q3	11.5	9.3	24.1	8.8
2015Q4	15.8	13.2	20.0	13.6
2016Q1	13.8	12.6	21.0	12.5
2016Q2	9.0	8.0	24.6	6.1
2016Q3	9.3	7.8	30.3	5.8
2016Q4	9.6	7.9	28.6	5.1
2017Q1	10.4	8.4	28.3	5.3
2017Q2	9.2	7.3	27.4	4.3
2017Q3	9.6	7.3	28.0	5.7
2017Q4	10.5	8.4	30.4	5.9
2018Q1	14.6	12.2	33.1	9.7
2018Q2	13.7	11.2	31.8	8.6
2018Q3	13.8	11.1	31.1	9.3

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

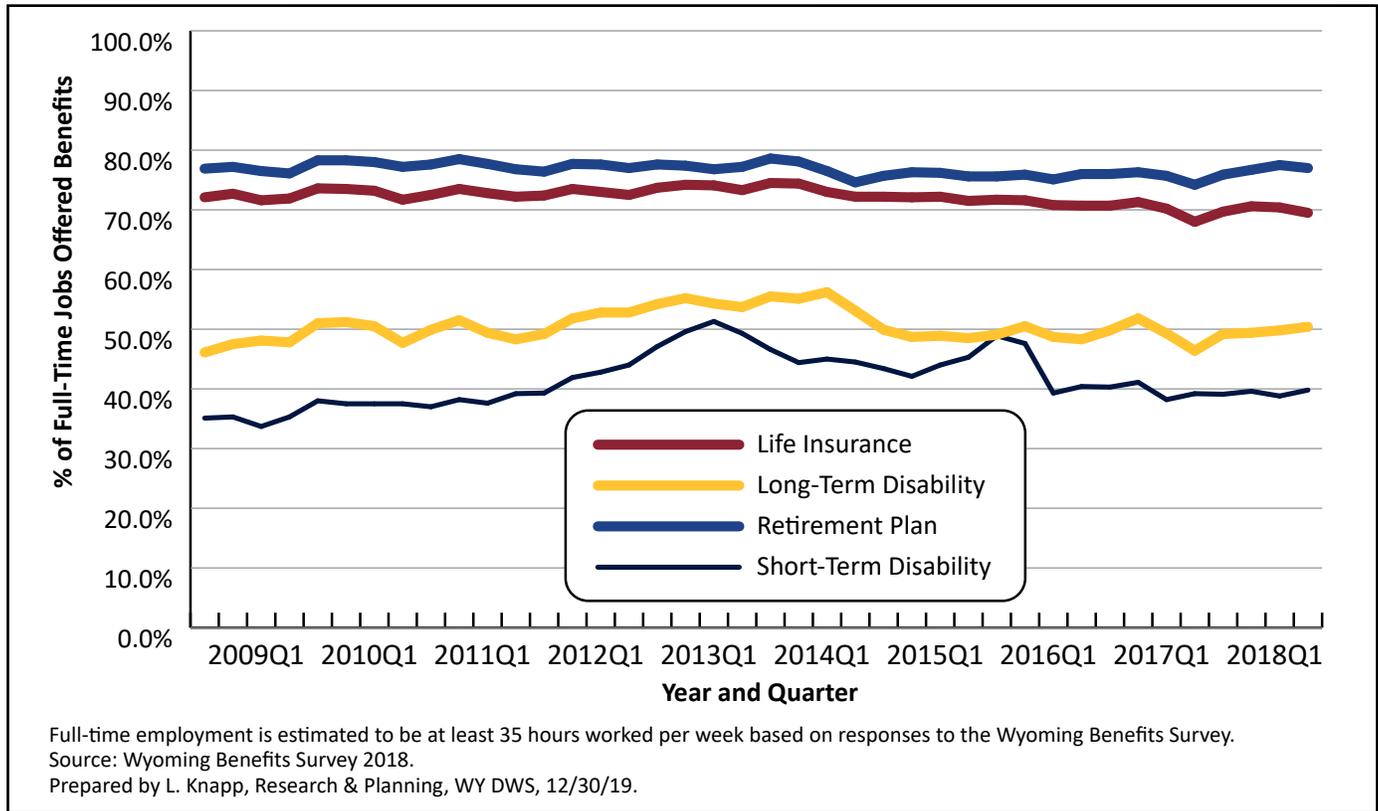


Figure 22: Percent of Full-Time Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3

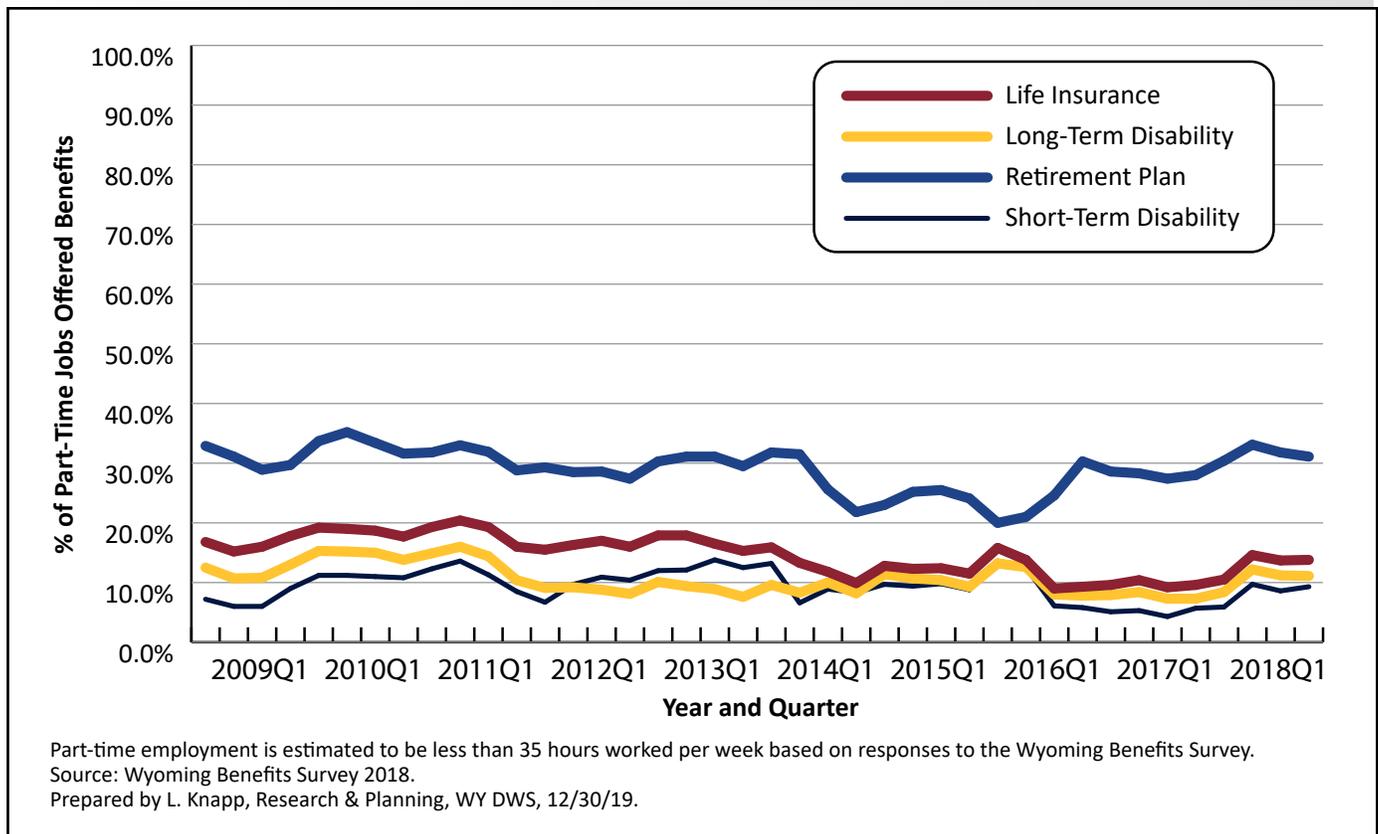


Figure 23: Percent of Part-Time Wyoming Jobs Offered Selected Insurance Benefits, 2008Q4-2018Q3

**Table 37: Percent of Wyoming Employers Offering Selected Paid Work Leave Benefits, 2008Q4-2018Q3**

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2008Q4	47.3	23.7	23.0	46.9
2009Q1	47.1	23.8	23.2	47.2
2009Q2	46.8	23.7	22.7	46.4
2009Q3	45.8	23.2	21.9	45.4
2009Q4	46.1	23.1	22.6	45.8
2010Q1	46.6	23.8	23.1	46.3
2010Q2	46.5	23.6	23.1	46.3
2010Q3	46.7	23.7	22.8	46.3
2010Q4	46.2	23.2	22.8	44.9
2011Q1	46.7	22.3	22.8	44.4
2011Q2	46.4	21.4	22.7	43.7
2011Q3	47.0	20.8	23.2	44.4
2011Q4	46.8	19.6	23.2	43.2
2012Q1	46.1	18.0	23.2	42.8
2012Q2	46.5	17.5	23.4	42.9
2012Q3	46.5	18.8	23.4	42.9
2012Q4	45.7	20.2	22.8	41.7
2013Q1	44.2	20.8	22.8	40.8
2013Q2	43.6	21.4	23.0	40.8
2013Q3	43.4	22.1	22.6	40.6
2013Q4	42.0	23.3	21.9	39.3
2014Q1	42.5	24.8	21.9	39.0
2014Q2	42.0	26.1	22.0	39.0
2014Q3	41.3	25.8	21.8	38.3
2014Q4	40.6	25.8	21.4	37.8
2015Q1	41.4	26.6	21.4	37.7
2015Q2	40.9	26.9	20.9	37.4
2015Q3	40.2	26.8	20.3	36.7
2015Q4	39.2	26.2	19.7	35.6
2016Q1	38.7	26.6	19.3	35.0
2016Q2	37.9	26.2	18.7	34.0
2016Q3	37.8	25.8	18.3	33.1
2016Q4	36.6	24.9	17.8	31.8
2017Q1	36.3	24.9	17.9	31.7
2017Q2	36.5	25.1	17.7	31.7
2017Q3	36.6	25.3	17.5	31.3
2017Q4	36.5	25.1	17.1	30.5
2018Q1	36.5	25.3	17.3	30.0
2018Q2	36.9	25.8	17.2	30.1
2018Q3	36.6	26.2	16.7	30.1

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

**Table 38: Percent of All Wyoming Jobs Offered Selected Leave Benefits, 2008Q4-2018Q3**

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2008Q4	62.4	36.5	35.2	60.3
2009Q1	61.9	36.6	36.3	60.4
2009Q2	61.6	36.9	39.9	60.2
2009Q3	61.7	35.2	39.9	60.7
2009Q4	65.2	39.2	41.5	60.4
2010Q1	66.5	39.3	42.1	61.9
2010Q2	65.7	37.8	41.5	62.1
2010Q3	65.0	37.8	40.7	61.9
2010Q4	66.8	39.7	42.9	62.9
2011Q1	66.9	39.5	43.5	61.9
2011Q2	65.6	37.2	41.9	60.7
2011Q3	64.0	36.5	39.7	58.5
2011Q4	64.3	32.1	42.2	61.3
2012Q1	63.9	32.1	44.3	61.8
2012Q2	63.4	31.1	44.6	60.7
2012Q3	62.5	31.2	43.5	59.6
2012Q4	63.5	31.3	44.7	60.0
2013Q1	62.5	32.0	44.7	60.1
2013Q2	62.2	31.8	43.2	59.4
2013Q3	61.2	32.7	40.5	59.8
2013Q4	60.1	39.6	42.7	58.9
2014Q1	62.0	39.5	39.2	57.0
2014Q2	63.6	38.3	44.8	61.3
2014Q3	62.2	34.7	44.1	60.5
2014Q4	63.8	39.2	42.9	58.7
2015Q1	64.3	39.8	43.0	58.7
2015Q2	63.5	39.1	42.1	56.7
2015Q3	62.6	38.5	41.2	56.3
2015Q4	64.1	36.9	41.8	57.4
2016Q1	63.9	38.6	42.9	57.4
2016Q2	63.0	43.0	39.9	54.2
2016Q3	64.1	43.1	39.8	54.1
2016Q4	64.0	45.0	40.5	53.9
2017Q1	65.0	45.1	41.2	55.1
2017Q2	63.7	44.1	40.0	54.9
2017Q3	62.4	42.8	38.7	53.5
2017Q4	63.8	45.4	41.0	54.6
2018Q1	64.1	46.8	40.9	54.0
2018Q2	63.3	45.8	41.1	54.6
2018Q3	61.2	45.3	37.6	52.4

Source: Wyoming Benefits Survey 2018.  
Prepared by L. Knapp, Research & Planning, WY DWS,  
12/30/19.

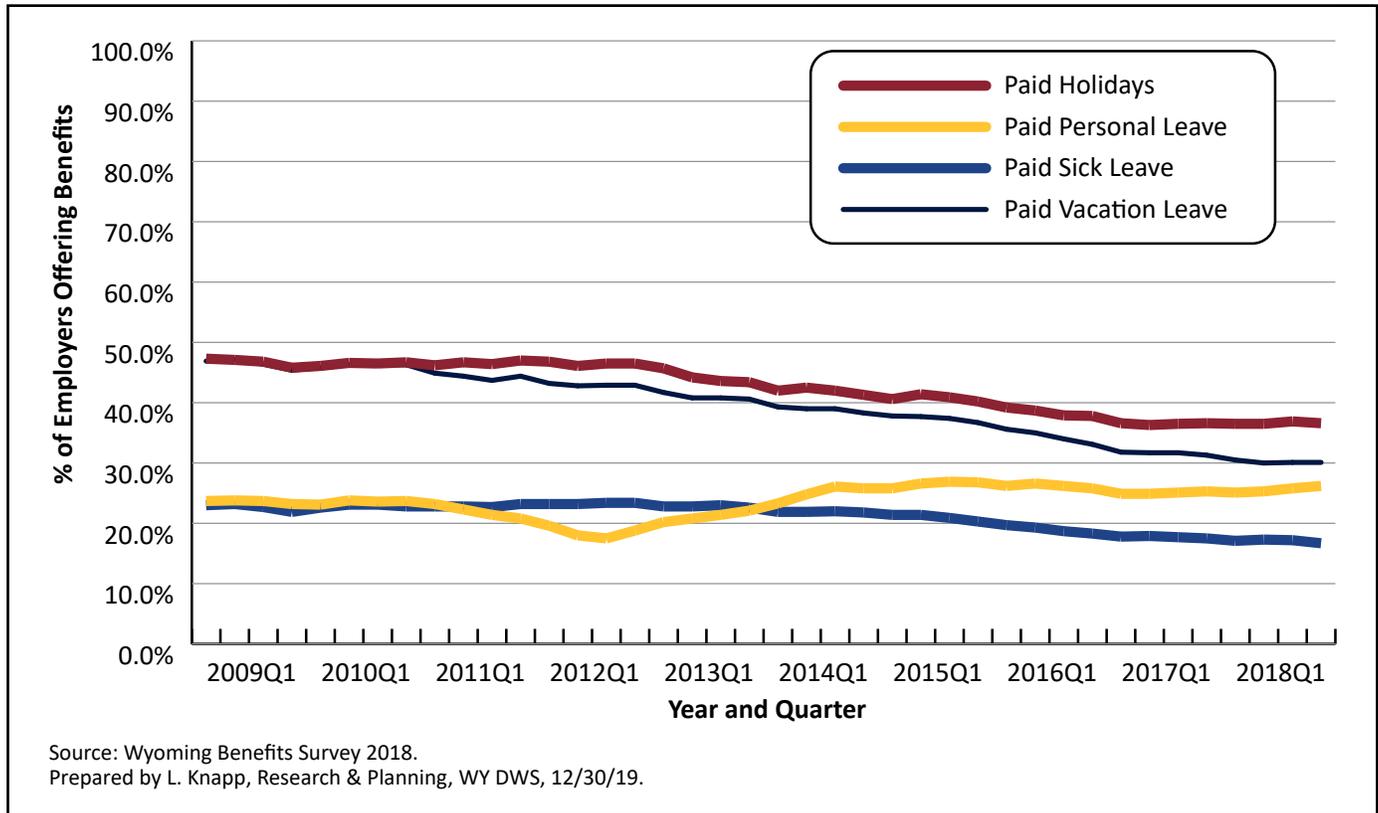


Figure 24: Percent of Wyoming Employers Offering Selected Paid Work Leave Benefits, 2008Q4-2018Q3

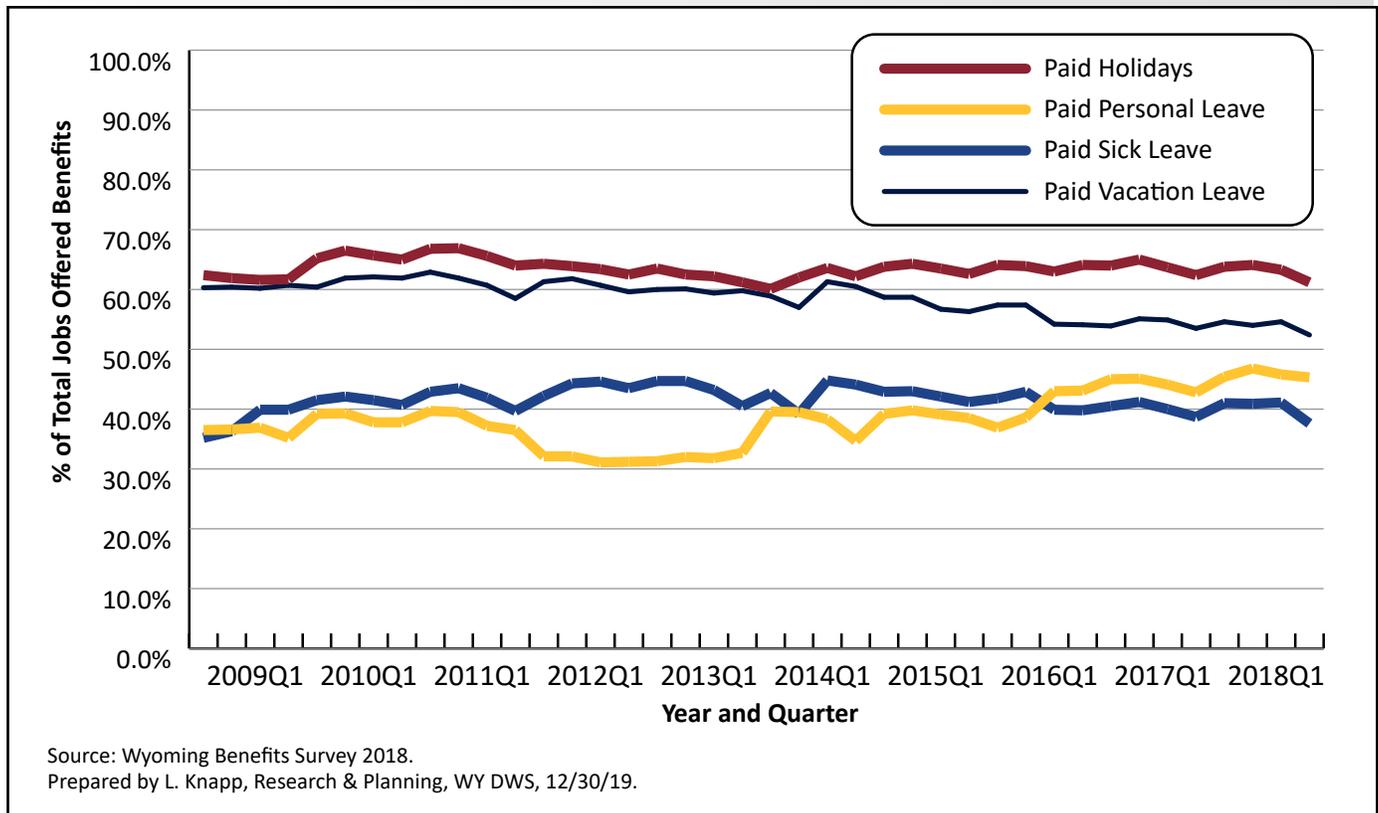


Figure 25: Percent of Total Wyoming Jobs Offered Selected Paid Work Leave Benefits, 2008Q4-2018Q3

**Table 39: Percent of Full-Time Wyoming Jobs Offered Selected Paid Work Leave Benefits, 2008Q4-2018Q3**

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2008Q4	74.6	42.0	41.8	72.1
2009Q1	74.2	42.4	43.2	72.6
2009Q2	74.5	42.8	47.8	73.0
2009Q3	74.0	41.5	47.5	73.1
2009Q4	77.0	45.3	49.2	73.4
2010Q1	78.4	45.7	49.8	75.3
2010Q2	78.0	44.8	49.5	75.8
2010Q3	77.5	45.4	49.1	75.9
2010Q4	78.9	47.2	51.0	76.4
2011Q1	79.2	47.1	51.9	75.9
2011Q2	78.6	44.8	50.6	75.5
2011Q3	77.9	43.8	48.8	73.6
2011Q4	78.8	38.6	51.5	76.2
2012Q1	78.6	38.7	53.8	76.5
2012Q2	77.8	37.1	54.1	75.0
2012Q3	76.7	37.2	52.7	73.3
2012Q4	78.0	37.0	53.3	73.8
2013Q1	77.0	37.9	53.4	73.8
2013Q2	76.6	37.7	51.5	72.4
2013Q3	75.6	39.3	49.1	72.8
2013Q4	73.7	46.6	50.3	70.8
2014Q1	76.2	46.3	46.9	69.2
2014Q2	77.8	46.1	54.2	74.8
2014Q3	77.1	42.2	54.3	74.2
2014Q4	77.6	46.5	51.7	70.7
2015Q1	78.1	47.3	51.7	70.9
2015Q2	77.9	47.1	51.1	69.4
2015Q3	77.7	46.9	50.6	69.6
2015Q4	78.6	45.5	50.8	70.4
2016Q1	78.2	47.3	52.2	70.5
2016Q2	78.2	52.3	49.2	67.7
2016Q3	79.0	51.7	49.5	67.9
2016Q4	79.1	54.2	50.4	68.0
2017Q1	80.4	54.2	51.6	69.2
2017Q2	79.3	53.6	50.7	69.3
2017Q3	77.4	52.0	49.1	67.2
2017Q4	78.5	54.2	51.3	68.0
2018Q1	78.9	55.8	50.0	66.5
2018Q2	78.2	55.1	50.6	67.9
2018Q3	75.9	55.0	45.9	64.7

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

**Table 40: Percent of Part-Time Wyoming Jobs Offered Selected Paid Work Leave Benefits, 2008Q4-2018Q3**

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2008Q4	23.4	19.0	14.0	22.4
2009Q1	21.1	17.3	13.5	20.2
2009Q2	19.3	17.3	14.0	18.2
2009Q3	22.2	15.1	15.3	20.7
2009Q4	26.5	19.1	16.7	17.9
2010Q1	28.0	18.9	17.2	19.0
2010Q2	27.6	16.1	16.9	19.9
2010Q3	27.6	14.8	15.5	20.0
2010Q4	29.2	16.5	17.5	20.7
2011Q1	29.9	17.0	18.4	20.4
2011Q2	28.2	15.6	17.0	18.2
2011Q3	24.2	15.4	13.7	15.1
2011Q4	21.5	12.7	14.8	17.2
2012Q1	20.3	12.3	16.2	18.4
2012Q2	20.0	12.8	16.0	17.7
2012Q3	18.8	12.6	15.3	17.5
2012Q4	18.8	13.7	18.1	17.2
2013Q1	17.8	13.8	17.7	17.8
2013Q2	17.2	13.7	17.4	18.9
2013Q3	17.9	12.6	14.6	20.8
2013Q4	18.1	17.8	19.1	21.8
2014Q1	17.5	18.1	15.0	18.9
2014Q2	18.9	13.6	14.8	18.9
2014Q3	17.5	12.4	13.4	19.2
2014Q4	19.6	15.9	14.9	20.4
2015Q1	20.8	16.3	15.6	20.5
2015Q2	20.2	15.4	15.3	18.7
2015Q3	18.9	14.0	14.0	17.7
2015Q4	23.1	12.7	16.5	20.6
2016Q1	21.6	12.8	15.2	18.7
2016Q2	17.9	15.3	12.4	13.9
2016Q3	20.7	18.0	11.7	13.8
2016Q4	20.9	18.8	12.1	13.6
2017Q1	21.4	19.1	11.7	15.2
2017Q2	20.7	17.9	10.6	15.4
2017Q3	21.6	17.9	10.6	16.1
2017Q4	22.4	20.7	12.3	17.0
2018Q1	25.5	23.4	17.2	21.3
2018Q2	24.5	21.6	16.1	19.8
2018Q3	23.3	20.4	16.1	20.6

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/30/19.

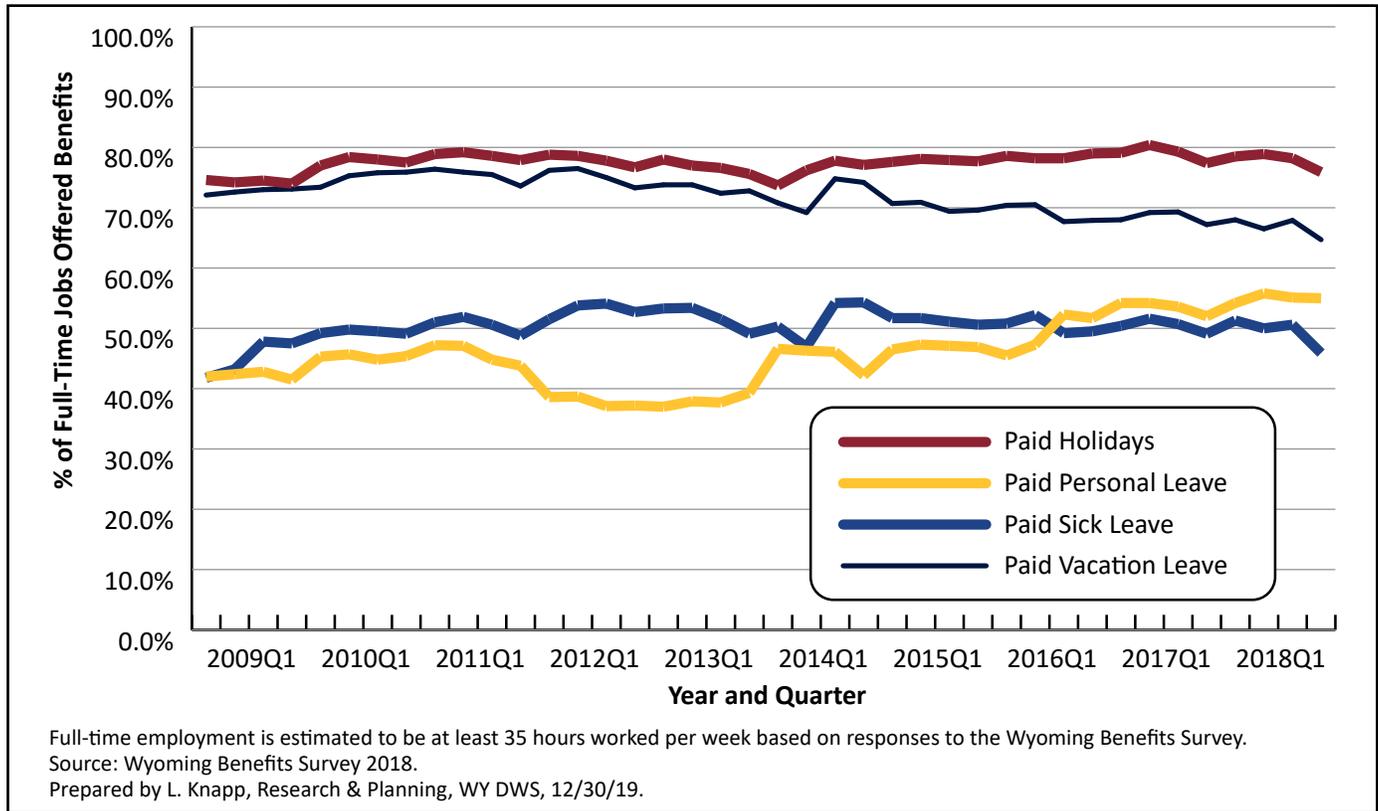


Figure 26: Percent of Full-Time Wyoming Jobs Offered Selected Paid Work Leave Benefits, 2008Q4-2018Q3

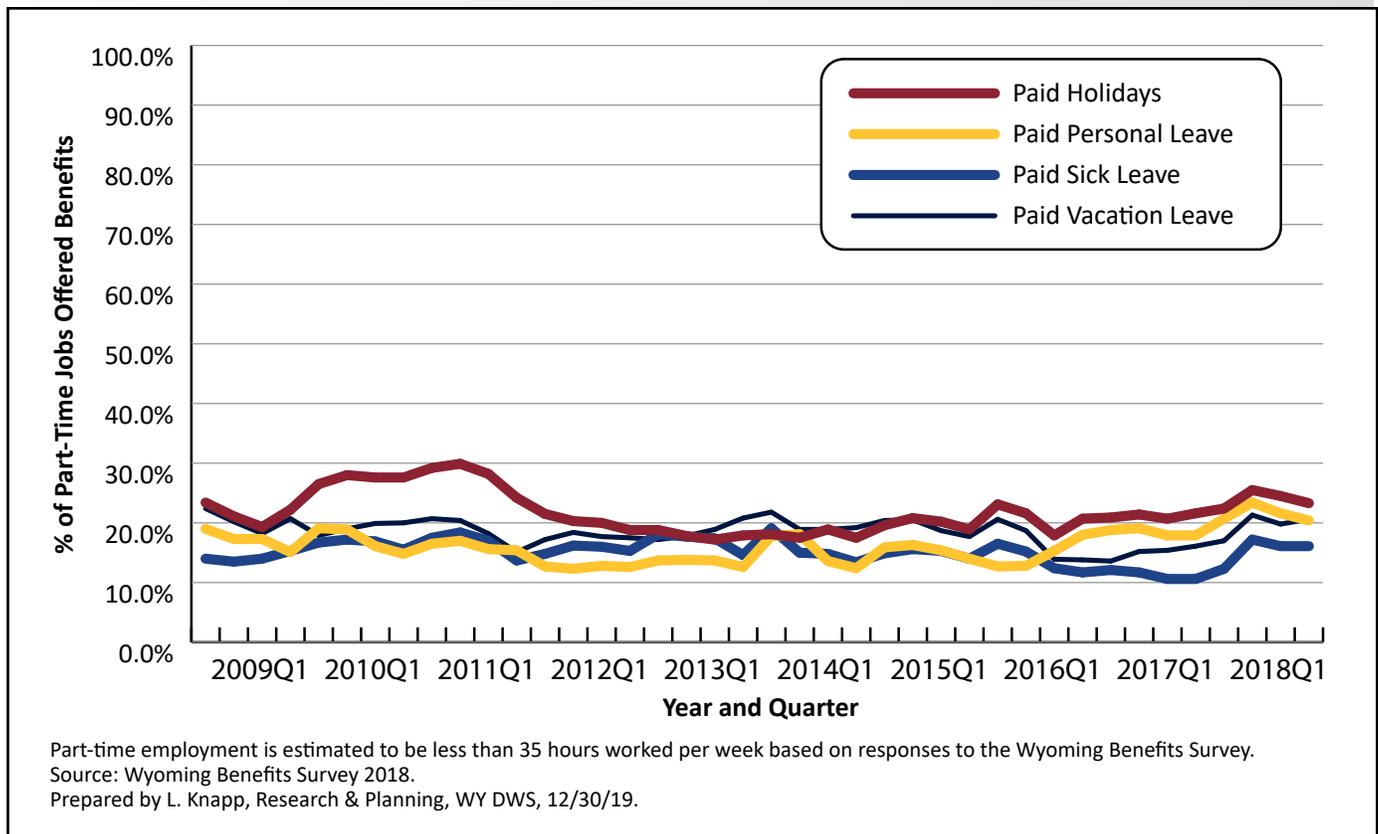


Figure 27: Percent of Part-Time Wyoming Jobs Offered Selected Paid Work Leave Benefits, 2008Q4-2018Q3

