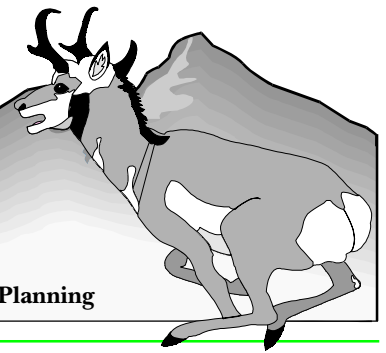


Wyoming Labor Force TRENDS

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Employee Benefits Survey: Compensation Revisited

by: Carola Cowan, Economist

"Total compensation is made up of 79.0 percent wages and salaries and 21.0 percent benefits."

The Employee Benefits Survey found that the amount and type of benefits employees receive depend on industry, company size, geographic location and whether the employees work full-time or part-time. Last year, the Research & Planning (R&P) Section of the Wyoming Department of Employment conducted an employee benefits survey on a pilot basis.¹ This year, R&P redesigned the survey, to collect information on a quarterly basis and to eventually identify trends in benefit costs. This article reports data for the first quarter 2000 only. The first quarter's overall sample size creates limitations for estimates that will be overcome when all four quarters of data are available. At that time, we should have more comprehensive findings, based on approximately 1,000 employers reporting. Thanks to the 237 employers who participated in the first quarterly survey and helped us make it a success!

This survey complements the wage survey R&P conducts on an annual basis and assists employers and employees in determining whether they are

providing and receiving competitive compensation (wages and benefits).² Benefits such as health insurance, paid leave and a retirement plan can be a large part of an employee's compensation package and employers' costs, and have gained importance in recent years. Therefore, wage information alone does not give the full picture of the total compensation value. It also makes it difficult to make meaningful comparisons between different jobs, since receiving a smaller wage may very well be offset by a more generous benefits package.

Results

Table 1 (see page 2) shows the percent of Wyoming companies providing selected benefits to their employees. The top five benefits offered by companies for full-time employees were paid vacation, health insurance, paid holiday leave, dependent health insurance and paid jury duty leave. For part-time employees, a Christmas bonus

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Table 1: Percent of Companies Providing Selected Benefits to their Full- and Part-Time Employees in Wyoming

Benefit Type	Full-Time	Part-Time
Child Care	1.4%	1.7%
Christmas Bonus	42.7%	32.0%
Dental Plan	57.9%	9.0%
Dependent Health Insurance	65.7%	10.4%
Disability Insurance	35.7%	10.8%
Educational Assistance	35.4%	11.4%
Employee Discounts	33.0%	27.4%
Health Insurance	74.0%	11.7%
Life Insurance	62.1%	15.6%
Long-Term Disability	27.5%	7.1%
Maternity Leave	5.7%	0.6%
No Benefits Provided	6.2%	18.1%
Paid Funeral or Bereavement Leave	50.0%	16.9%
Paid Holidays	73.5%	16.8%
Paid Jury Duty Leave	63.6%	31.5%
Paid Personal Leave	22.6%	4.4%
Paid Sick Leave	48.2%	12.2%
Paid Vacation	82.2%	18.2%
Paternity Leave	4.8%	0.6%
Profit Sharing	17.9%	5.1%
Retirement Plan	55.8%	21.5%
Tool Allowance	10.0%	2.8%
Uniform	23.7%	12.4%
Vision Plan	24.6%	2.8%
Wellness Program	18.2%	6.9%

was the most common benefit followed by paid jury duty leave, employee discount, retirement plan and paid vacation. The benefits offered the least for both employee categories were child care, paid maternity leave and paid paternity leave. For example, 82.2 percent of companies reported they offered paid vacation to their full-time employees, but only 5.7 percent stated they offered paid maternity leave to these same employees. In last year's survey, health insurance was also in the top five benefits provided and maternity leave, paternity leave and child care ranked on the bottom. Of the companies responding, only 6.2 percent did not provide any kind of benefits to full-time employees and 18.1 percent did not provide any kind of benefits to part-time employees.

Analyzing benefits paid by companies to employees by industry reveals that employers in Public Administration and Finance, Insurance and Real Estate (FIRE) were the most likely to pay benefits. Employers in Construction and Retail Trade

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The Department of Employment does not discriminate on the basis of race, color, religion, national origin, sex, age or disability. It is our intention that all individuals seeking services from our agency be given equal opportunity and that eligibility decisions be based upon applicable statutes, rules and regulations.

Table 2: Percentage of Companies Providing Selected Benefits to their Full- and Part-Time Employees in Wyoming by Industry

Benefit	Industry									
	Agriculture	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Public Admin.
Full-Time Employees										
Child Care	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	6.9%
Christmas Bonus	40.0%	39.1%	55.0%	47.6%	38.9%	82.4%	62.5%	50.0%	25.6%	23.3%
Dental Plan	33.3%	52.2%	36.8%	52.4%	78.9%	52.9%	29.4%	75.0%	68.3%	76.7%
Dependent Health Insurance	50.0%	69.6%	50.0%	60.0%	84.2%	70.6%	35.3%	75.0%	68.3%	80.0%
Disability Insurance	33.3%	39.1%	31.6%	28.6%	47.4%	20.0%	11.8%	72.7%	43.9%	31.0%
Educational Assistance	26.7%	39.1%	26.3%	36.8%	27.8%	47.1%	25.0%	58.3%	29.3%	44.8%
Employee Discounts	26.7%	17.4%	31.6%	57.1%	0.0%	70.6%	62.5%	50.0%	31.7%	10.0%
Health Insurance	60.0%	69.6%	50.0%	76.2%	89.5%	82.4%	47.1%	83.3%	78.0%	90.0%
Life Insurance	46.7%	65.2%	36.8%	57.1%	68.4%	64.7%	41.2%	83.3%	70.7%	73.3%
Long-Term Disability	13.3%	36.4%	0.0%	20.0%	31.6%	23.5%	11.8%	66.7%	39.0%	25.0%
Maternity Leave	0.0%	13.6%	0.0%	4.8%	5.6%	6.3%	0.0%	16.7%	7.3%	3.6%
Paid Funeral or Bereav. Leave	42.9%	45.5%	25.0%	38.1%	52.6%	47.1%	35.3%	66.7%	51.2%	82.8%
Paid Holidays	53.3%	65.2%	45.0%	76.2%	73.7%	88.2%	41.2%	100.0%	78.0%	100.0%
Paid Jury Duty Leave	53.3%	52.4%	36.8%	60.0%	47.4%	68.8%	52.9%	91.7%	70.7%	89.7%
Paid Personal Leave	7.7%	17.4%	5.0%	28.6%	11.1%	17.6%	0.0%	33.3%	41.5%	33.3%
Paid Sick Leave	40.0%	34.8%	9.5%	33.3%	36.8%	64.7%	16.7%	71.4%	54.3%	96.7%
Paid Vacation	73.3%	87.0%	60.0%	76.2%	73.7%	100.0%	64.7%	91.7%	85.4%	100.0%
Paternity Leave	0.0%	4.3%	0.0%	4.8%	5.6%	5.9%	0.0%	16.7%	7.3%	3.6%
Profit Sharing	20.0%	22.7%	25.0%	33.3%	33.3%	17.6%	18.8%	41.7%	2.4%	0.0%
Retirement Plan	33.3%	52.2%	35.0%	57.1%	73.7%	52.9%	29.4%	75.0%	63.4%	70.0%
Tool Allowance	13.3%	21.7%	15.0%	10.0%	11.1%	6.3%	6.3%	0.0%	4.9%	10.0%
Uniform	26.7%	23.8%	20.0%	19.0%	38.9%	52.9%	25.0%	0.0%	9.8%	30.0%
Vision Plan	6.7%	28.6%	10.5%	19.0%	36.8%	23.5%	5.9%	16.7%	40.0%	30.0%
Wellness Program	0.0%	26.1%	0.0%	26.3%	22.2%	11.8%	6.3%	33.3%	22.5%	23.3%
Part-Time Employees										
Child Care	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%
Christmas Bonus	8.3%	31.3%	40.0%	36.8%	21.4%	50.0%	42.9%	53.8%	28.2%	20.8%
Dental Plan	0.0%	0.0%	6.3%	5.6%	0.0%	8.3%	0.0%	15.4%	10.0%	30.4%
Dependent Health Insurance	0.0%	0.0%	6.3%	10.5%	0.0%	0.0%	14.3%	7.7%	14.6%	29.2%
Disability Insurance	0.0%	0.0%	25.0%	17.6%	7.1%	0.0%	7.1%	8.3%	12.2%	16.7%
Educational Assistance	0.0%	12.5%	20.0%	11.1%	0.0%	0.0%	0.0%	15.4%	17.5%	17.4%
Employee Discounts	25.0%	25.0%	13.3%	47.4%	0.0%	41.7%	57.1%	53.8%	22.5%	8.3%
Health Insurance	0.0%	0.0%	6.7%	11.1%	0.0%	8.3%	14.3%	7.7%	17.1%	29.2%
Life Insurance	0.0%	13.3%	18.8%	11.8%	6.7%	8.3%	7.1%	7.7%	19.5%	37.5%
Long-Term Disability	0.0%	0.0%	0.0%	12.5%	6.7%	0.0%	7.1%	8.3%	15.0%	4.3%
Maternity Leave	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%
Paid Funeral or Bereav. Leave	0.0%	13.3%	6.3%	5.3%	13.3%	9.1%	14.3%	33.3%	17.5%	41.7%
Paid Holidays	0.0%	6.3%	6.7%	5.3%	0.0%	16.7%	14.3%	30.8%	26.2%	38.1%
Paid Jury Duty Leave	8.3%	13.3%	18.8%	15.8%	13.3%	45.5%	42.9%	30.8%	45.0%	52.2%
Paid Personal Leave	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	7.7%	10.0%	8.3%
Paid Sick Leave	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	7.1%	15.4%	19.0%	43.5%
Paid Vacation	0.0%	0.0%	12.5%	10.5%	0.0%	8.3%	21.4%	23.1%	29.3%	41.7%
Paternity Leave	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%
Profit Sharing	0.0%	6.3%	6.7%	11.1%	7.1%	0.0%	14.3%	15.4%	0.0%	0.0%
Retirement Plan	16.7%	13.3%	6.3%	15.8%	20.0%	25.0%	21.4%	30.8%	26.2%	30.4%
Tool Allowance	0.0%	12.5%	6.7%	0.0%	0.0%	8.3%	0.0%	0.0%	2.5%	0.0%
Uniform	16.7%	6.3%	13.3%	5.3%	21.4%	33.3%	21.4%	0.0%	10.3%	8.3%
Vision Plan	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	7.5%	4.2%
Wellness Program	0.0%	6.7%	0.0%	11.1%	0.0%	0.0%	7.1%	23.1%	7.9%	8.7%

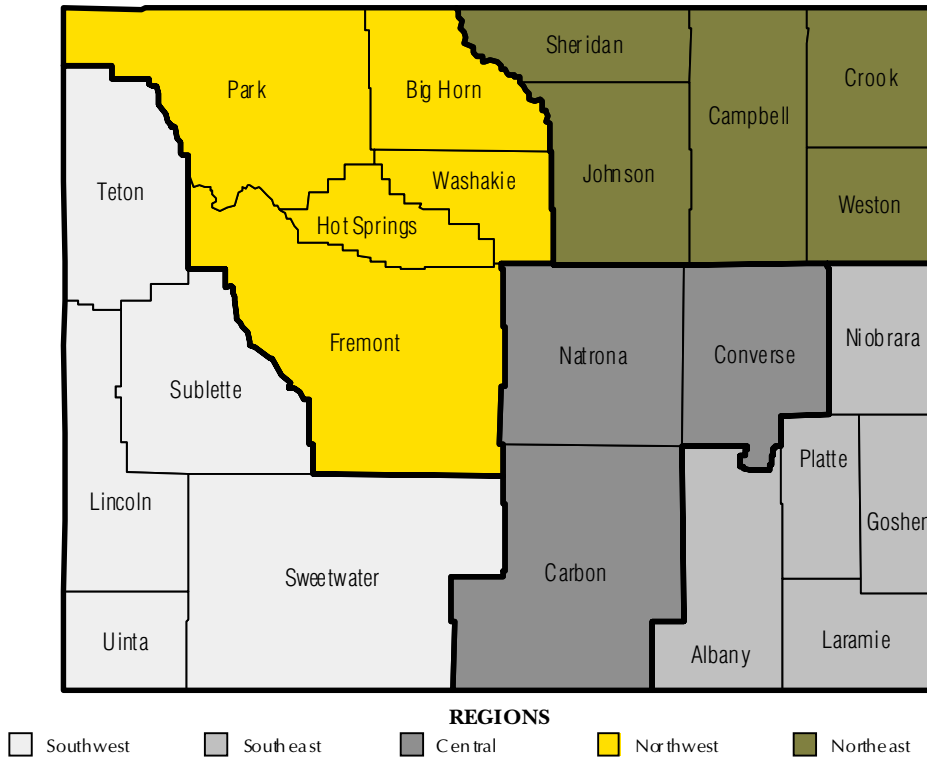
* Transportation, Communication & Public Utilities.

** Finance, Insurance & Real Estate.

Table 3: Percentage of Companies Providing Selected Benefits to their Full- and Part-Time Employees in Wyoming by Number of Employees

Benefit	Number of Employees					
	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	0.0%	0.0%	0.0%	0.0%	4.0%	4.1%
Christmas Bonus	35.0%	61.1%	55.6%	55.9%	40.0%	20.4%
Dental Plan	34.1%	27.0%	50.0%	58.8%	84.0%	91.8%
Dependent Health Insurance	31.7%	43.2%	50.0%	78.8%	92.0%	98.0%
Disability Insurance	22.5%	13.9%	22.2%	33.3%	48.0%	65.3%
Educational Assistance	29.3%	22.2%	18.5%	43.8%	52.0%	45.8%
Employee Discounts	25.0%	41.7%	32.1%	41.2%	28.0%	30.6%
Health Insurance	50.0%	54.1%	60.7%	82.4%	96.0%	100.0%
Life Insurance	34.1%	37.8%	39.3%	70.6%	96.0%	93.9%
Long-Term Disability	19.5%	11.1%	17.9%	22.6%	27.3%	55.1%
Maternity Leave	5.0%	2.8%	0.0%	9.4%	0.0%	12.5%
Paid Funeral or Bereav. Leave	35.7%	35.1%	33.3%	51.5%	62.5%	75.5%
Paid Holidays	61.9%	54.1%	67.9%	76.5%	88.0%	91.8%
Paid Jury Duty Leave	46.3%	38.9%	50.0%	69.7%	83.3%	89.8%
Paid Personal Leave	14.6%	16.2%	3.8%	23.5%	28.0%	48.8%
Paid Sick Leave	36.7%	30.8%	46.4%	47.1%	48.0%	75.5%
Paid Vacation	64.3%	75.7%	85.2%	85.3%	96.0%	91.8%
Paternity Leave	2.5%	0.0%	0.0%	9.4%	4.0%	10.4%
Profit Sharing	7.3%	5.4%	14.8%	26.5%	40.0%	20.8%
Retirement Plan	35.7%	27.0%	32.1%	64.7%	84.0%	87.8%
Tool Allowance	10.0%	8.3%	7.1%	3.0%	20.0%	12.2%
Uniform	17.1%	8.3%	21.4%	26.5%	45.8%	29.2%
Vision Plan	12.2%	5.4%	28.6%	21.2%	25.0%	50.0%
Wellness Program	4.9%	2.9%	7.4%	15.2%	36.0%	39.6%
Part-Time Employees						
Child Care	0.0%	0.0%	0.0%	0.0%	4.8%	4.7%
Christmas Bonus	31.4%	41.9%	39.1%	52.0%	23.8%	14.0%
Dental Plan	2.9%	3.3%	8.3%	3.8%	19.0%	16.7%
Dependent Health Insurance	0.0%	6.3%	4.2%	3.8%	19.0%	25.0%
Disability Insurance	9.1%	6.5%	4.2%	8.3%	20.0%	15.9%
Educational Assistance	8.6%	12.9%	4.2%	8.3%	15.0%	16.7%
Employee Discounts	20.0%	32.3%	25.0%	40.0%	28.6%	23.3%
Health Insurance	2.9%	6.3%	4.3%	3.8%	19.0%	27.3%
Life Insurance	2.9%	16.1%	8.3%	12.0%	25.0%	27.3%
Long-Term Disability	2.9%	3.4%	0.0%	4.3%	17.6%	14.3%
Maternity Leave	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Paid Funeral or Bereav. Leave	2.9%	12.9%	12.5%	7.7%	30.0%	32.6%
Paid Holidays	5.9%	12.5%	8.7%	19.2%	9.5%	34.9%
Paid Jury Duty Leave	17.6%	22.6%	20.8%	15.4%	55.0%	53.5%
Paid Personal Leave	2.9%	3.1%	0.0%	3.8%	0.0%	11.4%
Paid Sick Leave	8.8%	9.7%	4.2%	0.0%	19.0%	25.0%
Paid Vacation	14.3%	12.5%	20.8%	8.0%	19.0%	29.5%
Paternity Leave	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Profit Sharing	0.0%	3.2%	4.2%	0.0%	9.5%	11.9%
Retirement Plan	11.4%	3.1%	12.5%	15.4%	42.1%	42.2%
Tool Allowance	0.0%	0.0%	4.2%	0.0%	14.3%	2.3%
Uniform	5.9%	6.5%	12.5%	24.0%	19.0%	11.6%
Vision Plan	0.0%	0.0%	4.2%	3.8%	0.0%	7.0%
Wellness Program	0.0%	3.2%	4.2%	4.2%	15.0%	14.6%

Map: Wyoming Counties Grouped by Region



region and the benefits paid. Though overall, we can conclude that full-time employees who worked for companies located statewide or in the Southwest were more likely to receive benefits.³ For example, 86.8 percent of statewide companies offer health insurance to full-time employees compared to the Southwest (77.5%), Central (73.3%), Northeast (72.4%), Southeast (70.0%) and Northwest (63.2%) regions (see Table 4, page 6). This may be partially explained by the fact that almost half of the companies that are located statewide have 100 or more employees. There were also more companies with more than 100 employees located in the Southwest region than in other regions. As seen earlier, larger companies are more likely to provide benefits. Comparisons to last year cannot be made, since we did not analyze the data by region.

were the least likely to provide benefits (see Table 2, page 3). For example, 100 percent of companies in Public Administration offered paid holidays to full-time employees, but only 9.5 percent of companies in Construction offered this benefit to their full-time employees. Last year's analysis showed that employees in Public Administration and Mining were the most likely to receive benefits and employers in Agriculture and Retail Trade were the least likely to provide benefits.

paternity leave, child care, employee discounts and tool allowance. For part-time employees, the correlation was significant for paid holidays, paid funeral and bereavement leave, paid jury duty leave, health insurance, dental plan, life insurance, retirement plan and wellness program. Companies with 100 or more employees all offered health insurance to their full-time employees. In contrast, only 27.3 percent of part-time employees working for a company that size received this benefit (see Table 3, page 4). We found the same correlation in last year's benefit survey.

Another way to distinguish between the frequency of benefits offered is by full-time or part-time status. Not surprisingly, full-time employees were much more likely to receive benefits than are part-time employees. For example, 73.5 percent of companies gave full-time employees paid holidays, but only 16.8 percent of companies gave paid holidays to part-time employees (see Table 1, page 2).

A look at benefits and firm size shows a significant correlation between the two. For full-time employees, the correlation was significant in all areas except for maternity and

The regional analysis (see Map for regions) shows no strong correlation between the

How much paid time off companies gave their employees

(Continued on page 6)

Table 4: Percentage of Companies Providing Selected Benefits to their Full- and Part-Time Employees in Wyoming by Region

Benefit	Region					
	Southwest	Southeast	Central	Northwest	Northeast	Statewide*
Full-Time Employees						
Paid Holidays	80.0%	70.0%	80.0%	60.5%	72.4%	78.9%
Paid Sick Leave	50.0%	39.0%	43.8%	52.5%	50.0%	53.8%
Paid Vacation	79.5%	77.5%	83.3%	86.8%	79.3%	86.8%
Paid Personal Leave	22.5%	25.0%	16.7%	27.8%	14.3%	26.3%
Maternity Leave	7.5%	7.7%	3.4%	2.9%	6.9%	5.3%
Paternity Leave	2.5%	5.1%	3.6%	8.3%	0.0%	7.9%
Paid Funeral or Bereav. Leave	52.5%	42.5%	56.7%	48.6%	35.7%	62.2%
Paid Jury Duty Leave	61.5%	61.5%	56.7%	64.9%	66.7%	70.3%
Health Insurance	77.5%	70.0%	73.3%	63.2%	72.4%	86.8%
Dependent Health Insurance	70.0%	53.8%	66.7%	54.1%	65.5%	84.2%
Dental Plan	74.4%	42.5%	56.7%	50.0%	51.7%	71.1%
Vision Plan	35.9%	15.4%	33.3%	16.2%	17.9%	28.9%
Life Insurance	64.1%	57.5%	70.0%	50.0%	62.1%	71.1%
Disability Insurance	47.4%	35.0%	31.0%	26.3%	22.2%	47.4%
Long-Term Disability	46.2%	18.4%	27.6%	19.4%	25.0%	27.0%
Retirement Plan	65.0%	47.5%	53.3%	39.5%	48.3%	78.9%
Wellness Program	10.8%	12.8%	20.7%	21.1%	10.3%	32.4%
Child Care	2.5%	0.0%	0.0%	0.0%	0.0%	5.3%
Educational Assistance	30.0%	36.8%	41.4%	24.3%	34.5%	47.2%
Profit Sharing	15.0%	22.5%	6.9%	5.4%	24.1%	32.4%
Employee Discounts	38.5%	38.5%	24.1%	36.8%	34.5%	23.7%
Tool Allowance	20.5%	10.3%	3.4%	5.3%	14.3%	5.3%
Uniform	23.1%	30.0%	17.2%	18.9%	20.7%	29.7%
Christmas Bonus	43.6%	37.5%	42.9%	44.7%	48.3%	40.5%
Part-Time Employees						
Paid Holidays	6.5%	14.7%	27.3%	15.2%	12.5%	25.7%
Paid Sick Leave	12.9%	8.8%	13.0%	15.2%	8.3%	14.3%
Paid Vacation	9.1%	14.7%	31.8%	27.3%	8.3%	20.0%
Paid Personal Leave	6.1%	5.9%	4.8%	5.9%	0.0%	2.9%
Maternity Leave	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Paternity Leave	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Paid Funeral or Bereav. Leave	19.4%	9.4%	20.8%	24.2%	4.2%	20.6%
Paid Jury Duty Leave	31.3%	22.6%	29.2%	39.4%	33.3%	32.4%
Health Insurance	12.1%	6.1%	21.7%	3.0%	4.2%	23.5%
Dependent Health Insurance	12.1%	5.9%	17.4%	3.0%	4.2%	20.0%
Dental Plan	9.4%	3.0%	21.7%	6.3%	4.3%	11.4%
Vision Plan	6.3%	0.0%	13.0%	0.0%	0.0%	0.0%
Life Insurance	15.2%	12.1%	22.7%	9.4%	16.7%	20.0%
Disability Insurance	15.2%	12.9%	0.0%	9.4%	4.3%	17.1%
Long-Term Disability	9.4%	6.7%	4.5%	3.3%	4.5%	11.8%
Retirement Plan	21.2%	9.1%	27.3%	11.8%	25.0%	37.1%
Wellness Program	7.4%	0.0%	8.7%	6.1%	8.3%	11.8%
Child Care	3.3%	0.0%	0.0%	0.0%	0.0%	5.9%
Educational Assistance	6.7%	15.6%	8.7%	12.5%	12.5%	11.4%
Profit Sharing	3.3%	2.9%	0.0%	3.0%	4.3%	14.3%
Employee Discounts	20.0%	29.4%	30.4%	36.4%	25.0%	22.9%
Tool Allowance	0.0%	0.0%	4.5%	6.1%	4.2%	2.9%
Uniform	0.0%	5.9%	21.7%	21.9%	8.3%	17.1%
Christmas Bonus	26.7%	32.4%	34.8%	36.4%	33.3%	29.4%

* Locations in more than one county.

also depends on full-time or part-time status, with full-time employees receiving an average 12 days of paid sick leave a year, while part-time employees received only half that number (see Table 5).

What percentage of benefit costs did employers pay? Here the dependence on the full-time and part-time status of the employee is less important. Most commonly, for health insurance and dental plans, 100 percent of benefits were paid by the employer. If we look at the average percentage paid by the employer for health insurance and dental plans, part-time employees got slightly less than full-time employees (see Table 6).

How much did employers spend on benefits as a percentage of total compensation? Our survey shows that 21.0 percent of total compensation went to paying benefits. This is close to the estimated amount of 21.4 percent in South Dakota, but lower than the 27.5 percent the Bureau of Labor Statistics reported for the United States as a whole.⁴ In our survey, employers broke out compensation by wages and salaries, costs for retirement plans, legally required benefits such as Social Security and Worker’s Compensation and all other benefits. Figure 1 (see page 8) illustrates the breakout by percentage of total compensation for these different benefit groups.

Data Collection

A stratified random sample of 400 companies was selected to receive this survey. The sample was drawn from the Quarterly Unemployment Insurance (QUI) employer database for the second quarter 1999. This database contains the data reported by

Table 5: Average Number of Days of Leave Benefits for Wyoming Employees

Number of Days for:	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Paid Holidays	8.1	9(10)	8.0	9(10)
Paid Sick Leave	10.1	12	7.9	6
Paid Vacation (after one year)	8.3	5	7.3	5
Paid Vacation (after two years)	10.2	10	7.3	5
Paid Vacation (after three years)	11.0	10	7.9	5
Paid Personal Leave	4.2	2	2.3	1
Maternity Leave	36.0	30	15.0	15
Paternity Leave	14.7	3(15)	15.0	15

Table 6: Average Percentage Paid on Benefits for Wyoming Employees

Percentage Paid on:	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Health Insurance	85.5%	100.0%	72.7%	100.0%
Dependent Health Insurance	59.5%	100.0%	42.2%	0.0%
Dental Plan	73.7%	100.0%	68.4%	100.0%
Vision Plan	74.2%	100.0%	75.0%	50.0%

employers on a quarterly basis for Unemployment Insurance purposes. Companies that reported zero employees for all three months were excluded from the database and not included in our sample. To the remaining database of 15,601, we added the following data fields: average employment, class size, industry by major division and region. We then selected a random sample stratified by class size, industry and region.

Overall, 59.3 percent of the companies surveyed responded. In order to test the consistency of the distribution by class size, industry and

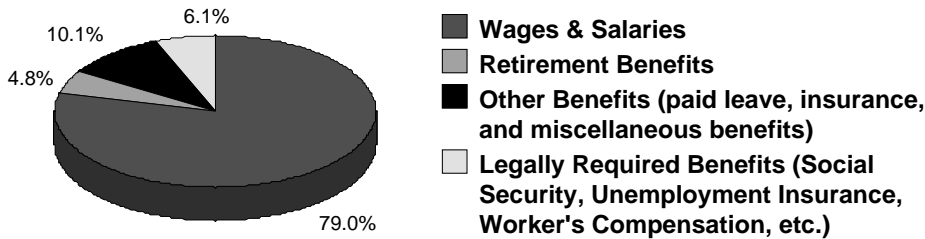
region of our responses with the distribution of our sample, we ran a chi-square test. The significance of the chi-square value was .899 by class size, .780 by industry and .502 by region. Therefore, the likelihood is high that our distribution matches the overall distribution by class size, industry and region.

Conclusion

Although the small sample size creates limitations, we determined that companies were more likely to provide benefits to full-time

(Continued on page 8)

**Figure 1: Compensation Costs in Wyoming
(as a percent of total compensation)**



Pilot Study for Wyoming, Research & Planning, Wyoming Department of Employment, July 1999.

2 **Wyoming Wage Survey**, Research & Planning, Wyoming Department of Employment, January 2000.

3 Statewide refers to companies that have locations in more than one county.

employees than to part-time employees. The larger the company, the more likely it is to offer benefits to its employees. There was also a relationship between benefits and industry. A higher percentage of employers in Public Administration and FIRE offered benefits than other industries. Construction and Retail Trade offered the fewest benefits to their employees. The regional analysis showed that employers with locations

statewide or companies located in the Southeast were more likely to pay benefits. In Wyoming, total compensation was made up of 79.0 percent wages and salaries and 21.0 percent benefits.

Overall, the redesigned version of the Employer Benefits Survey was successful. Watch for survey updates in future **Trends**.

1 **Employee Benefits Survey: A**

4 Laura Goehring, "How Valuable are South Dakota Employees' Benefits," **South Dakota Labor Bulletin**, September 1999; Bureau of Labor Statistics, "Employer Costs for Employee Compensation-March 1999," **News Release**, June 24, 1999.



Recent Developments in Employer-Provided Benefits*

by: Guy Tauer, Workforce Analyst, *Oregon Labor Trends*, State of Oregon Employment Department

"With near-record low unemployment rates, many employers are attempting to recruit and retain their workforce with more generous and creative benefit options."

Recently, a number of employers have become more creative and generous with the benefits that they offer to workers. With the national unemployment rate

dropping to 3.9 percent, worker recruitment, retention and turnover are important issues. As noted in the most recent **Beige Book**, published by the Federal Reserve Board in May of 2000,

"Many Districts noted that lack of available workers continues to hamper overall economic growth; and reports of employers

(Continued on page 9)

providing retention and referral bonuses, assistance in finding child care and health benefits were more widespread.”

Recent data show employers are offering more benefits to attract and retain workers. A March 1999 study by the U.S. Department of Labor, **Employer Cost for Employee Compensation**, found that 28.0 percent of total compensation costs for employers in the private sector and in state and local government are for benefit costs. Nontraditional benefits such as employee assistance plans, dependant care, flexible time and other family-friendly programs are popular with employers because they can be provided at relatively low cost.

Part-time workers are also seeing an increase in their benefits. Vacation days or holidays are the most common benefits granted to part-time workers due to the fact that it is fairly simple to prorate the number of hours given based on the number of hours worked. However, employers are now offering more part-time workers major benefits such as medical/dental coverage and flexible schedules. Other firms have recently been offering benefits such as tuition reimbursement to part-time employees. Reasons cited for this shift include employers wanting to reduce the high turnover rates among service sector employment without raising wages.

A comparison between firm size and benefits indicates that

large firms offer more benefits to both full- and part-time employees than small firms. The benefit coverage rates for life insurance, defined benefit pension plans and unpaid family leave were much lower for small firms than medium or large firm employees. Small firms cite several reasons for not offering a retirement plan, including revenue uncertainty; workers being seasonal or part-time or having high turnover; employees preferring wages and/or other benefits; and plans costing too much to set up and administer.

Employer-provided benefits continue to be of great importance, both to employers who pay for them and to employees who receive them. There are many factors that help explain why the incidence of some benefits appears to be slipping while other benefits continue to increase in popularity. As more research is done in this area, employers will become increasingly aware of which benefits are the most cost effective to provide, and which are the most sought after by the work force. Employees will generally receive the most comprehensive benefits from larger employers, and if they are employed full-time. With near-record low unemployment rates, many employers are attempting to recruit and retain their workforce with more generous and creative benefit options. Until the labor pool supply begins to outpace demand, workers will continue to reap the

(Continued on page 10)

State Unemployment Rates June 2000 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	10.1
Mississippi	6.9
New Mexico	6.6
Alaska	6.0
Louisiana	5.6
West Virginia	5.6
California	5.2
District of Columbia	5.1
Texas	5.1
Oregon	5.0
Alabama	4.7
Hawaii	4.7
Washington	4.6
Illinois	4.5
Montana	4.5
Arkansas	4.3
New York	4.3
Ohio	4.2
Pennsylvania	4.2
United States	4.2
Arizona	4.1
Georgia	4.1
South Carolina	4.1
Florida	4.0
Kentucky	4.0
Nevada	4.0
Idaho	3.9
Tennessee	3.9
Wisconsin	3.8
Delaware	3.7
Maryland	3.6
New Jersey	3.6
North Carolina	3.6
Rhode Island	3.6
Wyoming	3.6
Michigan	3.5
Utah	3.5
Indiana	3.4
Kansas	3.4
Maine	3.3
Nebraska	3.2
Oklahoma	3.1
Colorado	3.0
North Dakota	3.0
Virginia	2.9
Minnesota	2.8
Missouri	2.8
New Hampshire	2.8
Massachusetts	2.7
Connecticut	2.6
South Dakota	2.4
Vermont	2.3
Iowa	2.1

**State Unemployment Rates
June 2000
(Seasonally Adjusted)**

State	Unemp. Rate
Puerto Rico	9.7
Alaska	6.1
Mississippi	6.1
West Virginia	5.8
New Mexico	5.5
California	5.2
Oregon	5.0
Montana	4.8
Louisiana	4.7
Washington	4.7
New York	4.5
District of Columbia	4.4
Idaho	4.4
Texas	4.4
Illinois	4.2
Ohio	4.1
Pennsylvania	4.1
Arkansas	4.0
Hawaii	4.0
United States	4.0
Rhode Island	3.9
Alabama	3.8
Arizona	3.8
Florida	3.8
Kentucky	3.8
South Carolina	3.8
Wyoming	3.8
Wisconsin	3.7
Georgia	3.6
Tennessee	3.6
Delaware	3.5
Indiana	3.5
Nevada	3.5
Maine	3.4
New Jersey	3.4
North Carolina	3.4
Kansas	3.3
Maryland	3.3
Michigan	3.3
Oklahoma	3.0
Utah	3.0
Nebraska	2.9
New Hampshire	2.8
Massachusetts	2.6
Missouri	2.6
North Dakota	2.6
Vermont	2.6
Virginia	2.5
South Dakota	2.4
Colorado	2.3
Connecticut	2.3
Minnesota	2.3
Iowa	2.2

Wyoming Labor Force Declines in June

by: *David Bullard, Senior Economist*

"Approximately 2,400 new jobs were created in the state for a growth rate of 1.0 percent."

Wyoming's labor force (the sum of all employed and unemployed individuals) declined slightly in June 2000. It decreased by 470 people or -0.2 percent when compared with June 1999 (see page 12). The decrease in labor force is largely the result of a rapid decline in the number of unemployed individuals in Wyoming (down 3,318 or 25.8 percent). Also, a declining labor force suggests that people are withdrawing from the labor force or leaving the state.

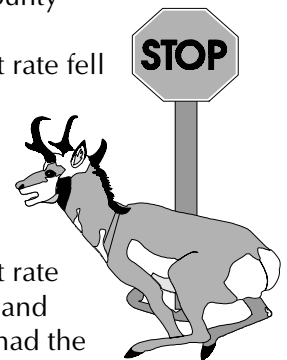
Wyoming's seasonally adjusted unemployment rate was 3.8 percent in June, unchanged from May, but down considerably from its June 1999 level of 5.0 percent (see page 12). This is comparable to the U.S. seasonally adjusted unemployment rate of 4.0 percent in June.

Wyoming nonagricultural employment continued to grow at a modest pace in June. Compared with June 1999, approximately 2,400 new jobs were created in the state for a growth rate of 1.0

percent (see page 11). In contrast, U.S. employment growth in June was 2.4 percent.

Industries which grew quickly in June included Services (1,600 jobs or 2.8%), Government (600 jobs or 1.0 percent) and oil & gas extraction (500 jobs or 6.6%). Job losses were seen in coal mining (-300 jobs or 6.2%) and Manufacturing (-200 jobs or 1.8%).

The unemployment rate fell in 22 of Wyoming's 23 counties when compared with June 1999. The exception was Niobrara County, where the unemployment rate increased slightly from 2.4 to 2.6 percent (see page 13). The largest over-the-year decrease occurred in Hot Springs County where the unemployment rate fell from 5.7 to 3.2 percent. Fremont County had the highest unemployment rate (6.1%) in June and Teton County had the lowest (1.0%).



(Continued from page 9)

"benefits" of the current economic conditions.

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Wyoming Labor Force Trends by Krista R. Shinkle, Research & Planning, Wyoming Department of Employment.

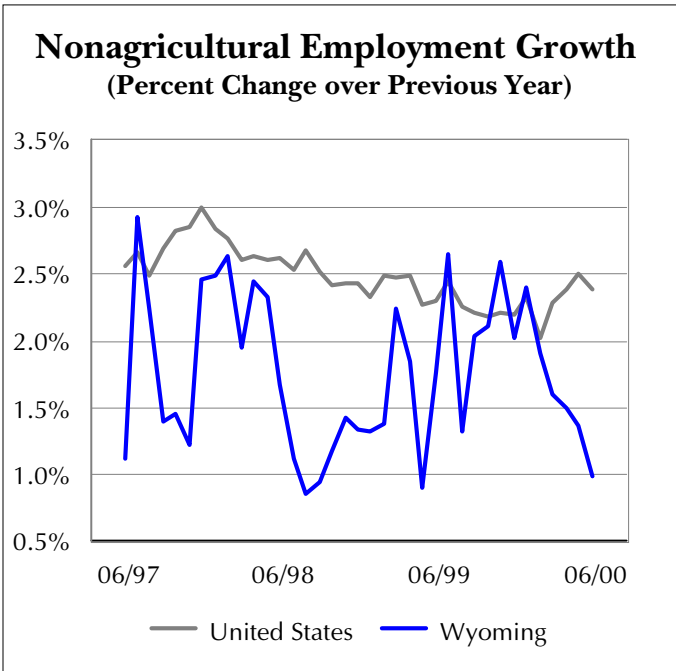


Wyoming Nonagricultural Wage and Salary Employment¹

by: *David Bullard, Senior Economist*

"In June 2000, Natrona County grew faster than the state adding 800 jobs over the year for 2.5 percent growth."

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	JUN00(p)	MAY00(r)	JUN 99	JUN 00	JUN 99		JUN00(p)	MAY00(r)	JUN 99	JUN 00	JUN 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	244.7	237.6	242.3	3.0	1.0	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	37.5	37.4	37.2	0.3	0.8
TOTAL GOODS PRODUCING	45.9	44.3	45.9	3.6	0.0	TOTAL GOODS PRODUCING	4.4	4.3	4.2	2.3	4.8
Mining	16.1	15.7	15.9	2.5	1.3	Mining & Construction	2.7	2.6	2.6	3.8	3.8
Coal Mining	4.5	4.6	4.8	-2.2	-6.2	Manufacturing	1.7	1.7	1.6	0.0	6.2
Oil & Gas Extraction	8.1	7.8	7.6	3.8	6.6	TOTAL SERVICE PRODUCING	33.1	33.1	33.0	0.0	0.3
Crude Petrol-Natural Gas	2.7	2.6	2.6	3.8	3.8	Transportation & Public Utilities	2.8	2.8	2.8	0.0	0.0
Oil & Gas Field Services	5.4	5.2	5.0	3.8	8.0	Trade	8.8	8.7	8.8	1.1	0.0
Nonmetallic Minerals	3.0	2.9	3.0	3.4	0.0	Wholesale Trade	0.8	0.8	0.9	0.0	-11.1
Construction	18.8	17.7	18.8	6.2	0.0	Retail Trade	8.0	7.9	7.9	1.3	1.3
General Building Contractors	4.2	3.8	4.4	10.5	-4.5	Finance, Insurance & Real Estate	1.7	1.7	1.7	0.0	0.0
Heavy Construction	6.1	5.8	5.7	5.2	7.0	Services	8.4	8.2	8.5	2.4	-1.2
Special Trade Construction	8.5	8.1	8.7	4.9	-2.3	Total Government	11.4	11.7	11.2	-2.6	1.8
Manufacturing	11.0	10.9	11.2	0.9	-1.8	Federal Government	2.5	2.9	2.4	-13.8	4.2
Durable Goods	5.2	5.1	5.2	2.0	0.0	State Government	3.3	3.3	3.3	0.0	0.0
Nondurable Goods	5.8	5.8	6.0	0.0	-3.3	Local Government	5.6	5.5	5.5	1.8	1.8
Printing & Publishing	1.7	1.7	1.7	0.0	0.0						
Petroleum & Coal Products	1.1	1.1	1.2	0.0	-8.3						
TOTAL SERVICE PRODUCING	198.8	193.3	196.4	2.8	1.2	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	32.7	32.7	31.9	0.0	2.5
Transportation & Public Utilities	14.5	14.3	14.5	1.4	0.0	TOTAL GOODS PRODUCING	5.3	5.1	5.5	3.9	-3.6
Transportation	9.3	9.1	9.3	2.2	0.0	Manufacturing	1.4	1.4	1.6	0.0	-12.5
Railroad Transportation	3.0	3.0	3.0	0.0	0.0	Mining	1.8	1.7	1.8	5.9	0.0
Trucking & Warehousing	3.9	3.7	3.8	5.4	2.6	Construction	2.1	2.0	2.1	5.0	0.0
Communications	2.2	2.2	2.2	0.0	0.0	TOTAL SERVICE PRODUCING	27.4	27.6	26.4	-0.7	3.8
Telephone Communications	1.1	1.1	1.1	0.0	0.0	Transportation & Public Utilities	1.7	1.7	1.8	0.0	-5.6
Electric, Gas & Sanitary Services	2.9	2.9	3.0	0.0	-3.3	Transportation	1.1	1.1	1.2	0.0	-8.3
Electric Services	1.9	1.9	2.0	0.0	-5.0	Communications & Public Utilities	0.6	0.6	0.6	0.0	0.0
Trade	55.5	53.6	55.3	3.5	0.4	Trade	8.5	8.5	8.4	0.0	1.2
Wholesale Trade	7.6	7.6	7.7	0.0	-1.3	Wholesale Trade	2.3	2.3	2.3	0.0	0.0
Durable Goods	4.4	4.4	4.3	0.0	2.3	Retail Trade	6.2	6.2	6.1	0.0	1.6
Nondurable Goods	3.2	3.2	3.4	0.0	-5.9	Finance, Insurance & Real Estate	1.3	1.2	1.2	8.3	8.3
Retail Trade	47.9	46.0	47.6	4.1	0.6	Services	10.0	10.0	9.3	0.0	7.5
Building Materials & Garden Supply	2.2	2.2	2.2	0.0	0.0	Personal & Business Services	2.3	2.4	2.1	-4.2	9.5
General Merchandise Stores	5.1	5.1	5.1	0.0	0.0	Health Services	3.0	2.9	2.8	3.4	7.1
Department Stores	3.9	3.8	3.8	2.6	2.6	Government	5.9	6.2	5.7	-4.8	3.5
Food Stores	5.7	5.5	5.6	3.6	1.8	Federal Government	0.7	0.9	0.7	-22.2	0.0
Auto Dealers & Service Stations	8.4	8.2	8.4	2.4	0.0	State Government	0.8	0.8	0.8	0.0	0.0
Gas Stations	4.4	4.2	4.5	4.8	-2.2	Local Government	4.4	4.5	4.2	-2.2	4.8
Apparel & Accessory Stores	1.4	1.3	1.4	7.7	0.0	Local Education	3.0	3.1	2.8	-3.2	7.1
Furniture & Home Furnishing Stores	1.6	1.6	1.6	0.0	0.0						
Eating & Drinking Places	18.0	17.0	18.1	5.9	-0.6						
Miscellaneous Retail	5.5	5.1	5.2	7.8	5.8						
Finance, Insurance & Real Estate	8.3	8.1	8.3	2.5	0.0						
Depos-Nondepos & Security Brokers	4.2	4.2	4.1	0.0	2.4						
Depository Institutions	3.4	3.3	3.3	3.0	3.0						
Insurance	1.8	1.8	1.9	0.0	-5.3						
Services	59.4	54.5	57.8	9.0	2.8						
Hotels & Other Lodging Places	12.6	9.1	12.9	38.5	-2.3						
Personal Services	2.0	1.9	1.9	5.3	5.3						
Business Services	8.2	8.4	8.1	-2.4	1.2						
Automotive & Misc. Repair Services	3.1	3.0	3.0	3.3	3.3						
Amusements (Rec Services & Mot. Pics.)	3.8	3.3	3.8	15.2	0.0						
Health Services	10.4	10.4	10.3	0.0	1.0						
Offices of Doctors of Medicine	2.4	2.4	2.3	0.0	4.3						
Legal Services	1.3	1.3	1.3	0.0	0.0						
Social Services	6.0	6.2	5.8	-3.2	3.4						
Membership Organizations	4.1	3.8	3.4	7.9	20.6						
Engineering & Management	3.9	3.8	3.8	2.6	2.6						
Government	61.1	62.8	60.5	-2.7	1.0						
Total Federal Government	7.7	8.3	7.6	-7.2	1.3						
Department of Defense	0.9	0.8	0.8	12.5	12.5						
Total State Government	13.6	13.8	13.3	-1.4	2.3						
State Education	5.2	5.6	4.9	-7.1	6.1						
Total Local Government	39.8	40.7	39.6	-2.2	0.5						
Local Hospitals	5.2	5.1	5.2	2.0	0.0						
Local Education	21.2	23.2	20.7	-8.6	2.4						



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

* Published in cooperation with the Bureau of Labor Statistics.

(p) Subject to revision. (r) Revised.

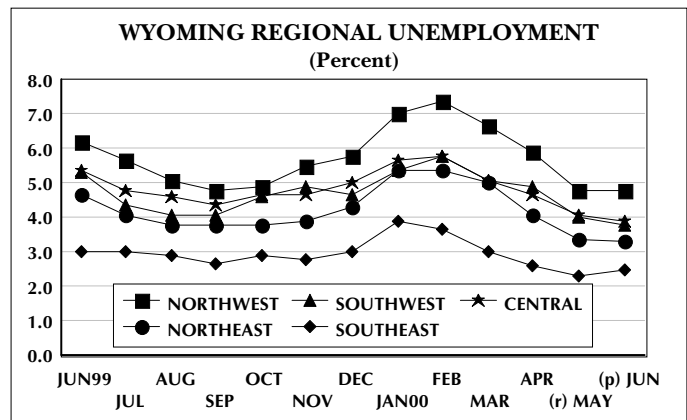
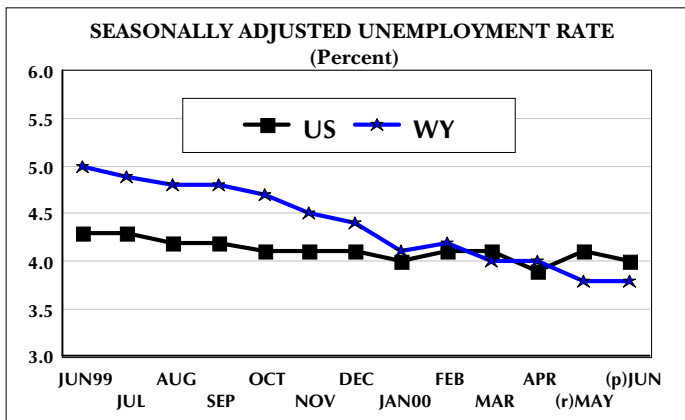
Wyoming Economic Indicators

by: Julie Barnish, Statistical Technician

"Wyoming building permits for new privately owned housing units rose by 16.7 percent from June 1999 to June 2000."

	June 2000 (p)	May 2000 (r)	June 1999 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force (1)	267,927	260,378	268,397	2.9	-0.2
Unemployed	9,534	9,444	12,852	1.0	-25.8
Employed	258,393	250,934	255,545	3.0	1.1
Wyoming Unemployment Rate/Seas. Adj.	3.6%/3.8%	3.6%/3.8%	4.8%/5.0%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.2%/4.0%	3.9%/4.1%	4.5%/4.3%	N/A	N/A
U.S. Multiple Jobholders	7,296,000	7,710,000	7,492,000	-5.4	-2.6
As a percent of all workers	5.4%	5.7%	5.6%	N/A	N/A
U.S. Discouraged Workers	308,000	282,000	220,000	9.2	40.0
U.S. Part Time for Economic Reasons	3,369,000	3,140,000	3,641,000	7.3	-7.5
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$856.93	\$866.96	\$863.75	-1.2	-0.8
Average Weekly Hours	43.9	43.5	44.5	0.9	-1.3
U.S. Mining					
Average Weekly Earnings	\$770.40	\$764.51	\$750.52	0.8	2.6
Average Weekly Hours	45.0	44.5	44.2	1.1	1.8
Wyoming Manufacturing					
Average Weekly Earnings	\$620.14	\$615.43	\$582.27	0.8	6.5
Average Weekly Hours	39.6	39.1	39.0	1.3	1.5
U.S. Manufacturing					
Average Weekly Earnings	\$595.71	\$590.36	\$581.02	0.9	2.5
Average Weekly Hours	41.6	41.4	41.8	0.5	-0.5
Wyoming Unemployment Insurance					
Weeks Compensated (2)	7,869	10,772	10,614	-26.9	-25.9
Benefits Paid	\$1,590,424	\$2,077,538	\$1,958,554	-23.4	-18.8
Average Weekly Benefit Payment	\$202.11	\$192.86	\$184.53	4.8	9.5
State Insured Covered Jobs (1)	223,321	214,912	220,858	3.9	1.1
Insured Unemployment Rate	1.0%	1.2%	1.2%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	172.3	171.3	166.2	0.6	3.7
Food & Beverages	167.9	167.8	164.1	0.1	2.3
Housing	169.4	167.8	164.1	1.0	3.2
Apparel	128.3	132.2	130.9	-3.0	-2.0
Transportation	155.7	153.1	143.4	1.7	8.6
Medical Care	260.5	259.4	250.2	0.4	4.1
Recreation (Dec. 1997=100)	103.4	103.1	102.2	0.3	1.2
Education & Communication (Dec. 1997=100)	101.5	101.8	100.3	-0.3	1.2
Other Goods & Services	269.6	270.2	255.9	-0.2	5.4
Producer Prices (1982 to 1984 = 100)					
All Commodities	133.3	131.6	125.2	1.3	6.5
Wyoming Building Permits					
New Privately Owned Housing Units Authorized	168	144	144	16.7	16.7
Valuation	\$25,574,000	\$41,325,000	\$23,541,000	-38.1	8.6

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



Wyoming County Unemployment Rates

by: *David Bullard, Senior Economist*

"Because of a large decline in unemployment, the labor force fell from June 1999 to June 2000 in over half of Wyoming's counties."

REGION COUNTY	Labor Force			Employed			Unemployed			Unemployment Rates		
	June 2000 (p)	May 2000 (r)	June 1999 (b)	June 2000 (p)	May 2000 (r)	June 1999 (b)	June 2000 (p)	May 2000 (r)	June 1999 (b)	June 2000 (p)	May 2000 (r)	June 1999 (b)
Northwest	48,387	46,614	48,588	46,074	44,357	45,571	2,313	2,257	3,017	4.8	4.8	6.2
Big Horn	5,911	5,811	5,828	5,588	5,495	5,442	323	316	386	5.5	5.4	6.6
Fremont	17,932	17,941	18,083	16,838	16,911	16,668	1,094	1,030	1,415	6.1	5.7	7.8
Hot Springs	2,495	2,444	2,578	2,414	2,361	2,431	81	83	147	3.2	3.4	5.7
Park	17,427	15,593	17,426	16,857	15,059	16,716	570	534	710	3.3	3.4	4.1
Washakie	4,622	4,825	4,673	4,377	4,531	4,314	245	294	359	5.3	6.1	7.7
Northeast	45,217	43,926	45,333	43,744	42,413	43,207	1,473	1,513	2,126	3.3	3.4	4.7
Campbell	20,161	19,644	20,163	19,513	19,015	19,110	648	629	1,053	3.2	3.2	5.2
Crook	3,264	3,102	3,271	3,142	2,982	3,135	122	120	136	3.7	3.9	4.2
Johnson	4,239	3,944	4,235	4,139	3,833	4,109	100	111	126	2.4	2.8	3.0
Sheridan	14,278	13,890	14,225	13,804	13,372	13,591	474	518	634	3.3	3.7	4.5
Weston	3,275	3,346	3,439	3,146	3,211	3,262	129	135	177	3.9	4.0	5.1
Southwest	55,404	51,611	55,460	53,319	49,561	52,547	2,085	2,050	2,913	3.8	4.0	5.3
Lincoln	6,793	6,498	6,811	6,483	6,200	6,394	310	298	417	4.6	4.6	6.1
Sublette	3,337	3,088	3,373	3,256	3,014	3,244	81	74	129	2.4	2.4	3.8
Sweetwater	20,555	20,321	20,910	19,612	19,469	19,543	943	852	1,367	4.6	4.2	6.5
Teton	13,811	11,175	13,218	13,676	10,909	13,021	135	266	197	1.0	2.4	1.5
Uinta	10,908	10,529	11,148	10,292	9,969	10,345	616	560	803	5.6	5.3	7.2
Southeast	69,755	69,566	69,895	68,030	67,953	67,771	1,725	1,613	2,124	2.5	2.3	3.0
Albany	17,001	17,195	17,136	16,726	16,931	16,820	275	264	316	1.6	1.5	1.8
Goshen	6,442	6,392	6,586	6,285	6,235	6,354	157	157	232	2.4	2.5	3.5
Laramie	40,267	39,908	40,017	39,138	38,871	38,658	1,129	1,037	1,359	2.8	2.6	3.4
Niobrara	1,343	1,342	1,375	1,308	1,316	1,342	35	26	33	2.6	1.9	2.4
Platte	4,702	4,729	4,781	4,573	4,600	4,597	129	129	184	2.7	2.7	3.8
Central	49,164	48,661	49,122	47,226	46,648	46,449	1,938	2,013	2,673	3.9	4.1	5.4
Carbon	8,649	8,203	8,785	8,350	7,870	8,388	299	333	397	3.5	4.1	4.5
Converse	6,552	6,472	6,625	6,277	6,208	6,314	275	264	311	4.2	4.1	4.7
Natrona	33,963	33,986	33,712	32,599	32,570	31,747	1,364	1,416	1,965	4.0	4.2	5.8
Statewide	267,927	260,378	268,397	258,393	250,934	255,545	9,534	9,444	12,852	3.6	3.6	4.8
Statewide Seasonally Adjusted										3.8	3.8	5.0
U.S.....										4.2	3.9	4.5
U.S. Seasonally Adjusted.....										4.0	4.1	4.3

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/00. Run Date 07/00.
Data are not seasonally adjusted except where otherwise specified.

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

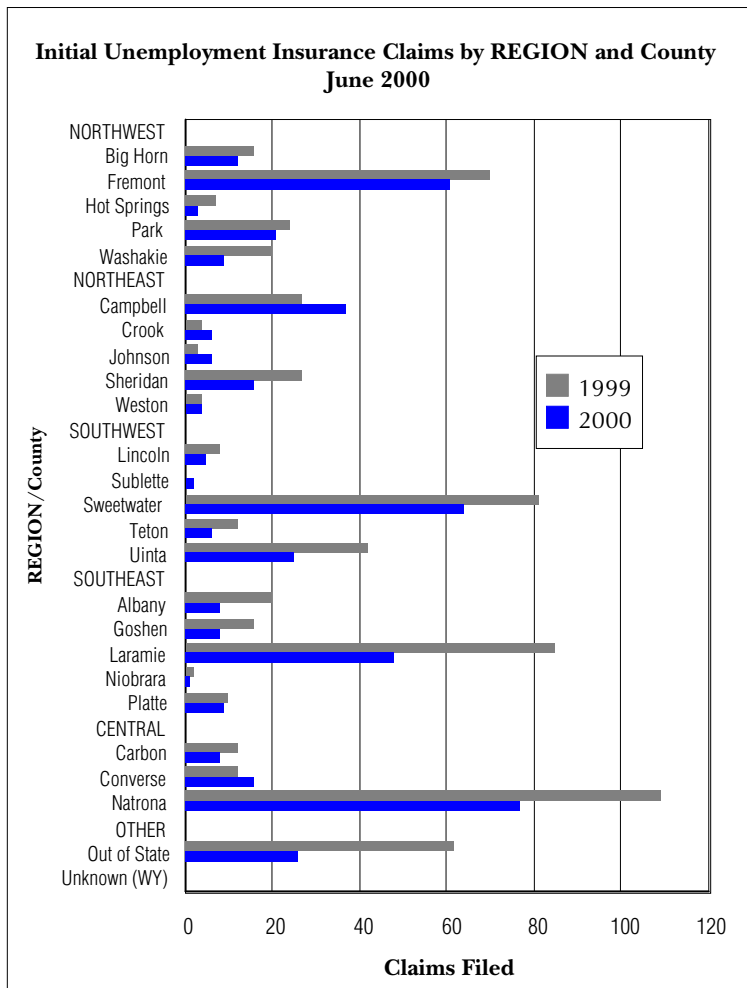
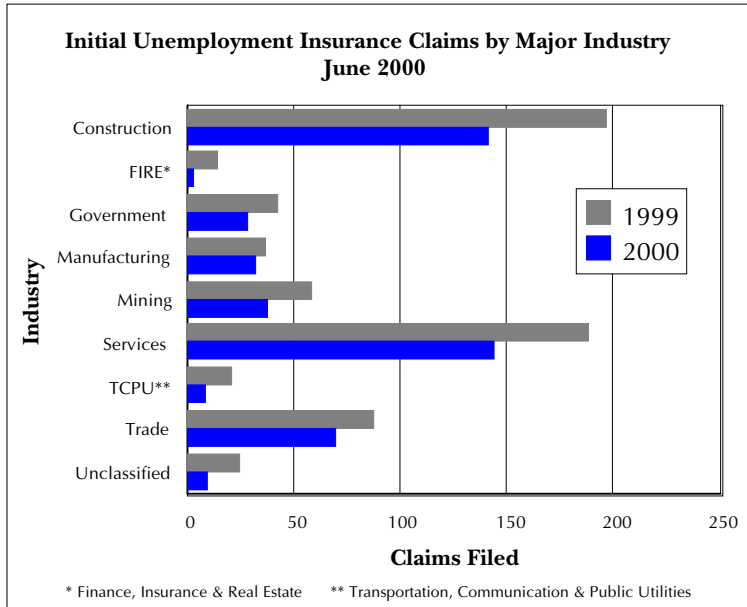
NOTE: The Current Population Survey (CPS) estimated the 1999 annual average Wyoming unemployment rate at 4.9 percent.

The 90 percent confidence interval for this estimate suggests that in 9 out of 10 cases, the interval 4.3 to 5.5 percent would contain the actual rate.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

by: Rich Peters, Labor Market Analyst

"All statewide major industries were down over the year in initial claims with the exception of Wholesale Trade."



	Claims Filed			Percent Change	
	JUN 00	MAY 00	JUN 99	MAY 99	JUN 99
WYOMING STATEWIDE					
TOTAL CLAIMS FILED	476	531	673	-10.4	-29.3
TOTAL GOODS PRODUCING	211	244	293	-13.5	-28.0
Manufacturing	32	22	37	45.5	-13.5
Mining	38	71	59	-46.5	-35.6
Oil & Gas Extraction	35	55	49	-36.4	-28.6
Construction	141	151	197	-6.6	-28.4
TOTAL SERVICE PRODUCING	255	282	355	-9.6	-28.2
Transportation, Communication & Public Utilities	9	15	21	-40.0	-57.1
Transportation	5	14	16	-64.3	-68.8
Communications & Public Utilities	4	1	5	300.0	-20.0
Trade	70	75	88	-6.7	-20.5
Wholesale Trade	17	13	14	30.8	21.4
Retail Trade	53	62	74	-14.5	-28.4
Finance, Insurance & Real Estate	3	6	15	-50.0	-80.0
Services	144	146	188	-1.4	-23.4
Personal & Business Services	28	31	36	-9.7	-22.2
Health Services	8	9	16	-11.1	-50.0
Government	29	40	43	-27.5	-32.6
Local Government	12	13	26	-7.7	-53.8
Local Education	11	10	23	10.0	-52.2
UNCLASSIFIED	10	5	25	100.0	-60.0

LARAMIE COUNTY					
TOTAL CLAIMS FILED	47	55	86	-14.5	-45.3
TOTAL GOODS PRODUCING	15	15	22	0.0	-31.8
Manufacturing	2	3	7	-33.3	-71.4
Mining	0	1	0	0.0	0.0
Oil & Gas Extraction	0	1	0	0.0	0.0
Construction	13	11	15	18.2	-13.3
TOTAL SERVICE PRODUCING	32	40	61	-20.0	-47.5
Transportation, Communication & Public Utilities	0	1	5	0.0	0.0
Transportation	0	1	5	0.0	0.0
Communications & Public Utilities	0	0	0	0.0	0.0
Trade	10	11	17	-9.1	-41.2
Wholesale Trade	0	2	1	0.0	0.0
Retail Trade	10	9	16	11.1	-37.5
Finance, Insurance & Real Estate	0	2	4	0.0	0.0
Services	18	21	29	-14.3	-37.9
Personal & Business Services	3	5	3	-40.0	0.0
Health Services	0	0	3	0.0	0.0
Government	4	5	6	-20.0	-33.3
Local Government	0	0	2	0.0	0.0
Local Education	0	0	2	0.0	0.0
UNCLASSIFIED	0	0	3	0.0	0.0

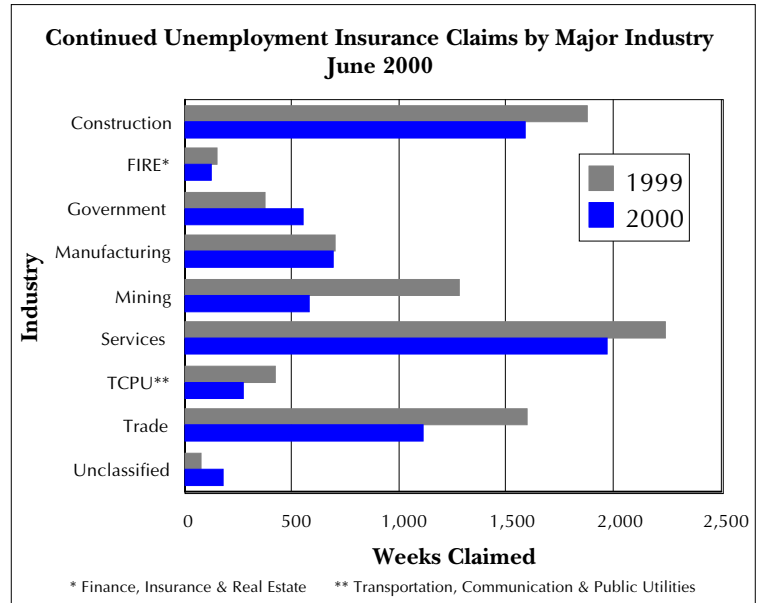
NATRONA COUNTY					
TOTAL CLAIMS FILED	76	90	111	-15.6	-31.5
TOTAL GOODS PRODUCING	23	41	50	-43.9	-54.0
Manufacturing	0	5	4	0.0	0.0
Mining	9	10	10	-10.0	-10.0
Oil & Gas Extraction	9	10	10	-10.0	-10.0
Construction	14	26	36	-46.2	-61.1
TOTAL SERVICE PRODUCING	52	48	58	8.3	-10.3
Transportation, Communication & Public Utilities	6	1	5	500.0	20.0
Transportation	2	1	3	100.0	-33.3
Communications & Public Utilities	4	0	2	0.0	100.0
Trade	11	20	13	-45.0	-15.4
Wholesale Trade	3	3	2	0.0	50.0
Retail Trade	8	17	11	-52.9	-27.3
Finance, Insurance & Real Estate	0	3	2	0.0	0.0
Services	30	17	34	76.5	-11.8
Personal & Business Services	2	4	11	-50.0	-81.8
Health Services	4	3	3	33.3	33.3
Government	5	7	4	-28.6	25.0
Local Government	2	2	3	0.0	-33.3
Local Education	2	1	3	100.0	-33.3
UNCLASSIFIED	1	1	3	0.0	-66.7

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

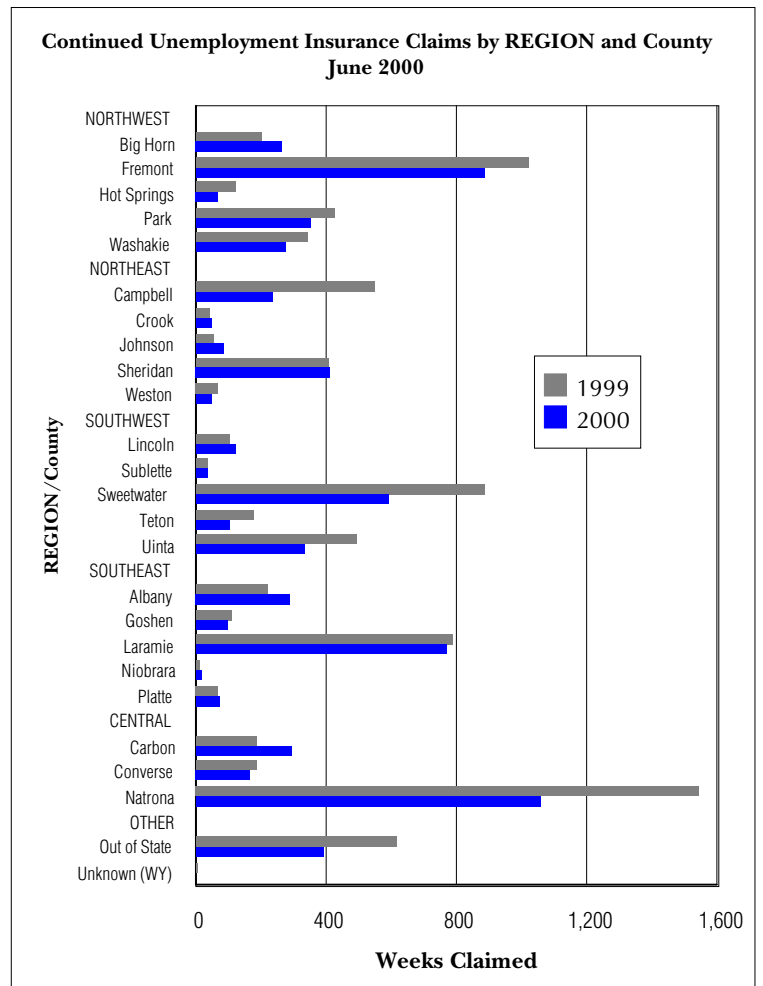
by: Rich Peters, Labor Market Analyst

"Statewide continued claims remain unchanged from 1999 in the Manufacturing Industry."

	Percent Change				
	Claims Filed		Claims Filed		
	JUN 00	MAY 00	JUN 99	JUN 00	
WYOMING STATEWIDE					
TOTAL WEEKS CLAIMED	7,101	8,728	8,746	-18.6	-18.8
TOTAL UNIQUE CLAIMANTS	2,498	2,737	2,572	-8.7	-2.9
TOTAL GOODS PRODUCING	2,872	4,049	3,855	-29.1	-25.5
Manufacturing	699	1,042	700	-32.9	-0.1
Mining	582	882	1,278	-34.0	-54.5
Oil & Gas Extraction	490	720	1,084	-31.9	-54.8
Construction	1,591	2,125	1,877	-25.1	-15.2
TOTAL SERVICE PRODUCING	4,043	4,429	4,810	-8.7	-15.9
Transportation, Communication & Public Utilities	273	430	428	-36.5	-36.2
Transportation	215	349	315	-38.4	-31.7
Communications & Public Utilities	58	81	113	-28.4	-48.7
Trade	1,115	1,416	1,603	-21.3	-30.4
Wholesale Trade	174	171	314	1.8	-44.6
Retail Trade	941	1,245	1,289	-24.4	-27.0
Finance, Insurance & Real Estate	130	129	152	0.8	-14.5
Services	1,970	1,954	2,248	0.8	-12.4
Personal & Business Services	388	447	449	-13.2	-13.6
Health Services	198	237	296	-16.5	-33.1
Government	555	500	379	11.0	46.4
Local Government	232	166	260	39.8	-10.8
Local Education	137	66	124	107.6	10.5
UNCLASSIFIED	186	250	81	-25.6	129.6



	Percent Change				
	Claims Filed		Claims Filed		
	JUN 00	MAY 00	JUN 99	JUN 00	
LARAMIE COUNTY					
TOTAL WEEKS CLAIMED	773	815	791	-5.2	-2.3
TOTAL UNIQUE CLAIMANTS	275	251	229	9.6	20.1
TOTAL GOODS PRODUCING	202	318	232	-36.5	-12.9
Manufacturing	29	28	44	3.6	-34.1
Mining	0	10	20	0.0	0.0
Oil & Gas Extraction	0	7	11	0.0	0.0
Construction	173	280	168	-38.2	3.0
TOTAL SERVICE PRODUCING	539	439	546	22.8	-1.3
Transportation, Communication & Public Utilities	45	65	86	-30.8	-47.7
Transportation	39	48	50	-18.8	-22.0
Communications & Public Utilities	6	17	36	-64.7	-83.3
Trade	141	137	183	2.9	-23.0
Wholesale Trade	13	11	28	18.2	-53.6
Retail Trade	128	126	155	1.6	-17.4
Finance, Insurance & Real Estate	22	21	37	4.8	-40.5
Services	232	151	204	53.6	13.7
Personal & Business Services	60	81	49	-25.9	22.4
Health Services	22	24	37	-8.3	-40.5
Government	99	65	36	52.3	175.0
Local Government	13	5	13	160.0	0.0
Local Education	11	2	10	450.0	10.0
UNCLASSIFIED	32	58	13	-44.8	146.2



	Percent Change				
	Claims Filed		Claims Filed		
	JUN 00	MAY 00	JUN 99	JUN 00	
NATRONA COUNTY					
TOTAL WEEKS CLAIMED	1,063	1,315	1,548	-19.2	-31.3
TOTAL UNIQUE CLAIMANTS	372	404	447	-7.9	-16.8
TOTAL GOODS PRODUCING	371	584	654	-36.5	-43.3
Manufacturing	82	131	87	-37.4	-5.7
Mining	89	122	226	-27.0	-60.6
Oil & Gas Extraction	80	103	193	-22.3	-58.5
Construction	200	331	341	-39.6	-41.3
TOTAL SERVICE PRODUCING	651	683	880	-4.7	-26.0
Transportation, Communication & Public Utilities	50	59	72	-15.3	-30.6
Transportation	34	45	55	-24.4	-38.2
Communications & Public Utilities	16	14	17	14.3	-5.9
Trade	235	274	322	-14.2	-27.0
Wholesale Trade	40	61	87	-34.4	-54.0
Retail Trade	195	213	235	-8.5	-17.0
Finance, Insurance & Real Estate	26	26	26	0.0	0.0
Services	267	282	412	-5.3	-35.2
Personal & Business Services	45	73	119	-38.4	-62.2
Health Services	64	87	87	-26.4	-26.4
Government	73	42	48	73.8	52.1
Local Government	37	19	29	94.7	27.6
Local Education	19	7	9	171.4	111.1
UNCLASSIFIED	41	48	14	-14.6	192.9

After 5 Days Return to:
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