

child care assistance | dental plan | dependent | medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation

Wyoming Benefits Survey 2016

Published February 2018

defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation leave | retirement plan | defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent | medical insurance | flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation leave | retirement plan | defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability

**Research & Planning
Wyoming DWS**



Wyoming Benefits Survey 2016

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Who We Are

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 2016: Introduction

by: Lisa Knapp, Senior Research Analyst, and Michael Moore, Editor

This publication examines the prevalence of employer-provided benefits such as health insurance, retirement plans, and paid leave in Wyoming during third quarter 2016. These benefits are analyzed in several ways: by full- and part-time employment status, employer size class, industry, and by Wyoming substate region.

The Wyoming Benefits Survey, conducted by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, is designed to collect data from Wyoming employers about the workplace benefits they offer their employees. The survey questionnaire is sent to a random sample of Unemployment Insurance (UI) covered employers from the Quarterly Census of Employment and Wages database on a quarterly basis. Generally, around 70% or more of the questionnaires are completed and returned each quarter (Knapp, 2016). The resulting estimates are based on the average employment in the state during each quarter and the preceding seven quarters which, in the case of the results used for this analysis, includes employment between fourth quarter 2014 (2014Q4) and third quarter 2016 (2016Q3). For more information about the sampling and estimation process used to create the benefits survey estimates, please see http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf.

A selection of tables containing data for employers and the total number of jobs, broken out by full- and part-time status, employer size class (the number of employees working for a business), industry, and Wyoming substate region, are presented in this publication. Based on responses to the survey, full-time employment is estimated to be at least 35 hours worked per week.

The tables and figures presented in this article contain the following information:

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

Also included are charts and graphics showing the change in selected benefits offered over the last five years (2011Q4-2016Q3).

Analysis

As shown in Table A (see page 9), approximately three-fourths of jobs in Wyoming were full-time with an estimated 35 hours or more worked per week. A greater proportion of employers offered benefits to their full-time jobs than to their part-time jobs (see Table 2, page 17). For example, 43.6% of employers offered health insurance to their full-time jobs, but only 4.5% offered the benefit to their

part-time jobs. Likewise, 39.3% of employers offered retirement plans to their full-time jobs, while 13.1% offered retirement benefits

to part-time jobs. Nearly half of the Wyoming employers surveyed (47.4%) offered paid vacation leave to full-time jobs compared

to 10.4% of employers who offered the benefit to part-time jobs.

Similarly, a greater proportion of full-time jobs were offered benefits (see Table 1, page 16, and Table 3, page 17). Among full-time jobs, 80.7% were offered health insurance, 76.0% were offered retirement benefits, and 51.7% were offered paid personal leave. In comparison, 10.2% of part-time jobs were offered health insurance, 30.3% were offered retirement plans, and 18.0% were offered paid personal leave.

The rates of employers offering and jobs offered selected benefits are illustrated in Figures 1-3 (see pages 18-20).

Table 4 (see page 21) shows that most take-up rates (the percent of jobs offered that enrolled in selected benefits) were higher for full-time jobs than part-time jobs. For example, 79.0% of full-time jobs offered health insurance enrolled in that benefit, compared to 23.4% of part-time jobs. The exception to this was long-term disability; 100.0% of all part-time jobs that were offered long-term disability enrolled in this benefit, compared to 68.4% of full-time jobs.

Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2007Q4 to 2016Q3

Year & Quarter	Full-Time Jobs ^a		Part-Time Jobs		Total Jobs	
	N	%	N	%	N	%
2007Q4	213,904	76.4	65,905	23.6	279,809	100.0
2008Q1	210,098	76.3	65,348	23.7	275,446	100.0
2008Q2	218,319	76.1	68,614	23.9	286,933	100.0
2008Q3	221,374	75.7	71,089	24.3	292,463	100.0
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	212,662	76.2	66,556	23.8	279,218	100.0
2014Q1	208,032	76.4	64,373	23.6	272,405	100.0
2014Q2	218,151	76.4	67,449	23.6	285,600	100.0
2014Q3	218,217	75.4	71,191	24.6	289,408	100.0
2014Q4	216,965	76.4	66,861	23.6	283,826	100.0
2015Q1	209,834	76.0	66,110	24.0	275,944	100.0
2015Q2	213,140	75.1	70,739	24.9	283,879	100.0
2015Q3	213,976	74.5	73,134	25.5	287,110	100.0
2015Q4	205,363	73.9	72,618	26.1	277,981	100.0
2016Q1	199,097	74.7	67,421	25.3	266,518	100.0
2016Q2	204,832	74.8	69,079	25.2	273,911	100.0
2016Q3	204,552	74.4	70,263	25.6	274,815	100.0

^aFull-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, Research & Planning, WY DWS, 11/9/17.

Firm Size Class (Number of Employees)

Larger employers were more likely to offer benefits than smaller employers (see Table 6, page 23). Employers with 50 or more employees were most likely to offer benefits; for example, 83.8% offered health insurance, 77.5% offered a retirement plan, and 50.2% offered paid personal leave. By comparison, of all employers with 1-4 employees, 18.3% offered health insurance, 17.2% offered a retirement plan, and 18.0% offered paid personal leave.

Jobs in larger firms were also more likely to be offered benefits (see Table 7, page 23). Of jobs in firms with 50 or more employees, 80.8% were offered health insurance, 85.2% were offered retirement plans, and 52.5% were offered paid personal leave. As the size of the firm decreased, so did the proportion of jobs offered benefits. For example, 53.7% of jobs in firms with 20-49 employees were offered health insurance, compared to 41.2% of jobs in firms with 10-19 employees, 28.1% in firms with 5-9 employees, and 22.4% in firms with 1-4 employees.

As shown in Table 10 (see page 26), the highest take-up rates were generally found among jobs in smaller firms, particularly those with 1-4 and 5-9 employees. The take-up rate for long-term disability, for example, was considerably higher for jobs in firms with 5-9 employees (99.5%) than it was for jobs in firms of 50 or more employees (63.4%). However, jobs in firms with 5-9 employees had a much lower take-up rate of health insurance (45.6%) than jobs in all other firm size classes.

Industry

The proportion of employers that offered benefits also varied by industry

(see Table 14, page 28). The largest proportion of employers who offered benefits were in state & local government, while the smallest proportion of employers offering benefits was in leisure & hospitality. For example, 73.8% of employers in state & local government offered health insurance, compared to 17.2% of employers in leisure in hospitality. Other industries with relatively high proportions of employers offering health insurance included wholesale trade (51.5%), natural resources & mining (42.9%), and educational services (41.9%).

Similarly, many of those same industries also had the largest proportion of jobs offered benefits (see Table 15, page 29). The largest proportion of jobs offered health insurance were found in natural resources & mining (90.0%), educational services (87.4%), state & local government (82.7%), manufacturing (76.0%), and wholesale trade (75.5%). Educational services (91.2%), state & local government (87.4%), and natural resources & mining (82.7%) were also the industries with the greatest proportion of jobs offered a retirement plan.

Take-up rates varied by industry and benefit (see Table 18, page 34). The take-up rate for health insurance was as low as 47.8% in professional & business services and as high as 94.0% in natural resources & mining. Transportation & utilities tended to have among the highest take-up rates for most benefits, but had the lowest take-up rate (5.9%) for short-term disability.

Substate Region

As shown in the Map (see page 36),

Wyoming is broken out into six regions, which includes the Casper and Cheyenne Metropolitan Statistical Areas (MSA). Some businesses had jobs spread across the state and could not be placed into a single region; these employers and jobs were combined into a seventh category called *statewide*. Figure A shows that approximately one-third (33.5%) of all

jobs in Wyoming in 2016Q3 were in the statewide category.

Statewide businesses had the largest proportion of employers who offered any of the benefits, most likely because statewide business tend to have a large number of employees and, as previously mentioned, a greater proportion of larger

businesses offer benefits (see Table 22, page 35). For example, 58.5% of employers in the statewide category offered health insurance, compared to less than 30% in each of the state’s six regions; the total for all employers in Wyoming offering health insurance was 29.9%.

As with employers, the largest proportion of jobs offered benefits were in companies categorized as statewide (see Table 23, page 39). More than half of jobs in each of the substate regions were offered health insurance benefits, with 75.9% of all jobs in the statewide category offered health insurance. Of all jobs in the statewide category, 80.8% were offered a retirement plan, followed by jobs in the Cheyenne (60.3%) and Casper (58.9%) MSAs.

The highest take-up rate for jobs offered health insurance was found in the northeast region (91.4%), while the lowest take-up rate was found in the statewide category (69.3%). The take-up rate for vision plans was considerably different among regions, with the lowest found in the central-southeast and northeast regions (0.0%) and the highest found in the southwest (85.3%).

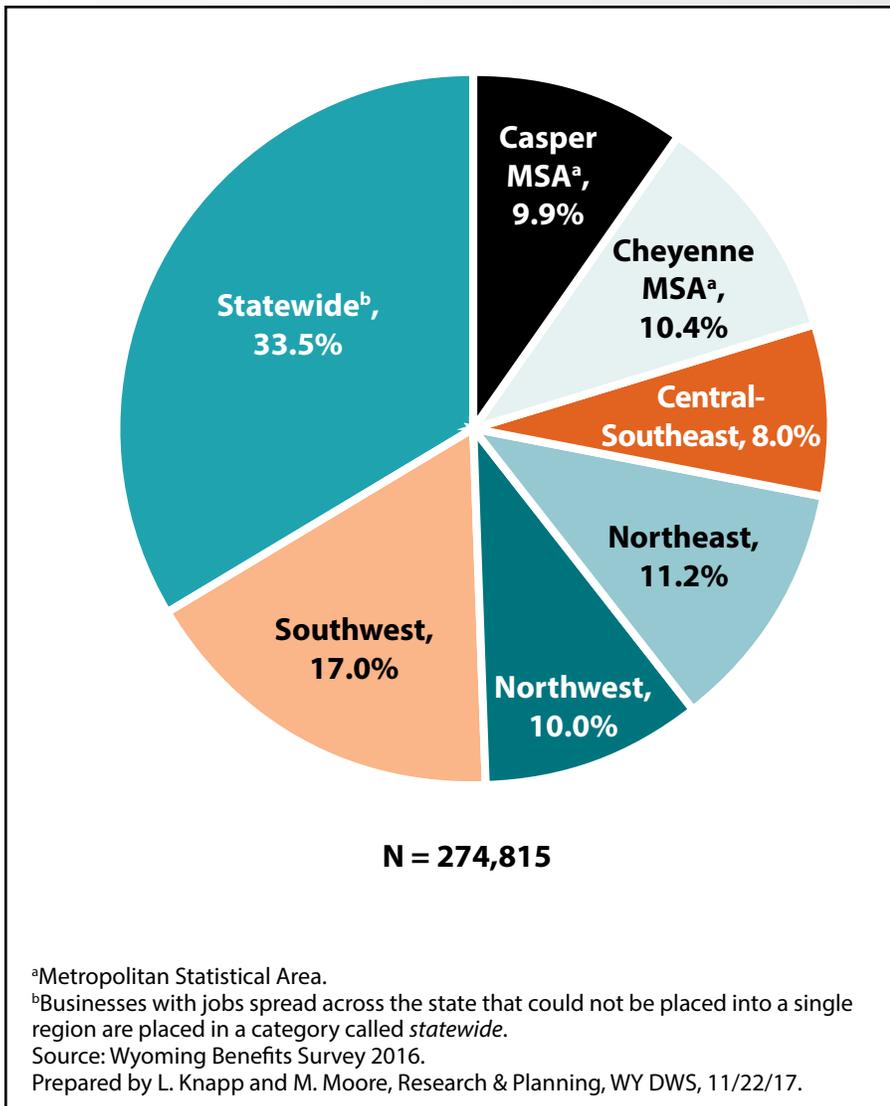


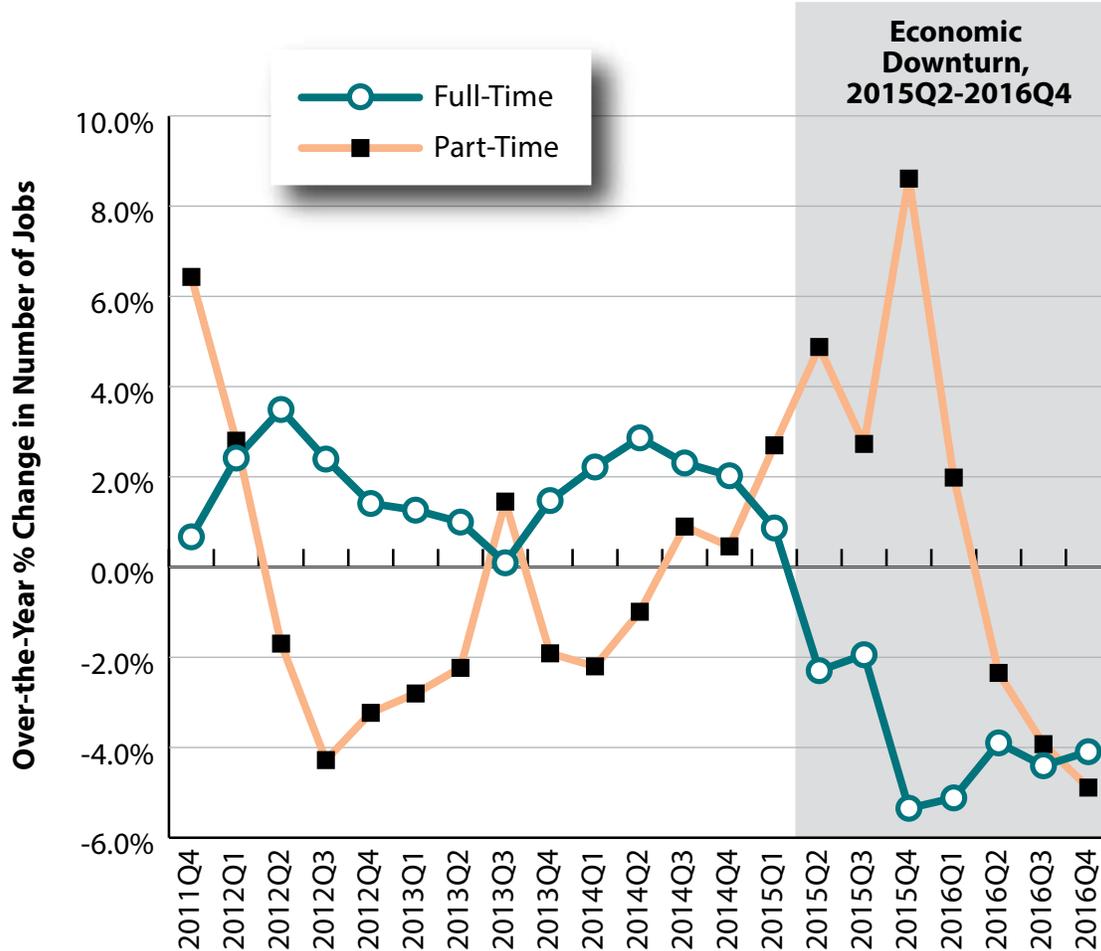
Figure A: Total Jobs in Wyoming by Substate Region, 2016Q3

Benefits Offered Over Time: 2011Q4-2016Q3

In 2015Q2, Wyoming entered a period of economic downturn that was influenced by “a substantial decline in the prices of oil, an extended period of low natural gas prices, and the erosion in the price of coal” (Gallagher, 2016). R&P has defined a

period of economic downturn as period of at least two consecutive quarters during which employment and wages declined from prior-year levels. The over-the-year decline in employment that began in 2015Q2 continued through at least 2017Q1, the most current quarter of data at the time this article was published.

Mohondro (2017) explained that firms avoid layoffs at the beginning of an economic downturn by reducing employee



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, 11/22/17.

Figure B: Over-the-Year Percent Change in the Number of Full- and Part-Time Jobs in Wyoming, 2011Q4-2016Q4

hours. Figure B (see page 12) shows that during the first four quarters of the recent downturn (2015Q2 to 2016Q1), the number of full-time jobs decreased, while the number of part-time jobs increased. This change may be the result of a reduction in hours worked, which would lead to some jobs being reclassified from full-time (at least 35 hours per week) to part-time (fewer than 35 hours per week). As previously discussed, part-time jobs were less likely to be offered benefits than full-time jobs (see Table 3, page 4). In other words, periods of economic downturn may result in fewer jobs being offered access to benefits as the number of hours worked decreases and jobs are reclassified from full-time to part-time status.

Figures 10-21 in this section are used to illustrate the number of jobs in Wyoming from 2011Q4 to 2016Q3, and to show how the percentage of employers offering selected benefits changed during that same five-year period.

Medical Benefits

As shown in Table 29 and Figure 10 (see page 43), Wyoming experienced moderate growth in the total number of jobs in the state from 2011Q4 to 2015Q1. With the start of the economic downturn in 2015Q2 Wyoming consistently lost jobs at a greater rate than it had previously added them.

Table 29 and Figure 10 also show that the percent of Wyoming employers offering selected medical benefits began decreasing well before the start of the economic downturn, and has consistently declined over the last five years. In 2011Q4, 37.2% of Wyoming employers offered health insurance; that decreased to 29.9% by 2016Q3. A similar decline was also seen in

the percentage of employers offering dental plans, dependent health insurance, and vision insurance.

Table 30 (see page 46) and Figure 11 (see page 47) show that the percent of jobs offered health care benefits also decreased over the past five years, but at a slower rate. The percent of jobs offered health insurance in 2016Q3 was 62.7%, down from a high of 68.3% in 2013Q4.

Insurance Benefits

The percentage of Wyoming jobs offered retirement and insurance benefits has remained relatively unchanged over the last five years. In 2016Q3, 64.3% of all jobs were offered access to a retirement plan, compared to 64.5% in 2011Q4.

A smaller percentage of part-time jobs was offered long- and short-term disability benefits than any of the other benefits discussed in this publication. The percentage of part-time jobs offered short-term disability insurance, for example, decreased from a high of 13.8% in 2013Q2 to a low of 5.8% in 2016Q3 (see Table 36, page 60).

Paid Leave Benefits

Over the last five years, the percentage of employers offering paid personal leave has increased while the percentage of employers offering paid sick leave has decreased (see Table 37, page 62, and Figure 18, page 63). This is consistent with a national trend that has seen a decrease in paid sick leave and an increase in paid time off (PTO) banks, where all of an employee's leave time is pooled into one bank and not designated specifically for vacation or sick leave. As part of a survey of 450 U.S. employers, Mercer (2016) found

that 63% had moved to PTO plan policies in 2015, compared to 38% in 2010.

Conclusion

Overall, a greater proportion of full-time jobs were offered benefits than part-time jobs. In additions, take-up rates — the percent of jobs that were offered benefits and enrolled — were higher among full-time workers than part-time workers.

Large employers were more likely to offer benefits than smaller employers. For example, 83.8% of all employers with 50 or more employees offered health insurance, compared to 18.3% of employers with 1-4 employees.

The industries with the highest proportion of employers offering health insurance included state and local government, wholesale trade, natural resources & mining, and educational services. Leisure & hospitality had the smallest proportion of employers offering health insurance.

Wyoming is divided into six regions, which includes the Casper and Cheyenne Metropolitan Statistical Areas. Businesses that had jobs spread out across the state and could not be placed into a single region are grouped into a seventh category called statewide. Employers in the statewide category offered benefits at a greater rate than any of the state's six

regions. Employers considered statewide tend to have a larger number of jobs, and therefore were more likely to offer benefits.

Finally, the percent of Wyoming employers offering health insurance has steadily declined over the last five years. In addition, Wyoming employers seem to be moving away from offering paid sick leave and toward paid time off, where all leave is maintained in one pool.

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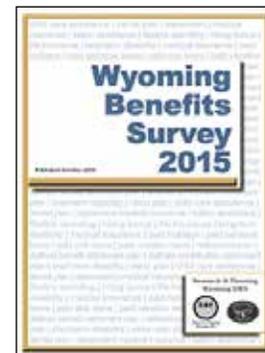
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Wyoming Benefits Survey 2015

- From *Wyoming Labor Force Trends*, August 2016:
<http://doe.state.wy.us/LMI/trends/0816/0816.pdf>
- Benefits Publication
http://doe.state.wy.us/LMI/benefits/benefits_2015.pdf



Wyoming New Hires Job Skills Survey

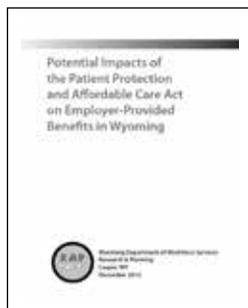
http://doe.state.wy.us/LMI/new_hires.htm

Articles from *Wyoming Labor Force Trends*

- Evidence from the New Hires Survey: Education and Opportunity in Wyoming's Labor Market (December 2015)
<http://doe.state.wy.us/LMI/trends/1215/a1.htm>
- What Do Employers Want? Part 2: Evidence from the New Hires Survey for Health Care (February 2014)
<http://doe.state.wy.us/LMI/trends/0214/a1.htm>
- Wyoming New Hires: Examining the Wage Gap (March 2011)
<http://doe.state.wy.us/LMI/0311/a1.htm>

Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming

<http://doe.state.wy.us/LMI/ppaca/aca2012.pdf>



Using data from the Wyoming Benefits Survey and other state and federal data, in addition to previous research related to health care mandates in other states, this publication explores the Patient Protection and Affordable Care Act's possible effects on employment in the state.



Research & Planning
Wyoming DWS

I. Statewide Benefits

Table 1: Number of Jobs Offered Selected Benefits by Full- and Part-Time Status, 2016Q3

Benefit	Jobs Offered Selected Benefits		
	Full-Time	Part-Time	Total
Total	204,552	70,263	274,815
Child Care Assistance	17,677	2,169	19,846
Dental Plan	138,977	6,997	145,973
Dependent Health Insurance	155,435	6,718	162,154
Tuition Assistance	94,212	10,508	104,720
Flexible Spending	103,170	6,784	109,954
Hiring Bonus	49,397	4,673	54,070
Life Insurance	144,741	6,502	151,243
Long-Term Disability	98,822	5,454	104,276
Health Insurance	165,049	7,166	172,215
Paid Holidays	161,684	14,512	176,196
Paid Personal Leave	105,748	12,642	118,390
Paid Sick Leave	101,253	8,186	109,438
Paid Vacation Leave	138,901	9,693	148,595
Retirement Plan	155,436	21,313	176,749
Defined Benefit Retirement Plan	53,600	5,955	59,555
Defined Contribution Retirement Plan	134,479	16,631	151,110
Short-Term Disability	82,580	4,059	86,639
Vision Plan	129,527	7,131	136,657

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/16/17.

Table 2: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Jobs, 2016Q3

Benefit	Full-Time	Part-Time	Total
Child Care Assistance	2.7	2.2	2.2
Dental Plan	31.7	4.4	21.8
Dependent Health Insurance	36.0	3.8	24.6
Tuition Assistance	17.7	7.5	12.6
Flexible Spending	14.7	4.1	10.4
Hiring Bonus	6.0	2.2	4.4
Life Insurance	28.5	3.9	19.7
Long-Term Disability	15.3	2.4	10.7
Health Insurance	43.6	4.5	29.9
Paid Holidays	53.5	16.6	37.8
Paid Personal Leave	36.6	10.2	25.8
Paid Sick Leave	26.0	6.7	18.3
Paid Vacation Leave	47.4	10.4	33.1
Retirement Plan	39.3	13.1	27.3
Defined Benefit Retirement Plan	5.1	2.2	3.6
Defined Contribution Retirement Plan	35.7	11.3	24.7
Short-Term Disability	16.0	3.2	11.2
Vision Plan	23.0	3.8	15.9

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 3: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2016Q3

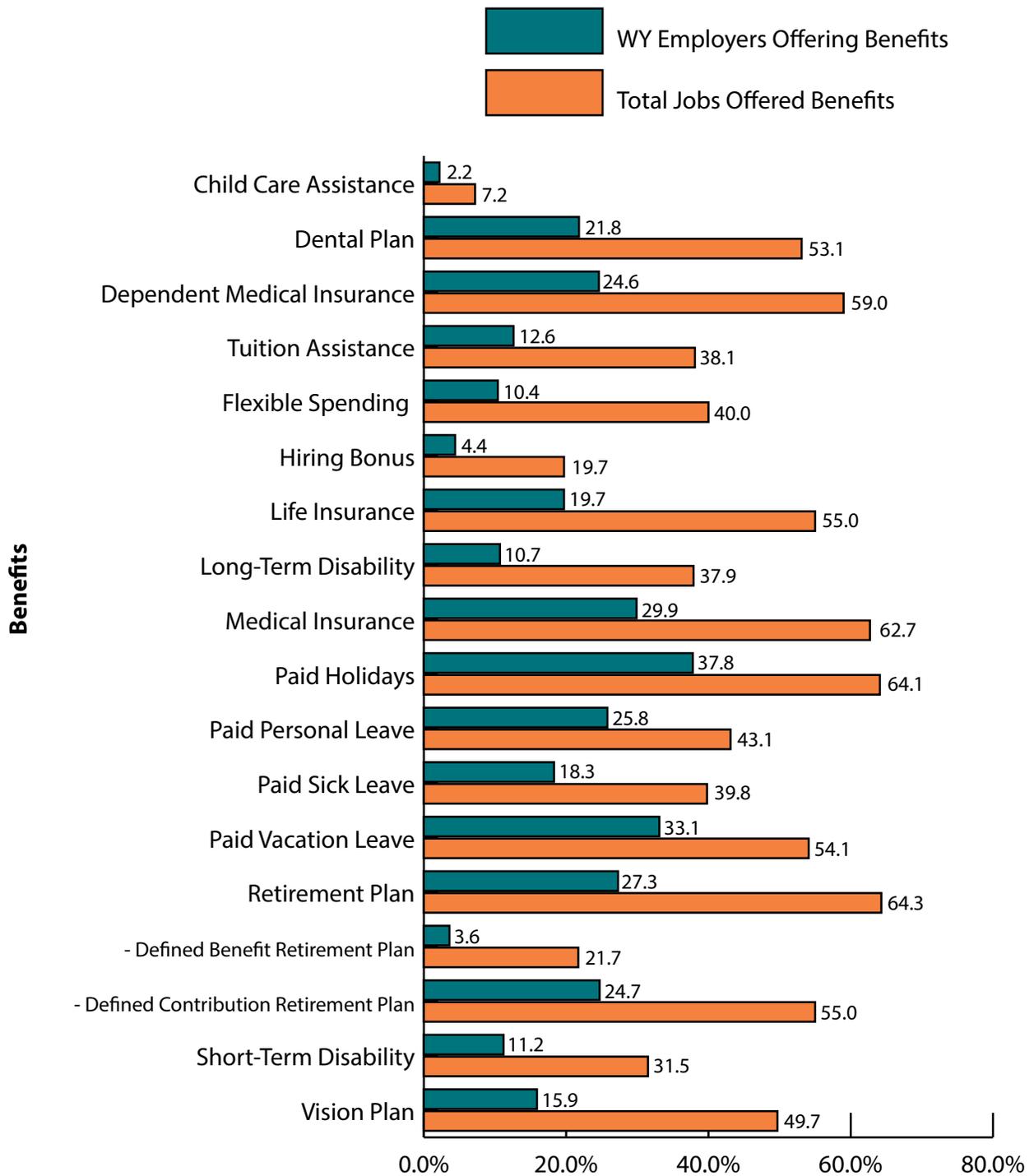
Benefit	Full-Time	Part-Time	Total
Child Care Assistance	8.6	3.1	7.2
Dental Plan	67.9	10.0	53.1
Dependent Health Insurance	76.0	9.6	59.0
Tuition Assistance	46.1	15.0	38.1
Flexible Spending	50.4	9.7	40.0
Hiring Bonus	24.1	6.7	19.7
Life Insurance	70.8	9.3	55.0
Long-Term Disability	48.3	7.8	37.9
Health Insurance	80.7	10.2	62.7
Paid Holidays	79.0	20.7	64.1
Paid Personal Leave	51.7	18.0	43.1
Paid Sick Leave	49.5	11.6	39.8
Paid Vacation Leave	67.9	13.8	54.1
Retirement Plan	76.0	30.3	64.3
Defined Benefit Retirement Plan	26.2	8.5	21.7
Defined Contribution Retirement Plan	65.7	23.7	55.0
Short-Term Disability	40.4	5.8	31.5
Vision Plan	63.3	10.1	49.7

Estimates based on employment between 2014Q4 and 2016Q3.

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

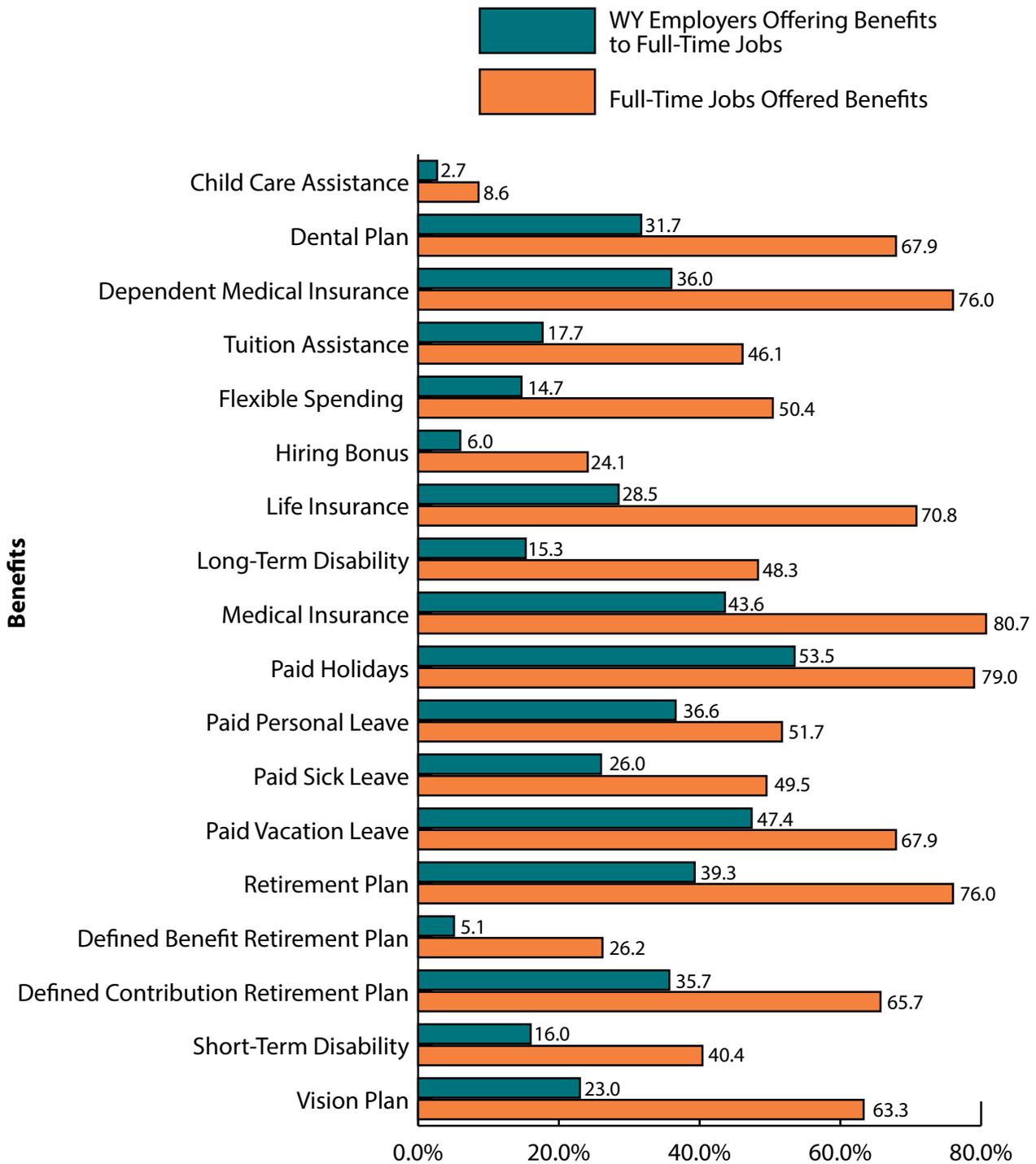
Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.



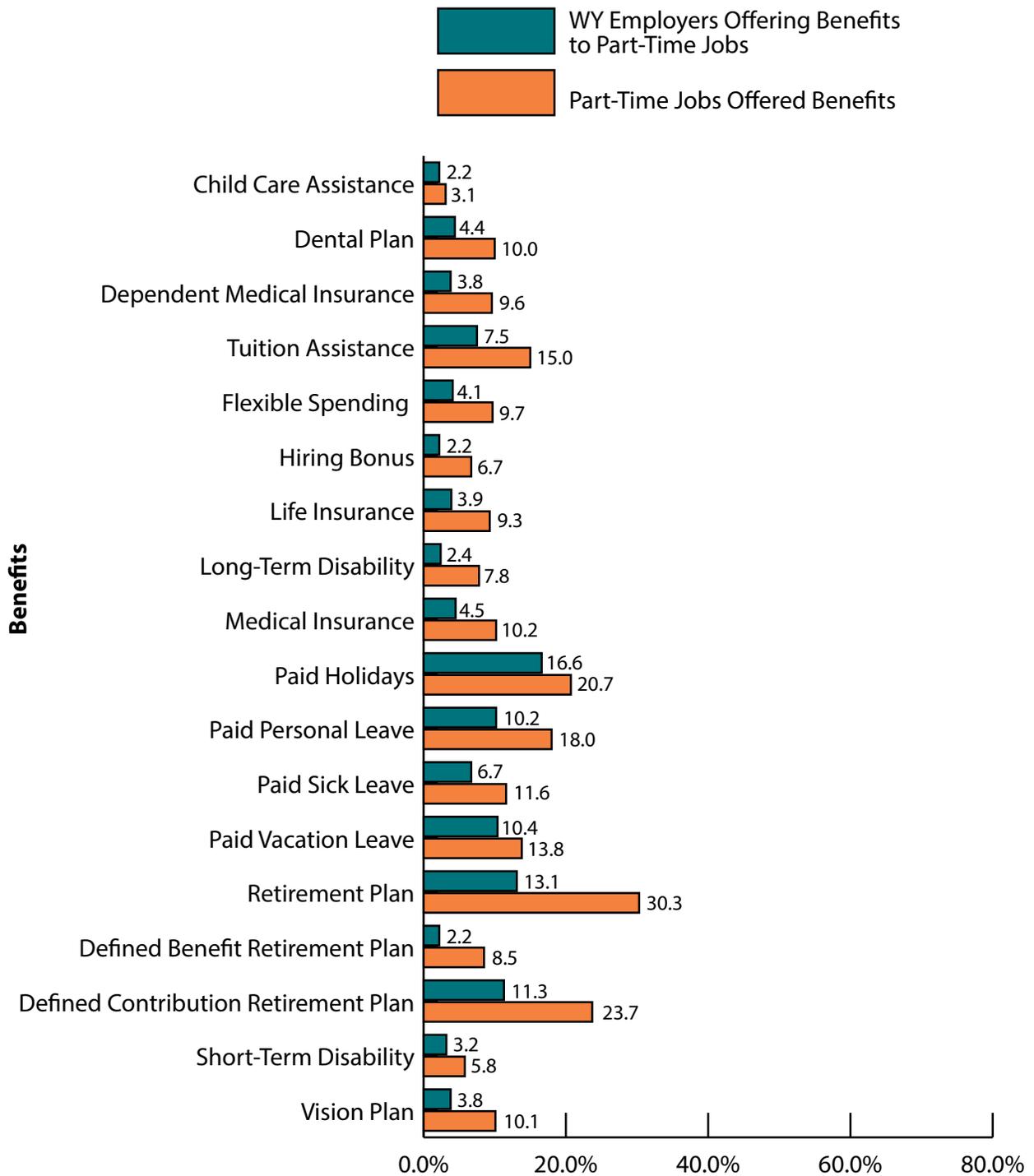
Estimates based on employment between 2014Q4 and 2016Q3.
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.
 Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Figure 1: Percent of Wyoming Employers Offering and Percent of Total Jobs Offered Selected Benefits, 2016Q3



Estimates based on employment between 2014Q4 and 2016Q3.
 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, Research & Planning, WY DWS, 11/9/17.

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



Estimates based on employment between 2014Q4 and 2016Q3.
 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, Research & Planning, WY DWS, 11/9/17.

Figure 3: Percent of Wyoming Employers Offering and Percent of Part-Time Jobs Offered Selected Benefits, 2016Q3

Table 4: Percent of Full- and Part-Time Wyoming Jobs Offered and Enrolled In Selected Benefits (Take-Up Rate), 2016Q3

Benefits	Take-Up Rate		
	Full-Time	Part-Time	Total
Dental Plan	80.6	25.3	80.4
Dependent Health Insurance	49.6	17.8	49.5
Life Insurance	94.6	48.6	94.5
Long-Term Disability	68.4	100.0	68.5
Health Insurance	79.0	23.4	78.8
Defined Benefit Retirement Plan	98.9	95.5	98.8
Defined Contribution Retirement Plan	68.1	14.1	66.2
Short-Term Disability	70.9	11.3	70.8
Vision Plan	77.1	10.7	72.3
Median Take-Up Rate	77.1	23.4	72.3

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

II. Benefits by Firm Size

Table 5: Total Number of Jobs and Number of Jobs Offered Selected Benefits by Firm Size Class, 2016Q3

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Total	21,264	24,105	31,867	44,488	153,090	274,815
Child Care Assistance	397	425	789	1,633	16,603	19,846
Dental Plan	2,975	4,799	9,588	21,294	107,318	145,973
Dependent Health Insurance	3,517	5,231	11,412	22,342	119,652	162,154
Tuition Assistance	2,431	3,037	4,479	8,872	85,902	104,720
Flexible Spending	1,492	2,094	3,546	8,924	93,898	109,954
Hiring Bonus	727	710	1,705	3,697	47,231	54,070
Life Insurance	2,610	4,181	9,088	19,185	116,179	151,243
Long-Term Disability	1,854	1,755	3,285	9,623	87,758	104,276
Health Insurance	4,766	6,778	13,139	23,908	123,622	172,215
Paid Holidays	7,537	10,685	15,170	23,844	118,961	176,196
Paid Personal Leave	4,833	6,926	10,099	16,134	80,398	118,390
Paid Sick Leave	3,403	4,811	5,986	11,076	84,162	109,438
Paid Vacation Leave	5,912	9,297	13,427	20,740	99,219	148,595
Retirement Plan	4,657	6,376	12,128	23,097	130,490	176,749
Defined Benefit Retirement Plan	485	787	1,049	3,199	54,035	59,555
Defined Contribution Retirement Plan	4,191	5,920	10,942	21,733	108,324	151,110
Short-Term Disability	1,955	1,935	4,315	10,700	67,734	86,639
Vision Plan	1,907	3,330	6,832	16,991	107,598	136,657

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 6: Percent of Employers Offering Selected Benefits by Firm Size Class, 2016Q3

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.6	1.8	2.3	3.9	8.1	2.2
Dental Plan	11.2	20.6	32.3	51.5	77.8	21.8
Dependent Health Insurance	13.8	22.3	37.9	55.0	79.6	24.6
Tuition Assistance	9.1	12.2	14.4	19.8	39.6	12.6
Flexible Spending	6.2	9.2	11.4	20.3	49.1	10.4
Hiring Bonus	2.8	3.1	5.5	8.1	21.1	4.4
Life Insurance	10.2	18.0	29.3	46.4	73.0	19.7
Long-Term Disability	7.3	7.5	10.5	22.0	49.0	10.7
Health Insurance	18.3	29.2	44.9	59.7	83.8	29.9
Paid Holidays	26.7	45.1	51.2	55.7	75.0	37.8
Paid Personal Leave	18.0	30.9	36.0	38.4	50.2	25.8
Paid Sick Leave	12.9	21.4	22.6	28.4	44.0	18.3
Paid Vacation Leave	21.4	41.5	49.2	52.1	65.5	33.1
Retirement Plan	17.2	26.5	39.8	53.3	77.5	27.3
Defined Benefit Retirement Plan	1.7	3.5	3.7	7.4	21.3	3.6
Defined Contribution Retirement Plan	15.1	24.5	35.6	50.1	71.0	24.7
Short-Term Disability	7.7	8.0	13.3	24.2	41.6	11.2
Vision Plan	7.7	14.4	22.7	40.1	64.0	15.9

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 7: Percent of All Jobs Offered Selected Benefits by Firm Size Class, 2016Q3

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.9	1.8	2.5	3.7	10.8	7.2
Dental Plan	14.0	19.9	30.1	47.9	70.1	53.1
Dependent Health Insurance	16.5	21.7	35.8	50.2	78.2	59.0
Tuition Assistance	11.4	12.6	14.1	19.9	56.1	38.1
Flexible Spending	7.0	8.7	11.1	20.1	61.3	40.0
Hiring Bonus	3.4	2.9	5.4	8.3	30.9	19.7
Life Insurance	12.3	17.3	28.5	43.1	75.9	55.0
Long-Term Disability	8.7	7.3	10.3	21.6	57.3	37.9
Health Insurance	22.4	28.1	41.2	53.7	80.8	62.7
Paid Holidays	35.4	44.3	47.6	53.6	77.7	64.1
Paid Personal Leave	22.7	28.7	31.7	36.3	52.5	43.1
Paid Sick Leave	16.0	20.0	18.8	24.9	55.0	39.8
Paid Vacation Leave	27.8	38.6	42.1	46.6	64.8	54.1
Retirement Plan	21.9	26.5	38.1	51.9	85.2	64.3
Defined Benefit Retirement Plan	2.3	3.3	3.3	7.2	35.3	21.7
Defined Contribution Retirement Plan	19.7	24.6	34.3	48.9	70.8	55.0
Short-Term Disability	9.2	8.0	13.5	24.1	44.2	31.5
Vision Plan	9.0	13.8	21.4	38.2	70.3	49.7

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 8: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2016Q3

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.8	2.0	2.9	4.6	12.3	8.6
Dental Plan	20.5	28.6	42.8	66.5	83.4	67.9
Dependent Health Insurance	24.5	31.8	51.8	70.4	93.4	76.0
Tuition Assistance	14.4	16.1	18.7	25.7	63.6	46.1
Flexible Spending	10.1	12.1	15.4	27.1	72.2	50.4
Hiring Bonus	4.4	3.9	7.1	10.6	35.5	24.1
Life Insurance	18.2	25.0	40.6	59.9	90.9	70.8
Long-Term Disability	12.9	10.4	14.2	29.7	68.1	48.3
Health Insurance	33.0	41.0	59.6	75.3	96.5	80.7
Paid Holidays	47.4	60.1	64.5	70.6	89.9	79.0
Paid Personal Leave	31.2	39.1	43.1	47.0	58.4	51.7
Paid Sick Leave	22.1	27.4	26.3	32.7	63.9	49.5
Paid Vacation Leave	39.3	53.0	58.0	60.5	76.7	67.9
Retirement Plan	30.7	36.2	50.8	67.8	92.9	76.0
Defined Benefit Retirement Plan	3.3	4.6	4.4	8.8	39.9	26.2
Defined Contribution Retirement Plan	27.9	33.5	46.3	64.0	78.2	65.7
Short-Term Disability	13.1	11.4	19.0	32.5	53.1	40.4
Vision Plan	13.3	19.5	30.3	52.5	83.4	63.3

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 9: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2016Q3

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.9	1.3	1.7	1.6	5.0	3.1
Dental Plan	1.4	2.4	4.2	5.5	17.8	10.0
Dependent Health Insurance	1.2	1.3	3.1	4.3	18.1	9.6
Tuition Assistance	5.8	5.5	4.5	6.9	26.6	15.0
Flexible Spending	1.0	1.8	2.4	4.1	18.6	9.7
Hiring Bonus	1.5	1.1	1.7	3.1	12.5	6.7
Life Insurance	0.9	1.8	3.9	5.1	16.8	9.3
Long-Term Disability	0.7	1.0	2.4	3.4	14.9	7.8
Health Insurance	2.0	2.1	3.7	4.8	18.8	10.2
Paid Holidays	12.4	12.5	13.1	15.1	29.7	20.7
Paid Personal Leave	6.4	7.8	8.5	11.8	29.3	18.0
Paid Sick Leave	4.2	4.8	3.4	7.1	19.9	11.6
Paid Vacation Leave	5.5	9.3	9.7	15.0	17.7	13.8
Retirement Plan	4.9	6.8	12.1	15.8	54.9	30.3
Defined Benefit Retirement Plan	0.4	0.5	1.0	3.6	17.1	8.5
Defined Contribution Retirement Plan	3.9	6.5	9.8	14.4	41.5	23.7
Short-Term Disability	1.6	1.3	2.5	4.8	9.4	5.8
Vision Plan	0.6	2.2	3.4	5.6	18.7	10.1

Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

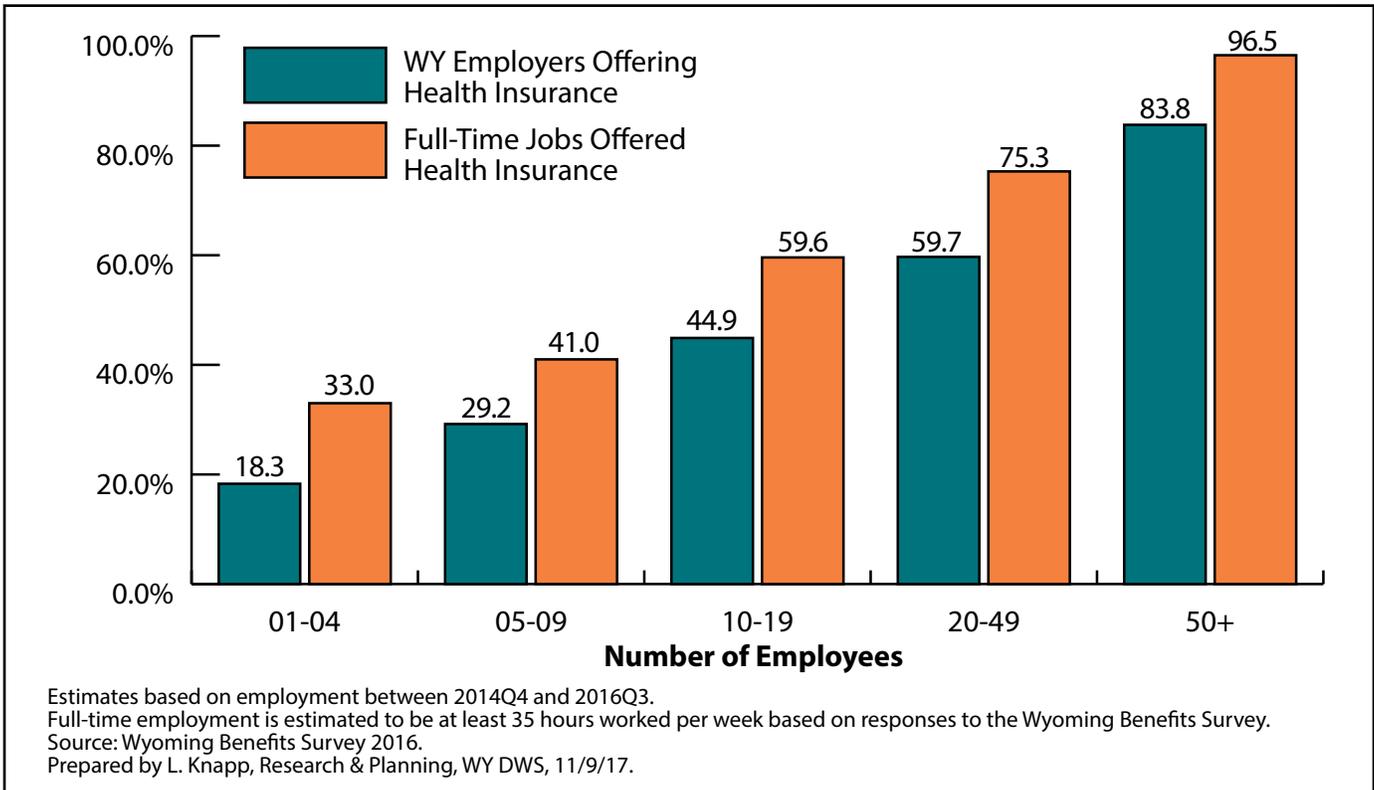


Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Firm Size Class, 2016Q3

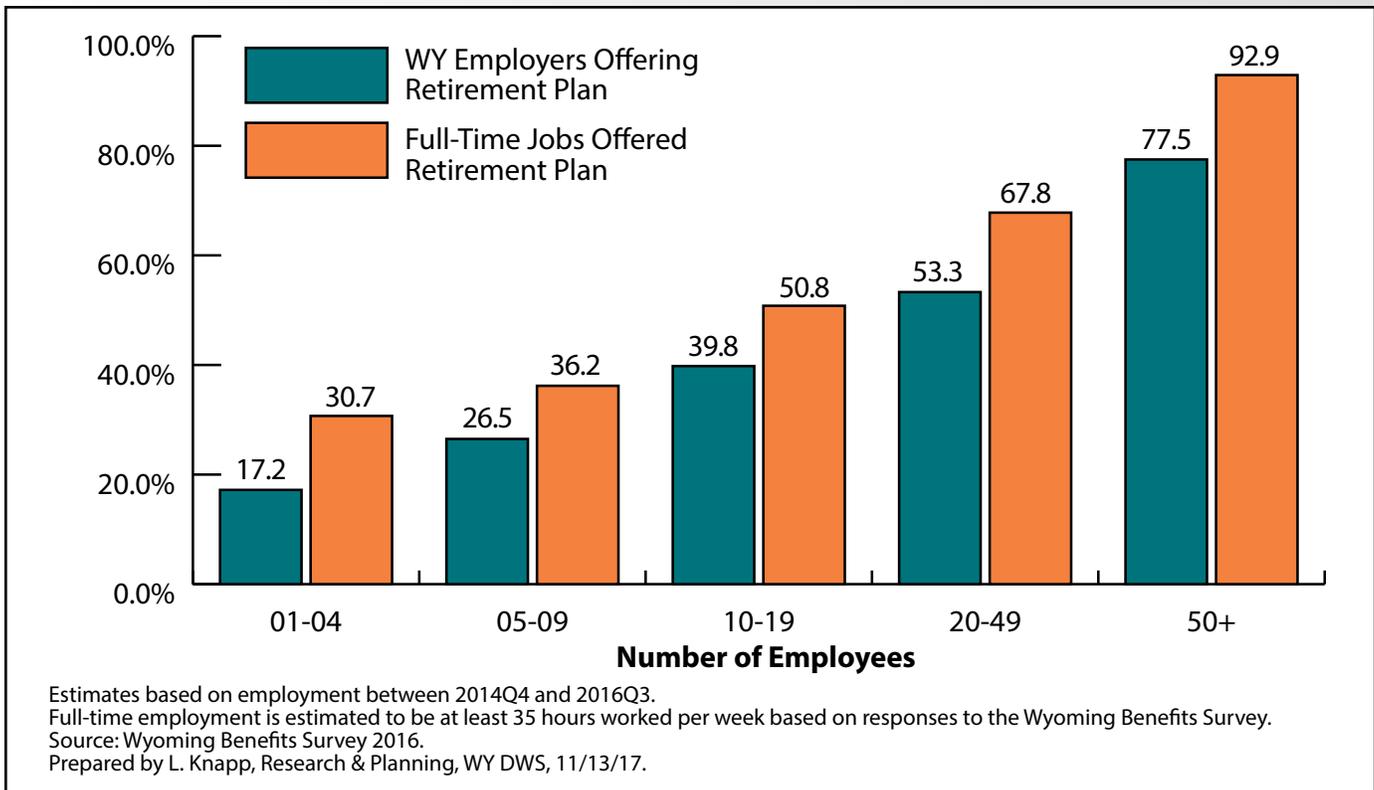


Figure 5: Percent of Wyoming Employers Offering and Percent of Full-time Jobs Offered a Retirement Plan by Firm Size Class, 2016Q3

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	82.7	90.4	75.9	61.3	83.8	80.4
Dependent Health Insurance	48.0	69.4	42.4	31.7	51.2	49.5
Life Insurance	99.3	99.4	83.9	91.5	94.6	94.5
Long-Term Disability	88.0	99.5	53.4	69.1	63.4	68.5
Health Insurance	84.2	45.6	73.5	66.9	84.9	78.8
Defined Benefit Retirement Plan	100.0	100.0	100.0	90.3	99.6	98.8
Defined Contribution Retirement Plan	86.2	93.6	66.3	44.8	64.8	66.2
Short-Term Disability	89.3	97.9	63.1	51.2	68.9	70.8
Vision Plan	100.0	79.2	59.0	51.4	73.4	72.3
Median Take-Up Rate	88.0	93.6	66.3	61.3	73.4	72.3

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

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	83.3	90.4	76.1	61.7	84.0	80.6
Dependent Health Insurance	48.0	69.4	42.5	31.8	51.2	49.6
Life Insurance	99.3	99.4	84.1	92.0	94.6	94.6
Long-Term Disability	88.0	99.5	53.3	69.1	63.3	68.4
Health Insurance	84.8	45.6	73.7	67.0	85.2	79.0
Defined Benefit Retirement Plan	100.0	100.0	100.0	90.2	99.7	98.9
Defined Contribution Retirement Plan	86.4	93.7	71.0	44.9	67.5	68.1
Short-Term Disability	89.3	97.9	63.0	51.2	69.1	70.9
Vision Plan	100.0	84.9	62.4	57.4	78.0	77.1
Median Take-Up Rate	88.0	93.7	71.0	61.7	78.0	77.1

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

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	6.7	100.0	0.0	22.7	32.8	25.3
Dependent Health Insurance	0.0	31.3	0.0	13.0	21.6	17.8
Life Insurance	0.0	100.0	36.4	31.0	57.6	48.6
Long-Term Disability	0.0	100.0	100.0	0.0	100.0	100.0
Health Insurance	31.0	63.3	7.0	38.4	17.0	23.4
Defined Benefit Retirement Plan	100.0	100.0	100.0	100.0	95.0	95.5
Defined Contribution Retirement Plan	67.2	77.1	27.7	36.5	6.7	14.1
Short-Term Disability	0.0	69.4	100.0	0.0	1.8	11.3
Vision Plan	100.0	17.1	32.0	22.6	8.5	10.7
Median Take-Up Rate	6.7	77.1	32.0	22.7	21.6	23.4

Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

III. Benefits by Industry

Table 13: Total Number of Jobs and Total Number of Jobs Offered Benefits by Industry, 2016Q3

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	
Total	18,587	22,638	9,784	8,321	32,634	10,996	3,757	10,705	18,559	25,149	34,816	41,445	7,322	30,102	274,815
Child Care Assistance	672	152	76	569	296	1,508	22	1,241	459	725	6,590	1,350	325	5,862	19,846
Dental Plan	15,709	9,960	6,555	5,410	14,879	7,596	2,520	7,056	7,532	10,123	22,749	10,637	1,976	23,270	145,973
Dependent Health Insurance	16,536	11,244	7,255	5,982	14,907	7,854	2,638	6,783	7,586	22,497	22,599	10,582	2,119	23,571	162,154
Tuition Assistance	10,204	4,187	4,111	2,134	10,537	2,993	1,470	3,639	4,250	18,294	18,595	5,112	1,090	18,105	104,720
Flexible Spending	11,443	3,498	4,105	2,977	9,827	4,780	2,143	4,227	3,459	20,358	17,905	3,364	1,007	20,862	109,954
Hiring Bonus	3,684	1,379	2,145	1,388	7,883	3,553	269	815	2,728	12,272	12,724	4,379	365	486	54,070
Life Insurance	15,975	8,888	6,622	5,341	14,578	6,272	2,362	6,730	7,414	21,866	21,416	8,061	1,571	24,148	151,243
Long-Term Disability	7,945	4,026	5,383	2,978	9,516	4,848	1,770	5,659	4,509	21,581	17,143	4,522	823	13,572	104,276
Health Insurance	16,722	12,753	7,432	6,284	16,393	8,113	2,612	7,312	9,359	21,977	23,909	11,977	2,468	24,904	172,215
Paid Holidays	14,969	12,299	7,905	6,584	21,727	7,874	3,002	8,335	10,593	23,467	22,348	7,725	3,476	25,894	176,196
Paid Personal Leave	8,875	6,563	4,629	3,484	15,577	3,566	1,501	5,635	6,558	21,689	22,343	7,751	2,382	7,836	118,390
Paid Sick Leave	9,645	3,207	2,316	3,070	9,837	3,171	1,739	3,509	4,919	22,408	13,620	5,229	1,734	25,036	109,438
Paid Vacation Leave	13,164	10,671	5,953	4,967	17,470	6,409	2,510	4,970	7,437	21,946	13,546	12,310	2,890	24,350	148,595
Retirement Plan	15,364	11,281	6,376	5,832	20,219	7,125	2,544	7,384	9,321	22,947	26,191	13,199	2,670	26,295	176,749
Defined Benefit Retire. Plan	3,643	477	214	274	692	2,961	153	1,255	386	21,207	5,312	322	199	22,460	59,555
Defined Contribution Retire. Plan	15,778	10,701	6,980	6,043	19,424	7,097	2,543	7,155	8,802	7,257	21,755	11,054	2,508	24,011	151,110
Short-Term Disability	8,472	4,702	5,905	3,519	11,648	4,005	1,547	2,891	4,213	1,558	17,223	5,297	696	14,962	86,639
Vision Plan	14,355	7,448	5,554	4,618	11,650	7,118	1,642	6,318	5,658	20,264	20,256	7,018	1,422	23,336	136,657

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 14: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2016Q3

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	1.7	0.6	0.3	4.6	0.5	0.8	1.5	1.6	2.0	4.5	6.7	1.3	1.4	6.6	2.2
Dental Plan	34.1	15.6	23.2	41.6	20.0	24.0	18.9	21.2	33.7	37.0	18.5	13.0	16.7	69.3	21.8
Dependent Health Insurance	39.4	18.7	26.9	46.7	23.7	28.5	20.7	25.0	36.6	41.3	21.1	13.5	17.2	69.9	24.6
Tuition Assistance	10.7	8.0	13.2	17.4	7.7	8.3	14.5	15.7	18.6	29.3	18.8	3.4	10.9	30.0	12.6
Flexible Spending	13.8	5.1	10.6	24.3	8.2	11.0	9.6	10.8	22.6	27.0	11.0	4.4	7.6	32.4	10.4
Hiring Bonus	6.1	2.5	6.3	9.3	4.2	6.4	2.6	5.3	8.3	4.7	4.7	3.3	4.1	1.8	4.4
Life Insurance	35.0	13.7	22.4	36.8	19.6	21.1	18.8	20.8	32.0	36.7	14.7	9.3	12.8	62.5	19.7
Long-Term Disability	17.2	5.6	10.7	22.4	7.0	10.2	11.6	14.6	18.4	28.1	9.4	3.5	7.4	26.2	10.7
Health Insurance	42.9	24.6	33.3	51.5	29.7	32.6	24.2	31.4	39.3	41.9	26.8	17.2	23.7	73.8	29.9
Paid Holidays	41.1	29.9	48.5	57.8	41.3	30.0	42.8	38.6	55.5	44.0	41.8	11.9	38.4	80.0	37.8
Paid Personal Leave	28.7	17.1	24.6	33.9	28.3	20.1	30.6	27.4	41.1	33.9	33.0	11.1	28.4	39.0	25.8
Paid Sick Leave	20.4	8.1	17.5	28.7	19.5	9.5	19.9	18.4	28.0	33.8	21.7	6.6	20.5	73.0	18.3
Paid Vacation Leave	39.9	27.9	39.6	48.2	42.6	31.3	32.8	27.5	41.8	37.7	30.1	23.6	33.2	73.5	33.1
Retirement Plan	34.7	21.3	26.6	41.3	24.3	21.9	25.9	31.4	34.7	37.2	31.8	12.3	19.4	75.8	27.3
Defined Benefit Retirement Plan	2.3	1.7	1.5	4.2	0.8	3.2	2.2	2.0	2.1	22.0	3.5	0.5	2.7	51.1	3.6
Defined Contribution Retirement Plan	34.3	19.6	24.5	44.4	23.0	21.7	23.6	28.4	35.1	27.1	26.5	11.8	18.2	50.2	24.7
Short-Term Disability	16.9	8.2	13.4	20.7	10.4	9.9	9.1	14.1	15.7	11.4	11.3	4.7	8.6	24.1	11.2
Vision Plan	27.3	10.6	18.9	32.2	13.7	19.0	13.9	14.3	25.8	31.9	13.9	7.4	10.2	62.1	15.9

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 15: Percent of All Wyoming Jobs Offered Selected Benefits by Industry, 2016Q3

Benefit	Industry														
	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	Total
Child Care Assistance	3.6	0.7	0.8	6.8	0.9	13.7	0.6	11.6	2.5	2.9	18.9	3.3	4.4	19.5	7.2
Dental Plan	84.5	44.0	67.0	65.0	45.6	69.1	67.1	65.9	40.6	40.3	65.3	25.7	27.0	77.3	53.1
Dependent Health Insurance	89.0	49.7	74.2	71.9	45.7	71.4	70.2	63.4	40.9	89.5	64.9	25.5	28.9	78.3	59.0
Tuition Assistance	54.9	18.5	42.0	25.6	32.3	27.2	39.1	34.0	22.9	72.7	53.4	12.3	14.9	60.1	38.1
Flexible Spending	61.6	15.5	42.0	35.8	30.1	43.5	57.0	39.5	18.6	81.0	51.4	8.1	13.7	69.3	40.0
Hiring Bonus	19.8	6.1	21.9	16.7	24.2	32.3	7.2	7.6	14.7	48.8	36.5	10.6	5.0	1.6	19.7
Life Insurance	85.9	39.3	67.7	64.2	44.7	57.0	62.9	62.9	40.0	86.9	61.5	19.4	21.5	80.2	55.0
Long-Term Disability	42.7	17.8	55.0	35.8	29.2	44.1	47.1	52.9	24.3	85.8	49.2	10.9	11.2	45.1	37.9
Health Insurance	90.0	56.3	76.0	75.5	50.2	73.8	69.5	68.3	50.4	87.4	68.7	28.9	33.7	82.7	62.7
Paid Holidays	80.5	54.3	80.8	79.1	66.6	71.6	79.9	77.9	57.1	93.3	64.2	18.6	47.5	86.0	64.1
Paid Personal Leave	47.8	29.0	47.3	41.9	47.7	32.4	40.0	52.6	35.3	86.2	64.2	18.7	32.5	26.0	43.1
Paid Sick Leave	51.9	14.2	23.7	36.9	30.1	28.8	46.3	32.8	26.5	89.1	39.1	12.6	23.7	83.2	39.8
Paid Vacation Leave	70.8	47.1	60.8	59.7	53.5	58.3	66.8	46.4	40.1	87.3	38.9	29.7	39.5	80.9	54.1
Retirement Plan	82.7	49.8	65.2	70.1	62.0	64.8	67.7	69.0	50.2	91.2	75.2	31.8	36.5	87.4	64.3
Defined Benefit Retirement Plan	19.6	2.1	2.2	3.3	2.1	26.9	4.1	11.7	2.1	84.3	15.3	0.8	2.7	74.6	21.7
Defined Contribution Retirement Plan	84.9	47.3	71.3	72.6	59.5	64.5	67.7	66.8	47.4	28.9	62.5	26.7	34.2	79.8	55.0
Short-Term Disability	45.6	20.8	60.3	42.3	35.7	36.4	41.2	27.0	22.7	6.2	49.5	12.8	9.5	49.7	31.5
Vision Plan	77.2	32.9	56.8	55.5	35.7	64.7	43.7	59.0	30.5	80.6	58.2	16.9	19.4	77.5	49.7

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 16: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Industry, 2016Q3

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	3.7	0.6	0.8	8.0	1.4	15.3	0.6	13.8	3.0	3.3	19.8	6.3	2.3	23.6	8.6
Dental Plan	86.9	48.1	74.5	74.2	69.4	76.5	82.3	76.8	53.0	44.2	79.4	52.6	40.3	89.8	67.9
Dependent Health Insurance	91.5	54.2	82.7	82.2	69.8	79.2	86.2	73.8	53.8	99.5	79.6	54.3	45.2	91.7	76.0
Tuition Assistance	56.4	20.1	46.4	29.2	36.9	29.8	47.1	38.5	28.3	81.6	60.1	22.1	20.6	68.2	46.1
Flexible Spending	63.3	16.9	46.2	40.1	45.7	48.2	70.5	45.5	24.2	88.0	59.7	14.9	20.0	81.3	50.4
Hiring Bonus	20.4	6.6	24.7	19.2	34.5	35.7	8.3	9.0	16.9	54.0	42.7	19.9	6.6	1.9	24.1
Life Insurance	88.3	43.0	76.1	74.0	68.1	63.1	77.6	73.6	52.5	99.3	73.6	40.4	32.9	92.9	70.8
Long-Term Disability	44.0	19.6	61.9	41.4	44.4	48.9	57.9	61.9	32.2	95.2	59.3	21.2	17.3	51.7	48.3
Health Insurance	92.4	61.5	84.6	86.3	76.8	81.8	86.2	80.1	66.5	99.6	83.6	58.9	52.2	96.8	80.7
Paid Holidays	82.6	58.8	89.6	90.3	85.8	79.3	92.0	87.9	71.8	99.6	74.3	35.6	68.6	99.5	79.0
Paid Personal Leave	48.9	31.4	52.6	48.1	63.5	35.6	45.8	60.8	45.1	89.9	71.5	33.2	43.9	29.8	51.7
Paid Sick Leave	53.3	15.5	26.3	39.7	45.8	32.0	56.3	38.2	33.9	92.4	45.8	23.0	35.0	96.6	49.5
Paid Vacation Leave	72.8	51.5	67.9	68.6	77.8	64.2	80.4	52.5	52.2	95.9	44.9	55.6	57.9	94.0	67.9
Retirement Plan	84.5	53.7	71.7	77.7	73.7	68.9	81.2	78.4	61.9	94.0	85.1	51.1	46.1	98.7	76.0
Defined Benefit Retirement Plan	20.2	2.3	2.3	3.5	1.0	30.0	5.0	13.6	2.7	88.8	16.2	0.1	3.9	85.1	26.2
Defined Contribution Retirement Plan	86.8	51.0	78.8	80.6	73.6	68.6	81.2	75.9	59.0	29.6	70.8	42.6	43.3	90.6	65.7
Short-Term Disability	46.9	22.7	67.9	49.1	53.4	40.3	50.5	31.6	29.1	7.3	59.0	25.6	14.4	59.9	40.4
Vision Plan	79.4	36.1	62.8	63.1	52.7	71.6	53.3	69.3	40.1	90.7	69.8	32.4	29.6	90.0	63.3

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 17: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Industry, 2016Q3

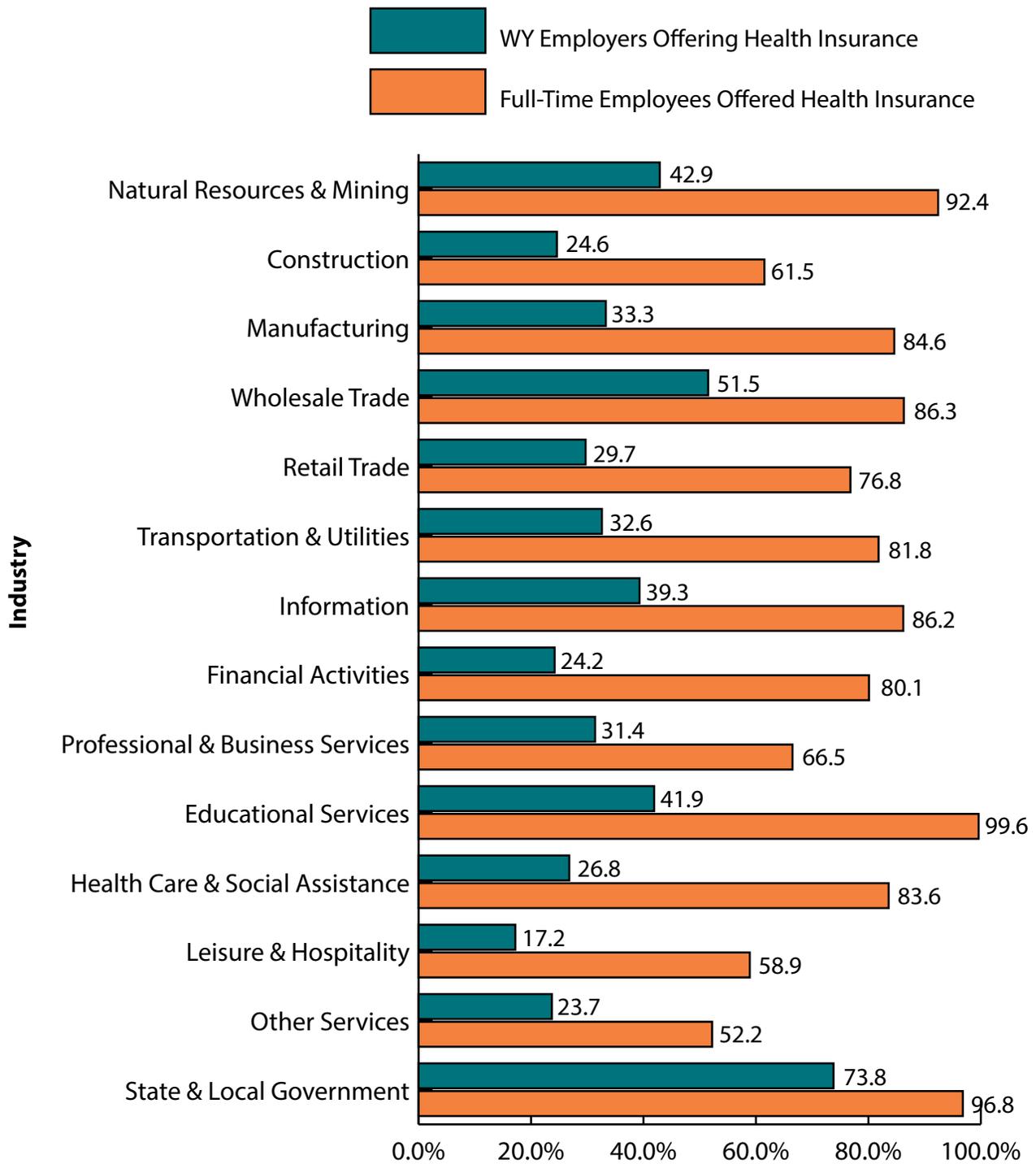
Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	0.0	1.5	0.8	0.0	0.0	0.0	0.6	0.5	0.9	0.4	16.6	1.1	8.0	1.0	3.1
Dental Plan	4.1	4.1	8.3	9.3	2.4	5.1	5.5	10.7	4.2	18.8	26.0	6.2	4.7	21.5	10.0
Dependent Health Insurance	2.2	6.4	7.4	9.2	1.9	4.3	5.5	10.6	2.9	34.7	24.0	4.7	1.7	18.6	9.6
Tuition Assistance	1.9	3.0	7.9	4.2	23.9	4.7	6.8	11.2	7.1	24.2	34.7	5.3	5.3	24.3	15.0
Flexible Spending	3.1	2.0	8.6	9.5	1.9	2.8	2.8	8.8	2.2	42.4	28.2	3.2	3.2	16.0	9.7
Hiring Bonus	0.5	1.2	0.0	1.6	5.4	2.8	2.6	0.6	8.3	20.5	19.3	3.8	2.2	0.2	6.7
Life Insurance	5.0	3.2	1.8	4.2	2.1	4.3	3.6	8.6	3.2	19.4	27.8	4.3	2.2	23.9	9.3
Long-Term Disability	1.2	0.0	0.8	1.9	1.5	2.8	3.6	7.1	1.2	34.4	21.1	3.5	1.1	15.5	7.8
Health Insurance	6.2	6.4	8.2	9.6	2.0	4.6	2.1	8.3	3.4	20.6	27.0	7.2	2.7	19.9	10.2
Paid Holidays	10.3	11.3	11.6	10.8	31.6	5.2	30.9	26.9	13.8	58.8	36.0	6.4	12.0	25.8	20.7
Paid Personal Leave	8.5	5.8	5.9	4.1	19.1	4.8	16.3	11.4	6.8	66.1	43.6	8.2	13.5	9.4	18.0
Paid Sick Leave	2.1	1.1	2.7	19.6	1.8	1.1	6.0	5.1	4.8	71.2	20.6	5.1	4.8	23.6	11.6
Paid Vacation Leave	3.7	4.7	5.4	5.4	9.5	6.9	11.8	15.8	4.4	39.9	22.1	11.0	8.6	22.5	13.8
Retirement Plan	18.0	12.1	14.1	23.7	40.6	29.5	13.3	21.3	15.9	76.4	47.6	18.0	20.4	36.9	30.3
Defined Benefit Retirement Plan	0.5	0.2	1.3	2.1	4.2	0.3	0.1	2.4	0.3	59.7	12.7	1.2	0.7	28.2	8.5
Defined Contribution Retirement Plan	20.8	11.5	12.8	24.2	33.9	29.5	13.3	21.0	13.3	24.7	39.4	15.2	19.1	31.5	23.7
Short-Term Disability	1.2	2.5	1.4	1.1	3.6	2.8	3.4	3.9	4.0	0.1	22.9	3.5	1.3	4.5	5.8
Vision Plan	1.6	2.3	9.4	9.0	4.8	5.0	5.2	6.8	2.2	25.2	25.6	5.8	2.3	21.8	10.1

Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.



Estimates based on employment between 2014Q4 and 2016Q3.
 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, Research & Planning, WY DWS, 11/9/17.

Figure 6: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Industry, 2016Q3

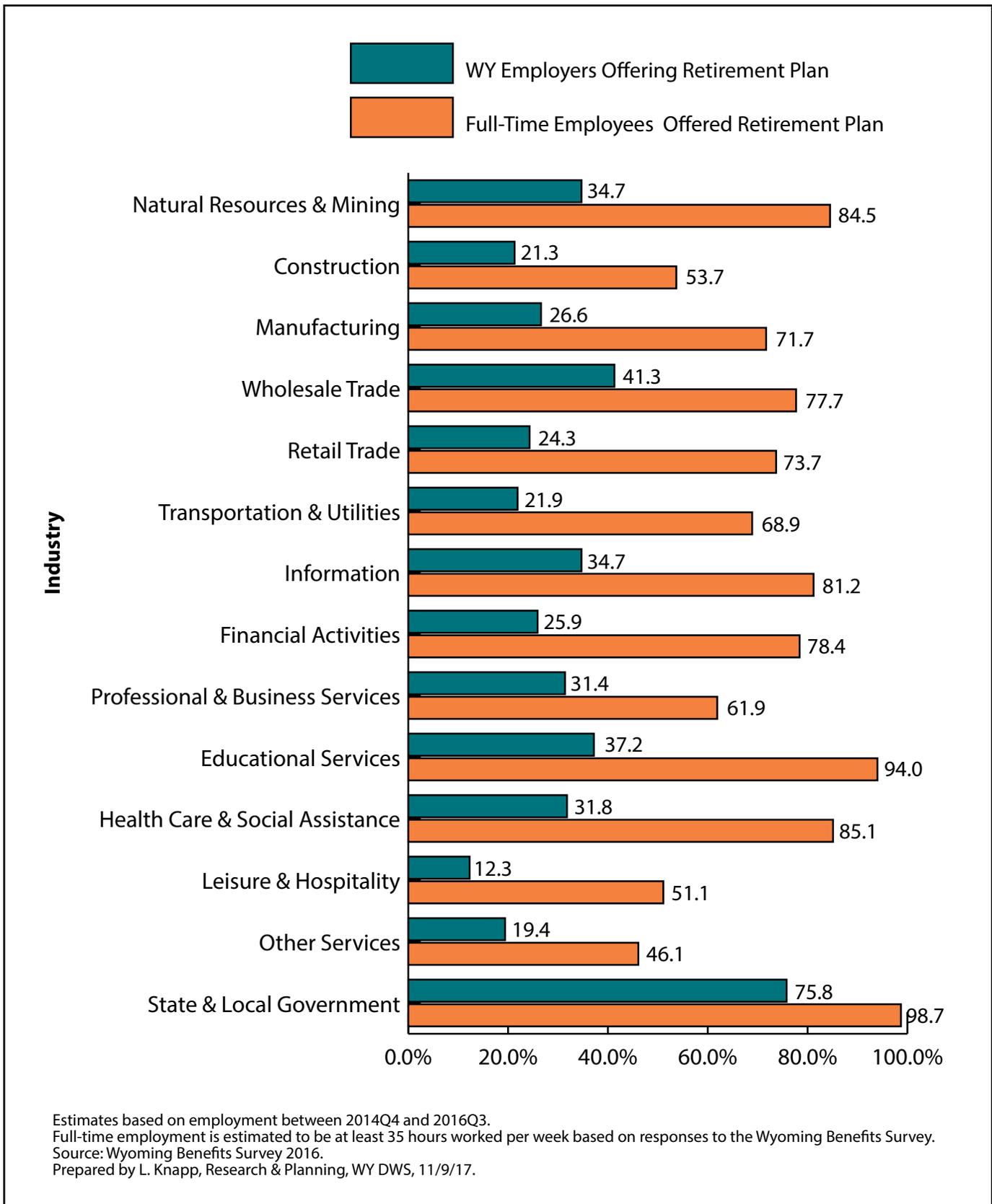


Figure 7: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Industry, 2016Q3

Table 18: Percent of Total Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2016Q3

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	95.5	84.4	80.1	53.9	75.3	94.1	95.9	83.6	68.4	88.5	74.1	68.0	74.8	91.3	80.4
Dependent Health Insurance	68.4	42.4	47.3	28.8	33.0	84.9	74.1	63.2	60.9	45.6	36.2	25.8	25.8	66.7	49.5
Life Insurance	99.1	94.4	98.7	92.1	90.1	99.9	100.0	99.3	95.3	100.0	89.3	97.0	82.6	89.1	94.5
Long-Term Disability	49.9	89.5	83.1	69.5	13.1	99.7	83.3	97.0	96.7	92.3	81.3	89.2	0.0	72.9	68.5
Health Insurance	94.0	84.5	76.5	60.7	77.7	92.9	93.8	93.5	47.8	86.0	66.6	92.0	70.2	92.3	78.8
Defined Benefit Retirement Plan	100.0	100.0	100.0	100.0	0.0	100.0	0.0	100.0	66.7	99.8	81.3	86.9	100.0	100.0	98.8
Defined Contribution Retirement Plan	51.2	76.4	78.0	32.9	79.8	65.4	81.9	83.0	94.8	42.1	51.7	8.1	81.4	57.4	66.2
Short-Term Disability	44.6	82.5	94.3	51.6	85.1	5.9	100.0	51.9	94.9	76.2	35.4	82.9	59.4	22.3	70.8
Vision Plan	100.0	0.0	0.0	0.0	57.4	80.2	0.0	100.0	0.0	0.0	72.8	9.2	0.0	86.5	72.3
Median Take-Up Rate	94.0	84.4	80.1	53.9	75.3	92.9	83.3	93.5	68.4	86.0	72.8	82.9	70.2	86.5	72.3

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 19: Percent of Full-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2016Q3

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	95.5	84.4	80.1	53.9	75.5	94.1	95.9	83.6	68.8	88.5	74.8	68.8	74.8	91.4	80.6
Dependent Health Insurance	68.4	42.4	47.3	28.8	33.0	84.9	74.1	63.2	60.9	45.6	36.4	25.8	26.1	66.8	49.6
Life Insurance	99.1	94.4	98.7	92.1	90.4	99.9	100.0	99.3	95.3	100.0	90.0	97.0	82.4	89.1	94.6
Long-Term Disability	49.9	89.5	83.1	69.5	13.1	99.7	83.3	97.0	96.7	92.3	81.2	89.2	0.0	71.9	68.4
Health Insurance	94.0	84.5	76.5	60.7	77.8	92.9	93.8	93.5	47.8	86.0	68.0	93.1	70.8	92.4	79.0
Defined Benefit Retirement Plan	100.0	100.0	100.0	100.0	0.0	100.0	0.0	100.0	66.7	99.8	81.1	88.2	100.0	100.0	98.9
Defined Contribution Retirement Plan	50.8	76.4	78.0	32.9	79.9	65.4	81.9	83.4	95.1	43.9	54.0	23.6	79.5	57.6	68.1
Short-Term Disability	44.6	82.5	94.4	51.6	85.3	5.9	100.0	51.5	94.9	76.2	35.9	82.9	59.4	22.4	70.9
Vision Plan	100.0	0.0	0.0	0.0	61.5	80.2	0.0	100.0	0.0	0.0	74.6	25.0	0.0	86.7	77.1
Median Take-Up Rate	94.0	84.4	80.1	53.9	75.5	92.9	83.3	93.5	68.8	86.0	74.6	82.9	70.8	86.7	77.1

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 20: Percent of Part-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Industry, 2016Q3

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	0.0	0.0	25.7	99.9	0.0	100.0	5.6	0.0	31.2	0.0	0.0	73.5	25.3
Dependent Health Insurance	0.0	15.7	0.0	0.0	11.8	99.9	0.0	0.0	0.0	0.0	18.7	0.0	0.0	44.6	17.8
Life Insurance	0.0	0.0	0.0	100.2	23.7	99.9	0.0	100.0	0.0	0.0	55.7	0.0	100.0	70.8	48.6
Long-Term Disability	0.0	0.0	0.0	100.2	0.0	99.9	0.0	100.0	0.0	0.0	100.0	0.0	0.0	100.0	100.0
Health Insurance	100.0	0.0	0.0	100.2	41.2	99.9	0.0	100.0	0.0	0.0	20.4	0.0	0.0	57.7	23.4
Defined Benefit Retirement Plan	0.0	0.0	99.9	0.0	0.0	99.9	0.0	100.0	0.0	100.0	100.0	83.3	0.0	100.0	95.5
Defined Contribution Retirement Plan	100.0	12.3	99.9	33.3	61.6	0.0	0.0	46.0	46.8	6.9	19.6	3.1	100.0	25.6	14.1
Short-Term Disability	0.0	0.0	0.0	100.2	0.0	0.0	0.0	100.0	0.0	0.0	2.9	0.0	0.0	12.1	11.3
Vision Plan	100.0	0.0	0.0	0.0	14.2	0.0	0.0	100.0	0.0	0.0	26.7	4.6	0.0	74.0	20.7
Median Take-Up Rate	0.0	0.0	0.0	33.3	14.2	99.9	0.0	100.0	0.0	0.0	26.7	0.0	0.0	70.8	23.4

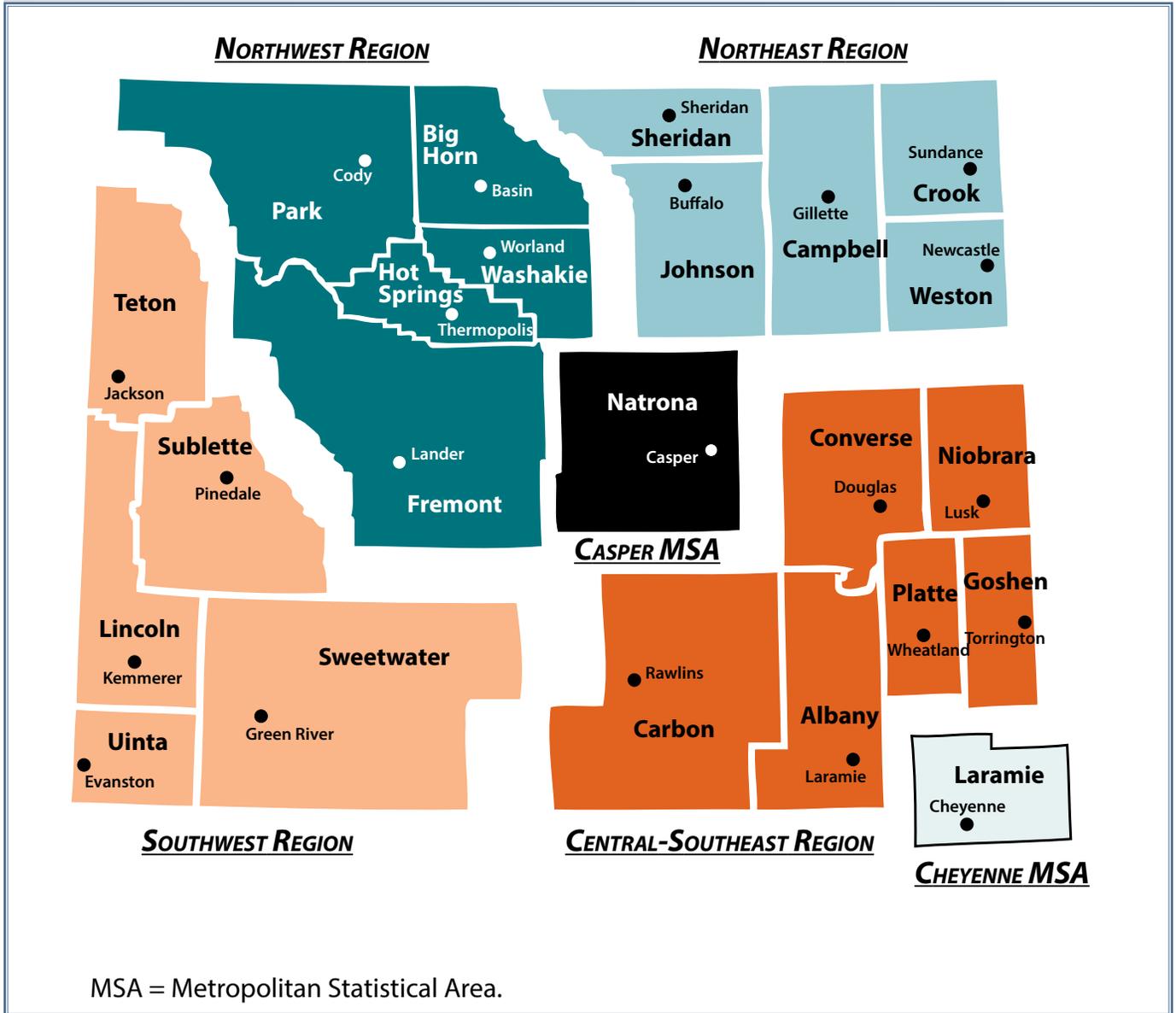
Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

IV. Benefits by Substate Region



Map: Wyoming's Substate Regions

Table 21: Total Number of Jobs and Number of Full-Time Jobs Offered Selected Benefits by Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Total	27,090	28,624	21,972	30,705	27,441	46,844	92,138	274,815
Child Care Assistance	1,657	2,000	1,353	1,690	1,671	2,408	9,067	19,846
Dental Plan	12,788	13,632	9,291	15,262	11,406	20,864	62,731	145,973
Dependent Health Insurance	14,895	15,869	10,752	16,432	13,778	23,552	66,877	162,154
Tuition Assistance	9,148	10,276	6,656	9,987	9,028	14,182	45,443	104,720
Flexible Spending	9,247	10,636	6,750	10,361	9,188	14,047	49,724	109,954
Hiring Bonus	4,802	5,475	3,291	4,171	4,332	6,947	25,053	54,070
Life Insurance	13,450	14,631	9,770	15,055	12,600	21,103	64,634	151,243
Long-Term Disability	9,229	10,602	6,616	8,625	8,716	13,258	47,230	104,276
Health Insurance	15,917	16,954	11,605	17,641	14,779	25,417	69,902	172,215
Paid Holidays	16,623	17,799	12,228	18,088	15,890	25,500	70,068	176,196
Paid Personal Leave	11,894	12,900	8,627	11,478	11,220	17,617	44,655	118,390
Paid Sick Leave	9,703	11,013	7,351	10,445	10,389	15,219	45,318	109,438
Paid Vacation Leave	13,829	14,736	10,468	15,492	13,875	22,802	57,392	148,595
Retirement Plan	15,945	17,250	11,652	17,174	14,867	25,411	74,450	176,749
Defined Benefit Retirement Plan	4,892	6,125	4,081	4,619	6,345	7,339	26,154	59,555
Defined Contribution Retirement Plan	13,093	13,828	9,466	15,979	11,577	21,640	65,527	151,110
Short-Term Disability	7,143	7,812	5,159	8,594	6,243	11,294	40,394	86,639
Vision Plan	11,970	13,026	8,702	13,379	11,301	18,684	59,594	136,657

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 22: Percent of Wyoming Employers Offering Selected Benefits by Wyoming Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	2.3	2.2	1.9	1.9	2.1	1.8	4.5	2.2
Dental Plan	21.6	20.8	19.4	20.3	18.3	19.7	50.5	21.8
Dependent Health Insurance	24.6	23.8	22.2	23.1	21.0	22.5	53.3	24.6
Tuition Assistance	12.7	12.9	11.3	11.6	11.4	11.5	24.1	12.6
Flexible Spending	10.3	10.0	9.0	9.4	8.6	9.0	27.3	10.4
Hiring Bonus	4.5	4.3	3.8	4.0	3.5	3.9	11.6	4.4
Life Insurance	19.3	18.8	17.6	18.3	16.2	17.8	47.0	19.7
Long-Term Disability	10.5	10.6	9.3	9.5	8.6	9.5	28.2	10.7
Health Insurance	29.9	29.2	27.3	28.4	26.1	27.8	58.5	29.9
Paid Holidays	39.1	37.9	35.4	36.7	34.5	35.5	59.6	37.8
Paid Personal Leave	26.8	26.2	24.1	25.0	23.7	24.4	39.2	25.8
Paid Sick Leave	18.5	18.2	17.5	17.4	17.2	16.9	31.2	18.3
Paid Vacation Leave	33.6	32.3	31.6	32.8	30.7	31.6	50.5	33.1
Retirement Plan	27.4	27.1	24.8	25.5	24.1	25.3	53.5	27.3
Defined Benefit Retirement Plan	2.8	3.3	3.7	3.0	3.6	3.0	9.7	3.6
Defined Contribution Retirement Plan	25.3	24.5	22.0	23.3	21.1	22.9	50.2	24.7
Short-Term Disability	6.8	6.5	7.2	7.1	6.7	7.0	18.3	7.6
Vision Plan	15.5	14.9	14.0	14.6	13.2	14.0	40.7	15.9

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 23: Percent of All Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	6.1	7.0	6.2	5.5	6.1	5.1	9.8	7.2
Dental Plan	47.2	47.6	42.3	49.7	41.6	44.5	68.1	53.1
Dependent Health Insurance	55.0	55.4	48.9	53.5	50.2	50.3	72.6	59.0
Tuition Assistance	33.8	35.9	30.3	32.5	32.9	30.3	49.3	38.1
Flexible Spending	34.1	37.2	30.7	33.7	33.5	30.0	54.0	40.0
Hiring Bonus	17.7	19.1	15.0	13.6	15.8	14.8	27.2	19.7
Life Insurance	49.6	51.1	44.5	49.0	45.9	45.0	70.1	55.0
Long-Term Disability	34.1	37.0	30.1	28.1	31.8	28.3	51.3	37.9
Health Insurance	58.8	59.2	52.8	57.5	53.9	54.3	75.9	62.7
Paid Holidays	61.4	62.2	55.7	58.9	57.9	54.4	76.0	64.1
Paid Personal Leave	43.9	45.1	39.3	37.4	40.9	37.6	48.5	43.1
Paid Sick Leave	35.8	38.5	33.5	34.0	37.9	32.5	49.2	39.8
Paid Vacation Leave	51.0	51.5	47.6	50.5	50.6	48.7	62.3	54.1
Retirement Plan	58.9	60.3	53.0	55.9	54.2	54.2	80.8	64.3
Defined Benefit Retirement Plan	18.1	21.4	18.6	15.0	23.1	15.7	28.4	21.7
Defined Contribution Retirement Plan	48.3	48.3	43.1	52.0	42.2	46.2	71.1	55.0
Short-Term Disability	26.4	27.3	23.5	28.0	22.8	24.1	43.8	31.5
Vision Plan	44.2	45.5	39.6	43.6	41.2		64.7	49.7

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 24: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	6.9	8.0	7.5	6.4	7.3	6.3	11.7	8.6
Dental Plan	60.0	60.8	56.6	63.6	54.8	59.7	83.5	67.9
Dependent Health Insurance	70.4	71.4	66.1	68.9	67.0	68.1	89.4	76.0
Tuition Assistance	40.9	43.6	38.5	40.1	41.6	38.8	56.3	46.1
Flexible Spending	42.3	46.4	40.1	42.7	43.3	39.6	65.6	50.4
Hiring Bonus	21.5	23.3	19.1	16.6	19.9	19.0	32.2	24.1
Life Insurance	63.4	65.6	59.8	62.9	61.1	60.8	86.4	70.8
Long-Term Disability	43.0	47.0	39.9	35.6	41.6	37.6	62.9	48.3
Health Insurance	75.3	76.5	71.4	73.9	72.1	73.3	93.4	80.7
Paid Holidays	75.3	76.5	71.8	73.2	73.7	70.7	89.6	79.0
Paid Personal Leave	52.5	54.0	49.4	45.5	50.8	47.5	55.4	51.7
Paid Sick Leave	43.7	47.3	43.1	42.6	48.2	42.1	59.1	49.5
Paid Vacation Leave	63.5	64.3	62.0	63.1	65.4	63.5	75.7	67.9
Retirement Plan	70.2	71.8	66.6	68.2	67.1	67.5	89.7	76.0
Defined Benefit Retirement Plan	21.4	25.7	23.5	18.5	29.1	20.0	32.8	26.2
Defined Contribution Retirement Plan	58.2	58.2	54.6	64.0	52.7	58.1	80.1	65.7
Short-Term Disability	33.3	34.6	31.2	35.7	30.0	32.2	54.1	40.4
Vision Plan	55.9	57.9	52.8	55.6	54.2		78.9	63.3

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 25: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Wyoming Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	3.8	4.1	2.8	2.7	3.1	2.4	3.2	3.1
Dental Plan	9.8	10.4	8.3	7.4	8.7	8.0	13.2	10.0
Dependent Health Insurance	9.7	10.3	8.0	6.4	8.6	7.3	12.8	9.6
Tuition Assistance	12.9	14.0	10.7	9.4	11.2	9.8	24.5	15.0
Flexible Spending	10.2	11.1	8.4	6.4	9.0	6.9	12.7	9.7
Hiring Bonus	6.6	7.3	5.2	4.3	5.5	4.8	9.5	6.7
Life Insurance	9.3	10.1	7.9	6.8	8.3	7.0	12.2	9.3
Long-Term Disability	8.0	8.8	6.9	5.1	7.4	5.8	10.0	7.8
Health Insurance	10.1	10.4	8.4	7.3	8.7	8.4	13.6	10.2
Paid Holidays	20.5	21.6	17.2	15.4	18.6	15.2	27.9	20.7
Paid Personal Leave	18.5	19.9	15.1	12.6	16.3	13.7	23.7	18.0
Paid Sick Leave	12.6	13.4	10.6	8.0	12.2	9.3	13.8	11.6
Paid Vacation Leave	14.5	15.1	13.4	11.8	13.8	12.8	14.6	13.8
Retirement Plan	25.6	27.5	20.6	18.4	22.1	22.2	49.3	30.3
Defined Benefit Retirement Plan	8.1	9.3	6.8	4.4	8.4	5.3	12.5	8.5
Defined Contribution Retirement Plan	19.3	20.4	15.7	15.5	16.1	17.4	39.2	23.7
Short-Term Disability	6.1	6.5	5.1	4.6	4.6	4.7	7.2	5.8
Vision Plan	9.8	10.4	8.2	7.0	8.8	7.8	14.1	10.1

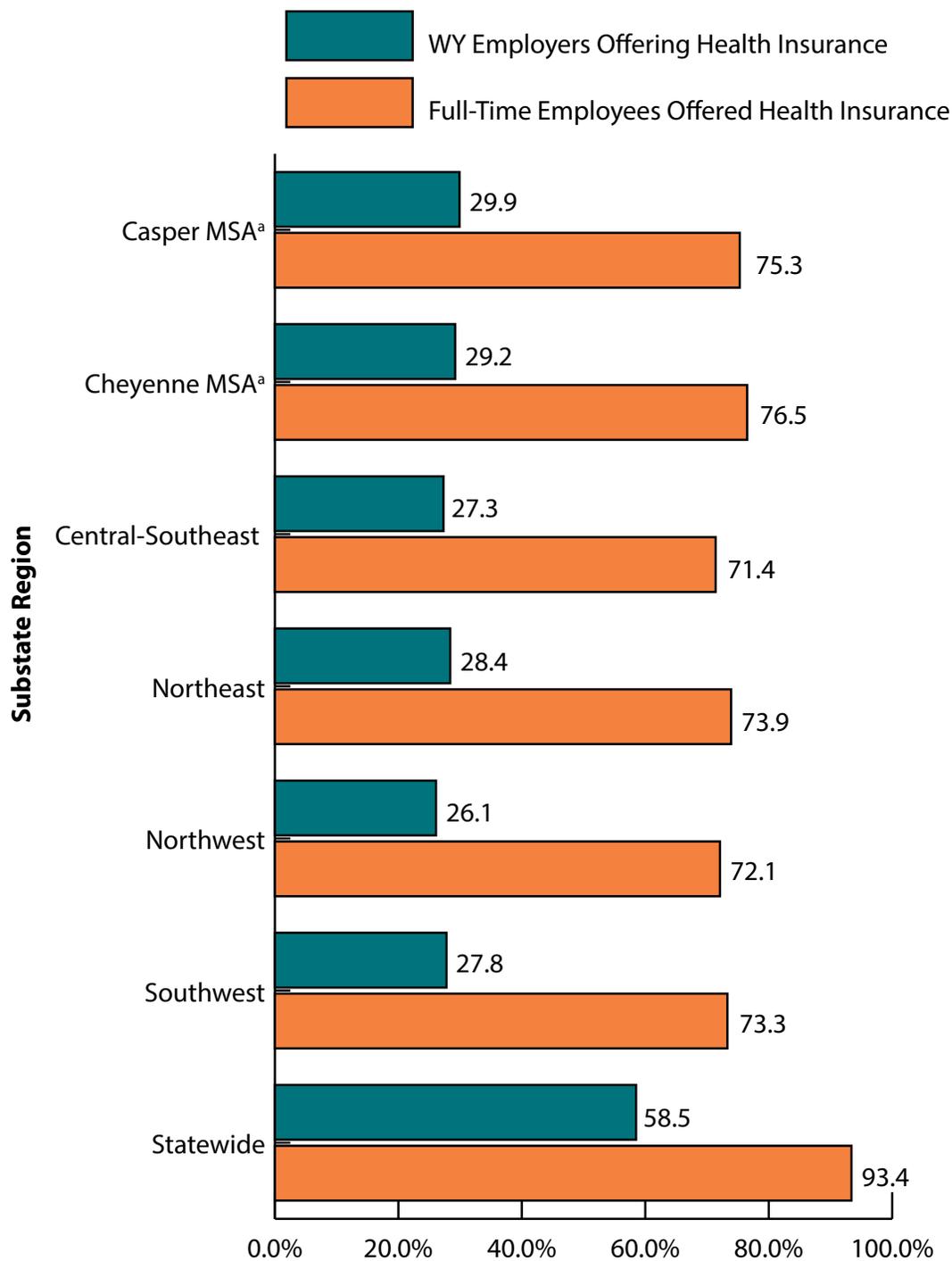
^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.



^aMetropolitan Statistical Area.
 Estimates based on employment between 2014Q4 and 2016Q3.
 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, Research & Planning, WY DWS, 11/9/17.

Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Substate Region, 2016Q3

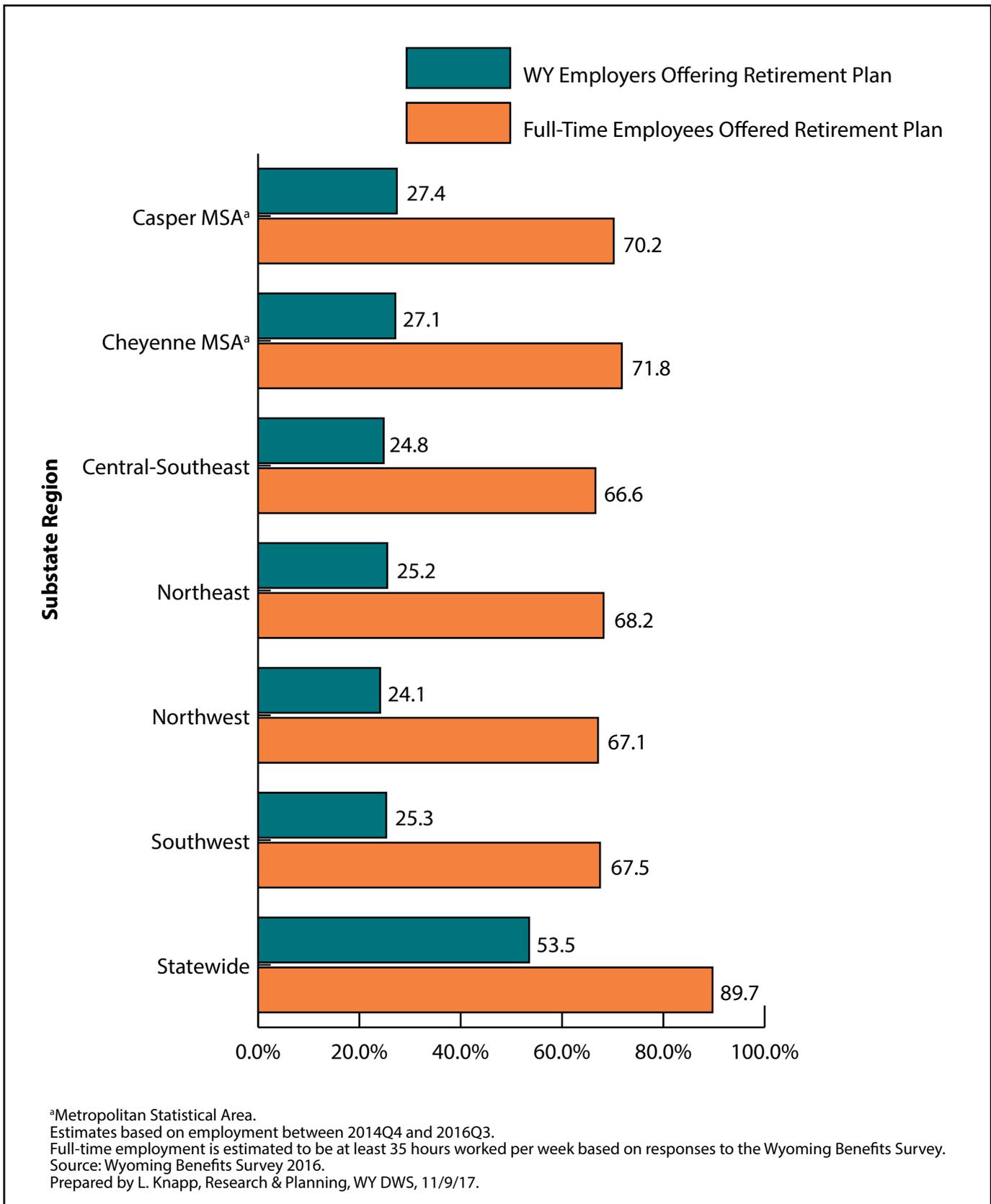


Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Substate Region, 2016Q3

Table 26: Percent of Total Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	78.5	78.1	82.6	88.7	76.4	75.4	79.1	80.4
Dependent Health Insurance	39.4	62.1	45.1	58.3	47.8	45.6	46.2	49.5
Life Insurance	95.2	97.5	94.0	95.8	90.5	91.7	94.7	94.5
Long-Term Disability	82.2	83.1	98.0	100.0	84.8	91.2	50.9	68.5
Health Insurance	83.6	43.5	77.9	91.4	75.6	84.4	79.2	78.8
Defined Benefit Retirement Plan	88.8	100.0	100.0	100.0	99.6	95.7	100.0	98.8
Defined Contribution Retirement Plan	72.7	89.8	51.9	79.4	40.1	50.3	69.3	66.2
Short-Term Disability	83.6	89.9	96.5	91.8	52.0	77.3	65.5	70.8
Vision Plan	66.4	33.4	0.0	0.0	71.4	85.3	68.4	72.3
Median Take-Up Rate	82.2	83.1	82.6	91.4	75.6	84.4	69.3	72.3

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Table 27: Percent of Full-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	78.5	79.8	82.6	88.9	76.7	75.9	79.2	80.6
Dependent Health Insurance	39.4	62.4	45.1	58.3	48.0	45.7	46.2	49.6
Life Insurance	95.3	97.8	94.0	95.8	90.5	92.4	94.8	94.6
Long-Term Disability	82.2	83.1	98.0	100.0	84.7	90.9	50.9	68.4
Health Insurance	83.7	43.7	80.0	91.4	76.0	84.6	79.2	79.0
Defined Benefit Retirement Plan	88.8	100.0	100.0	100.0	99.6	96.2	100.0	98.9
Defined Contribution Retirement Plan	73.6	90.0	63.3	79.5	41.7	50.8	70.9	68.1
Short-Term Disability	83.6	89.9	96.5	91.8	52.6	77.3	65.5	70.9
Vision Plan	66.2	40.0	0.0	0.0	72.2	87.2	75.2	77.1
Median Take-Up Rate	82.2	83.1	82.6	91.4	76.0	84.6	75.2	77.1

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

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, Research & Planning, WY DWS, 11/9/17.

Table 28: Percent of Part-Time Jobs Offered and Enrolled in Selected Benefits (Take-Up Rate) by Substate Region, 2016Q3

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	50.0	22.4	0.0	5.6	37.5	33.4	10.4	25.3
Dependent Health Insurance	18.8	11.8	0.0	0.0	17.5	22.6	29.1	17.8
Life Insurance	84.9	40.0	100.0	0.0	100.0	29.6	19.7	48.6
Long-Term Disability	100.0	0.0	0.0	0.0	100.0	100.0	99.9	100.0
Health Insurance	31.8	22.4	2.7	0.0	37.5	54.0	46.8	23.4
Defined Benefit Retirement Plan	100.0	0.0	100.0	100.0	100.0	83.3	100.0	95.5
Defined Contribution Retirement Plan	43.2	73.3	7.3	70.8	2.6	37.4	8.6	14.1
Short-Term Disability	100.0	0.0	100.0	0.0	4.8	0.0	0.0	11.3
Vision Plan	75.3	11.8	0.0	0.0	45.0	28.1	4.7	10.7
Median Take-Up Rate	75.3	11.8	2.7	0.0	37.5	33.4	19.7	23.4

^aMetropolitan Statistical Area.

Estimates based on employment between 2014Q4 and 2016Q3.

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 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

V. Benefits Offered Over Time: 2011Q4-2016Q3

Medical Benefits

Table 29: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

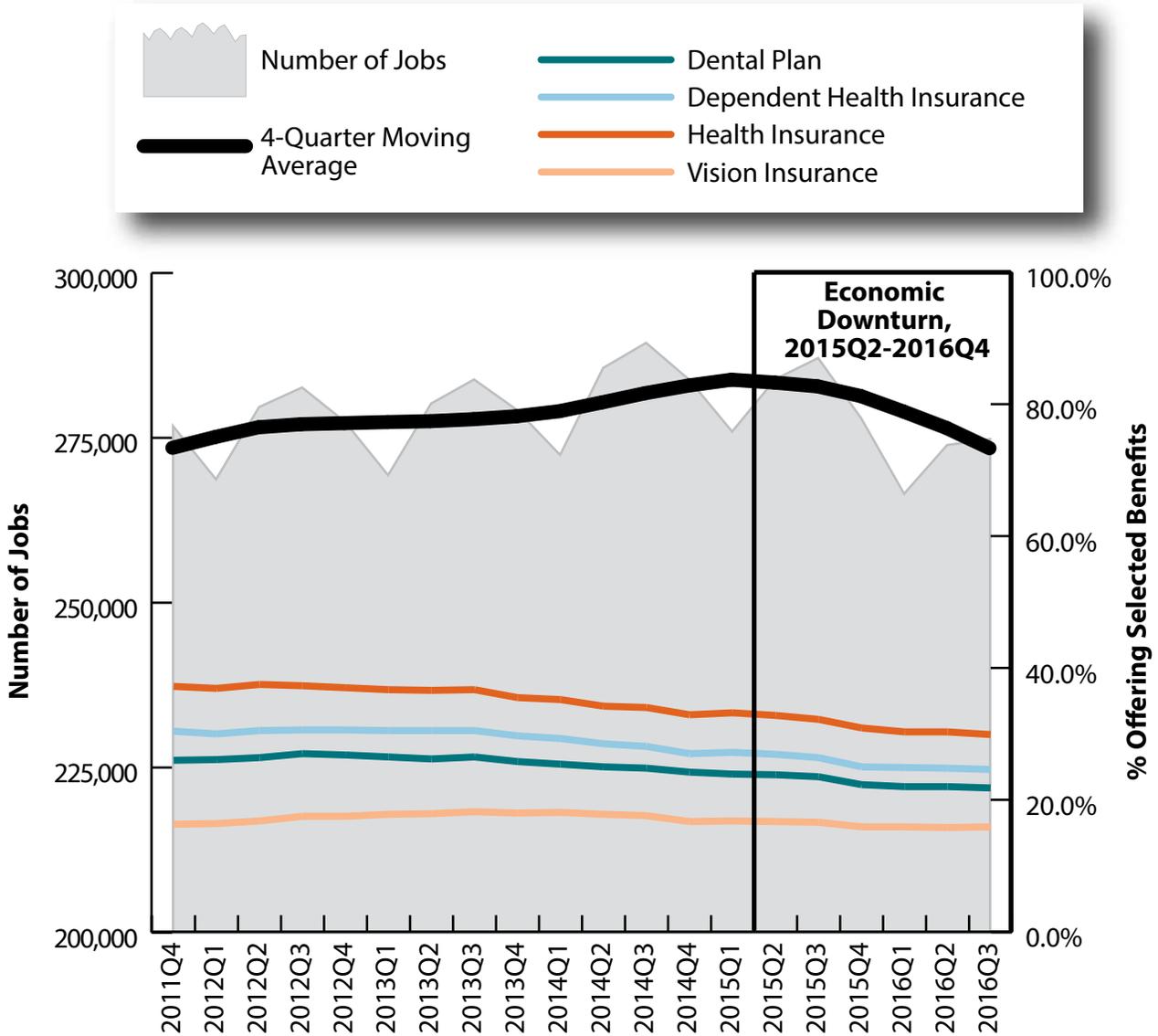
Year and Quarter	Total Number of Jobs				Selected Medical Benefits			
	Number of Jobs	N	%	Average Rate of Change	Dental Plan	Dependent Health Insurance	Health Insurance	Vision Insurance
2011Q4	276,782	5,613	2.1	1.2	26.0	30.4	37.2	16.3
2012Q1	268,703	6,586	2.5		26.1	30.0	36.9	16.4
2012Q2	279,666	5,883	2.1		26.4	30.5	37.5	16.8
2012Q3	282,643	1,872	0.7		27.0	30.6	37.3	17.5
2012Q4	277,428	646	0.2		26.8	30.6	37.0	17.5
2013Q1	269,340	637	0.2		26.5	30.5	36.7	17.8
2013Q2	280,202	536	0.2		26.2	30.5	36.6	17.9
2013Q3	283,853	1,210	0.4		26.5	30.5	36.7	18.2
2013Q4	279,218	1,790	0.6		25.8	29.7	35.5	18.0
2014Q1	272,405	3,065	1.1		25.4	29.3	35.2	18.1
2014Q2	285,600	5,398	1.9		25.0	28.5	34.2	17.8
2014Q3	289,408	5,555	2.0		24.8	28.1	34.0	17.6
2014Q4	283,826	4,608	1.7		24.2	27.0	32.9	16.7
2015Q1	275,944	3,539	1.3		23.9	27.2	33.2	16.8
2015Q2	283,879	-1,721	-0.6	-2.4	23.8	26.9	32.8	16.7
2015Q3	287,110	-2,298	-0.8		23.5	26.4	32.2	16.6
2015Q4	277,981	-5,845	-2.1		22.3	25.0	30.9	15.9
2016Q1	266,518	-9,426	-3.4		22.0	24.9	30.3	15.9
2016Q2	273,911	-9,968	-3.5		22.0	24.8	30.3	15.8
2016Q3	274,815	-12,295	-4.3		21.8	24.6	29.9	15.9

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Medical Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 10: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Medical Benefits

Table 30: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Jobs	Total Number of Jobs			Selected Medical Benefits			
		Over-the-Year Change		Average Rate of Change	Dental Plan	Dependent Health Insurance	Health Insurance	Vision Insurance
		N	%					
2011Q4	276,782	5,613	2.1	1.2	57.6	62.7	65.5	47.1
2012Q1	268,703	6,586	2.5		59.5	63.9	66.6	48.7
2012Q2	279,666	5,883	2.1		59.3	63.8	66.6	47.1
2012Q3	282,643	1,872	0.7		59.5	63.7	66.4	46.5
2012Q4	277,428	646	0.2		61.6	64.6	67.4	48.2
2013Q1	269,340	637	0.2		62.2	64.8	67.4	49.1
2013Q2	280,202	536	0.2		62.4	64.7	67.4	49.0
2013Q3	283,853	1,210	0.4		59.7	63.5	66.4	47.5
2013Q4	279,218	1,790	0.6		61.5	65.7	68.3	49.6
2014Q1	272,405	3,065	1.1		60.1	64.1	66.5	52.3
2014Q2	285,600	5,398	1.9		60.5	64.1	65.2	54.1
2014Q3	289,408	5,555	2.0		58.6	61.7	62.4	51.8
2014Q4	283,826	4,608	1.7		59.5	62.9	64.0	52.7
2015Q1	275,944	3,539	1.3		58.6	62.5	63.8	52.0
2015Q2	283,879	-1,721	-0.6	-2.4	57.3	61.2	62.9	51.1
2015Q3	287,110	-2,298	-0.8		57.5	60.3	62.0	49.9
2015Q4	277,981	-5,845	-2.1		59.0	60.9	62.8	50.9
2016Q1	266,518	-9,426	-3.4		56.8	60.7	63.3	51.3
2016Q2	273,911	-9,968	-3.5		52.0	59.4	62.6	49.6
2016Q3	274,815	-12,295	-4.3		53.1	59.0	62.7	49.7

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Medical Benefits

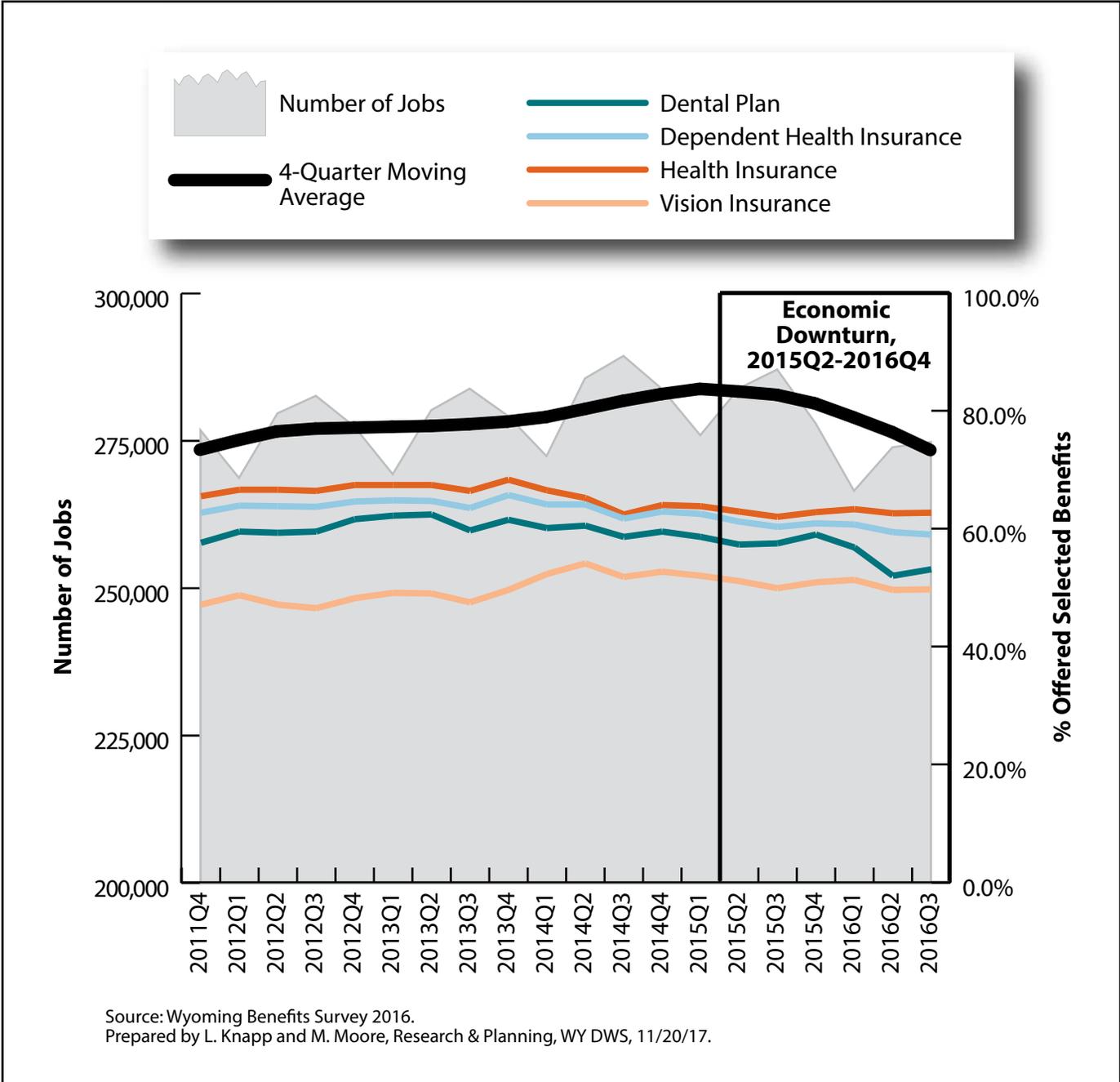


Figure 11: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Medical Benefits

Table 31: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Full-Time Jobs				Selected Medical Benefits			
	Number of Jobs	Over-the-Year Change		Average Rate of Change	Dental Plan	Dependent Health Insurance	Health Insurance	Vision Insurance
		N	%					
2011Q4	206,662	1,376	0.7	1.7	71.9	78.9	82.4	58.2
2012Q1	200,983	4,741	2.4		73.7	79.8	83.0	59.7
2012Q2	209,985	7,086	3.5		73.1	79.1	82.5	58.0
2012Q3	213,094	4,981	2.4		73.5	79.0	82.2	57.4
2012Q4	209,574	2,912	1.4		75.4	79.2	82.5	58.8
2013Q1	203,518	2,535	1.3		76.1	79.3	82.5	59.9
2013Q2	212,078	2,093	1.0		76.3	79.3	82.5	59.9
2013Q3	213,295	201	0.1		73.5	78.2	81.9	58.6
2013Q4	212,662	3,088	1.5		74.4	79.6	82.8	60.3
2014Q1	208,032	4,514	2.2		74.0	79.2	82.1	64.0
2014Q2	218,151	6,073	2.9		75.0	79.7	80.8	67.0
2014Q3	218,217	4,922	2.3		73.9	78.3	78.9	65.3
2014Q4	216,965	4,303	2.0		73.6	78.4	79.6	65.1
2015Q1	209,834	1,802	0.9		72.8	78.2	79.9	64.6
2015Q2	213,140	-5,011	-2.3	-3.8	72.3	77.6	79.7	64.1
2015Q3	213,976	-4,241	-1.9		73.2	77.3	79.4	63.2
2015Q4	205,363	-11,602	-5.3		73.9	77.0	79.7	63.4
2016Q1	199,097	-10,737	-5.1		71.1	76.5	80.0	63.8
2016Q2	204,832	-8,308	-3.9		66.3	76.1	80.5	63.0
2016Q3	204,552	-9,424	-4.4		67.9	76.0	80.7	63.3

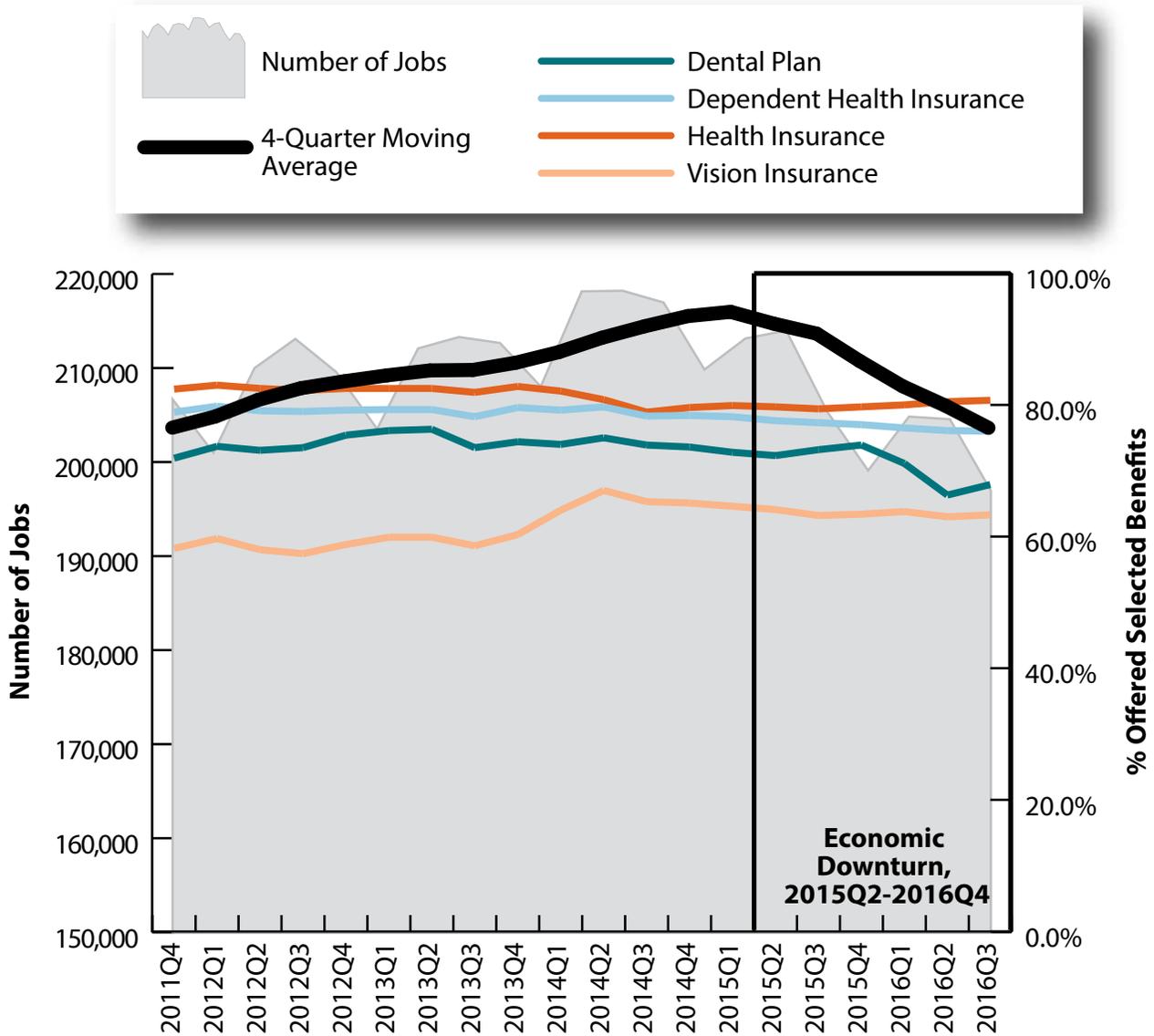
Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Medical Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 12: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Medical Benefits

Table 32: Number of Part-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Full-Time Jobs				Selected Medical Benefits			
	Number of Jobs	Over-the-Year Change		Average Rate of Change	Dental Plan	Dependent Health Insurance	Health Insurance	Vision Insurance
		N	%					
2011Q4	70,120	4,237	6.4	-0.3	15.5	14.8	15.9	14.3
2012Q1	67,720	1,845	2.8		17.4	16.8	17.9	16.1
2012Q2	69,681	-1,203	-1.7		17.8	17.6	18.7	14.2
2012Q3	69,549	-3,109	-4.3		16.4	16.9	18.0	13.2
2012Q4	67,854	-2,266	-3.2		19.2	19.6	20.7	15.5
2013Q1	65,822	-1,898	-2.8		19.1	19.7	20.5	15.6
2013Q2	68,124	-1,557	-2.2		19.2	19.4	20.1	15.3
2013Q3	70,558	1,009	1.5		18.3	18.7	19.7	14.0
2013Q4	66,556	-1,298	-1.9		20.3	21.1	21.9	15.4
2014Q1	64,373	-1,449	-2.2		14.8	15.4	16.0	14.2
2014Q2	67,449	-675	-1.0		13.7	13.7	14.5	12.6
2014Q3	71,191	633	0.9		11.7	10.8	12.0	10.4
2014Q4	66,861	305	0.5		13.6	12.9	13.4	12.4
2015Q1	66,110	1,737	2.7		13.3	12.6	12.7	12.0
2015Q2	70,739	3,290	4.9	2.0	12.4	11.9	12.2	11.9
2015Q3	73,134	1,943	2.7		11.5	10.7	10.9	10.8
2015Q4	72,618	5,757	8.6		16.7	15.4	15.2	15.6
2016Q1	67,421	1,311	2.0		14.6	14.0	14.0	14.2
2016Q2	69,079	-1,660	-2.3		9.6	9.7	9.3	9.8
2016Q3	70,263	-2,871	-3.9		10.0	9.6	10.2	10.1

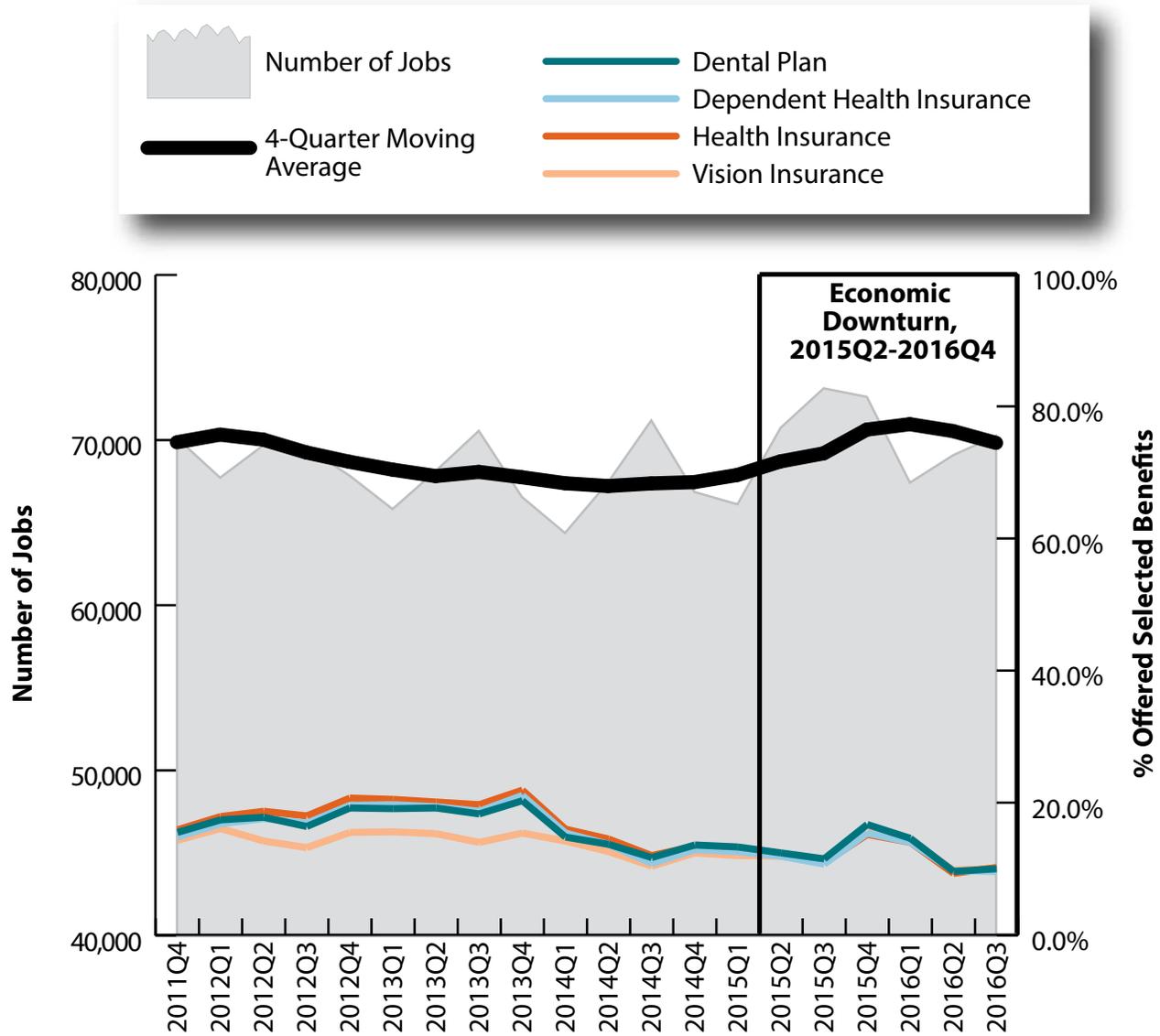
Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Medical Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 13: Number of Part-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Retirement and Insurance Benefits

Table 33: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

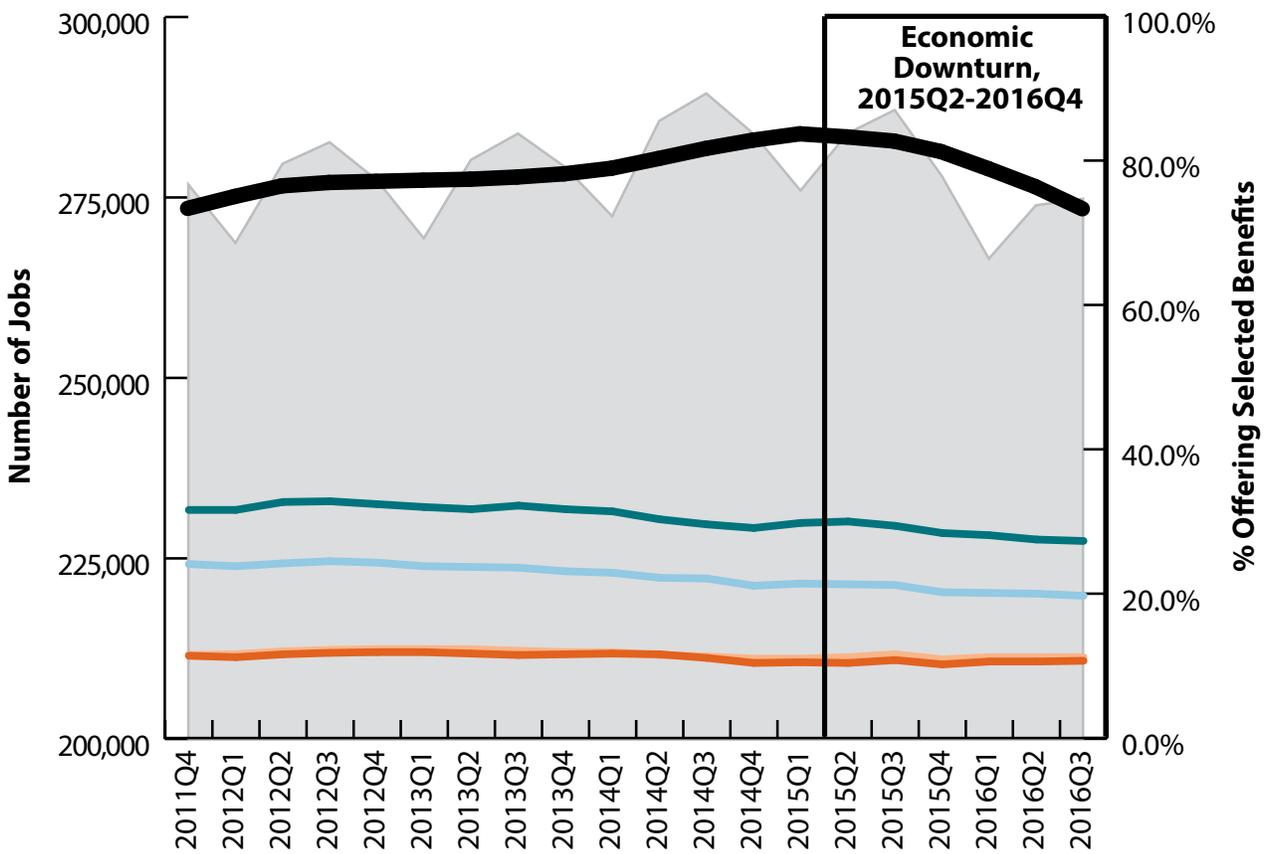
Year and Quarter	Number of Jobs	Total Number of Jobs			Selected Retirement and Insurance Benefits			
		Over-the-Year Change		Average Rate of Change	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
		N	%					
2011Q4	276,782	5,613	2.1	1.2	24.1	11.4	31.6	11.5
2012Q1	268,703	6,586	2.5		23.8	11.2	31.6	11.6
2012Q2	279,666	5,883	2.1		24.2	11.6	32.7	12.0
2012Q3	282,643	1,872	0.7		24.5	11.8	32.8	12.2
2012Q4	277,428	646	0.2		24.3	11.9	32.4	12.3
2013Q1	269,340	637	0.2		23.8	11.9	32.0	12.3
2013Q2	280,202	536	0.2		23.7	11.7	31.7	12.3
2013Q3	283,853	1,210	0.4		23.6	11.5	32.2	12.1
2013Q4	279,218	1,790	0.6		23.1	11.6	31.7	11.9
2014Q1	272,405	3,065	1.1		22.9	11.7	31.4	11.9
2014Q2	285,600	5,398	1.9		22.2	11.6	30.3	11.5
2014Q3	289,408	5,555	2.0		22.1	11.1	29.6	11.3
2014Q4	283,826	4,608	1.7		21.1	10.4	29.1	11.0
2015Q1	275,944	3,539	1.3		21.4	10.5	29.8	11.0
2015Q2	283,879	-1,721	-0.6	-2.4	21.3	10.4	30.0	11.2
2015Q3	287,110	-2,298	-0.8		21.2	10.8	29.4	11.6
2015Q4	277,981	-5,845	-2.1		20.2	10.2	28.4	10.9
2016Q1	266,518	-9,426	-3.4		20.1	10.6	28.1	11.2
2016Q2	273,911	-9,968	-3.5		20.0	10.6	27.5	11.2
2016Q3	274,815	-12,295	-4.3		19.7	10.7	27.3	11.2

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Retirement and Insurance Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 14: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Retirement and Insurance Benefits

Table 34: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

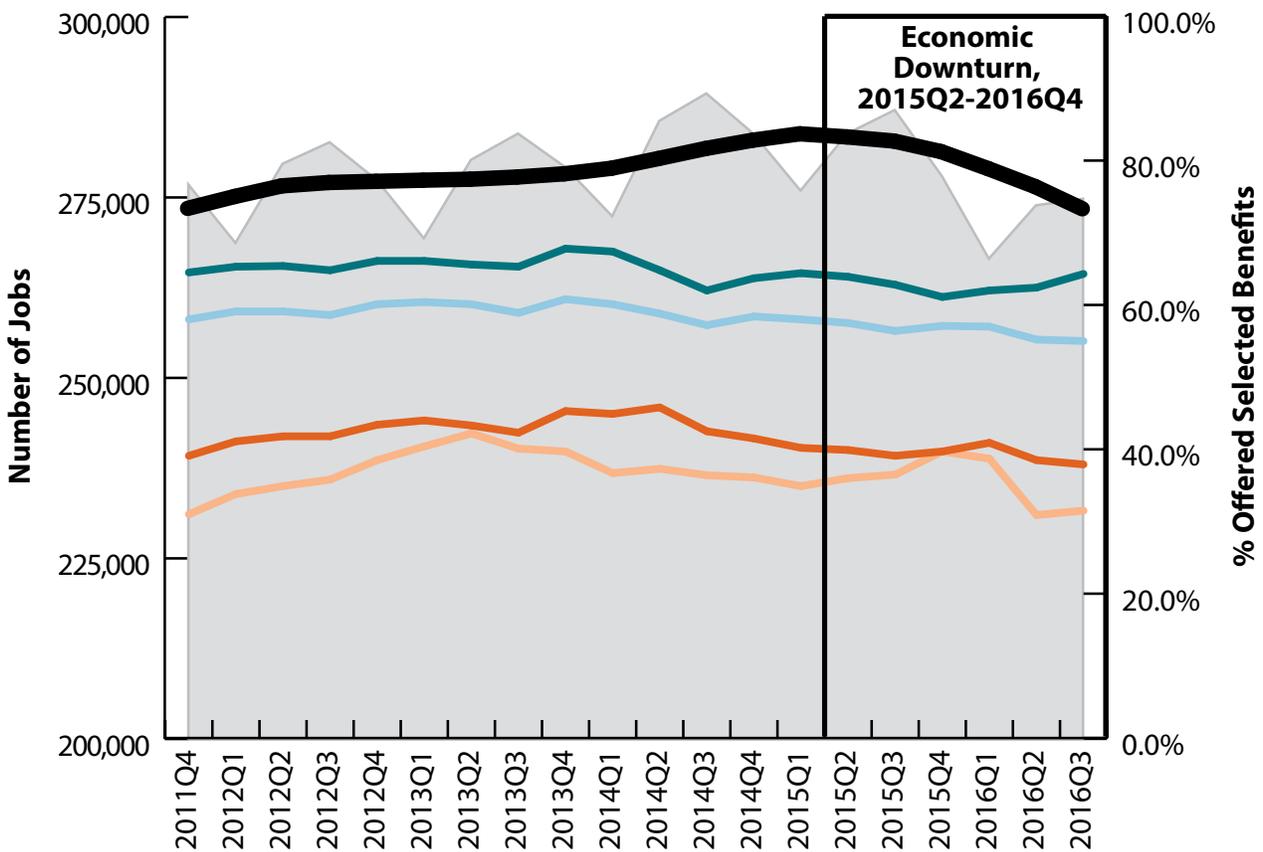
Year and Quarter	Number of Jobs	Total Number of Jobs			Selected Retirement and Insurance Benefits			
		N	%	Average Rate of Change	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2011Q4	276,782	5,613	2.1	1.2	58.0	39.1	64.5	31.0
2012Q1	268,703	6,586	2.5		59.1	41.1	65.3	33.8
2012Q2	279,666	5,883	2.1		59.1	41.8	65.4	34.9
2012Q3	282,643	1,872	0.7		58.6	41.8	64.8	35.8
2012Q4	277,428	646	0.2		60.1	43.4	66.1	38.5
2013Q1	269,340	637	0.2		60.4	44.0	66.1	40.4
2013Q2	280,202	536	0.2		60.1	43.3	65.6	42.2
2013Q3	283,853	1,210	0.4		58.9	42.3	65.3	40.1
2013Q4	279,218	1,790	0.6		60.8	45.3	67.8	39.7
2014Q1	272,405	3,065	1.1		60.1	44.9	67.4	36.7
2014Q2	285,600	5,398	1.9		58.8	45.8	64.8	37.3
2014Q3	289,408	5,555	2.0		57.2	42.5	62.0	36.4
2014Q4	283,826	4,608	1.7		58.4	41.5	63.7	36.1
2015Q1	275,944	3,539	1.3		58.0	40.2	64.4	34.9
2015Q2	283,879	-1,721	-0.6	-2.4	57.5	39.9	63.9	36.0
2015Q3	287,110	-2,298	-0.8		56.4	39.1	62.8	36.5
2015Q4	277,981	-5,845	-2.1		57.1	39.7	61.1	39.7
2016Q1	266,518	-9,426	-3.4		57.0	40.9	62.0	38.7
2016Q2	273,911	-9,968	-3.5		55.2	38.5	62.4	30.9
2016Q3	274,815	-12,295	-4.3		55.0	37.9	64.3	31.5

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Retirement and Insurance Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 15: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Retirement and Insurance Benefits

Table 35: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Full-Time Jobs				Selected Retirement and Insurance Benefits			
	Number of Jobs	N	%	Average Rate of Change	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2011Q4	206,662	1,376	0.7	1.7	72.4	49.2	76.4	39.3
2012Q1	200,983	4,741	2.4		73.5	51.8	77.7	41.9
2012Q2	209,985	7,086	3.5		73.0	52.8	77.6	42.8
2012Q3	213,094	4,981	2.4		72.5	52.8	77.0	44.0
2012Q4	209,574	2,912	1.4		73.7	54.2	77.6	47.1
2013Q1	203,518	2,535	1.3		74.2	55.2	77.4	49.6
2013Q2	212,078	2,093	1.0		74.1	54.3	76.8	51.3
2013Q3	213,295	201	0.1		73.3	53.7	77.2	49.3
2013Q4	212,662	3,088	1.5		74.9	56.5	79.1	48.0
2014Q1	208,032	4,514	2.2		74.7	56.2	78.6	46.0
2014Q2	218,151	6,073	2.9		73.3	56.8	76.9	46.0
2014Q3	218,217	4,922	2.3		72.6	53.7	75.1	45.6
2014Q4	216,965	4,303	2.0		72.4	50.7	76.2	44.2
2015Q1	209,834	1,802	0.9		72.4	49.4	76.7	42.9
2015Q2	213,140	-5,011	-2.3	-3.8	72.5	49.7	76.7	44.7
2015Q3	213,976	-4,241	-1.9		71.8	49.2	76.0	46.0
2015Q4	205,363	-11,602	-5.3		71.7	49.1	75.6	48.9
2016Q1	199,097	-10,737	-5.1		71.6	50.5	76.0	47.6
2016Q2	204,832	-8,308	-3.9		70.8	48.7	75.1	39.3
2016Q3	204,552	-9,424	-4.4		70.8	48.3	76.0	40.4

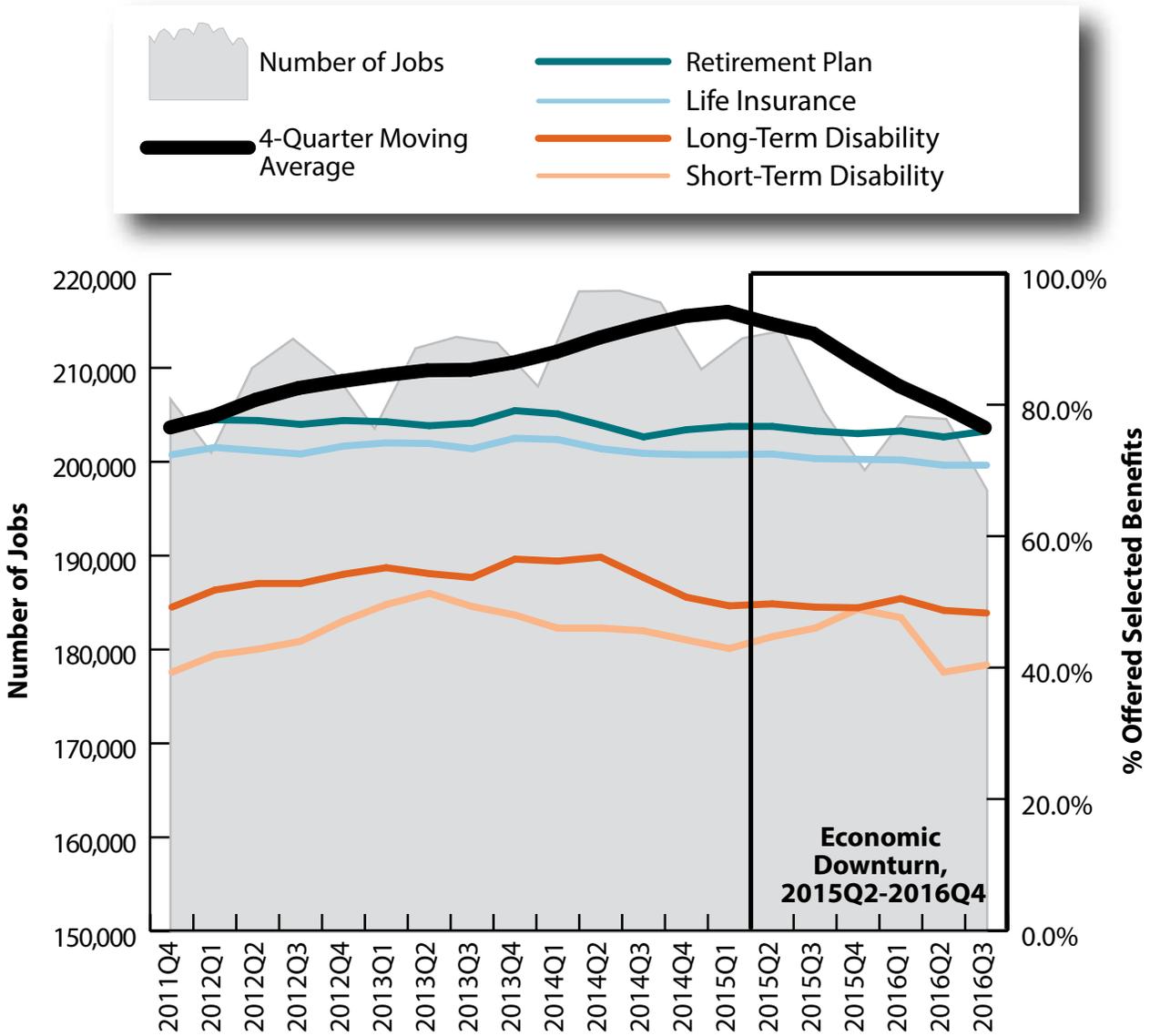
Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Retirement and Insurance Benefits



Source: Wyoming Benefits Survey 2016.
Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 16: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Retirement and Insurance Benefits

Table 36: Number of Part-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Jobs	Number of Full-Time Jobs			Selected Retirement and Insurance Benefits			
		N	%	Average Rate of Change	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2011Q4	70,120	4,237	6.4	-0.3	15.5	9.1	29.3	6.7
2012Q1	67,720	1,845	2.8		16.3	9.2	28.5	9.7
2012Q2	69,681	-1,203	-1.7		17.0	8.8	28.6	10.9
2012Q3	69,549	-3,109	-4.3		16.0	8.1	27.4	10.4
2012Q4	67,854	-2,266	-3.2		17.9	10.1	30.3	12.0
2013Q1	65,822	-1,898	-2.8		17.9	9.4	31.1	12.1
2013Q2	68,124	-1,557	-2.2		16.5	8.9	31.1	13.8
2013Q3	70,558	1,009	1.5		15.3	7.6	29.5	12.5
2013Q4	66,556	-1,298	-1.9		15.6	9.6	31.7	13.4
2014Q1	64,373	-1,449	-2.2		13.0	8.3	31.4	6.6
2014Q2	67,449	-675	-1.0		11.9	10.1	25.7	9.0
2014Q3	71,191	633	0.9		9.9	8.2	21.9	8.4
2014Q4	66,861	305	0.5		12.8	11.4	23.1	9.9
2015Q1	66,110	1,737	2.7		12.4	10.7	25.3	9.5
2015Q2	70,739	3,290	4.9	2.0	12.4	10.5	25.6	9.9
2015Q3	73,134	1,943	2.7		11.5	9.3	24.2	8.9
2015Q4	72,618	5,757	8.6		15.8	13.2	20.0	13.6
2016Q1	67,421	1,311	2.0		13.8	12.6	21.0	12.5
2016Q2	69,079	-1,660	-2.3		9.0	8.0	24.6	6.1
2016Q3	70,263	-2,871	-3.9		9.3	7.8	30.3	5.8

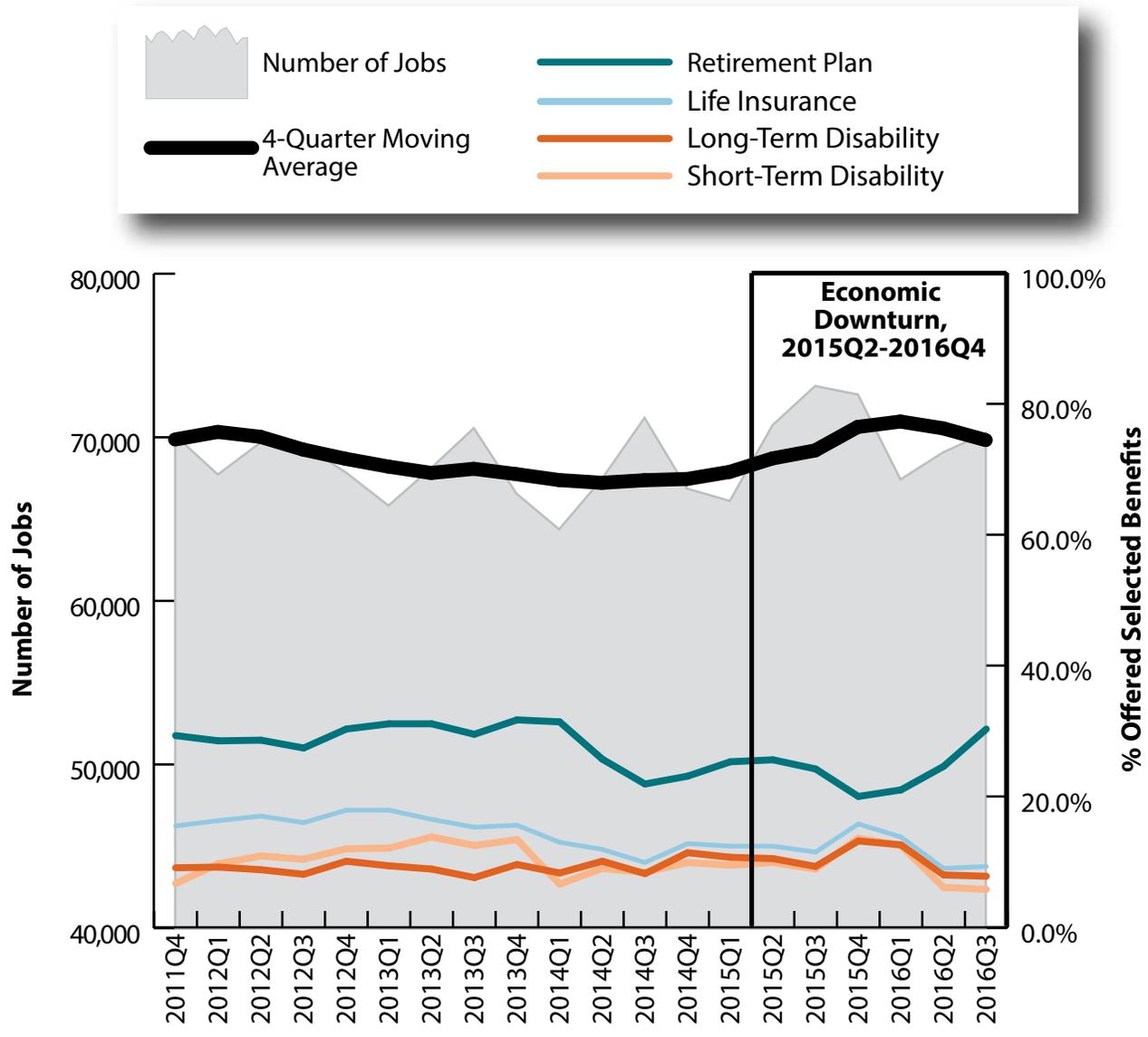
Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Retirement and Insurance Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 17: Number of Part-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Paid Leave Benefits

Table 37: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Total Number of Jobs				Selected Paid Leave Benefits			
	Number of Jobs	Over-the-Year Change		Average Rate of Change	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
	N	%						
2011Q4	276,782	5,613	2.1	1.2	46.8	19.6	23.2	43.2
2012Q1	268,703	6,586	2.5		46.1	18.0	23.2	42.8
2012Q2	279,666	5,883	2.1		46.5	17.5	23.4	42.9
2012Q3	282,643	1,872	0.7		46.5	18.8	23.4	42.9
2012Q4	277,428	646	0.2		45.7	20.2	22.8	41.7
2013Q1	269,340	637	0.2		44.2	20.8	22.8	40.8
2013Q2	280,202	536	0.2		43.6	21.4	23.0	40.8
2013Q3	283,853	1,210	0.4		43.4	22.1	22.6	40.6
2013Q4	279,218	1,790	0.6		42.0	23.3	21.9	39.3
2014Q1	272,405	3,065	1.1		42.5	24.8	21.9	39.0
2014Q2	285,600	5,398	1.9		42.0	26.1	22.0	39.0
2014Q3	289,408	5,555	2.0		41.3	25.8	21.8	38.3
2014Q4	283,826	4,608	1.7		40.6	25.8	21.4	37.8
2015Q1	275,944	3,539	1.3		41.4	26.6	21.4	37.7
2015Q2	283,879	-1,721	-0.6	-2.4	40.9	26.9	20.9	37.4
2015Q3	287,110	-2,298	-0.8		40.2	26.8	20.3	36.7
2015Q4	277,981	-5,845	-2.1		39.2	26.2	19.7	35.6
2016Q1	266,518	-9,426	-3.4		38.7	26.6	19.3	35.0
2016Q2	273,911	-9,968	-3.5		37.9	26.2	18.7	34.0
2016Q3	274,815	-12,295	-4.3		37.8	25.8	18.3	33.1

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Paid Leave Benefits

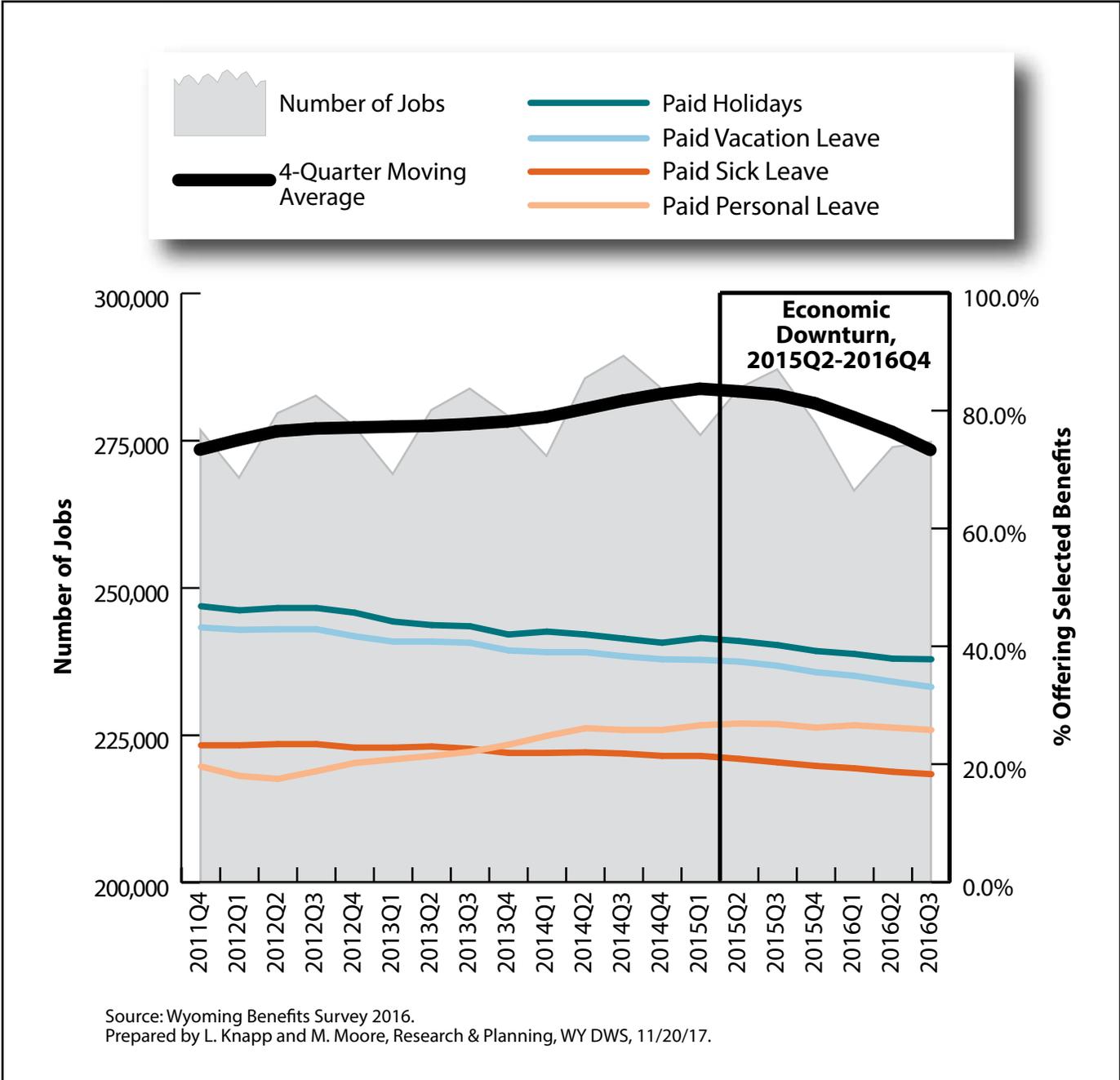


Figure 18: Total Number of Jobs and Percent of Wyoming Employers Offering Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Paid Leave Benefits

Table 38: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

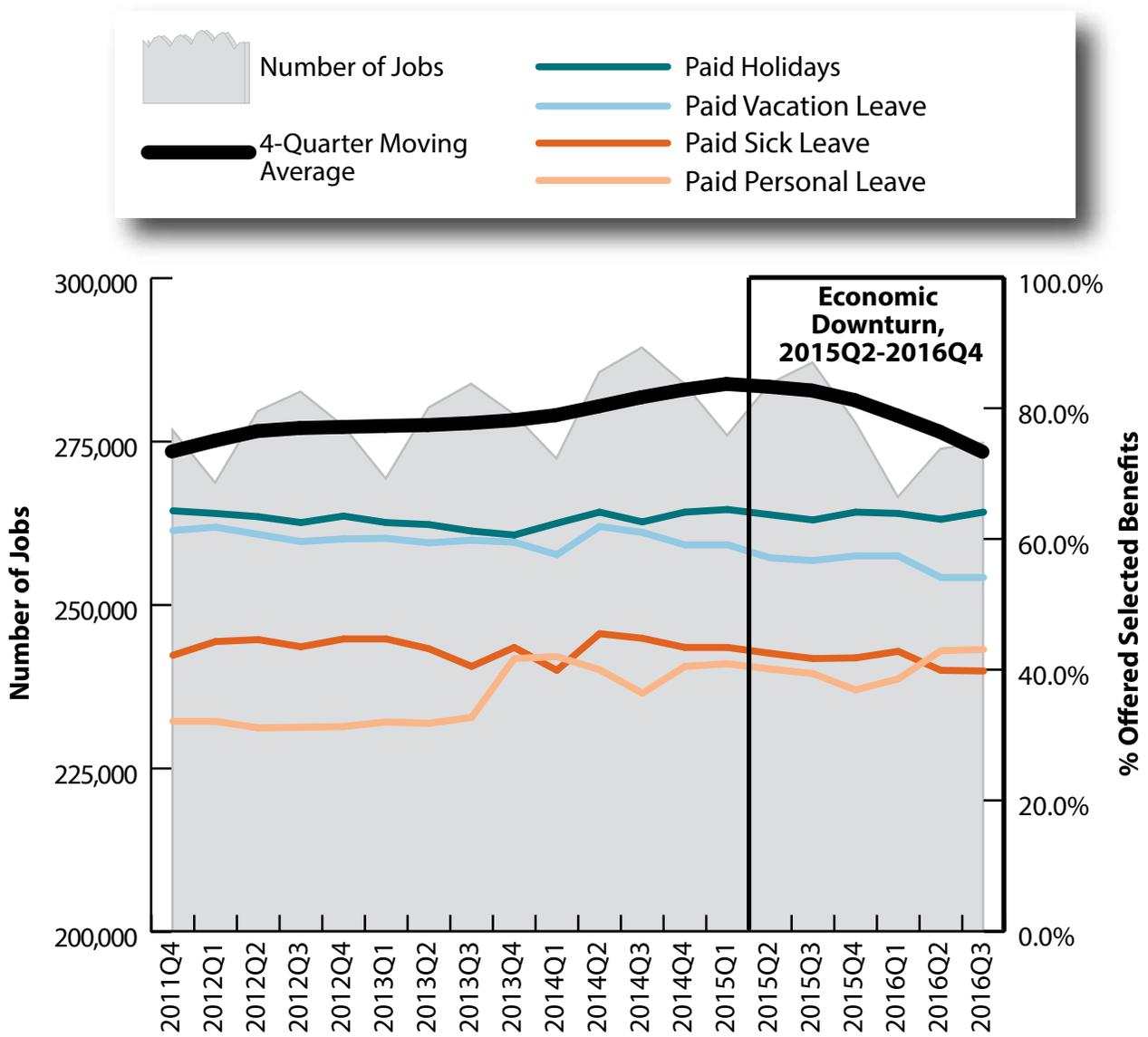
Year and Quarter	Number of Jobs	Total Number of Jobs			Selected Paid Leave Benefits			
		Over-the-Year Change		Average Rate of Change	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
		N	%					
2011Q4	276,782	5,613	2.1	1.2	64.3	32.1	42.2	61.3
2012Q1	268,703	6,586	2.5		63.9	32.1	44.3	61.8
2012Q2	279,666	5,883	2.1		63.4	31.1	44.6	60.7
2012Q3	282,643	1,872	0.7		62.5	31.2	43.5	59.6
2012Q4	277,428	646	0.2		63.5	31.3	44.7	60.0
2013Q1	269,340	637	0.2		62.5	32.0	44.7	60.1
2013Q2	280,202	536	0.2		62.2	31.8	43.2	59.4
2013Q3	283,853	1,210	0.4		61.2	32.7	40.5	59.8
2013Q4	279,218	1,790	0.6		60.6	41.7	43.4	59.5
2014Q1	272,405	3,065	1.1		62.4	42.0	39.9	57.6
2014Q2	285,600	5,398	1.9		64.1	40.0	45.5	61.9
2014Q3	289,408	5,555	2.0		62.6	36.4	44.8	61.0
2014Q4	283,826	4,608	1.7		64.1	40.5	43.4	59.1
2015Q1	275,944	3,539	1.3		64.5	40.9	43.4	59.1
2015Q2	283,879	-1,721	-0.6	-2.4	63.7	40.1	42.5	57.1
2015Q3	287,110	-2,298	-0.8		62.9	39.4	41.7	56.7
2015Q4	277,981	-5,845	-2.1		64.1	36.9	41.8	57.4
2016Q1	266,518	-9,426	-3.4		63.9	38.6	42.8	57.4
2016Q2	273,911	-9,968	-3.5		63.0	42.9	39.9	54.1
2016Q3	274,815	-12,295	-4.3		64.1	43.1	39.8	54.1

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Paid Leave Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 19: Total Number of Jobs and Percent of All Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Paid Leave Benefits

Table 39: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Full-Time Jobs				Selected Paid Leave Benefits			
	Number of Jobs	Over-the-Year Change		Average Rate of Change	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
		N	%					
2011Q4	206,662	1,376	0.7	1.7	78.8	38.6	51.5	76.2
2012Q1	200,983	4,741	2.4		78.6	38.7	53.8	76.5
2012Q2	209,985	7,086	3.5		77.8	37.1	54.1	75.0
2012Q3	213,094	4,981	2.4		76.7	37.2	52.7	73.3
2012Q4	209,574	2,912	1.4		78.0	37.0	53.3	73.8
2013Q1	203,518	2,535	1.3		77.0	37.9	53.4	73.8
2013Q2	212,078	2,093	1.0		76.6	37.7	51.5	72.4
2013Q3	213,295	201	0.1		75.6	39.3	49.1	72.8
2013Q4	212,662	3,088	1.5		74.0	49.1	51.0	71.4
2014Q1	208,032	4,514	2.2		76.4	49.3	47.6	69.7
2014Q2	218,151	6,073	2.9		78.0	48.0	55.0	75.2
2014Q3	218,217	4,922	2.3		77.3	44.1	55.1	74.6
2014Q4	216,965	4,303	2.0		77.8	48.0	52.3	71.0
2015Q1	209,834	1,802	0.9		78.3	48.6	52.2	71.3
2015Q2	213,140	-5,011	-2.3	-3.8	78.2	48.2	51.6	69.8
2015Q3	213,976	-4,241	-1.9		77.9	48.0	51.1	70.0
2015Q4	205,363	-11,602	-5.3		78.6	45.5	50.8	70.4
2016Q1	199,097	-10,737	-5.1		78.2	47.3	52.2	70.5
2016Q2	204,832	-8,308	-3.9		78.2	52.3	49.2	67.7
2016Q3	204,552	-9,424	-4.4		79.0	51.7	49.5	67.9

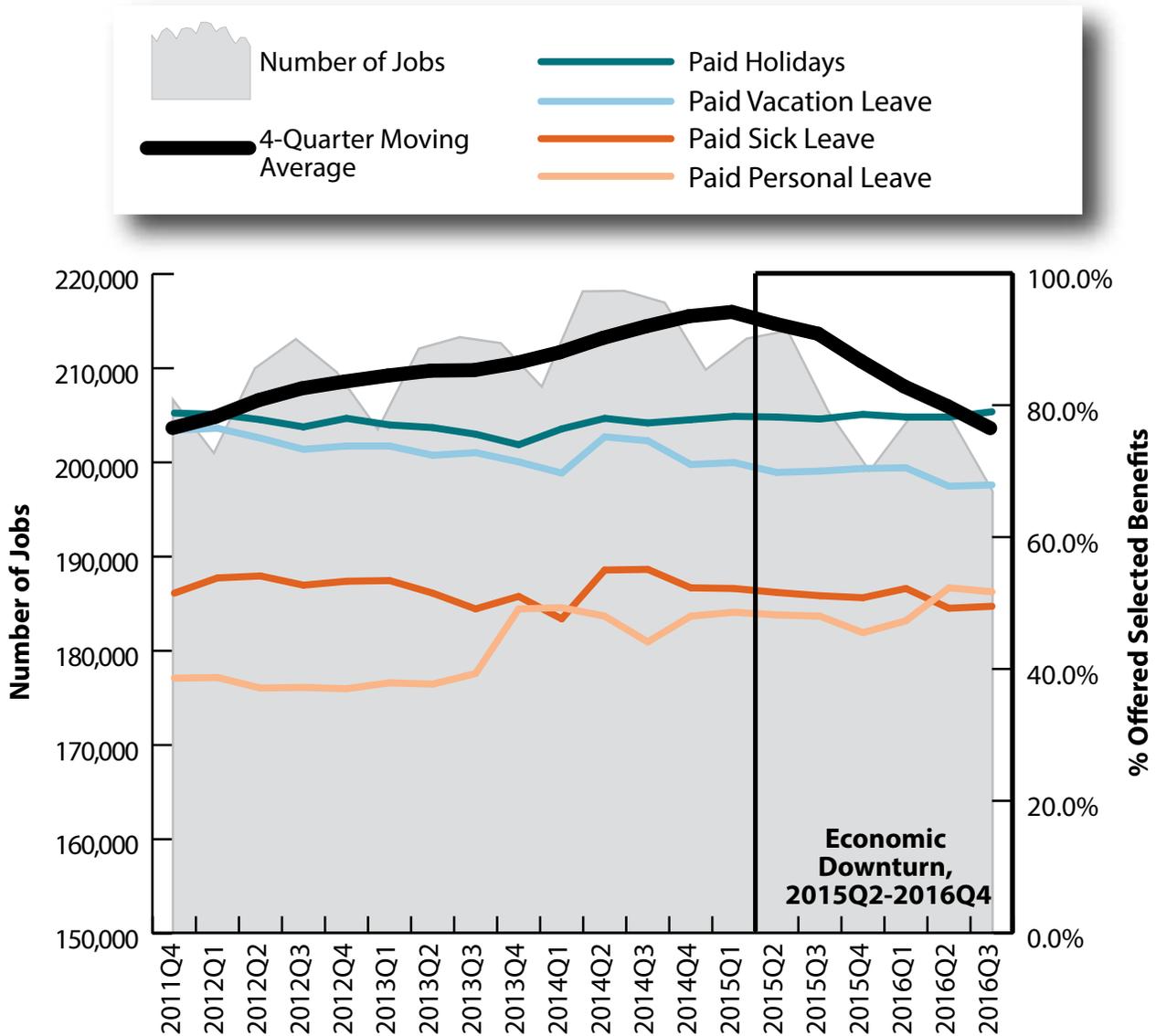
Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Paid Leave Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 20: Number of Full-Time Jobs and Percent of Full-Time Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Paid Leave Benefits

Table 40: Number of Part-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

Year and Quarter	Number of Full-Time Jobs				Selected Paid Leave Benefits			
	Number of Jobs	Over-the-Year Change		Average Rate of Change	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
N		%						
2011Q4	70,120	4,237	6.4	-0.3	21.5	12.7	14.8	17.2
2012Q1	67,720	1,845	2.8		20.3	12.3	16.2	18.4
2012Q2	69,681	-1,203	-1.7		20.0	12.8	16.0	17.7
2012Q3	69,549	-3,109	-4.3		18.8	12.6	15.3	17.5
2012Q4	67,854	-2,266	-3.2		18.8	13.7	18.1	17.2
2013Q1	65,822	-1,898	-2.8		17.8	13.8	17.7	17.8
2013Q2	68,124	-1,557	-2.2		17.2	13.7	17.4	18.9
2013Q3	70,558	1,009	1.5		17.9	12.6	14.6	20.8
2013Q4	66,556	-1,298	-1.9		17.8	18.1	18.8	21.5
2014Q1	64,373	-1,449	-2.2		17.2	18.5	14.8	18.6
2014Q2	67,449	-675	-1.0		19.0	13.9	14.7	18.9
2014Q3	71,191	633	0.9		17.5	12.6	13.3	19.2
2014Q4	66,861	305	0.5		19.6	16.2	14.8	20.3
2015Q1	66,110	1,737	2.7		20.8	16.5	15.6	20.4
2015Q2	70,739	3,290	4.9	2.0	20.2	15.6	15.2	18.6
2015Q3	73,134	1,943	2.7		18.9	14.2	14.0	17.6
2015Q4	72,618	5,757	8.6		23.1	12.7	16.5	20.6
2016Q1	67,421	1,311	2.0		21.6	12.7	15.1	18.7
2016Q2	69,079	-1,660	-2.3		17.8	15.3	12.3	13.9
2016Q3	70,263	-2,871	-3.9		20.7	18.0	11.6	13.8

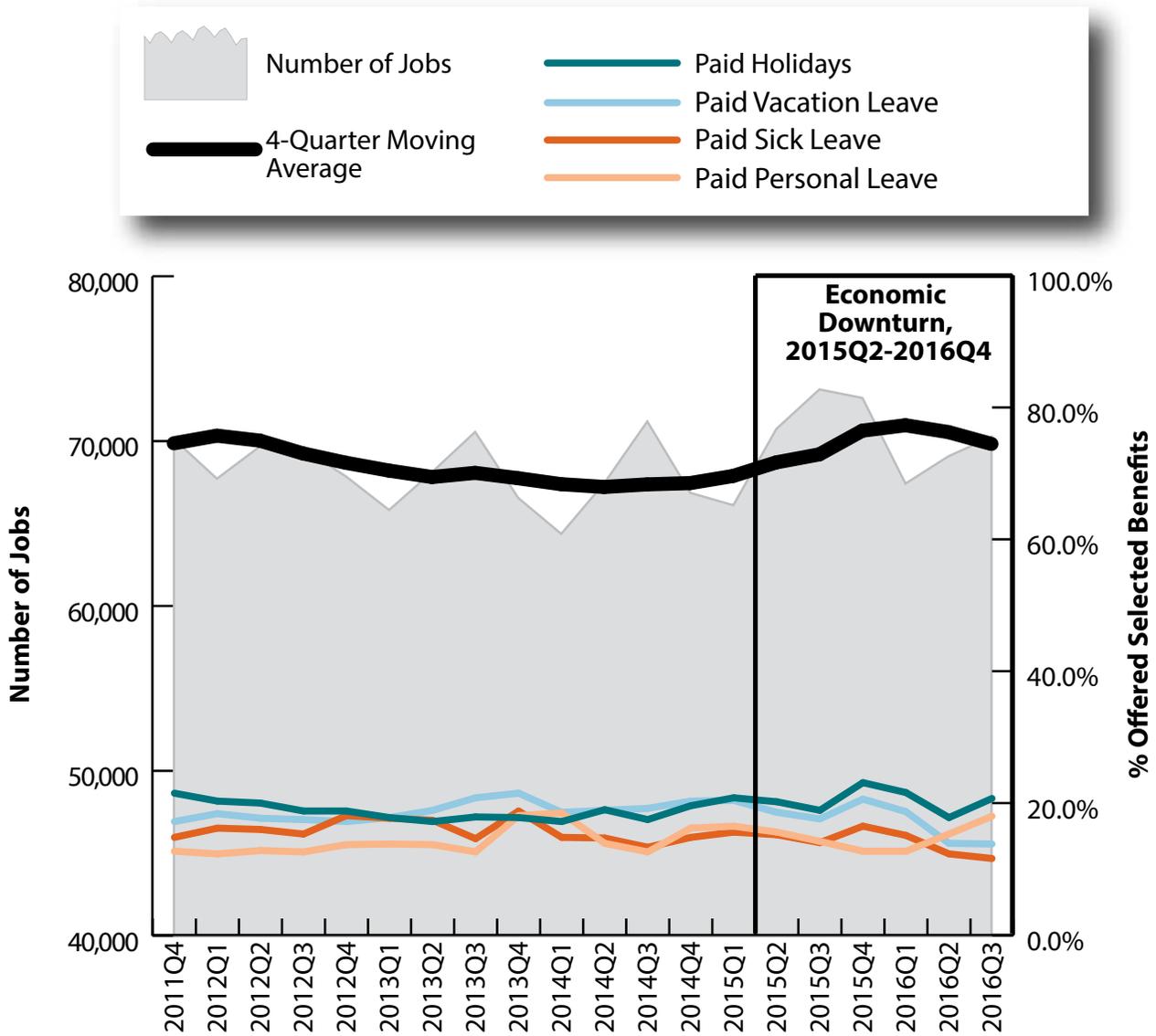
Part-time employment is estimated to be fewer than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Period of Economic Downturn: 2015Q2-2016Q3.

Source: Wyoming Benefits Survey 2016.

Prepared by L. Knapp, Research & Planning, WY DWS, 11/9/17.

Paid Leave Benefits



Source: Wyoming Benefits Survey 2016.
 Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/20/17.

Figure 21: Number of Full-Time Jobs and Percent of Part-Time Wyoming Jobs Offered Selected Paid Leave Benefits, 2011Q3-2016Q3 (20-Quarter Moving Average)

child care assistance | dental plan | dependent | medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation leave | retirement plan | defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent medical insurance |



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flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation leave | retirement plan | defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent | medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability | medical insurance | paid holidays | paid personal leave | paid sick leave | paid vacation leave | retirement plan | defined benefit retirement plan | defined contribution retirement plan | short-term disability | vision plan | child care assistance | dental plan | dependent medical insurance | tuition assistance | flexible spending | hiring bonus | life insurance | long-term disability |