WYOMING DEPARTMENT OF EMPLOYMENT

EMPLOYEE BENEFITS IN WYOMING: 2001



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Employee Benefits in Wyoming: 2001

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Section I: Purpose

This publication complements the Occupational Employment Statistics (OES) Wage Survey Research & Planning (R&P) conducts annually. Together, these efforts assist employers and employees in determining whether they are providing or receiving competitive compensation (wages and benefits). Employee benefits include paid leave, insurance, retirement plans, and miscellaneous benefits. The Benefits Survey questionnaires were mailed quarterly in 2001. We thank all employers who responded to the survey and helped make it a success.

Section II: Results in Brief

We present survey results in response to two questions:

- 1. What percentage of employers offer benefits?
- 2. What percentage of employees are offered benefits?

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

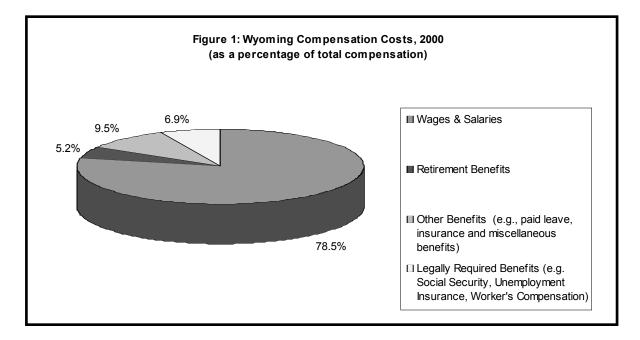
The size of the company and an employee's full- or part-time status are the best predictors of the availability of benefits.

In 2000, total compensation in Wyoming was comprised of 78.5 percent wages and salaries and 21.5 percent benefits (see Figure 1, page 2).

Section III: Introduction

There is a broad-based need for information on the compensation of workers. R&P participates in the State/Federal OES program to produce state and local estimates of wage rates by occupation.¹ However, there is presently no similar program to collect information on employer-provided benefits that would produce localized estimates of benefit costs to employers or provide workers with information about the availability of benefit packages. To fill this void, R&P began developing a mail survey technique in 1999 to estimate the cost of benefits to Wyoming employers and the number and type of benefits offered to workers.² While there are other uses of benefit information produced by the mail questionnaire strategy, a full accounting of costs and consumption remains the central consideration.

1



The federal benefits collection program relies on personal interviews and extensive collection systems. These are designed to obtain information on actual spending in large firms by type of benefit paid to each employee over an extended period. The budget request for the Bureau of Labor Statistics' Compensation and Working Conditions activity in fiscal year 2002 was \$74.1 million. While yielding an accounting of cost information for each benefit feature across a variety of packages, this data collection strategy is extremely expensive and does not provide data at the state or local level. To address this gap, Wyoming's Benefits Survey can answer cost questions.

Section IV: Developing the Benefits Program

While working on the 2001 Employee Benefits questionnaire, we kept our research objectives in mind. We also took a close look at last year's study, which can be found at <http://doe.state.wy.us/LMI/benefits/bentoc.htm>, to see what worked and what did not.

Changes were minor this year. The question regarding retirement plans was revised. Besides asking whether the employer offers a retirement plan, we now ask if it is a defined benefit or a defined contribution plan. The question aimed at identifying the percentage of the retirement plan the employer pays was changed to ask who pays the contribution with the following options: employer, employee, or shared.

We also added three benefits to the miscellaneous benefits section. Those were Relocation assistance, Work-at-home option (telecommuting), and Flex-time.

Under cost of benefits, we eliminated the breakdown between full- and part-time. Therefore, employers have to report only one number instead of two.

2

In the 2003 survey, we added questions regarding the participation rate of employees for retirement and health insurance benefits.

Section V: Drawing the Sample

A stratified random sample of 500 companies was selected each quarter of 2001to receive the questionnaire, for a total of 2,000 companies for the year. The sample was drawn from the most current Quarterly Unemployment Insurance (QUI) employer database available. This database contains the data reported by approximately 18,000 employers on a quarterly basis for Unemployment Insurance purposes. Companies that reported zero employees for all three months and employers of household employees were excluded from the database and not included in our sample.

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

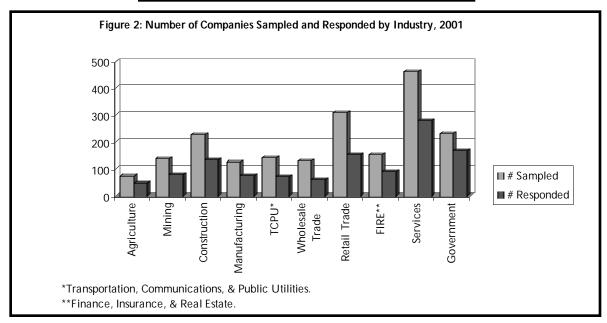
We then selected a random sample stratified by employment size class, industry, and region for companies with 1 to 99 employees. Each quarter, we sampled 25 percent of the companies with 100 or more employees; by the end of the year, all 338 employers had been sampled. This stratification was necessary to get an adequate sample because of the small number of large employers in Wyoming. Large employers are therefore proportionally overrepresented in our sample.

Section VI: Results

Response Rates

The overall response rate for 2001 survey was 58.3 percent or 1,166 employers out of 2,000 surveyed. These 1,166 companies employed a total of 63,031 employees, 80.8 percent of whom were employed full-time and 19.2 percent part-time (see Figure A-1, page A-2). Managerial and professional employees held 25.5 percent of those jobs, clerical and technical employees held 30.2 percent, and production, service, and maintenance employees held 44.3 percent (see Figure A-2, page A-2). In the previous year, the percentage breakout by these three broad occupational groups was 24.7, 25.6, and 49.7, respectively. Additionally, Figures A-3, A-4, and A-5 (see pages A-3 and A-4) show response rates by employers' size class, region, and industry. The response rate by size class indicates that employers with 50 or more employees are much less likely to respond than smaller employers. Statewide employers and employers in the

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



Northeast are also less likely to respond, as are employers in Wholesale and Retail Trade.

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

Most Common Benefits

Table B-1 (see page B-1) shows that the three benefits employers most frequently offered to full-time employees were paid vacation (73.0%), paid holidays (64.2%), and health insurance (63.2%). After one year of employment, the average number of paid vacation days and paid holidays offered was 8.6 and 7.9 days, respectively, for full-time employees (see Table B-10a, page B-9). To their part-time employees, employers most often offered a work-at-home option

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(34.2%), employee discounts (33.7%), and paid jury duty leave (26.0%). Table B-10b shows the average number of days of leave offered by industry (see page B-10).

The three benefits full-time employees were offered most often were health insurance (94.1%), dependent health insurance (92.0%), and paid vacation (91.0%) (see Table B-5, page B-5). Part-time employees were offered paid jury duty leave (50.1%), a retirement plan (42.3%), and an employee discount (36.9%). Keep in mind that the survey only asked if employees were offered certain benefits. This does not mean the employees elected to participate in benefits such as health insurance and retirement plans in which employees may share some of the costs. The analysis showed that employees. For dependent health insurance of full-time employees, the employer contribution was 59.0 percent (see Table B-9, page B-9).

Core Benefits

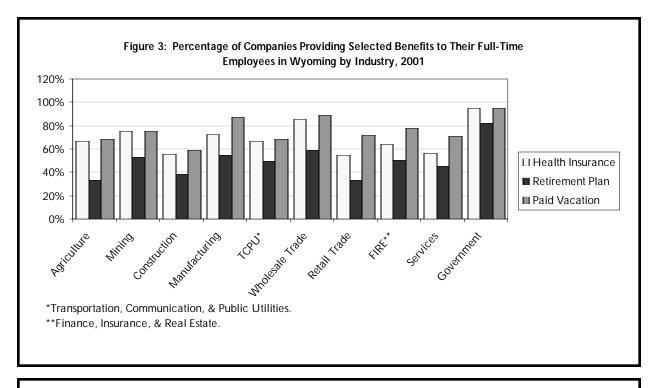
The rest of the analysis will focus on three major benefits: (1) health insurance, (2) a retirement plan, and (3) paid vacation. An analysis of these benefits offered to full-time employees by industry reveals that employers in Government, Wholesale Trade, and Mining are most likely to offer them. (See Figure 3, page 6.) Similarly, larger numbers of employees in these industries are most likely to be offered these benefits. (See Figure 4, page 6.) When it comes to paid vacation and retirement, Manufacturing also ranks high, exceeding even Mining (see Table B-2, page B-2).

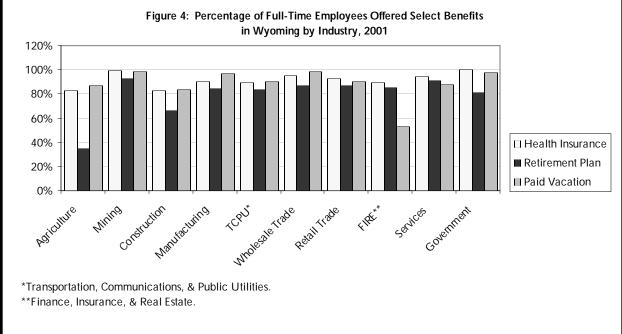
There is a significant relationship between benefits and company size. For full-time employees the occurrence of health insurance, retirement plans, and paid vacation increases with the size of the company. For example, 99.7 percent of employees in companies with 100 or more employees were offered health insurance, compared to only 47.1 percent of full-time employees in companies with one to four employees (see Table B-7, page B-7). The same is true for employers; health insurance was offered to full-time employees by 96.3 percent of companies with 100 or more employees and by 40.8 percent of companies with one to four employees (see Table B-3, page B-3).

As in prior years, region is not a good indicator for determining the likelihood of benefits being offered. Though companies classified as statewide entities offer benefits more often, this only confirms that company size is one of the major indicators for benefits; most (89.7%) companies classified as statewide have 100 or more employees.

Cost

Employers spent 21.5 percent of total compensation on benefits (see Figure 1, page 2). Of this amount, 5.2 percent went to retirement accounts, 6.9 percent





to legally required benefits such as Social Security and Unemployment Insurance, and 9.5 percent to such benefits as paid leave, health insurance, and miscellaneous benefits.

Section VII: Conclusion

Full-time employees are much more likely than part-time employees to be offered benefits. Employees in larger companies are also at an advantage when it comes to benefits coverage. Being employed in Government, Manufacturing, Mining, or Wholesale Trade also proves advantageous.

We expect to publish the 2002 Employee Benefits Survey results later in 2003. We revised the 2003 survey in conjunction with the University of Wyoming.

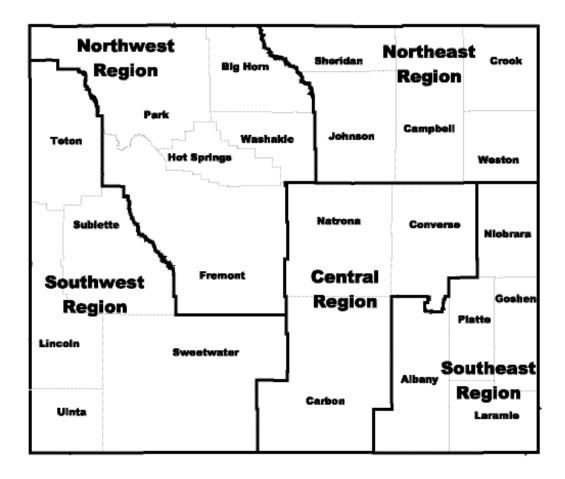
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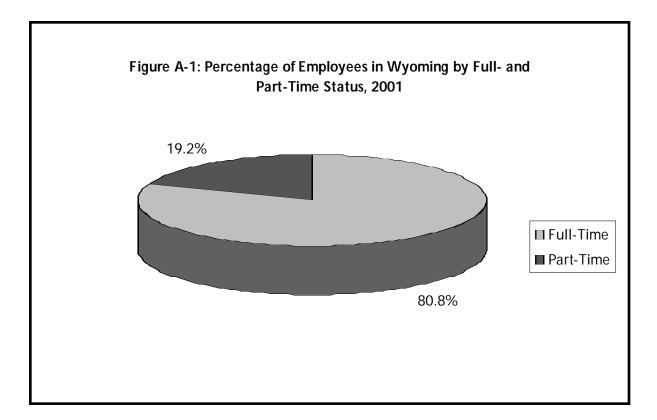
¹Wyoming Department of Employment, Research & Planning, **Wyoming Wage Survey**, March 2001.

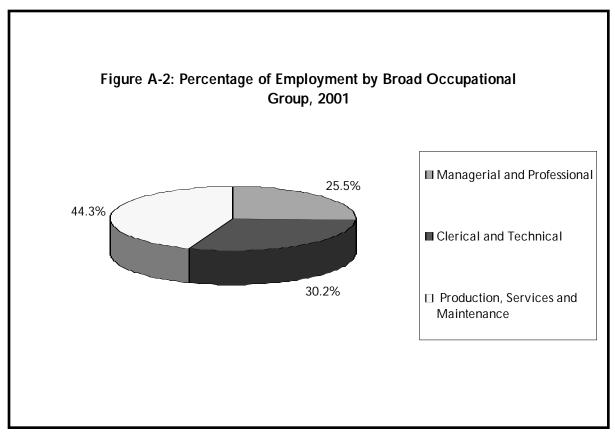
²This effort was undertaken jointly with the Labor Market Information Centers of the Nebraska Workforce Development and the South Dakota Department of Labor. Other benefits surveys are conducted by research offices in Maine, New Hampshire, and Oklahoma.

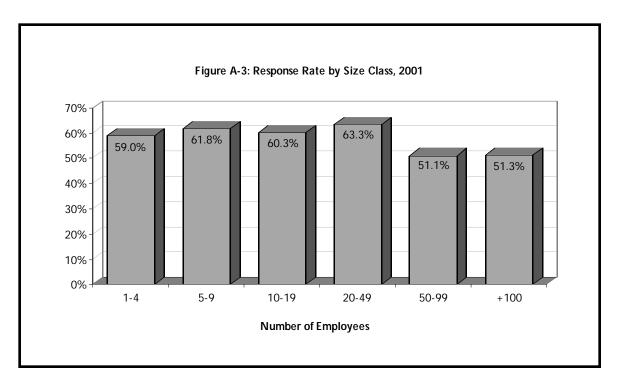
Appendix A

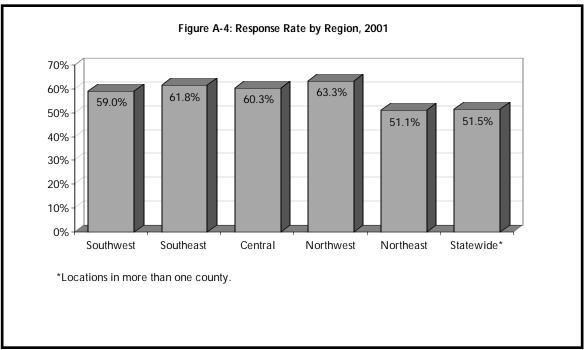
Regional Map of Wyoming

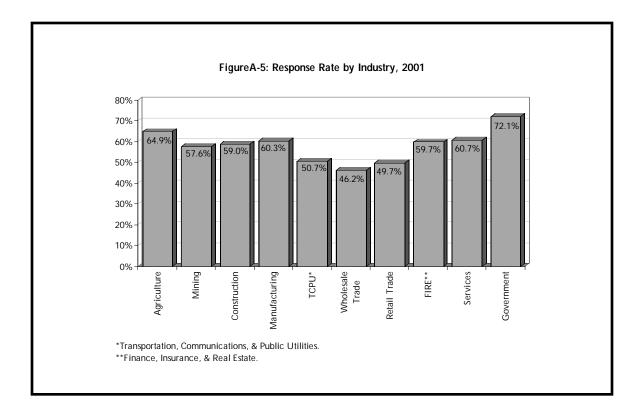












Appendix B

Benefit Type	Full-Time	Part-Time
Child Care	1.8%	6.1%
Christmas Bonus	51.9	6.6
Dental Plan	43.2	9.6
Dependent Health Insurance	53.7	8.9
Disability Insurance	21.7	5.2
Educational Assistance	28.9	10.8
Employee Discounts	40.6	33.7
Flex-time	25.4	21.6
Health Insurance	63.2	10.5
Life Insurance	45.1	10.2
Long-Term Disability	17.3	3.9
Maternity Leave	5.8	1.2
Paid Funeral or Bereavement Leave	42.6	17.9
Paid Holidays	64.2	21.3
Paid Jury Duty Leave	49.6	26.0
Paid Personal Leave	19.0	6.9
Paid Sick Leave	42.2	12.2
Paid Vacation	73.0	20.5
Paternity Leave	3.1	0.7
Profit Sharing	14.9	6.8
Relocation Assistance	15.1	3.4
Retirement Plan	46.1	19.9
Uniform/Tool Allowance	24.4	13.0
Vision Plan	21.6	5.6
Wellness Program	13.2	1.9
Work-at-home Option	8.7	34.2

Table B-1: Percentage of Companies Providing Select Benefits to TheirFull- and Part-Time Employees in Wyoming, 2001

Herit Approximation Many and fragment in the interval of the interval	Benefit Full-Time Employees Child Care Child Care Christmas Bonus Dental Plan Dependent Health Insurance Dependent Health Insurance Dependent Health Insurance Educational Assistance Educational Assistance Educational Assistance Educational Assistance Life Insurance Life Insurance Life Insurance Life Insurance Life Insurance	Agriculture	Mining				Wholesale	Retail			toomarone C
a 0% 3% 0% 3% 0% 3% 0% 3% 3% 0% 3%<	Full-Time Employees Child Care Christmas Bonus Dental Plan Dependent Health Insurance Disability Insurance Educational Assistance Employee Discounts Flex-time Health Insurance Life Insurance Long-Term Disability		BUILIN	Construction	Manufacturing	TCPU*	Trade	Trade	FIRE""	Services	GUVELIIIIEIN
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Child Care Christmas Bonus Christmas Bonus Dependent Health Insurance Disability Insurance Educational Assistance Educational Assistance Educational Assistance Educational Assistance Health Insurance Life Insurance Life Insurance Long-Term Disability										
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Christmas Bonus Dental Plan Dependent Health Insurance Disability Insurance Educational Assistance Employee Discounts Flex-time Health Insurance Life Insurance Long-Term Disability	%0.0	2.3%	0.7%	0.0%	%0.0	1.3%	0.9%	1.4%	3.4%	1.7%
	Demai Plan Dependent Health Insurance Disability insurance Educational Assistance Employee Discounts Flex-time Health Insurance Life Insurance Long-Term Disability	66.7	62.2	61.7	50.0 02 r	31.3	52.6	56.5	49.3	53.2	14.8
model 100 200<	Disability Insurance Educational Assistance Employee Discounts Flex-time Health Insurance Life Insurance Long-Term Disability	20.7 63.3	0.7C	0.02 40 D	C. / C 8 8 9	49.Z	78.2	30.9 417	40.0 7.2.1	0.74 9.94	/0./ 88.3
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Educational Assistance Employee Discounts Flex-time Health Insurrance Liffe Insurrance Long-Term Disability	13.8	35.6	15.5	28.1	28.4	37.5	10.9	32.9	19.0	40.0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Employee Discounts Flex-time Health Insurance Life Insurance Long-Term Disability	25.0	28.9	15.0	37.5	35.8	38.5	18.4	48.6	31.0	48.3
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Flex-time Heatth Insurance Life Insurance Long-Term Disability	25.0	17.8	25.5	62.5	32.8	54.4	67.7	34.2	36.8	10.0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Health Insurance Life Insurance Long-Term Disability	41.4	22.7	14.6	25.0	21.5	23.8	22.7	19.7	33.7	30.0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Life Insurance Long-Term Disability	66.7	75.6	55.8	72.7	67.2	85.9	54.9	64.4	56.7	95.1
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Long-Term Disability	36.7	63.0	38.3	54.8	49.3	70.4	30.2	49.3	40.5	83.6
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		3.4	26.2	7.1	22.6	26.2	32.5	10.0	29.2	14.9	35.6
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Maternity Leave	18.5	11.4	2.0	0.0	7.9	7.5	3.6	11.0	4.9	11.7
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Pala Funeral Leave	4.1.4	50.4	23.1	0.06	40.9	04.0	0.45 0.4	7.80	40.3 7 1	85.U
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Pala Holidays	1.00	1.80	40.8	04.0 70 4	1.0C	0.90 Fo o	0.40	82.28	0.40 7.07	1.09
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Paid July Duly Leave Daid Personal Leave	31.0	40.7 15 6	0.25.0	00 10 F	47.0 11.0	0.00	4 - 0 - 0 - 0	90.4 0 7 0	500 F	1.60
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paid Sick Leave	44.8	31.1	19.6	40.6	6.46	6 99	2.2	69.4	42.6	2.04 0.50
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Paid Vacation	0.44	75.6	58.8	87.5	58 7 2	2.80 8.88	717	78.1	70.8	95.0
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paternity Leave	17.9		2.00		1.6	0.00	2.0			10.0
0 772 295 88 219 234 231 111 145 207 303 303 307 235 503 305 507 457 207 303 303 307 245 215 203 305 72 487 303 303 207 47 113 235 277 90 23 131 113 304 40% 00% 42% 130% 77% 16% 77% 16% 77% 131 113 $303 00% 40% 00% 42% 130% 77% 16% 77% 140 15 141 145 143 147 $	Profit Sharing	14.3	17.8	11.8	15.6	18.2	29.9	13.5	20.5	13.8	1.7
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Relocation Assistance	17.2	29.5	8.6	21.9	23.4	24.1	10.1	11.1	14.5	20.3
0 <td>Retirement Plan</td> <td>33.3</td> <td>53.3</td> <td>38.7</td> <td>54.5</td> <td>49.3</td> <td>59.3</td> <td>33.5</td> <td>50.7</td> <td>45.7</td> <td>82.0</td>	Retirement Plan	33.3	53.3	38.7	54.5	49.3	59.3	33.5	50.7	45.7	82.0
13 289 182 131 289 182 111 32 219 213 219 203 71 67 47 67 47 32 104 32 111 115 71 67 47 67 40 00% 42% 130% 77% 16% 77% 68% 23 63 77 167 113 32 132 16 73% 68% 23 63 80 115 112 00 75 127 116 116 132 140 116 63 80 115 112 00 75 122 146 147 63 80 133 80 132 132 146 147 63 80 133 132 132 146 132 146 63 80 133 123 123 123 123 123 124 <	Uniform/Tool Allowance	20.7	34.1	23.5	27.3	29.9	32.9	32.0	7.2	18.7	23.7
36 82 111 194 215 181 115 36 63 12 111 194 215 128 63 181 115 37 0.0% 4.0% 0.0% 4.2% 13.0% 7.7% 16% 7.7% 6.3% 2 1000 107 2.4 0.0% 4.2% 13.0% 7.7% 16% 7.7% 6.3% 181 115 ummee 0.0 7 4.8 0.0 7.7 4.8 12.7 6.3% 13.7 14.8 12.5 0.0 3.7 1.15 1.13 1.16 1.13 1.25 1.4 1.7 1.4 1.4 1.4 0.0 3.7 1.15 1.18 1.15 1.13 1.13 1.13 1.15 0.0 2.1 1.16 1.16 1.16 1.25 1.41 1.25 1.25 0.10 1.15 1.12 1.12 1.12 1.13 </td <td>Vision Plan</td> <td>13.3</td> <td>28.9</td> <td>18.2</td> <td>25.0</td> <td>24.6</td> <td>35.9</td> <td>12.1</td> <td>21.9</td> <td>20.3</td> <td>48.3</td>	Vision Plan	13.3	28.9	18.2	25.0	24.6	35.9	12.1	21.9	20.3	48.3
7_1 6_7 4_7 3_2 104 90 36 8_2 146 53 77 00 42° 130° 77° 68° 2° 143 2° 146 2° 127 2° 127 2° 127 2° 127 2° 127 2° 127 <	Wellness Program	3.6	18.2	11.1	19.4	21.5	12.8	6.3	18.1	11.5	36.1
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Work-at-home Option	7.1	6.7	4.7	3.2	10.4	9.0	3.6	8.2	14.6	12.1
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Part-Time Employees										
	Child Care	%0.0	4.0%	0.0%	4.2%	13.0%	7.7%	1.6%	7.7%	6.8%	21.8%
0.0 10.7 2.8 0.0 13.2 13.2 13.2 14.8 12.5 0.0 3.7 1.2 0.0 3.7 1.2 0.1 1.7 2.6 1.48 12.5 0.0 3.7 1.2 0.0 7.7 4.7 7.7 4.7 7.7 4.7 2.7 31.5 21.1 11.5 1.3 1.7 8.7 1.2 1.7 4.7 2.3 31.5 31	Christmas Bonus	5.3	7.7	0.0	4.2	9.3	5.7	1.0	5.9	12.7	7.4
48 10.7 2.4 0.0 7.3 14.0 16.1 8.9 5.3 8.0 3.7 12.5 0.0 7.5 12.2 16.0 4.7 56.5 20.8 31.7 5.3 8.0 16.0 6.4 16.7 8.7 7.7 4.1 7.7 4.7 56.5 20.8 31.5 5.0 10.7 8.4 16.7 18.2 17.0 8.7 20.8 31.5 5.0 10.7 4.7 0.0 13.0 17.0 8.7 20.8 31.5 5.0 10.7 4.7 10.7 4.7 10.8 10.1 11.8 10.1 5.0 10.7 12.8 12.2 24.4 10.7 14.8 10.1 5.0 10.7 12.8 12.2 23.4 12.8 10.1 5.0 11.2 24.4 18.8 16.0	Dental Plan	0.0	10.7	4.8	0.0	13.2	13.2	2.5	14.8	12.5	25.5
0.0 3.7 1.2 0.0 7.5 1.2 1.2 1.2 1.2 1.1 <t< td=""><td>Dependent Health Insurance</td><td>4.8</td><td>10.7</td><td>2.4</td><td>0.0</td><td>9.3 1</td><td>14.0</td><td>4.6</td><td>9.1</td><td>6.8</td><td>28.3</td></t<>	Dependent Health Insurance	4.8	10.7	2.4	0.0	9.3 1	14.0	4.6	9.1	6.8	28.3
21,3 $6,0$ $22,3$ $0,0$ $12,1$ $1,1$ $6,1$ $1,0$ $31,5$ $32,1$ $10,3$ $31,5$ $32,1$ $31,5$ $32,1$ $31,5$ $32,7$ $31,5$ $32,7$	Disability Insurance	0.0	3.7	2. L	0.0	7.5	12.2	1.5	9.1	4.7	18.9
38.9 16.0 5.0 10.7 8.7 10.7 8.7 0.0 13.0 17.0 8.7 9.3 31.5 5.0 10.7 8.7 0.0 13.0 17.0 8.7 9.3 31.5 5.0 10.7 8.4 10.7 8.4 10.7 8.7 9.3 31.5 5.0 10.7 8.4 10.7 13.0 17.0 8.7 9.3 31.5 5.0 10.7 12.8 12.0 2.6 9.3 13.2 14.1 14.8 10.1 5.1 10.7 12.8 12.0 2.7 8.7 0.0 11.6 11.5 2.5 25.0 10.7 12.8 12.0 2.41 18.4 19.6 2.6 26.0 0.0 0.1 11.6 3.3 2.6 14.4 19.2 2.6 20.0 11.1 9.4 2.8 11.6 3.3 2.6 14.4 19.2 2.6 20.0 11.1 9.4 2.8 14.1 11.3 2.6 2.6 <td>Educational Assistance Employee Disconints</td> <td>0.0 1 1 0</td> <td>0.0 1 F</td> <td>0.7 8 c f</td> <td>0.0</td> <td>1.21 23.6</td> <td>1.1</td> <td>- u u</td> <td>6.71 8.00</td> <td>7.05</td> <td>20.2</td>	Educational Assistance Employee Disconints	0.0 1 1 0	0.0 1 F	0.7 8 c f	0.0	1.21 23.6	1.1	- u u	6.71 8.00	7.05	20.2
4.8 10.7 4.7 0.0 13.0 17.0 8.7 9.3 10.1 5.0 10.7 8.4 4.0 9.3 13.2 4.1 14.8 10.1 5.0 10.7 8.4 4.0 9.3 13.2 4.1 14.8 10.1 5.0 10.7 8.4 4.0 9.3 13.2 4.1 14.8 10.1 5.3 0.0 0.0 0.0 5.8 8.2 10.1 11.5 2.5 9.3 10.1 25.0 14.3 13.6 12.0 2.2.2 2.41 2.32 14.1 18.2 2.0.2 26.0 11.1 20.0 0.0 11.5 2.1 2.8 7.4 7.8 2.6.0 20.0 11.1 11.5 7.1 11.3 4.2 13.2 7.4 7.7 20.0 11.5 7.4 13.2 2.1 8.9 7.4 7.7 7.6 20.0 11.5 7.4 13.2 2.7 9.3 7.7 9.3 7.6 7.6	Flex-time	38.9	16.0	6.9	16.7	18.2	17.3	18.4	20.8	31.5	22.2
5.0 10.7 8.4 4.0 9.3 13.2 4.1 14.8 10.1 5.3 0.0 0.0 0.0 5.8 8.0 1.0 11.5 2.5 5.3 10.7 12.8 12.0 2.75 8.2 10.9 11.5 2.5 25.0 14.3 13.6 22.2 24.1 23.2 14.1 18.8 0.0 26.3 15.4 18.8 12.0 $2.2.2$ 24.1 18.2 10.9 20.2 20.0 0.0 1.1 12.8 12.0 23.3 14.1 18.2 26.0 20.0 11.1 9.4 22.2 24.1 18.2 7.4 7.7 22.4 7.4 7.7 7.4 7.7 20.0 11.5 7.4 12.2 21.2 12.2 21.4 7.4 7.7 7.4 7.7 7.4 7.7 7.6 7.6 7.6 7.6 7.6 7.6 7.6 7.6	Health Insurance	4.8	10.7	4.7	0.0	13.0	17.0	8.7	9.3	9.3	30.2
0.0 3.7 0.0 5.8 8.0 1.0 11.5 2.5 5.3 0.0 0.0 0.0 3.7 0.0 1.0 11.5 2.5 5.3 0.0 0.0 0.0 3.7 0.0 1.0 1.5 2.5 5.0 14.3 13.6 2.2.2 24.5 2.7.5 8.2 10.9 2.0 25.0 14.3 13.6 2.2.2 24.1 2.3.2 14.1 18.2 0.0 20.0 0.0 1.2 33.3 26.0 18.4 19.6 29.4 20.0 11.1 9.4 18.8 7.4 13.2 26.0 20.0 11.1 9.4 21.2 18.4 19.6 29.4 20.0 11.1 9.4 21.2 18.4 19.6 29.4 20.0 11.1 12.5 17.1 11.3 21.2 17.4 7.7 5.0 14.0 1.6 2.6 <	Life Insurance	5.0	10.7	8.4	4.0	9.3	13.2	4.1	14.8	10.1	33.3
5.3 0.0 0.0 0.0 3.7 0.0 1.0 1.8 0.0 15.0 10.7 12.8 12.0 24.5 27.5 8.2 10.9 20.2 25.0 15.4 18.8 16.0 33.3 25.0 18.4 19.6 20.2 26.3 15.4 18.8 16.0 33.3 25.0 18.4 19.6 20.2 20.0 0.0 1.1 9.4 2.3 1.8 7.8 2.6 7.4 7.7 20.0 1.11 9.4 2.3 1.15 7.1 11.3 4.2 13.2 15.4 20.0 1.1 9.4 2.2 17.5 2.12 18.8 7.4 7.7 5.0 4.0 0.0 1.8 7.7 8.2 7.6 7.6 5.1 4.0 1.5 7.4 13.2 2.6 7.4 7.7 5.0 11.5 7.4 13.2 2.6 7.4 13.2 7.6 7.6 5.1 17.5 7.4 13.2	Long-Term Disability	0.0	3.7	0.0	0.0	5.8	8.0	1.0	11.5	2.5	17.6
15.0 10.7 12.8 12.0 24.5 8.2 10.9 20.2 25.0 14.3 13.6 2.2 2.4.1 2.3 14.1 18.2 20.2 26.0 0.0 0.0 1.2 18.8 16.0 33.3 26.0 18.4 19.6 29.4 20.0 11.1 9.4 2.3 1.8 7.8 7.1 11.3 4.2 13.2 15.4 20.0 11.1 9.4 2.3 1.1.5 7.1 11.3 4.2 13.2 15.4 5.0 11.1 9.4 2.3 17.5 2.1 18.9 2.1.8 2.1.8 2.1.8 5.0 4.0 0.0 0.0 1.5 7.1 11.3 4.2 13.2 7.6 5.3 11.5 7.6 8.3 7.4 13.2 2.6 7.6 7.6 5.3 17.5 7.4 13.2 2.2.0 4.0 1.1.6 0.0 5.3 17.5 7.4 13.2 2.2.0 4.0 1.1.6 2.6 <td>Maternity Leave</td> <td>5.3</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>3.7</td> <td>0.0</td> <td>1.0</td> <td>1.8</td> <td>0.0</td> <td>5.7</td>	Maternity Leave	5.3	0.0	0.0	0.0	3.7	0.0	1.0	1.8	0.0	5.7
25.0 14.3 13.6 22.2 24.1 23.2 14.1 18.2 26.0 26.3 15.4 18.8 16.0 33.3 26.0 18.4 19.6 29.4 20.0 3.8 15.4 18.8 11.5 7.1 11.3 4.2 13.2 15.4 7.7 20.0 11.1 9.4 2.3 11.5 7.1 11.3 4.2 13.2 15.4 7.7 5.0 11.1 9.4 22.2 17.5 21.2 18.9 21.8 27.4 7.7 5.0 11.5 7.6 9.4 22.2 17.5 21.2 18.9 21.8 2.6 5.0 14.5 7.6 9.3 7.4 13.2 2.6 7.6 9.5 17.5 7.4 13.2 22.0 4.0 11.6 23.6 9.5 17.6 8.3 7.4 13.2 27.8 23.6 9.5 17.6 8.3 7.4 13.2 27.8 23.6 9.0 0.0 3.7 <td< td=""><td>Paid Funeral Leave***</td><td>15.0</td><td>10.7</td><td>12.8</td><td>12.0</td><td>24.5</td><td>27.5</td><td>8.2</td><td>10.9</td><td>20.2</td><td>48.1</td></td<>	Paid Funeral Leave***	15.0	10.7	12.8	12.0	24.5	27.5	8.2	10.9	20.2	48.1
Zeta Tota	Paid Holidays	25.0	14.3	13.6	22.2	24.1	23.2	14.1	18.2	26.0	40.7
20.0 3.8 2.3 11.5 7.1 11.3 2.0 7.4 20.0 11.1 9.4 11.5 7.1 11.3 2.0 7.4 5.6 0.0 0.0 11.6 7.1 11.3 2.12 13.2 17.4 5.0 4.0 2.5 4.2 9.3 7.1 11.3 2.2 15.4 5.0 4.0 2.5 4.2 9.3 7.7 8.2 7.5 7.6 9.5 7.6 8.3 7.4 13.2 22.0 4.0 11.6 9.5 7.6 8.3 7.4 13.2 27.0 4.0 11.6 9.5 17.6 8.3 7.4 13.2 27.0 4.0 11.6 0.0 3.7 7.4 13.2 27.0 4.0 11.6 5.5 0.0 3.7 2.4 13.2 27.0 4.0 11.6 5.5 5.8 0.0 3.7 2.4 13.2 2.0 4.0 11.6 5.6 5.8 0.0 <td>Paid Jury Duty Leave</td> <td>0.02</td> <td>4. C</td> <td>0.0</td> <td>0.0</td> <td>0.00 0 t</td> <td>0.02</td> <td>0.4 0.0</td> <td>9.6 7</td> <td>4.62</td> <td>0.00.0</td>	Paid Jury Duty Leave	0.02	4. C	0.0	0.0	0.00 0 t	0.02	0.4 0.0	9.6 7	4.62	0.00.0
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Paid Personal Leave	0.02	0.0 %	4 C	0.0 7 1	- 1- 1-	0.7	0.7	- 1 - 4 - 4	15.4	21.3
5.6 0.0 <td>Paid Vacation</td> <td>20.0</td> <td>11.1</td> <td>5.2 4.6</td> <td>22.2</td> <td>17.5</td> <td>21.2</td> <td>18.9</td> <td>21.8</td> <td>22.8</td> <td>37.0</td>	Paid Vacation	20.0	11.1	5.2 4.6	22.2	17.5	21.2	18.9	21.8	22.8	37.0
5.0 4.0 2.5 4.2 9.3 7.7 8.2 7.6 7.6 5.3 11.5 7.6 8.3 7.4 13.2 22.0 4.0 11.6 9.5 17.9 9.4 19.2 23.6 23.6 23.6 23.6 23.6 0.0 3.7 7.6 8.3 7.4 13.2 22.0 4.0 11.6 0.0 3.7 7.6 8.3 7.4 13.2 22.0 4.0 11.6 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.6 5.8 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.6 5.8 0.0 3.3 0.0 0.0 0.0 0.0 0.0 5.6 5.8	Paternity Leave	5.6	0.0	0.0	0.0	1.8	0.0	0.0	1.9	0.0	5.5
5.3 11.5 7.6 8.3 7.4 13.2 22.0 4.0 11.6 9.5 17.9 9.4 19.2 23.6 20.4 11.2 27.8 23.6 15.8 11.5 7.6 8.3 7.4 13.2 22.0 4.0 11.6 0.0 3.7 7.6 8.3 7.4 13.2 27.8 23.6 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 0.0 3.8 0.0 0.0 0.0 0.0 0.0 5.5	Profit Sharing	5.0	4.0	2.5	4.2	9.3	7.7	8.2	7.5	7.6	0.0
9.5 17.9 9.4 19.2 23.6 20.4 11.2 27.8 23.6 owance 15.8 11.5 7.6 8.3 7.4 13.2 27.8 23.6 0.0 3.7 2.4 0.0 7.5 14.0 1.6 1.6 10 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 5.8 11 0.0 3.7 2.4 0.0 0.0 0.0 5.5 5.8 11 0.0 3.8 0.0 0.0 0.0 0.0 5.5 5.8 11.6 3.3 2.4 3.4 1.7 7.5 1.6 5.5 5.8 11 0.0 3.3 3.4 3.7 3.4 3.7 5.2 5.2 5.8 11 0.0 0.0 0.0 0.0 0.0 0.0 0.0 5.2 2.2 2.2 2.2 2.2 2.2 2.2 2.2	Relocation Assistance	5.3	11.5	7.6	8.3	7.4	13.2	22.0	4.0	11.6	11.1
15.8 11.5 7.6 8.3 7.4 13.2 22.0 4.0 11.6 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 5.8 0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 5.8 0.0 3.3 0.0 0.0 0.0 0.0 5.5 5.8 0.1 0.3 3.8 3.8 3.8 3.8 3.1 3.1 5.2 5.8	Retirement Plan	9.5	17.9	9.4	19.2	23.6	20.4	11.2	27.8	23.6	40.7
0.0 3.7 2.4 0.0 7.5 14.0 1.6 5.5 5.8 0.0 0.0 0.0 0.0 0.0 0.0 5.2 1.1 1.2 2.8 1.2 2.8 1.1 2.2 2.8 1.2 2.1 2.1 2.1 2.1 2.1 2.2 2.1 2.2 2.1 2.2 2.2	Uniform/Tool Allowance	15.8	11.5	7.6	8.3	7.4	13.2	22.0	4.0	11.6	11.1
10 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Vision Plan	0.0	3.7	2.4	0.0	7.5	14.0	1.6	5.5	8. C	17.0
	Wellness Program	0.0	3.8	0.0	0.0	0.0	0.0	0.0	0.0	D.V.	9.1.9

Table B-2: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2001

*Transportation, Communications, & Public Utilities. **Finance, Insurance, & Real Estate. ***Includes Bereavement Leave.

Employee Benefits in Wyoming: 2001

-	,	- -	Number of Employees	OVERS		
Benefit	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	0.8%	1.5%	2.0%	0.8%	1.7%	5.9%
Christmas Bonus	48.0	67.5	64.6	51.2	47.5	28.9
Dental Plan	20.7	35.6	50.3	56.3	66.7	87.1
Dependent Health Insurance	27.4	50.5	62.5	75.2	75.8	93.2
Disability Insurance	11.0	13.3	25.3	21.4	35.6	55.7
Educational Assistance Employee Discounts	19.3 31 8	0.62	20.0 20.0	30.0 46.4	45.3 25.0	13.6
Elex-time	8.00	23.3	0.00	4.04 2.4.2	0.00 8 BC	32.3
Health Insurance	40.8	63.2	72.0	78.6	78.7	96.3
Life Insurance	20.4	42.6	53.3	55.6	67.7	90.3
Long-Term Disability	9.1	0.6	14.3	16.4	38.3	48.1
Maternity Leave	2.7	5.0	6.2	6.5	8.1	12.8
Paid Funeral Leave*	29.4	40.0	41.4	54.4	58.3	66.4
Paid Holidays	49.1	66.0	71.5	72.2	69.4	86.7
Paid Jury Duty Leave	40.5	50.0	47.0	54.8	46.7	74.6
Pala Personal Leave	12.3	18.2	1.22	6.71	19.4	30.8
Paid Sick Leave Daid Variation	31.9 FF 3	30. I 75 A	49.7 06.0	49.0 0.2 2	c.14 2 م	02.20 DD F
raiu vacauori Paternity Leave	0.00	0.4 م ج	0.00	0.00 D A	00.00 1 A	0.70 D T
Profit Sharing	8.7	0,00	22.7	20.2	20.3	25.6
Relocation Assistance	6.4	13.5	12.8	15.3	34.5	35.9
Retirement Plan	23.8	36.8	54.6	64.8	66.7	88.1
Uniform/Tool Allowance	16.1	21.1	34.2	27.6	39.0	32.8
Vision Plan	9.2	15.8	32.0	28.8	26.7	45.1
Wellness Program	5.3	7.5	9.4	14.8	35.0	38.9
	0.0	0:0	0.7	0.2	1.5.1	12.7
Part-Time Employees						
Child Care	2.2%	2.6%	3.5%	7.0%	7.0%	20.3%
Dental Plan	+ 0 0 1	τ, τ Γα	10.2	0.0 V 0	- 	0.7
Dependent Health Insurance	2.9	8.2	7.8	0.0	10.2	23.8
Disability Insurance	2.9	3.1	6.1	3.8	4.2	13.4
Educational Assistance	7.3	7.7	11.3	10.0	9.3	25.4
Employee Discounts	27.8	38.5	40.5	35.6	27.9	35.0
Flex-time	22.5	17.9	24.6	11.9	25.6	29.1
Health Insurance	6.2	9.4	7.8	10.3	10.4	23.8
Life Insurance	4./	10.0	ء بن م ند	0.1 L	2.21	7.02
LONG-TENT DISADIMY Maternity Leave		0.2 9 Q	1 7	0.C	4.0 4	1 7
Paid Funeral Leave*	11.3	20.1	13.9	20.6	24.5	28.1
Paid Holidays	16.0	16.0	23.5	19.0	34.7	35.8
Paid Jury Duty Leave	18.3	27.5	20.5	28.3	19.6	46.7
Paid Personal Leave	2.9	5.7	5.3	5.7	4.0	20.3
Paid Sick Leave	6.1	10.6	15.2	9.6	12.8	25.6
Paid Vacation	13.6	18.4	21.6	18.8	25.5	37.5
Paternity Leave	0.0	9.0	0.6 0	9.L	0.0	1.6
Profit Sharing Belocation Assistance	3.3 1 1	0.7 %	0.7	9.0 2 0	5.4 0.0	0./1 8.11
Retirement Plan	0.6	16.0	18.8	20.2	20.8	49.6
Uniform/Tool Allowance	9.5	11.0	19.3	10.2	1.7.1	17.5
Vision Plan	1.8	5.6	7.0	3.9	4.3	14.9
Wellness Program	1.5	0.7	0.9	1.0	0.0	5.8
Work-at-home Option	35.4	46.8	42.5	21.2	36.4	17.6

Table B-3: Percentage of Companies Providing Select Benefits to Their Full- and Part-Time Employees in Wyoming by Firm Size, 2001

*Includes Bereavement Leave.

Benefit	Southwest	Southeast	Region Central	Northwest	Northeast	Statewide*
Eull Time Employees						
Child Care	20 C	1 6%	1 5%	%U U	1 0%	2 2%
Christmas Bonus	2.7.0	53.2	50.5 50.3	8/0:0 4 CC	57.0	33.3
Dental Plan	41.7	44.4	36.7	30.6	41.9	74.6
Dependent Health Insurance	49.3	53.5	52.2	42.6	49.7	85.4
Disability Insurance	19.5	20.5	18.1	17.3	18.9	44.2
Educational Assistance	22.1	31.6	30.3	24.2	23.7	48.0
Employee Discounts	39.3	41.3	37.4	44.3	41.0	40.7
Flex-time	28.1	28.7	20.3	21.9	23.7	31.9
Health Insurance	62.6	64.6	61.2	48.6	60.6	90.2
	41.0 151	42.0	40.7	5.05.	42.8	80.5 40 F
Long-Term Disability Matemity Leave	о. – Л. Б. Г.	14.9 A F	10.1	13.U	1.1.1 5.7	6.04 7.07
Naterinity Leave Daid Fineral Leave**	0.0 36.6	0.0	4.4	2.2	37.8	C.21 1 4 2
Paid Holidavs	56.6	71.1	64.9	56.5	61.6 61.6	80.5
Paid Jury Duty Leave	45.4	55.6	49.0	45.4	41.4	65.0
Paid Personal Leave	19.7	19.0	17.71	14.1	18.4	27.9
Paid Sick Leave	42.0	50.0	37.9	33.9	38.0	55.3
Paid Vacation	68.1	74.6	71.8	68.5	74.4	85.4
Paternity Leave	2.5	4.8	2.6	2.2	3.2	3.3
Profit Sharing	13.6	17.5	13.5	8.2	10.9	30.6
Relocation Assistance	12.2	14.1	15.6	7.3	12.9	35.0
Retirement Plan	43.1	47.9	16.0	33.2	37.1	79.7
Uniform/Tool Allowance	23.0	25.4	24.1	19.2	21.7	37.5
Vision Plan	19.9	25.0	19.1	20.1	12.7	37.2
Wellness Program	11.1	11.4	8.6	9.4 0.0	0.6	34.4
work-at-nome Option	9.4	10.3	0.1	3.8	0.6	6.01
Part-Time Employees						
Child Care	4.0%	6.7%	3.5%	3.6%	5.0%	17.0%
Christmas Bonus	4.7	7.3	6.8	4.3	6.7	11.1
Dental Plan	8. c.	0.0 , ,	11.0	6.3 ,	8.0	23.1
Displitive Insurance	ά. 2 ο ο	0.4 c	12.4	0.0 2.0	N C	2 Z Z . 4
Educational Assistance	0.0	10.0	4.0 1.4.1	τ.0 7 Α	0.0 9 F	0.71 V 10
Employee Discounts	0.0		31.0	0.0 C	317	29.0
Flex-time	21.1	24.3	17.0	18.6	18.6	32.7
Health Insurance	7.1	0.9	13.6	8.3	9.1	22.2
Life Insurance	3.9	4.6	12.2	7.5	13.4	24.8
Long-Term Disability	2.7	2.7	4.9	1.4	3.5	9.8
Maternity Leave	1.3	0.7	0.7	0.7	1.7	2.8
Paid Funeral Leave**	11.0	23.2	20.0	15.2	12.6	27.2
Paid Holidays	14.0	C.42	20.0 25	10.4	18.4	30.2
Paid July Duly Leave Paid Personal Leave	1.61	0.02	0.0V 2.0	5.72 1 C	4.1.V C C	44.0 15.1
Paid Sick Leave	6.4	15.8	14.0	9.7	10.8	18.1
Paid Vacation	11.0	23.8	22.0	16.9	18.5	34.3
Paternity Leave	1.3	0.0	0.7	0.7	0.8	0.9
Profit Sharing	4.7	9.2	5.6	2.8	4.2	17.0
Relocation Assistance	2.0	0.7	4.2	2.9	0.8	12.1
Retirement Plan	15.8	17.1	16.0	11.7	18.5	47.2
Uniform/Tool Allowance	12.8	15.8	16.0	α, c	5.0	20.0
	0 0 V 0	4.7	υ. 10	9. C	- 5 0	4.0
Wettriess Program Work-at-home Ontion	3.3	37.1	2.0 38.1	0.0	3.3	0.0
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Table B-4: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Region, 2001

Wyoming Department of Employment

*Locations in more than one county. **Includes Bereavement Leave.
 Table B-5:
 Percentage of Full- and Part-Time Employees Offered Select Benefits in

 Wyoming, 2001
 Percentage of Full- and Part-Time Employees Offered Select Benefits in

Benefit Type	Full-Time	Part-Time
Child Care	8.2%	18.7%
Christmas Bonus	32.2	9.2
Dental Plan	83.6	19.8
Dependent Health Insurance	92.0	23.8
Disability Insurance	60.1	15.2
Educational Assistance	60.7	25.6
Employee Discounts	43.3	36.9
Flex-time	34.9	31.1
Health Insurance	94.1	23.9
Life Insurance	87.6	23.9
Long-Term Disability	50.9	13.6
Maternity Leave	21.1	5.0
Paid Funeral or Bereavement Leave	71.3	28.9
Paid Holidays	87.1	34.4
Paid Jury Duty Leave	75.8	50.1
Paid Personal Leave	37.1	22.7
Paid Sick Leave	70.2	26.9
Paid Vacation	91.0	34.6
Paternity Leave	7.6	4.9
Profit Sharing	26.7	17.1
Relocation Assistance	45.7	13.8
Retirement Plan	84.3	42.3
Uniform/Tool Allowance	41.4	32.0
Vision Plan	46.1	16.0
Wellness Program	42.9	5.6
Work-at-home Option	16.3	20.1

				-	Industry					
Benefit	Adriculture	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Government
Fill Time Emelances		n		0			5			
Child Care	7000	2 F.02	7000	%U U	700	706 1	10.0%	706 0	76 D ⁰ 2	4 E ⁰²
Christmas Bonus	72.5	71.0	67.9	34.6	8.2	29.2	21.2	30.6	42.5	5.8
Dental Plan	41.3	93.5	71.0	58.5	80.1	88.3	83.9	80.5	89.5	85.9
Dependent Health Insurance	75.1	97.8	77.2	89.6	86.7	94.3	90.2	85.8	91.8	99.3
Disability Insurance	11.0	81.2	31.7	62.0	43.5	65.6	54.8	74.2	64.8	63.1
Educational Assistance	26.7	76.1	9.4	60.1	43.2	70.2	58.0	82.5	64.9	70.9
Employee Discounts	19.8	54.7	34.0	66.6	57.3	77.9	46.2	44.3	58.8	11.2
Flex-time	33.6	15.7	9.9 0.00	9.7L	0./1 00 4	8.6 0E 2	43.6 02 E	41.9 00.1	47.9	41.9
Teattri Ilisui ance Lifo Insuranco	02.7 F1 0	0.44	07:0	9.0.6	0.70	5.07 7 10	C.24 C.20	6 0	74:7 00 0	7.77 0.70
Lite manue Long-Term Disability	0.1 C	0.45	4.00 1.0	0.40 2 C T	68.0 68.0	61.7	0.00 0.07	7 7 7	909 709	56.4
Maternity Leave	17.0	61.2	0.3	0.4	11.7	3.3	28.9	47.8	6.9	25.4
Paid Funeral Leave***	51.6	80.4	33.6	66.5	64.3	42.3	70.5	89.5	66.6	90.6
Paid Holidays	78.8	86.8	47.5	94.0	86.0	0.99.0	78.1	95.3	92.0	97.5
Paid Jury Duty Leave	71.0	81.9	30.1	67.0	76.6	37.3	71.4	89.4	75.8	96.9
Paid Personal Leave	32.8	63.7	17.7	15.9	1.7	10.7	12.9	69.1	38.8	59.6
Paid Sick Leave	71.4	77.1	20.5	46.6	68.2	86.6	59.2	50.1	68.9	98.4
Paid Vacation	87.1	98.3	83.7	96.6	90.2	98.7	90.4	52.6	87.7	97.5
Paternity Leave	16.3	0.0	0.3	0.4	0.8	0.0	0.3 1	26.8	4.6	21.9
	26.7	26.1	23.0	24.7	52.7	63.0	5.05 2.02	20.7	24.1	0.1.0
Relocation Assistance	/ 61	0.4.0	13.3	33.5	6.62	52.20	49.3	21.0 0F F	4/.0	2.1.6
reurement Plan Haferm/Tool Allowanco	54.4 101	97.0 000	00.4 22.0	04:3 40 1	00.4 7 7 7	00.4 E 7 7	00.0 U	0.00	5.14 4.40	01.1 AF 7
	1.41	2.00	4.77 4.72	40.7	0/.Z	4. / C C	0.4.0	0.0 1 0.0	20.0 11 E	40.7
Wellness Program	11 2	76.3	23.0	2.00	8.50	48.2	7.4	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0.54	7.00 1.00
Work-at-home Option	13.2	6.0	7.0	0.7	10.6	1.9	1 7 N	7.7	30.6	30.7
Dout Time Fundances										ĺ
Child Care	%0.0	16.1%	%U U	1 7%	4 5%	7.6%	4.6%	32 7%	28 5%	31.4%
Christmas Bonus	1.8	4.3	0.0	2.6	1.6	6.4	1.5	2.7	18.8	13.2
Dental Plan	0.0	2.0	0.0	0.0	2.6	3.6	10.2	2.2	14.5	31.7
Dependent Health Insurance	1.5	6.0	0.7	0.0	3.8	30.3	18.2	15.9	23.7	39.6
Disability Insurance	0.0	0.0	6.8	0.0	2.6	3.7	0.4	15.9	18.2	36.2
Educational Assistance	13.4	3.4	1.8	2.4	5.8	6.4	13.4	29.2	34.0	40.4
Employee Discounts	17.0	36.2	19.4	71.2	82.7	53.8	55.4	26.5	39.5	8.0
Flex-time	19.1	22.7	3.0	26.3	7.7	24.6	34.5	43.0	43.9	19.5
Health Insurance	1.5	0.9 1	1.0	0.0	4.8	29.9	18.8 18.8	16.1	23.5	39.2
Lite Itisulatice	0 0		4. C	/ · · 0	o c v c	о ц о с	0.0	0.71	C:/2 J C F	47.4
Maternity Leave	21.7	0.0			1.9	0.0	0.0	0.0	0.0	16.0
Paid Funeral Leave***	23.1	4.2	8.0	5.3	76.5	30.1	12.9	14.2	27.1	51.2
Paid Holidays	24.7	26.0	10.7	32.8	8.3	35.8	39.4	16.1	33.7	36.0
Paid Jury Duty Leave	27.8	9.7	48.7	11.2	83.2	49.4	37.6	24.9	45.2	74.4
Paid Personal Leave	25.5	0.0	5.7	2.3	0.0	13.4	7.6	12.5	21.9	49.2
Paid Sick Leave	23.1	2.0	0.7	23.4	4.5	13.8	4.5	11.6	31.7	59.1
Paid Vacation	6.3	22.0	8.4	33.0	4.5	32.0	39.2	23.5	40.9	32.4
Paternity Leave	21.7	0.0	0.0	0.0	0.0	0.0	0.0	5.3	0.0	15.8
Profit Sharing	5.4	21.5	1.2	16.1	76.9	6.4	32.6	13.0	10.4	0.1
Relocation Assistance	8 0 5 0	0.0	10.3	0.0	0.1	2.2 1 1 D	12.Z	8 0 0C	18.0	10.3 F2 2
remement rian Haiform/Tool Allowance	10.7	24.7 20.8	4.0 7.0	4.1.5	715	14.9	0.00 C	0.42	1.7.7	00.0 23 F
Vision Plan	0.0	2.0	0.0	0.0	2.6	3.6	10.2	2.2	14.5	31.7
Wellness Program	0.0	16.1	0.0	0.0	0.0	0.0	0.0	0.0	16.3	5.0
Work-at-home Option	34.4	78.5	31.5	23.6	5.1	25.9	15.3	31.8	37.9	6.9

Table B-6: Percentage of Full- and Part-Time Employees Offered Select Benefits in Wyoming by Industry, 2001

*Transportation, Communications, & Public Utilities. **Finance, Insurance, & Real Estate. ***Includes Bereavement Leave.

2	, -		Number of Employees	oyees		
Benefit	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	0.8%	0.7%	2.1%	0.9%	0.0%	11.7%
Christmas Bonus	55.9	60.1	66.3	49.8	62.3	19.9
Dental Plan	25.3	46.3	58.3	65.6	85.2	91.4
Dependent Health Insurance	35.4	60.7	68.1	81.9	88.6	99.1
Disability Insurance	13.6	20.0	27.6	31.8	64.5	0.69
Educational Assistance	22.3	36.8	30.7	38.2	65.4	67.2
Employee Discounts	34.4	36.2	41.5	47.2	55.9	41.1
Flex-time	26.0	24.8	21.2	21.5	31.6	38.8
Health Insurance	47.1 27.0	/0.4	8.17	85.4	0.1.0	1.99
Life Insurance	20.2	0.4.0 1E 0	02.0	0.70	85.9	9.0Y
LUIG-TEITH UISAUTHY Maternity Leave	10.4 D	13.6	10.0 F 3	24.4 6.0	50.5	0.00 2.10
IVIAIEITIITY LEAVE Daid Funoral Loavo*	6.Z 0 00	12.0	7.0 V F V	0.9 50 1	1.14	C.12 C.77
Paid Holidave	27.0 51.6	47.Z 75.1	4.1.4 71 O	1.40	0.Z.1 8.7.8	2.11
Paid hirv Duty Leave	20.0	1.01	1.1	57.6	0.70 L UL	92.1
raiu jury Duty Leave Paid Personal Leave	37.3 10.8	2002	40.0 0.0 Q	18.8	47.1	40.3
Paid Sick Leave	33.5	45.1	52.5	46.1	71.0	76.9
Paid Vacation	64.1	80.2	87.7	89.7	92.8	92.5
Paternity Leave	2.2	2.9	3.6	2.6	1.1	10.2
Profit Sharing	9.6	15.3	28.5	24.0	15.0	30.2
Relocation Assistance	6.4	24.5	14.5	21.8	60.3	50.7
Retirement Plan	26.3	49.1	55.7	69.9	86.2	91.6
Uniform/Tool Allowance	16.9	18.7	31.5	30.3	24.7	48.6
Vision Plan	9.3	16.2	33.6	38.3	52.7	49.5
Wellness Program	5.4	11.1	10.6	15.7	63.0	47.8
Work-at-home Option	5.4	6.5	5.8	9.6	10.7	19.9
Part-Time Employees						
Child Care	1.4%	2.6%	2.3%	8.4%	8.4%	24.2%
Christmas Bonus	9.1	5.1	5.2	3.8	9.1	10.5
Dental Plan	4.7	6.4	4.2	7.4	4.2	25.5
Dependent Health Insurance	2.1	6.6	3.7	18.3	10.0	29.4
Disability insurance	6.4 * ×	8.0	0.7	0.9 0 * 1	0.0	1.61
Equicational Assistance	0.4	22 CC	12.1	14.8	C.OI	0.15 C 2C
	50.4 26.4	00.00 10.0	1.04	31.7 16 7	1.01	30.Z
Health Insurance	4 1 A 1	7.01	3.0	13.7	11 2	0.45
		i c	, L , L	19.4	1.1.1	200
Long-Term Disability	1.9	0.4	1.2	3.5	5.5	18.2
Maternity Leave	0.0	1.7	2.8	8.0	0.8	5.7
Paid Funeral Leave*	10.0	17.3	13.7	28.2	35.2	31.2
Paid Holidays	17.3	15.2	25.9	20.4	27.9	39.4
Paid Jury Duty Leave	15.5	23.6	21.9	40.9	23.3	59.0
Paid Personal Leave	2.1	5.7	9.1	9.9	6.5	28.8
Paid Sick Leave	6.7	10.1	16.8	17.2	11.1	32.3
Paid Vacation	14.6 0.0	20.6	26.8	18.3	33.2	39.1
Paternity Leave Drofit Sharing	0.0	2 E	2:0 0 E	0.0	0.0	0.0 C
Polocation Accistance	1.2	ο Γ	0:4 V C	1.0 L C		7.22
Retirement Plan	2.7	1.0	2.7 19.9	24.6	13.7	52.4
Uniform/Tool Allowance	9.4	9.5	25.3	8.8	38.0	37.1
Vision Plan	1.6	3.0	2.3	2.1	3.9	21.4
Wellness Program	2.3	1.1	2.1	3.6	0.0	7.1
Work-at-home Option	39.5	45.8	52.5	17.4	17.4	15.6

Table B-7: Percentage of Full- and Part-Time Employees Offered Select Benefits in Wyoming by Firm Size, 2001

*Includes Bereavement Leave.

Mathematical and contraction Addition Addition Addition Addition Addition 12.0 7.0 7.0 7.0 7.0 7.0 Definition 12.0 7.0 7.0 7.0 7.0 7.0 7.0 7.0 Definition 12.0 7.0	Benefit	Southwest	Southeast	Central	Northwest	Northeast	Statewide*
12.6% 5% 3/6% 0.0% 3/4% 0.0 0.3 0.4% 0.0% 3/4% 3/4% 0.1 0.3 0.4% 0.0% 3/4% 3/4% 0.1 0.3 0.4% 0.0% 3/4% 3/4% 0.1 0.3 0.4% 0.0% 3/4% 3/4% 0.1 0.3 0.4% 0.1% 0.1% 3/4% 0.1 0.3 0.4% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1% 0.1% 0.1 0.1% 0.1% 0.1% 0.1%	Full-Time Employees						
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Child Care	12.8%	6.9%	24.5%	0.0%	3.4%	2.4%
	Christmas Bonus	50.3	17.9	46.4	44.7	51.4	15.1
Introduct 710 701	Dental Plan	91.3	74.6	83.6	66.6	73.4	91.6
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Dependent Health Insurance	93.0	90.5	91.5	83.0	87.2	95.9
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Disability Insurance	69.69	68.2	62.3 XFF	36.2	50.0	60.7 7.2.7
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Employed Discounts	1.00	1.2.1	00.00	38.4 20.4	9.06	03.7
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Employee Discounts Flax-time	03.7 27 4	40.9 03 6	00.0 33 F	30.0 16 8	41.0 311	0.72 0.42
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Health Insurance	1:/2 94.6	94 D	8000	84.8	C.06	6.79
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Life Insurance	90.5	87.5	86.7	72.1	81.3	92.1
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Long-Term Disability	36.0	57.6	57.7	26.3	42.3	60.5
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Maternity Leave	43.6	12.7	9.5	7.1	7.0	26.2
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paid Funeral Leave**	69.3	80.2	82.3	55.3	69.3	67.5
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Paid Holidays	82.8	94.4	0.02 10.02	78.4	G.41	7.68
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paid July Duly Leave Daid Dersonal Leave	7.0.2 7.6.0	0.70	7.0.0 7.2 B	7.10 2.70	00.Z	1.1.1 22 F
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paid Sick Leave	9.08	68.6 68.6	58.7	62.6	2007	76.0
08 95 47 71 24 108 95 10 24 71 24 108 81.4 81.7 81.6 71 24 108 81.4 81.7 80.0 81.1 713 24 109 81.4 81.7 80.0 81.1 713 24 101 73.7 80.0 81.1 82.2 243 243 101 101 101.7 104.4 15.7% 443 243 101 101.7 10.6 17.1 14.2 23.6 21.7% 443 101 101.7 24.2 23.6 21.7% 14.4 21.1 101 11.7 24.2 23.6 21.7 21.3 21.4 101 11.7 24.2 23.3 21.4 21.1 21.6 101 20.3 11.7 21.4 21.3 21.4 21.4 20.3 11.7 21.4	Paid Vacation	89.5	88.8	86.7	92.9	96.0	92.8
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Paternity Leave	9.8	9.5	4.7	7.1	2.4	8.5
$ \left(\begin{array}{cccccccccccccccccccccccccccccccccccc$	Profit Sharing	10.9	39.5	16.2	12.8	25.2	37.0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Relocation Assistance	55.3	37.0	54.0	16.3	34.3	51.7
ne 727 32.9 46.5 17.8 413 723 225 36.6 311 46.5 113 46.3 413 123 123 225 36.6 317 46.3 15.76 46.3 57.9 45.3 103 10.5 11.7 36.6 21.76 19.46 15.76 46.3 10.5 11.7 36.6 21.76 19.46 15.76 46.3 10.5 11.7 36.6 21.76 10.9 10.9 15.76 10.9 10.5 11.7 22.6 22.3 22.3 22.1	Retirement Plan	88.4	81.7	86.0	68.1	71.8	90.3
708 669 311 482 220 123 220 35 42 220 123 366 133 566 1578 1578 103 105 117 31 1166 1166 155 112 2202 113 1166 22178 1578 165 112 266 2178 19.46 311 116 165 112 2228 113 116 221 221 157 142 2228 213 232 213 221 211 203 213 213 213 222 231 211 203 213 213 213 221 221 106 1149 213 213 213 213 214 211 203 213 213 213 213 214	Uniform/Tool Allowance	27.7	32.9	46.5	17.8	41.3	56.4
1 52.0 22.5 42.0 35.7 46.3 Indree 13.7 10.7 11.7 11.7 15.7% 15.7% 16.5 11.7 22.6 21.7% 16.7 15.7% 15.7% 16.5 11.7 22.6 21.7% 19.4% 15.7% 15.7% 16.5 11.7 22.6 22.6 20.6 20.1 15.7% 16.5 11.7 22.6 20.6 20.6 20.1 20.7 21.1 22.6 22.6 20.6 20.6 20.1 20.1 21.1 22.6 22.6 20.6 20.1 20.1 20.1 16.6 1170 22.6 20.1 20.1 20.1 20.1 20.0 20.6 20.6 20.6 20.1 20.1 20.1 20.0 20.6 20.6 20.6 20.6 20.1 20.1 20.1	Vision Plan	70.8	46.9	31.1	48.2	22.0	46.0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Wellness Program	0.75	6.77	42.0	35.7	40.3 0.7	49.1
23.1% 3.6% 21.7% 19.4% 15.7% unence 1.5 1.17 3.1 1.16 1.03 1.5 1.71 3.1 1.16 1.5 1.5 1.71 3.1 1.16 1.5 1.5 1.5 2.2.6 0.8 1.09 1.5 1.1 2.2.8 2.0.4 2.1 2.0.9 2.11 2.12 2.2.8 2.1.3 2.2.1 2.1 2.11 2.14 2.1.2 2.2.5 2.1.3 2.1.3 2.1.3 2.13 2.14 2.1.7 2.1.3 2.2.1 2.2.1 2.2.1 2.14 2.1.7 2.1.3 2.1.3 2.1.3 2.2.1 2.2.1 2.16 1.1,7 2.1.3 2.1.3 2.1.3 2.2.1 2.2.1 2.16 1.1,7 2.1.3 2.1.3 2.1.3 2.2.1 2.2.1 2.17 2.1.3 2.1.3 2.1.3 2.1.3 2.1.3 2.1.3 2.		12:3	13.3	20.0	3.5	9.1	20.2
13.1% 3.6% $2.1.7\%$ 19.4% 15.7% h Insurance 16.5 11.7 22.6 15.7 11.6 16.5 11.7 22.6 10.3 10.6 11.6 10.6 16.5 11.7 22.6 11.3 22.8 11.3 12.1 ance 23.1 22.6 22.8 23.8 22.1 22.1 ance 23.1 22.6 21.7 22.8 23.1 23.1 ance 23.2 21.7 22.6 31.9 23.1 23.1 11/y 26.4 21.7 21.7 21.3 21.3 21.3 ance 23.2 21.7 31.4 21.3 21.3 21.4 ance 23.2 31.9 31.9 21.7 21.3 21.4 ance 23.2 21.7 31.9 21.7 21.4 21.4 ance 23.2 21.0 31.9 21.7 21.3 21.1	Part-Time Employees						
Instruction 10.3 20.4 32.6 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.4 20.3 20.4 20.4 20.3 20.4 20.3 20.4 20.3 20.4 20.4 20.4 20.3 20.4	Child Care	23.1%	3.6%	21.7%	19.4%	15.7%	22.0%
Tance 10.3 11.7 2.20 0.0 21.1 20.3 14.2 22.8 20.4 21.1 20.3 14.2 22.8 11.3 21.1 27.2 27.2 20.8 20.4 16.6 17.8 22.5 22.6 20.8 16.6 17.9 26.4 22.5 24.2 16.6 17.7 21.7 0.8 20.8 20.0 16.4 21.7 0.8 20.8 22.8 0.3 31.0 21.7 0.8 21.3 20.0 16.4 21.7 0.1 0.1 21.3 22.8 20.0 31.0 31.1 0.1 0.1 23.2 24.0 31.0 51.1 0.1 0.1 23.2 24.0 33.3 0.1 14.5 0.1 25.9 20.6 33.4 11.7 0.1 0.1 24.1 21.1 21.1 21.5 0.1	Christmas Bonus	10.3	0.01 5 5 5 5	1./1	3.1 1	11.6	0.9 01.1
20.3 1.0.0 20.4 20.4 20.4 20.4 21.1 20.4 20.4 20.4 20.4 20.4 21.1 20.4 20.4 20.4 20.4 20.4 21.1 20.6 14.9 20.5 24.2 27.2 245 20.0 16.4 21.7 20.8 21.3 20.0 16.4 21.7 20.8 21.3 20.0 16.4 21.7 21.3 21.3 20.0 16.4 21.7 21.3 21.3 20.0 16.4 21.7 21.8 21.3 20.0 16.4 21.7 21.8 21.3 20.0 16.4 21.7 21.8 21.3 20.0 16.4 21.7 21.8 21.3 21.7 21.3 31.9 31.9 21.4 22.4 31.0 53.0 51.4 51.1 21.7 21.6 31.9 31.9 21.1 21.8 21.7 21.6 31.9 21.1 21.9 21.7 21.6 32.9 21.1 21.9 21.7 21.6 32.9 21.1 21.9 21.7 21.6	Denendent Health Insurance	10.3	11.7	36.0	0:01 7 OC	10.7	1.02
21.0 24.1 24.2 23.2 45.2 22.5 22.5 24.2 16.4 17.7 31.4 21.3 16.5 17.7 31.4 21.3 16.3 17.7 31.4 21.3 20.0 16.4 21.7 0.8 22.8 0.3 36.8 24.2 23.0 16.4 21.7 0.8 22.4 31.0 37.9 30.9 23.2 24.0 31.0 14.5 23.2 24.0 31.0 14.5 23.2 24.0 31.0 14.5 23.2 24.0 31.0 14.5 23.2 27.6 30.9 14.7 24.7 27.6 30.9 14.7 27.8 0.0 33.3 0.1 23.8 0.0 33.9 14.7 23.8 0.0 33.9 14.9 23.8 0.0 33.3 0.1 23.8 27.6 39.9 44.9 23.8 27.9 30.9 44.9 23.8 27.9 39.9 44.9 33.0 16.1 4.2 11.5 34.0 16.1 14	Disability Insurance	2.00	0.01	20.7 A C C	40.4 7 2	12.5	20:2 12 D
45.2 27.2 42.0 37.9 24.3 17.8 22.5 24.2 16.6 17.4 36.8 20.8 16.5 17.7 31.4 21.3 16.3 17.7 31.4 21.3 20.0 16.4 21.7 0.8 23.2 20.0 16.4 21.7 0.8 23.2 20.0 16.4 21.7 0.8 23.2 24.0 31.9 30.9 30.9 23.2 24.0 31.9 30.9 30.9 23.2 24.0 53.0 31.9 30.9 23.2 24.0 53.0 31.9 30.9 23.2 20.6 30.9 31.9 30.9 23.1 27.6 30.9 31.1 31.1 23.8 0.0 3.3 0.1 31.1 7.1 7.1 16.1 42.9 13.1 7.1 7.1 27.6 30.9 44.9 7.1 7.1 16.1 42.9 13.1 7.1 7.1 16.1 42.9 13.1 7.1 7.1 16.1 42.9 13.9 7.4 5.5 39.7 3	Educational Assistance	21.1	26.4	34.2	23.8	28.1	24.1
24.3 17.8 22.5 24.2 16.6 14.9 36.8 20.8 16.3 17.7 31.4 21.3 20.0 16.4 21.7 0.18 20.1 22.2 0.3 33.4 21.3 20.0 16.4 21.7 0.18 20.8 21.1 21.7 31.4 21.3 21.3 22.2 0.3 16.4 21.7 0.18 23.2 24.0 53.0 14.5 50.1 23.2 24.0 53.0 14.5 50.1 23.3 20.6 38.4 13.1 20.9 34.7 27.6 30.9 14.5 50.1 37.1 17.5 27.6 30.9 14.1 17.5 27.6 30.9 13.1 23.8 0.0 3.3 0.1 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 15.5 39.7 33.1 14.0 5.5 39.7 33.1 14.0 15.3 2.1 4.	Employee Discounts	45.2	27.2	42.0	37.9	29.7	37.7
16.6 14.9 36.8 20.8 16.3 17.7 36.8 20.8 20.0 16.4 21.7 21.3 20.0 16.4 21.7 21.3 20.0 16.4 21.7 0.8 22.8 0.3 31.9 31.4 21.3 23.2 24.0 31.0 53.0 14.5 23.2 55.9 31.0 53.0 14.5 25.2 31.0 53.0 14.5 30.9 27.6 31.0 53.0 14.5 50.1 34.7 27.6 30.9 19.1 13.1 37.1 16.1 4.2 17.1 19.1 7.1 16.1 4.2 17.5 33.9 0.1 7.1 16.1 4.2 37.0 11.5 33.1 7.1 16.1 4.2 17.5 33.7 33.1 7.4 15.5 39.7 33.1 6.1 14.0	Flex-time	24.3	17.8	22.5	24.2	33.8	40.2
16.3 17.7 31.4 21.3 20.0 16.4 21.7 0.8 22.8 0.3 33.9 3.19 0.8 22.8 0.3 33.9 31.9 0.8 22.4 31.0 53.0 14.5 0.8 22.4 31.0 53.0 14.5 0.1 22.4 31.0 53.0 14.7 50.1 22.5 34.2 34.2 41.7 50.1 34.7 27.6 38.4 13.1 34.7 27.6 30.9 19.1 34.7 27.6 33.9 0.1 7.1 16.1 42.9 13.1 7.1 16.1 42.9 0.1 3.0 16.1 42.9 0.1 3.1 16.1 42.9 0.1 3.1 16.1 16.1 6.1 3.1 16.1 16.1 6.1 3.2 20.5 39.7 33.1 <t< td=""><td>Health Insurance</td><td>16.6</td><td>14.9</td><td>36.8</td><td>20.8</td><td>22.4</td><td>26.1</td></t<>	Health Insurance	16.6	14.9	36.8	20.8	22.4	26.1
20.0 16.4 21.7 0.8 22.8 0.3 3.3 0.1 0.1 23.2 2.2.8 0.3 3.3 0.1 0.1 23.2 24.0 31.0 53.0 14.5 50.1 22.4 31.0 53.0 31.9 30.9 14.5 23.5 20.6 33.4 17.1 50.1 14.5 23.8 31.0 57.6 30.9 14.1 50.1 34.7 27.6 30.9 31.1 17.1 50.1 37.1 16.1 16.1 4.2 11.5 3.3 16.1 16.1 4.2 11.5 3.0 12.5 12.5 33.7 0.1 37.0 14.0 5.5 33.7 4.1 14.0 5.5 38.7 33.7 21.4 17.0 14.0 5.5 38.7 4.1 14.0 15.3 20.1 6.1 4.1 <t< td=""><td>Life Insurance</td><td>16.3</td><td>17.7</td><td>31.4</td><td>21.3</td><td>27.1</td><td>26.2</td></t<>	Life Insurance	16.3	17.7	31.4	21.3	27.1	26.2
22.8 0.3 3.3 0.1 22.4 31.9 30.9 25.9 24.0 53.0 14.5 55.9 34.2 41.7 50.1 22.4 31.0 53.0 14.5 55.9 20.6 53.0 14.5 27.6 38.4 13.1 27.6 30.9 19.1 17.5 27.6 30.9 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.1 16.1 4.2 7.3 20.6 39.7 3.0 14.0 5.5 14.0 15.3 2.1 14.0 15.3 2.1 15.3 11.3 4.1 16.1 15.3 2.1 17.5 19.2 10.0 14.0 15.3 2.1 14.0 15.3 3.1 14.0 15.3 3.1 14.0 15.3 3.	Long-Term Disability	20.0	16.4	21.7	0.8	13.4	11.1
2.3.2 2.4.0 51.9 30.9 2.3.4 31.0 53.0 14.5 55.9 55.9 34.7 50.1 29.5 50.6 38.4 13.1 29.5 20.6 38.4 13.1 29.5 20.6 38.4 13.1 29.5 27.6 30.9 19.1 17.5 27.6 30.9 19.1 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 15.5 39.7 33.1 14.0 15.5 26.1 6.1 12.4 5.5 18.8 0.0 21.4 5.5 18.8 0.0 21.4 5.5 29.1 4.1 12.5 15.3 29.1 4.1	Maternity Leave	22.8	0.3	6, 0 6, 0	0.1	2.7	2.9
55.9 31.0 50.0 50.0 55.9 34.7 20.6 38.4 13.1 29.5 20.6 38.4 13.1 13.1 27.6 30.9 11.7 50.1 13.1 27.6 30.9 19.1 13.1 13.1 27.6 30.9 33.9 44.9 13.1 7.1 16.1 16.1 4.2 11.5 7.1 16.1 16.1 4.2 11.5 7.3 20.0 3.3 20.7 33.1 7.1 16.1 4.2 11.5 33.7 8.3 20.5 39.7 33.1 6.1 14.0 15.3 2.1 6.1 4.1 21.4 15.3 2.1 4.1 4.1 21.4 15.3 2.1 4.1 4.1	Paid Funeral Leave ^{**} Daid Holidave	23.2	24.0	31.9 F2 O	30.9 11 F	47.8 77 F	21.1
29.5 20.6 38.4 13.1 29.7 20.6 38.4 13.1 34.7 27.6 38.9 19.1 34.7 27.6 30.9 19.1 34.7 27.6 30.9 19.1 34.7 27.6 30.9 44.9 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 3.0 12.5 39.7 33.1 3.0 12.5 39.7 33.1 4.1 14.0 15.3 26.1 6.1 14.0 15.3 26.1 6.1 4.1 21.4 15.3 21.1 6.1 4.1 21.4 15.3 21.1 4.1 47.1	Paid hirv Duty Leave	4.72 0 77 0	0.10	0.00	0.14- 1.07	0.84	50.0 57 D
34.7 27.6 30.9 19.1 17.5 27.9 39.9 19.1 17.5 27.9 39.9 44.9 7.1 16.1 4.2 11.5 7.3 16.1 4.2 11.5 3.0 12.5 19.2 13.9 48.3 20.5 39.7 33.1 37.0 12.5 19.2 13.9 14.0 15.3 26.1 6.1 14.0 15.3 2.1 4.1 21.4 5.5 18.8 0.0 21.6 15.3 2.1 4.1	Paid Personal Leave	29.5	20.6	38.4	13.1	13.0	20.1
17.5 27.9 39.9 44.9 7.1 16.1 3.3 0.1 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.3 3.0 12.5 19.2 13.9 37.0 12.5 19.2 13.9 33.1 14.0 14.0 26.1 6.1 4.1 12.4 5.5 18.8 0.0 21.6 21.6 15.3 29.1 4.1 47.1	Paid Sick Leave	34.7	27.6	30.9	19.1	21.1	25.3
23.8 0.0 3.3 0.1 7.1 16.1 4.2 11.5 7.1 16.1 4.2 11.5 7.1 16.1 14.2 13.9 3.0 12.5 19.2 13.9 3.1 20.5 39.7 33.1 14.0 14.0 26.1 6.1 14.0 15.3 2.1 4.1 21.4 5.5 18.8 0.0 21.6 15.3 29.1 47.1	Paid Vacation	17.5	27.9	39.9	44.9	36.9	38.4
7.1 16.1 4.2 11.5 3.0 12.5 19.2 11.5 3.1 26.1 39.7 33.1 48.3 20.5 39.7 33.1 14.0 14.0 26.1 6.1 12.4 5.5 18.8 0.0 21.6 15.3 29.1 4.1 21.6 15.3 21.1 4.1 21.6 15.3 21.1 4.1 21.6 15.3 27.1 4.1	Paternity Leave	23.8	0.0	3.3	0.1	2.7	2.4
3.0 1.2.5 1.2.5 13.7 13.5 A8.3 20.55 39.7 33.1 33.1 A8.3 20.55 39.7 33.1 6.1 14.0 15.3 26.1 6.1 4.1 12.4 5.5 18.8 0.0 20.0 21.6 15.3 2.1 4.1 4.1	Profit Sharing	7.1	16.1	4.2	11.5	6.9	27.2
48.3 20.3 39.1 33.1 lowance 37.0 14.0 26.1 6.1 14.0 15.3 2.1 4.1 12.4 5.5 18.8 0.0 Dation 21.6 29.1 47.1	Relocation Assistance	3.U	0.7 - L C C	19.2	13.9	4.7	0.71 0.01
14.0 15.3 2.1 4.1 12.4 5.5 18.8 0.0 21.6 15.0 29.1 47.1	Retifement Plan	48.3	6:07 0 F F	39.1	33. I A 1	43.0	0.76
12.4 5.5 18.8 0.0 21.6 15.0 29.1 47.1		37.0 14.0	1.4.0 2.7.2	2.1	4.1	12.5 12.5	24.2
21.6 15.0 29.1 47.1	Wellness Program	12.4	5.5	18.8	0.0	6.7	0.5
	Work-at-home Option	21.6	15.0	29.1	47.1	23.2	13.2

Table B-8: Percentage of Full- and Part-Time Employees Receiving Benefits in Wyoming by Region, 2001

Wyoming Department of Employment

*Locations in more than one county. **Includes Bereavement Leave.

Table B-9: Average Percentage Paid on Benefits by Employers for Wyoming Employees, 2001

	Full-	Time	Part-	Гime
Percentage Paid on:	Mean	Mode	Mean	Mode
Health Insurance	79.5%	100.0%	46.8%	0.0%
Dependent Health Insurance	59.0	0.0	40.3	0.0
Dental Plan	75.9	100.0	46.1	0.0
Vision Plan	58.5	100.0	29.9	0.0

Table B-10a: Average Number of Days of Leave Benefits for Wyoming Employees, 2001

	Full-1	Гime	Part-1	Гime
Number of Days for:	Mean	Mode	Mean	Mode
Paid Holidays	7.9	6	7.4	7
Paid Sick Leave	8.9	12	8.6	10
Paid Vacation (after one year)	8.6	10	6.6	5
Paid Vacation (after two years)	10.4	10	8.1	5
Paid Vacation (after three years)	11.4	10	10.1	10
Paid Personal Leave	6.7	2	4.1	2
Maternity Leave	46.0	30	15.3	5
Paternity Leave	24.4	30	14.0	5

									Industry										
										Wholesale	e	Retail							
	Agriculture Mean Mode	Mining	aboM	Construction Mean Mor	Mode	Manufacturing Mean Mo	-ing Mode	TCPU*	Mode	Trade	Mode	Trade	Mode	FIRE** Mean	Mode	Services Mean N	s Mode	Government Mean Mr	ent Mode
Number of Davs for Full-Time Employees.															\vdash				
Paid Holidavs	5.6 6	8.6	6	5.8	2	7.7	9	7.1	9	9.9	9	6.4	7	9.2	10	7.4	7	9.5	6
Paid Sick Leave	7.4 6	8.8	10	5.5	5	6.0	2	4.5	2	5.9	9	6.0	5	7.3	9	8.8	7	11.6	12
Paid Vacation (after one year)	8.9 12	9.2	10	5.7	5	6.9	2	7.2	2	6.6	2	5.5	2	6.9	10	10.1	10	10.7	12
Paid Vacation (after two years)	10.9 12	9.9	10	7.9	2	8.6	10	T.T	10	9.8	10	9.4	10	10.5	10	11.4	10	12.2	12
Paid Vacation (after three years)	12.5 12	10.3	10	8.9	2	10.1	10	10.0	10	10.6	10	10.4	10	10.9	10	12.1	10	13.3	12
Paid Personal Leave	5.6 6	2.3	2	4.1	5	5.1	4	7.6	2	2.6	3	9.7	12	10.6	24	15.1	23	3.3	2
Maternity Leave	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Paternity Leave	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of Days for Part-Time Employees:																			
Paid Holidays	9.6 11	3.8	ę	5.9	9	6.4	9	7.1	00	4.9	9	6.8	7	8.7	8	7.0	7	8.6	6
Paid Sick Leave	9.0 10	3.0	с	3.0	č	4.4	2	7.6	7	3.0	3	5.3	9	6.4	80	7.6	12	9.6	10
Paid Vacation (after one year)	9.3 10	3.2	-	5.0	7	2.4	0	9.5	10	3.2	3	4.6	2	8.8	10	8.2	10	8.3	2
Paid Vacation (after two years)	12.1 15	7.8	10	10.0	14	8.7	10	10.0	10	5.9	9	6.1	2	10.5	10	0.6	10	10.0	10
Paid Vacation (after three years)	15.7 20	0.6	10	10.0	14	8.9	10	10.5	10	5.9	9	8.7	10	10.5	10	10.6	20	11.8	10
Paid Personal Leave	4.7 4	0.0	0	0.0	0	0.0	0	0.0	0	2.0	2	12.0	12	0.6	œ	7.5	12	2.4	2
Maternity Leave	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Paternity Leave	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

Table B-10b: Average Number of Days of Leave Offered to Wyoming Employees by Industry, 2001

Appendix C



Wyoming Department of Employment **Research & Planning** PO Box 2760 Casper, WY 82602 Phone: (866) 404-8147 (toll-free) Casper: 473-3804



EMPLOYEE BENEFITS SURVEY

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

Contact Person: ______ Telephone: (____) _____

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

How many people did you employ in Wyoming during the pay period that included the 12th of the previous month? _____

How many of your employees are: (for explanation see instruction sheet)

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

How many hours do full-time employees work each week? _____

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

l	Paid Leave	Full-Time	Part-Time
1.	Do you offer paid holidays? If yes, how many paid holidays does your company offer	☐ yes ☐ no Days	yesno Days
	annually?	Days	Days
2.	Do you offer paid sick leave? If yes, how many days of sick leave do your employees	🗌 yes 🗌 no	yesno
	receive annually?	Days	Days
3.	Do you offer paid vacation?	🗌 yes 🗌 no	∏yes ∏no
	If yes, how many days of paid vacation do you offer:		
	After 1 year of employment?	Days	Days
	After 2 years of employment?	Days	Days
	After 3 years of employment?	Days	Days
4.	Do you offer paid personal leave?	🗌 yes 🗌 no	yesno
	If yes, how many days of paid personal leave do you offer annually?	Days	Days
5.	Do you offer maternity leave beyond what the law requires, such as paid time off?	🗌 yes 🗌 no	yesno
	If yes, how many days?	Days	Days
6.	Do you offer paternity leave beyond what the law requires, such as paid time off?	🗌 yes 🗌 no	_yes _no
	If yes, how many days?	Days	Days
7.	Do you offer paid funeral and bereavement leave?	🗌 yes 🗌 no	□yes □no
8.	Do you offer paid jury duty leave?	🗌 yes 🗌 no	□yes □ no

Insurance	Full-Time	Part-Time
9. Do you offer health insurance? If yes, what percentage is paid by the employer ?	%	%
10. Do you offer dependent health insurance? If yes, what percentage is paid by the employer ?	yes no %	%
11. Do you offer a dental plan? If yes, what percentage is paid by the employer ?	yesno %	yes no %
12. Do you offer a vision plan? If yes, what percentage is paid by the employer ?	yes no %	%
13. Do you offer life insurance?	yes no	yes no
14. Do you offer disability insurance? (Do not include workers' compensation.)	🗌 yes 📃 no	yes 🗌 no
15. Do you offer long-term disability care insurance?	yes no	yes no

Retirement	Full-T	ime	Part-T	ïme
16. Do you offer a retirement plan?	yes	no	yes	no
If yes, what type of plan do you offer?	-			
A. Defined Contribution (<i>Plan specifies employer / employee contributions.</i>)				
B. Defined Benefit (<i>Plan has formula to measure employee's benefits.</i>)				
If yes, who pays the contribution?				
A. Employer paid				
B. Employee paid				
C. Shared				

Miscellaneous Benefits	Full-Time	Part-Time
. Does your company offer any of the following miscellaneous benefits?		
A. Wellness program	yes no	yes no
B. Child-care assistance	yes no	yes no
C. Educational assistance	yes no	yes no
D. Profit sharing plan	yes no	yes no
E. Employee discounts	yes 🗌 no	yes no
F. Relocation assistance	yes 🗌 no	yes no
G. Uniform/Tool allowance	yes no	yes no
H. Christmas bonus	yes no	yes no
I. Work-at-home option (telecommuting)	yes 🗌 no	yes no
J. Flex-time	yes no	yes 🗌 no
K. Other:	yes no	yes no

	Cost of Benefits (see instruction sheet for explanation)	Part-Time
18.	What dollar amount did your company spend on wages and salaries in 2000?	
19.	What dollar amount did your company spend on retirement plans in 2000?	
20.	What dollar amount did your company spend on employee benefits programs other than question 19 in 2000? (<i>Paid leave, Insurance and Miscellaneous Benefits</i>)	
21.	What dollar amount did your company spend on legally required benefits such as social security, workers compensation and unemployment insurance in 2000?	

Wyoming Department of Employment Research & Planning P.O. Box 2760 Casper, WY 82602