

**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?

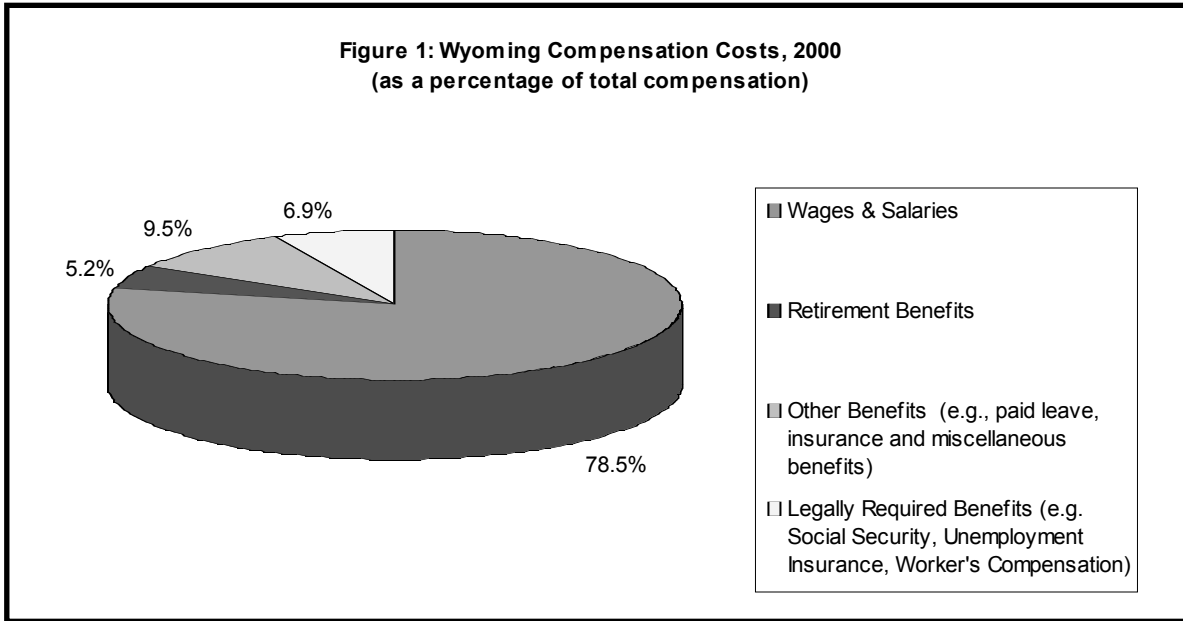
Our analyses include both the number of companies offering benefits and the number of employees who are offered benefits. The percentages for these two groups may or may not be similar depending on the number of employees affected by a company's decision whether to offer a specific benefit. For example, 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.<sup>1</sup> 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.<sup>2</sup> 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.



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.



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 2001 to 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).

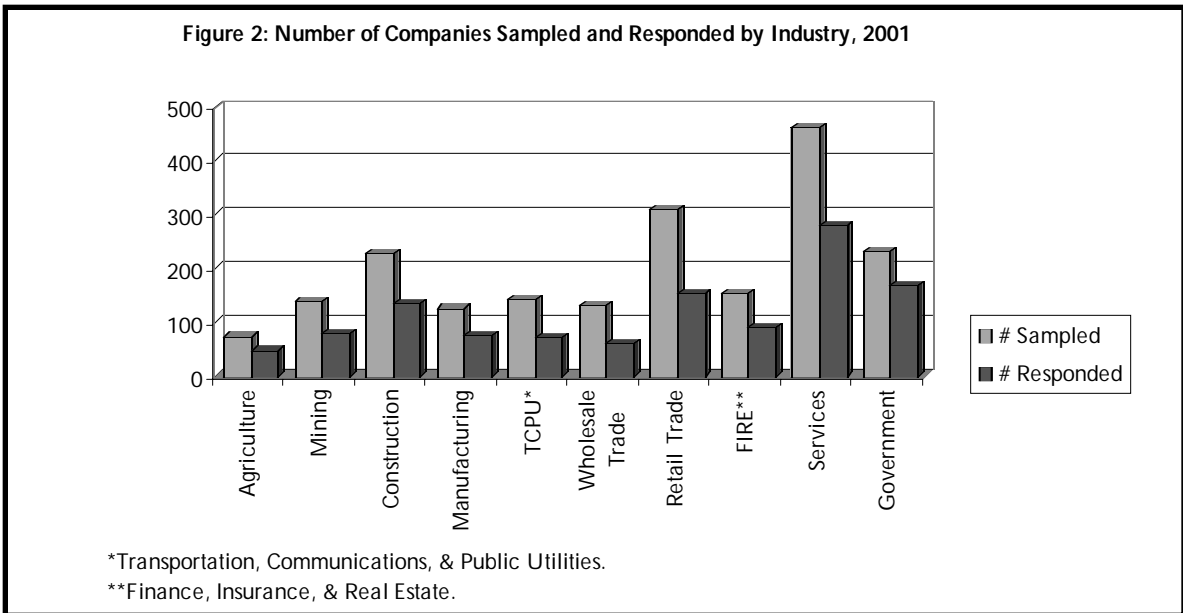
We then selected a random sample stratified by employment size class, industry, and region for companies with 1 to 99 employees. Each quarter, we sampled 25 percent of the companies with 100 or more employees; by the end of the year, all 338 employers had been sampled. This stratification was necessary 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

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

(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 employers on average pay 79.5 percent of health insurance costs for full-time 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).

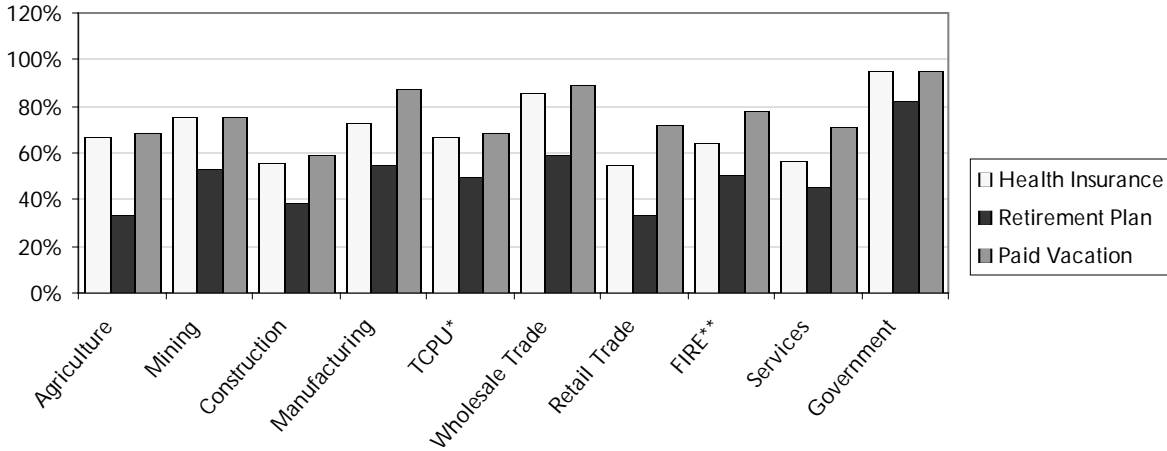
There is a significant relationship between benefits and company size. For full-time employees the occurrence of health insurance, retirement plans, and paid vacation increases with the size of the company. For example, 99.7 percent of employees in companies with 100 or more employees were offered health 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

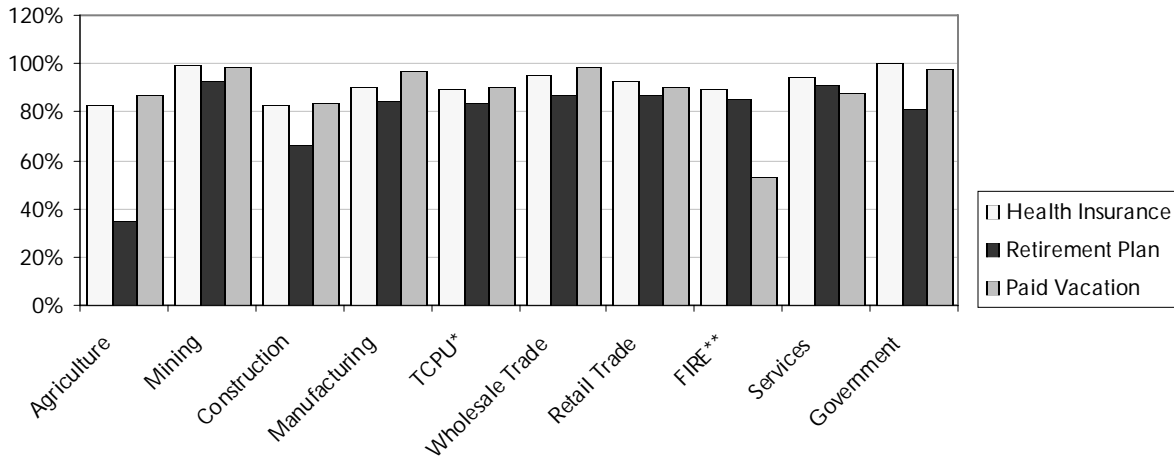
Figure 3: Percentage of Companies Providing Selected Benefits to Their Full-Time Employees in Wyoming by Industry, 2001



\*Transportation, Communication, & Public Utilities.

\*\*Finance, Insurance, & Real Estate.

Figure 4: Percentage of Full-Time Employees Offered Select Benefits in Wyoming by Industry, 2001



\*Transportation, Communications, & Public Utilities.

\*\*Finance, Insurance, & Real Estate.

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.

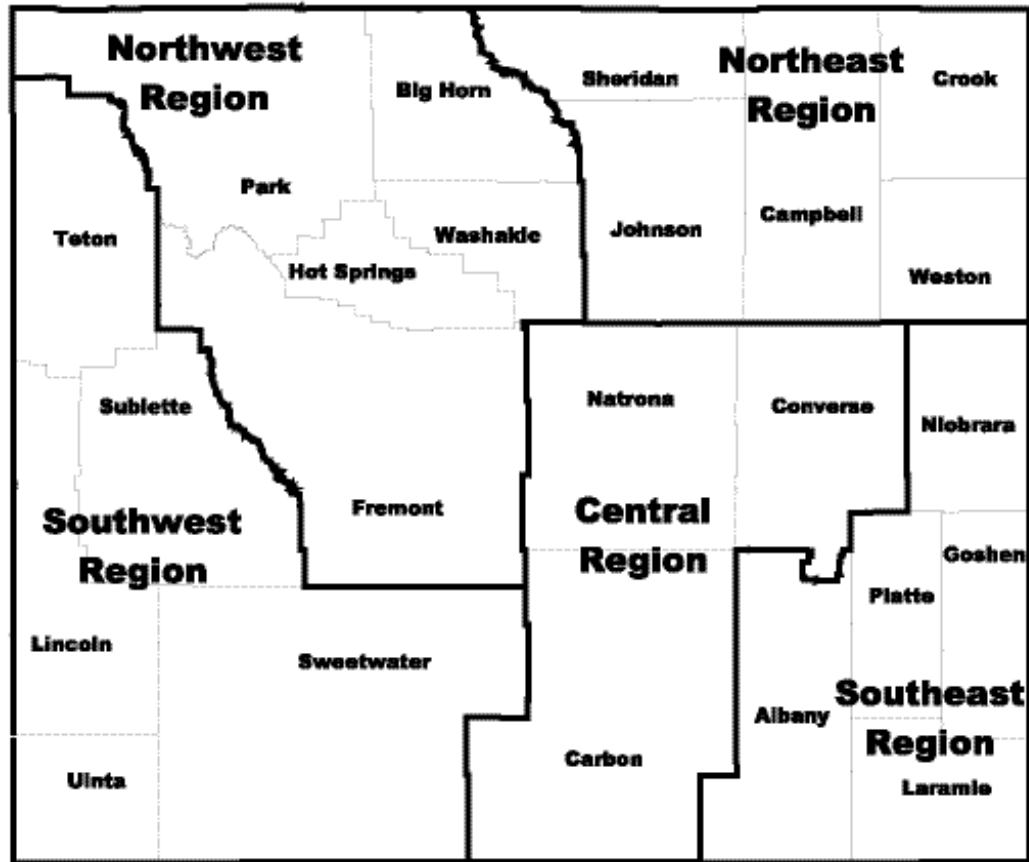
## Notes

<sup>1</sup>Wyoming Department of Employment, Research & Planning, ***Wyoming Wage Survey***, March 2001.

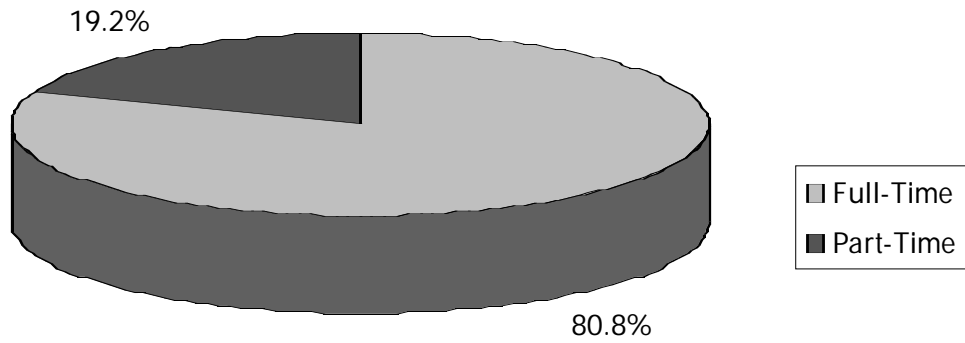
<sup>2</sup>This effort was undertaken jointly with the Labor Market Information Centers of the Nebraska Workforce Development and the South Dakota Department of Labor. Other benefits surveys are conducted by research offices in Maine, New Hampshire, and Oklahoma.

## Appendix A

### Regional Map of Wyoming



**Figure A-1: Percentage of Employees in Wyoming by Full- and Part-Time Status, 2001**



**Figure A-2: Percentage of Employment by Broad Occupational Group, 2001**

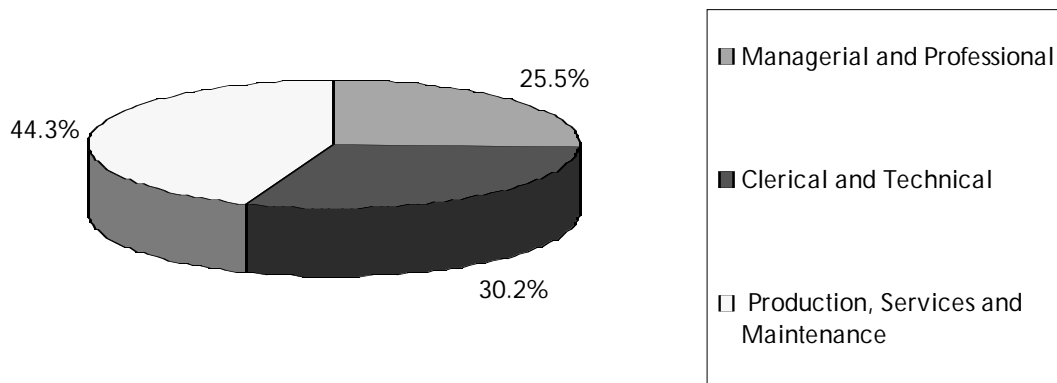




Figure A-3: Response Rate by Size Class, 2001

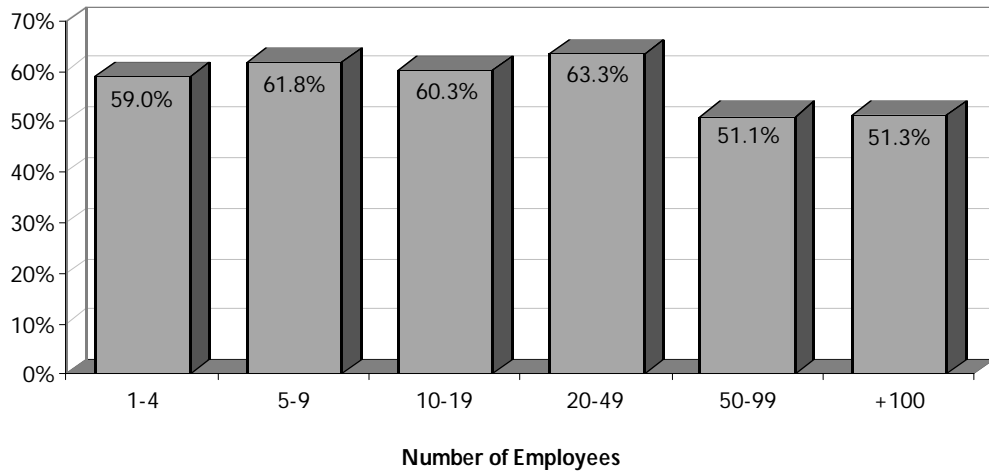
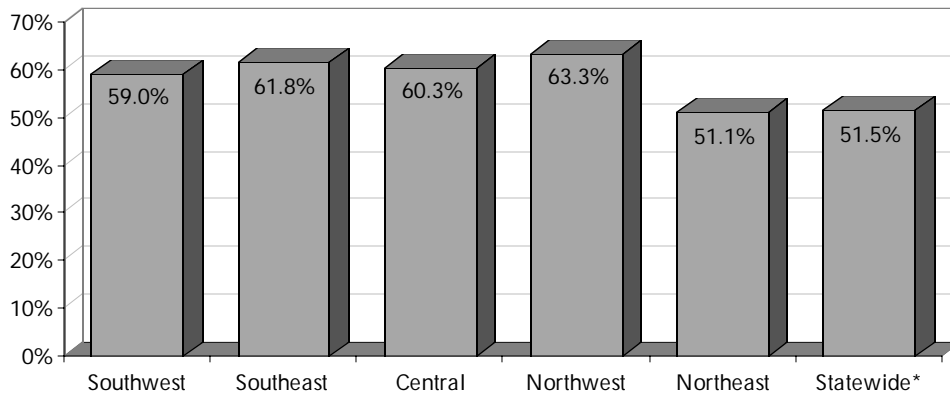
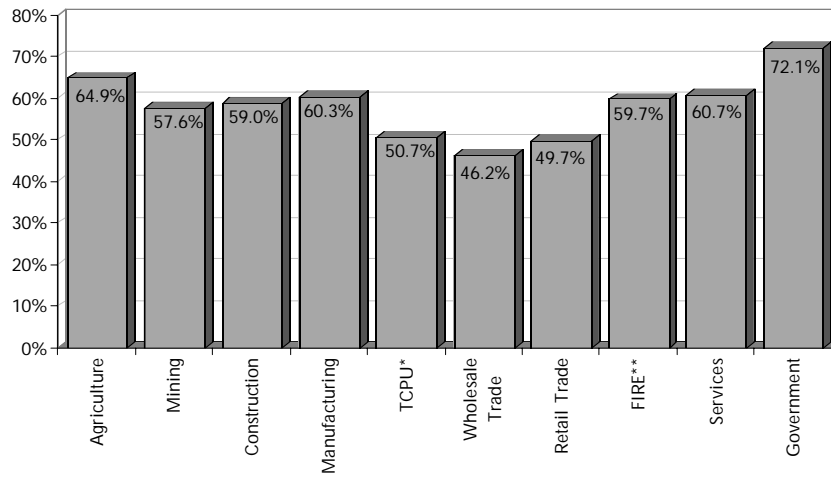


Figure A-4: Response Rate by Region, 2001



\*Locations in more than one county.

FigureA-5: Response Rate by Industry, 2001



\*Transportation, Communications, & Public Utilities.

\*\*Finance, Insurance, & Real Estate.

## Appendix B

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

<b>Benefit Type</b>	<b>Full-Time</b>	<b>Part-Time</b>
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-2: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2001

Benefit	Industry										
	Agriculture	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Government	
<b>Full-Time Employees</b>											
Child Care	0.0%	2.3%	0.7%	0.0%	0.0%	1.3%	0.9%	1.4%	3.4%	1.7%	
Christmas Bonus	66.7	62.2	61.7	50.0	31.3	52.6	56.5	49.3	53.2	14.8	
Dental Plan	26.7	57.8	33.6	30.9	49.2	64.1	37.5	46.6	42.5	76.7	
Dependent Health Insurance	63.3	71.1	49.0	68.8	57.6	78.2	41.7	52.1	46.6	88.3	
Disability Insurance	13.8	35.6	15.5	28.1	28.4	37.5	10.9	32.9	19.0	40.0	
Educational Assistance	25.0	17.8	15.0	37.5	15.0	38.5	18.4	48.6	31.0	48.3	
Employee Discounts	41.4	22.7	25.5	62.5	32.8	54.4	67.7	34.2	36.8	10.0	
Flex-time											
Health Insurance	66.7	75.6	55.8	72.7	67.2	85.9	54.9	64.4	56.7	95.1	
Life Insurance	36.7	63.0	38.3	54.8	49.3	70.4	30.2	49.3	40.5	83.6	
Long-Term Disability	3.4	26.2	7.1	22.6	26.2	32.5	10.0	29.2	14.9	35.6	
Maternity Leave	18.5	11.4	0.7	0.0	7.9	7.5	3.6	11.0	4.9	11.7	
Paid Funeral Leave ***	41.4	36.4	23.7	50.0	40.9	64.6	34.5	59.7	40.3	85.0	
Paid Holidays	56.7	58.7	46.8	84.8	56.1	89.0	54.0	82.2	64.5	95.1	
Paid Jury Duty Leave	50.0	46.7	32.0	53.1	47.8	58.8	41.2	69.4	50.5	89.7	
Paid Personal Leave	31.0	15.6	9.4	12.5	11.9	17.3	12.2	37.0	20.5	49.2	
Paid Sick Leave	44.8	31.1	19.6	40.6	34.3	69.2	29.2	69.4	42.6	95.0	
Paid Vacation	69.0	75.6	58.8	87.5	68.7	88.8	71.7	78.1	70.8	95.0	
Paternal Leave	17.9	0.0	0.7	0.0	1.6	0.0	2.7	5.5	3.1	10.0	
Profit Sharing	14.3	17.8	11.8	15.6	18.2	29.9	13.5	20.5	13.8	1.7	
Relocation Assistance	17.2	29.5	8.6	21.9	23.4	24.1	10.1	11.1	14.5	20.3	
Retirement Plan	33.3	53.3	38.7	54.5	49.3	59.3	33.5	50.7	45.7	82.0	
Uniform/Tool Allowance	20.7	34.1	23.5	27.3	29.9	32.9	32.0	7.2	18.7	23.7	
Vision Plan	13.3	28.9	18.2	25.0	24.6	35.9	12.1	21.9	20.3	48.3	
Wellness Program	3.6	18.2	11.1	19.4	21.5	12.8	6.3	18.1	11.5	36.1	
Work-at-home Option	7.1	6.7	4.7	3.2	10.4	9.0	3.6	8.2	14.6	12.1	
<b>Part-Time Employees</b>											
Child Care	0.0%	4.0%	0.0%	4.2%	13.0%	7.7%	1.6%	7.7%	6.8%	21.8%	
Christmas Bonus	5.3	7.7	0.0	4.2	9.3	5.7	1.0	5.9	12.7	7.4	
Dental Plan	0.0	10.7	4.8	0.0	13.2	13.2	2.5	14.8	8.9	25.5	
Dependent Health Insurance	4.8	10.7	2.4	0.0	9.3	14.0	4.6	9.1	25.5	28.3	
Disability Insurance	0.0	3.7	1.2	0.0	7.5	12.2	1.5	9.1	4.7	18.9	
Educational Assistance	5.3	8.0	2.5	0.0	12.7	7.7	4.1	17.3	15.0	30.2	
Employee Discounts	21.1	11.5	13.8	43.5	23.6	47.1	56.5	20.8	32.7	9.1	
Flex-time	38.9	16.0	6.4	16.7	18.2	17.3	18.4	20.8	31.5	22.2	
Health Insurance	4.8	10.7	4.7	0.0	13.0	17.0	8.7	9.3	9.3	30.2	
Life Insurance	5.0	10.7	8.4	4.0	9.3	13.2	4.1	14.8	10.1	33.3	
Long-Term Disability	0.0	3.7	0.0	0.0	5.8	8.0	1.0	11.5	2.5	17.6	
Maternity Leave	5.3	0.0	0.0	0.0	3.7	0.0	1.0	1.8	0.0	5.7	
Paid Funeral Leave***	15.0	10.7	12.8	12.0	24.5	27.5	8.2	10.9	20.2	48.1	
Paid Holidays	25.0	14.3	13.6	22.2	24.1	23.2	14.1	18.2	26.0	40.7	
Paid Jury Duty Leave	26.3	15.4	18.8	16.0	33.3	26.0	18.4	19.6	29.4	58.8	
Paid Personal Leave	20.0	0.0	1.2	3.8	1.8	7.8	2.6	7.4	7.7	27.3	
Paid Sick Leave	20.0	3.8	2.3	11.5	7.1	11.3	4.2	13.2	15.4	45.3	
Paid Vacation	20.0	11.1	9.4	22.2	17.5	21.2	18.9	21.8	22.8	37.0	
Paternal Leave	5.6	0.0	0.0	0.0	1.8	0.0	0.0	1.9	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	
Relocation Assistance	5.3	11.5	7.6	8.3	7.4	13.2	22.0	4.0	11.6	11.1	
Retirement Plan	9.5	17.9	9.4	19.2	23.6	20.4	11.2	27.8	23.6	40.7	
Uniform/Tool Allowance	15.8	11.5	7.6	8.3	7.4	13.2	4.0	5.5	11.6	11.1	
Vision Plan	0.0	3.7	2.4	2.4	7.5	14.0	1.6	5.5	5.8	17.0	
Wellness Program	0.0	3.8	0.0	0.0	0.0	0.0	0.0	0.0	5.2	1.9	
Work-at-home Option	42.1	42.3	28.4	34.8	12.7	25.5	41.6	30.2	41.5	10.9	

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

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

Benefit	Number of Employees					
	1-4	5-9	10-19	20-49	50-99	100+
<b>Full-Time Employees</b>						
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	19.3	25.0	30.0	30.6	43.3	53.7
Employee Discounts	31.8	46.8	50.0	46.4	35.0	43.6
Flex-time	22.8	23.3	27.8	24.2	29.8	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	9.0	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
Paid Personal Leave	12.3	18.2	22.7	17.9	19.4	35.8
Paid Sick Leave	31.9	36.1	49.7	49.6	47.5	62.2
Paid Vacation	55.3	75.4	86.8	83.3	85.5	89.5
Paternity Leave	1.9	2.5	4.1	2.4	1.6	7.4
Profit Sharing	8.7	8.5	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
Work-at-home Option	8.8	6.5	6.7	8.2	13.1	12.9
<b>Part-Time Employees</b>						
Child Care	2.2%	2.6%	3.5%	7.0%	7.0%	20.3%
Christmas Bonus	8.4	6.4	6.1	3.0	4.7	7.6
Dental Plan	5.9	8.1	10.2	8.6	6.3	21.1
Dependent Health Insurance	2.9	8.2	7.8	9.3	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	4.7	10.0	5.3	11.5	12.2	25.2
Long-Term Disability	3.0	2.6	1.8	2.9	4.3	11.4
Maternity Leave	0.0	0.6	1.7	2.9	4.0	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	0.6	0.9	1.9	0.0	1.6
Profit Sharing	3.3	2.6	7.0	6.9	9.3	17.6
Relocation Assistance	1.1	3.9	1.7	3.0	0.0	11.8
Retirement Plan	9.0	16.0	18.8	20.2	20.8	49.6
Uniform/Tool Allowance	9.5	11.0	19.3	10.2	17.1	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

\*Includes Bereavement Leave.

Table B-4: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Region, 2001

Benefit	Region					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
<b>Full-Time Employees</b>						
Child Care	2.9%	1.6%	1.5%	0.0%	1.9%	3.3%
Christmas Bonus	54.6	53.2	52.3	55.4	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
Life Insurance	41.0	42.6	40.7	35.3	42.8	80.5
Long-Term Disability	15.1	14.9	16.1	13.0	11.1	40.5
Maternity Leave	5.5	6.5	4.7	2.2	5.7	12.5
Paid Funeral Leave**	36.6	47.9	48.2	33.9	37.8	54.1
Paid Holidays	56.6	71.1	64.9	56.5	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	17.7	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	11.7	11.4	9.8	3.4	9.0	34.4
Work-at-home Option	9.4	10.3	6.1	3.8	9.0	16.5
<b>Part-Time Employees</b>						
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	5.8	6.6	11.0	6.3	8.4	23.1
Dependent Health Insurance	3.2	4.6	12.4	6.3	8.2	22.4
Disability Insurance	3.9	3.4	5.4	3.4	5.0	12.5
Educational Assistance	6.0	10.0	14.1	8.6	7.6	21.4
Employee Discounts	38.9	33.3	31.9	35.5	31.7	29.0
Flex-time	21.1	24.3	17.0	18.6	18.6	32.7
Health Insurance	7.1	6.0	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	14.6	24.5	26.0	16.4	18.4	30.2
Paid Jury Duty Leave	19.7	20.8	25.3	29.5	21.4	44.6
Paid Personal Leave	2.6	9.2	9.5	2.1	5.0	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	8.8	5.0	20.0
Vision Plan	3.2	4.7	4.3	4.9	4.1	15.4
Wellness Program	3.3	1.3	2.8	0.0	3.3	0.0
Work-at-home Option	32.0	37.1	38.1	43.4	34.7	14.0

\*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**

<b>Benefit Type</b>	<b>Full-Time</b>	<b>Part-Time</b>
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

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

Benefit	Industry										Government																	
	Agriculture	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Government																		
<b>Full-Time Employees</b>																												
Child Care	0.0%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	10.0%	9.2%	26.0%	6.5%													
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	58.3	80.1	88.3	83.9	89.5	89.5	85.9																		
Dependent Health Insurance	75.1	97.8	77.2	89.6	87.2	94.3	89.2	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	69.9	57.3	77.9	46.2	44.3	58.8	11.2																		
Flex-time	33.6	15.7	9.9	17.9	17.6	8.6	43.6	41.9	47.9	41.9																		
Health Insurance	82.9	99.0	82.8	90.6	89.6	95.3	92.5	89.1	94.2	99.9																		
Life Insurance	51.8	94.8	68.4	84.6	82.9	91.7	83.3	83.2	88.2	97.0																		
Long-Term Disability	1.4	34.9	8.1	52.3	68.9	61.7	55.1	47.7	60.6	56.4																		
Maternity Leave	17.0	61.2	0.3	11.7	28.9	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	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	26.8	4.6	21.9																		
Profit Sharing	26.7	26.1	23.0	24.7	52.7	63.0	56.5	20.7	24.1	1.0																		
Relocation Assistance	19.7	74.6	13.3	33.5	29.9	52.2	49.3	21.6	47.6	51.2																		
Retirement Plan	34.4	92.8	66.4	84.3	83.4	86.9	86.8	85.5	91.3	81.1																		
Uniform/Tool Allowance	19.1	30.2	22.9	40.7	67.2	57.4	54.5	3.8	36.6	45.7																		
Vision Plan	11.1	69.2	21.4	38.3	64.5	29.7	48.2	17.5	41.5	53.2																		
Wellness Program	11.2	76.3	33.9	34.4	23.8	48.2	7.4	59.5	43.0	58.0																		
Work-at-home Option	13.2	0.9	7.0	0.7	10.6	1.9	3.2	7.7	30.6	30.7																		
<b>Part-Time Employees</b>																												
Child Care	0.0%	16.1%	0.0%	1.7%	4.5%	7.6%	4.6%	32.7%	28.5%	31.4%																		
Christmas Bonus	1.8	4.3	0.0	9.7	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	6.0	1.0	0.0	4.8	29.9	18.8	16.1	23.5	39.2																		
Life Insurance	3.8	7.5	6.4	4.7	2.6	3.6	13.5	17.0	27.5	42.4																		
Long-Term Disability	0.0	0.0	0.0	0.0	2.3	2.5	0.0	18.0	13.5	36.3																		
Maternity Leave	21.7	0.0	0.0	0.0	1.9	0.0	0.2	5.3	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	1.8	0.0	10.3	0.0	1.6	2.3	12.2	1.8	18.6	16.3																		
Retirement Plan	8.1	24.2	3.4	41.5	77.2	14.9	33.5	29.8	49.1	53.3																		
Uniform/Tool Allowance	10.7	39.8	4.2	16.6	71.5	16.3	50.8	6.9	17.7	23.5																		
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																		

\*Transportation, Communications, & Public Utilities.

\*\*Finance, Insurance, & Real Estate.

\*\*\*Includes Bereavement Leave.



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

Benefit	Number of Employees					
	1-4	5-9	10-19	20-49	50-99	100+
<b>Full-Time Employees</b>						
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	69.0
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	31.6	38.8	38.8
Health Insurance	47.1	70.4	77.8	85.4	91.0	99.7
Life Insurance	26.2	54.6	62.6	62.0	85.9	96.8
Long-Term Disability	10.4	15.8	18.0	24.4	30.9	63.3
Maternity Leave	2.9	12.6	5.2	6.9	41.1	21.3
Paid Funeral Leave*	29.8	49.2	41.4	59.1	72.6	77.2
Paid Holidays	51.6	75.1	71.9	80.7	82.8	91.6
Paid Jury Duty Leave	39.5	56.9	48.0	57.6	70.7	83.1
Paid Personal Leave	10.8	20.7	22.9	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
<b>Part-Time Employees</b>						
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	6.4	3.7	18.3	10.0	29.4
Disability Insurance	4.6	0.8	6.7	3.5	5.5	19.7
Educational Assistance	6.4	8.8	12.7	14.8	16.5	31.0
Employee Discounts	30.4	33.8	48.7	31.7	46.1	36.2
Flex-time	26.4	18.9	27.0	15.7	28.4	34.5
Health Insurance	6.1	7.2	3.9	18.6	11.2	29.2
Life Insurance	2.3	6.8	5.5	19.4	12.1	29.0
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	11.1	11.1	32.3
Paid Vacation	14.6	20.6	26.8	18.3	33.2	39.1
Paternity Leave	0.0	1.7	2.0	6.5	0.0	5.8
Profit Sharing	2.7	3.5	9.5	5.7	0.7	22.2
Relocation Assistance	1.2	3.5	2.4	3.7	0.0	18.4
Retirement Plan	7.5	12.4	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

\*Includes Bereavement Leave.

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

Benefit	Region					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
<b>Full-Time Employees</b>						
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
Dental Plan	91.3	74.6	83.6	66.6	73.4	91.6
Dependent Health Insurance	93.0	90.5	91.5	83.0	87.2	95.9
Disability Insurance	65.9	68.2	62.3	36.2	51.1	60.7
Educational Assistance	55.1	72.1	65.5	38.4	50.9	63.7
Employee Discounts	63.9	46.9	53.3	30.6	41.8	29.8
Flex-time	27.4	23.6	33.5	16.8	31.1	49.4
Health Insurance	94.6	94.0	92.8	84.8	90.2	97.9
Life Insurance	90.5	87.5	86.7	72.1	81.3	92.1
Long-Term Disability	36.0	57.6	57.7	26.3	42.3	60.5
Maternity Leave	43.6	12.7	9.5	7.1	7.0	26.2
Paid Funeral Leave**	69.3	80.2	82.3	55.3	69.3	67.5
Paid Holidays	82.8	94.4	88.6	78.4	79.5	89.2
Paid Jury Duty Leave	75.3	89.0	73.0	57.9	66.2	77.7
Paid Personal Leave	56.0	37.2	52.8	27.3	36.9	22.5
Paid Sick Leave	80.6	68.6	58.7	62.6	58.2	76.0
Paid Vacation	89.5	88.8	86.7	92.9	96.0	92.8
Paternity Leave	9.8	9.5	4.7	7.1	2.4	8.5
Profit Sharing	10.9	39.5	16.2	12.8	25.2	37.0
Relocation Assistance	55.3	37.0	54.0	16.3	34.3	51.7
Retirement Plan	88.4	81.7	86.0	68.1	71.8	90.3
Uniform/Tool Allowance	27.7	32.9	46.5	17.8	41.3	56.4
Vision Plan	70.8	46.9	31.1	48.2	22.0	46.0
Wellness Program	52.0	22.5	42.0	35.7	46.3	49.1
Work-at-home Option	12.3	13.3	26.0	3.5	9.7	20.9
<b>Part-Time Employees</b>						
Child Care	23.1%	3.6%	21.7%	19.4%	15.7%	22.0%
Christmas Bonus	10.3	10.5	17.1	3.1	11.6	6.9
Dental Plan	16.5	11.7	22.6	16.8	10.9	25.1
Dependent Health Insurance	15.7	15.0	36.9	20.4	22.1	26.2
Disability Insurance	20.3	14.2	22.8	11.3	13.8	13.0
Educational Assistance	21.1	26.4	34.2	23.8	28.1	24.1
Employee Discounts	45.2	27.2	42.0	37.9	29.7	37.7
Flex-time	24.3	17.8	22.5	24.2	33.8	40.2
Health Insurance	16.6	14.9	36.8	20.8	22.4	26.1
Life Insurance	16.3	17.7	31.4	21.3	27.1	26.2
Long-Term Disability	20.0	16.4	21.7	0.8	13.4	11.1
Maternity Leave	22.8	0.3	3.3	0.1	2.7	2.9
Paid Funeral Leave**	23.2	24.0	31.9	30.9	47.8	27.7
Paid Holidays	22.4	31.0	53.0	14.5	27.5	38.6
Paid Jury Duty Leave	55.9	34.2	41.7	50.1	48.9	57.0
Paid Personal Leave	29.5	20.6	38.4	13.1	13.0	20.1
Paid Sick Leave	34.7	27.6	30.9	19.1	21.1	25.3
Paid Vacation	17.5	27.9	39.9	44.9	36.9	38.4
Paternity Leave	23.8	0.0	3.3	0.1	2.7	2.4
Profit Sharing	7.1	16.1	4.2	11.5	6.8	27.2
Relocation Assistance	3.0	12.5	19.2	13.9	4.2	17.5
Retirement Plan	48.3	20.5	39.7	33.1	43.6	50.3
Uniform/Tool Allowance	37.0	14.0	26.1	6.1	12.3	47.0
Vision Plan	14.0	15.3	2.1	4.1	12.5	24.2
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

\*Locations in more than one county.

\*\*Includes Bereavement Leave.

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

Percentage Paid on:	Full-Time		Part-Time	
	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**

Number of Days for:	Full-Time		Part-Time	
	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

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

	Industry											
	Agriculture	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Government		
	Mean	Mode	Mean	Mode	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mode
<b>Number of Days for Full-Time Employees:</b>												
Paid Holidays	5.6	6	5.8	5	7.1	6.6	6.4	9.2	7.4	9.5	7	9
Paid Sick Leave	7.4	6	5.5	5	4.5	5.9	6.0	7.3	8.8	11.6	7	12
Paid Vacation (after one year)	8.9	12	5.7	5	7.2	6.6	5.5	9.9	10.1	10.7	10	12
Paid Vacation (after two years)	10.9	12	7.9	5	7.7	9.8	9.4	10.5	11.4	12.2	10	12
Paid Vacation (after three years)	12.5	12	8.9	5	10.0	10.6	10.4	10.9	12.1	13.3	10	12
Paid Personal Leave	5.6	6	4.1	5	7.6	2.6	9.7	10.6	15.1	3.3	23	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
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
<b>Number of Days for Part-Time Employees:</b>												
Paid Holidays	9.6	11	5.9	6	7.1	4.9	6.8	8.7	7.0	8.6	7	9
Paid Sick Leave	9.0	10	3.0	3	7.6	3.0	5.3	6.4	7.6	9.6	12	10
Paid Vacation (after one year)	9.3	10	5.0	7	9.5	3.2	4.6	8.8	8.2	10	10	5
Paid Vacation (after two years)	12.1	15	10.0	14	10.0	5.9	6.1	10.5	9.0	10.0	10	10
Paid Vacation (after three years)	15.7	20	10.0	14	10.5	5.9	8.7	10.5	10.6	11.8	20	10
Paid Personal Leave	4.7	4	0.0	0	0.0	2.0	12.0	9.0	7.5	2.4	12	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
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

\*Transportation, Communications, & Public Utilities.

\*\*Finance, Insurance, & Real Estate.

## 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 12<sup>th</sup> 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? \_\_\_\_\_

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

 <b>Insurance</b>	<b>Full-Time</b>	<b>Part-Time</b>
9. Do you offer health insurance? If yes, what percentage is paid by the <b>employer</b> ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
10. Do you offer dependent health insurance? If yes, what percentage is paid by the <b>employer</b> ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
11. Do you offer a dental plan? If yes, what percentage is paid by the <b>employer</b> ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
12. Do you offer a vision plan? If yes, what percentage is paid by the <b>employer</b> ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
13. Do you offer life insurance?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
14. Do you offer disability insurance? <i>(Do not include workers' compensation.)</i>	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
15. Do you offer long-term disability care insurance?	yes      no	yes      no
 <b>Retirement</b>	<b>Full-Time</b>	<b>Part-Time</b>
16. Do you offer a retirement plan? 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	yes      no  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	yes      no  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

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

 <b>Cost of Benefits</b> <i>(see instruction sheet for explanation)</i>	<b>Part-Time</b>
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  
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