

WYOMING DEPARTMENT OF EMPLOYMENT

EMPLOYEE BENEFITS IN WYOMING: 2002



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Employee Benefits in Wyoming: 2002

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Section I: Purpose

This publication complements the Occupational Employment Statistics (OES) wage survey Research & Planning (R&P) conducts. Together, these efforts assist employers and employees in determining whether or not 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 2002. We thank all employers who responded to the study 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 have access to benefits?

Our analysis includes 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 is 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 the total number of employees who are offered health insurance is only 10.4 percent (7 out of 67 total employees).

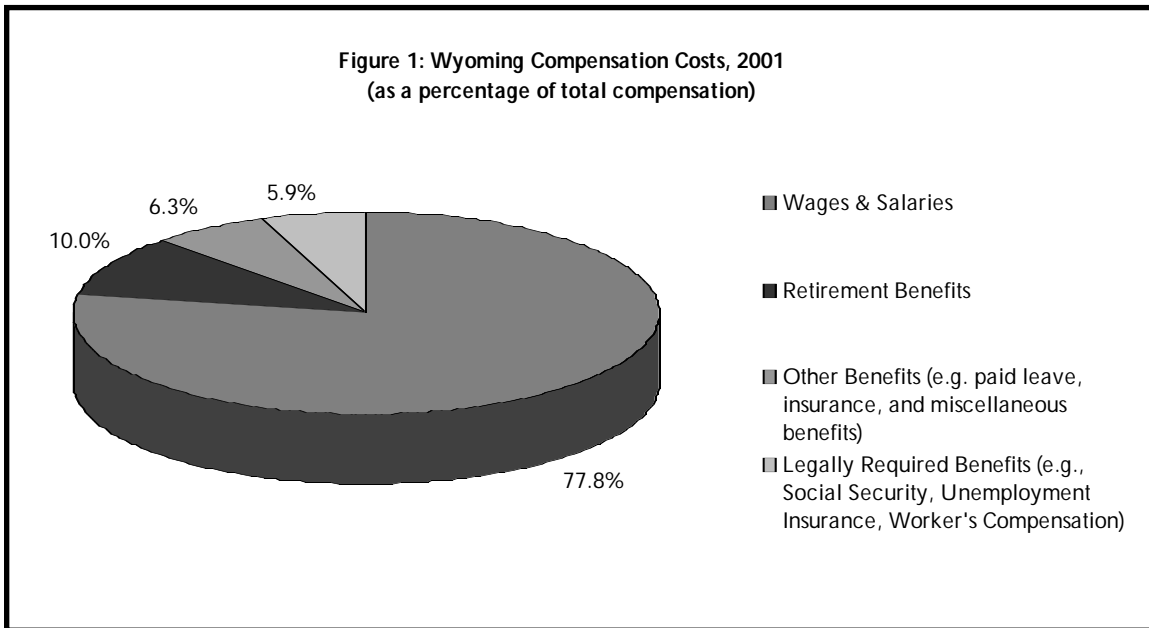
The size of the company and an employee's full- or part-time status are still the best predictors of the availability of benefits.

In 2001, total compensation in Wyoming was comprised of 77.8 percent wages and salaries and 22.2 percent benefits (see Figure 1, page 2).

Section III: Introduction

In 2002 the *Economic Report of the President* devoted over 40 pages to the issue of health insurance coverage and costs (Council of Economic Advisors, 2002). The report finds health care one of the largest sectors of the American economy, representing 13.4 percent of the United States' Gross Domestic Product (GDP). Health care spending is forecasted to rise to 15.9 percent of the GDP by 2010. Over the long term, it will become even more predominant in the economy, continuing a 60-year economic trend and reaching as much as 38 percent of GDP under conservative assumptions.

Since 1980, the Census Bureau has estimated the number of people with health insurance coverage in the United States through the *Current Population Survey Annual Demographic Supplement* (Nelson & Mills, 2001). According to its estimates, 14.6 percent of the



population was without health insurance coverage during the entire year of 2001, up from 14.2 percent in 2000, an increase of 1.4 million people. This reverses two years of falling uninsured rates. The Kaiser Family Foundation (2001), the U.S. Department of Health and Human Services (2003, November 4), and the National Rural Health Association (2003, November 4) estimate that uninsured rates in rural areas are higher than rates in urban areas, with most studies placing the percentage of uninsured at approximately 20 percent.

Though our survey does not address the issue of how many people in Wyoming are covered by health insurance, it does help us estimate how many workers have access to employer-based health insurance. In 2003 we also added a question that will let us know what

percentage of eligible employees choose to be covered by their employer's health insurance.

There is currently a lack of information regarding employer-provided benefits. Collecting meaningful data without burdening respondents is always a challenge. According to Wiatrowski, Harvey, and Levit (2002), the most important gap is the lack of information about the workforce. The United States General Accounting Office (2003) stated that priorities for improving knowledge about retirement include obtaining better data by linking surveys with administrative data (such as employer records, and Social Security earnings history records). These compilations will then enable us to estimate any shortfall in retirement income in the future and better show the demographic characteristics of those retirees. The same goes for the

uncertainty of estimates of the uninsured. The Congressional Budget Office (CBO, 2003) reports that more than 240 million people in the U.S. have health insurance coverage today. The vast majority (63%) are covered through their, or a family member's employer. The CBO does caution that estimates come from population surveys that are prone to reporting and other forms of statistical error, which could lead to either an underestimate or an overestimate of the size of the uninsured population.

Section IV: Changes to the Benefits Questionnaire

The 2002 questionnaire was revised during the survey year. The first quarter followed the 2001 survey format. Starting in the second quarter 2002, some major changes were incorporated into the survey. In the Paid Leave Section, the personal leave question was moved to precede the paid vacation and paid sick leave questions. The explanation for personal leave was extended to include companies that do not distinguish between paid vacation and sick leave. This change resulted in a far greater number of companies reporting paid leave under personal leave instead of paid vacation as was the case previously. Therefore, those numbers are not directly comparable to previous years.

Another change occurred in the cost section. A question about costs for paid leave was removed, and employers were instructed to report the total for legally required benefits

if they could not divide the costs into separate legally required benefit categories.

Section V: Drawing the Sample

The researchers selected a stratified random sample of 500 companies for each of the first three quarters of 2002, and increased the sample size for the fourth quarter to 787 due to a sample expansion request from the University of Wyoming. A total of 2,287 companies received the questionnaire in 2002.

Researchers drew from the most current Quarterly Unemployment Insurance (QUI) employer database available. This database contains data reported by approximately 18,000 employers on a quarterly basis for Unemployment Insurance purposes. Companies reporting zero employees for all three months, federal and state government, employers in Agriculture, and private household employers were not included in our sample. Researchers also excluded companies that had previously been sampled or are being surveyed by OES.

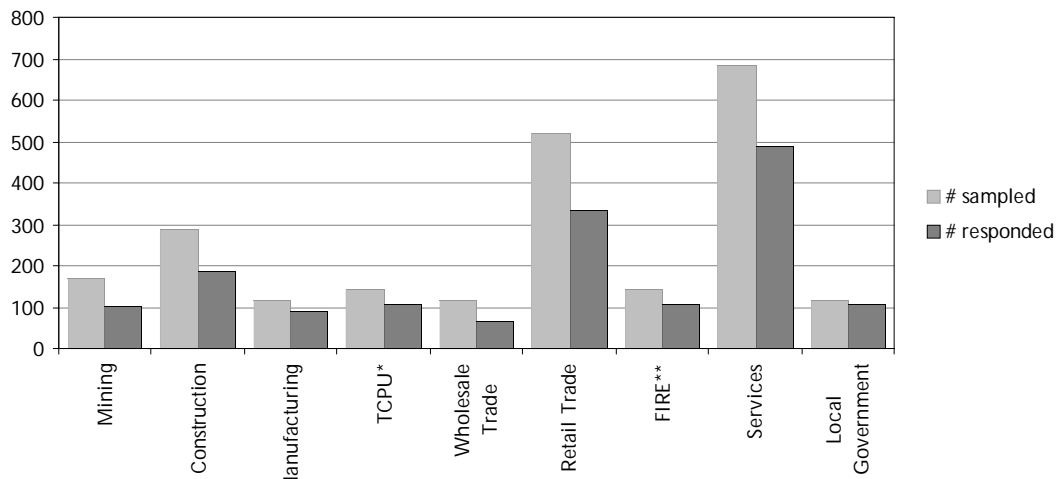
The following data fields were added by researchers: average employment, size class, major industry, and region. The size class is determined by the company's average employment during the quarter sampled. Employers are divided among six different size classes (see Table 1, page 4). The major industry is determined by the Standard

(Text continued on page 5)

Table 1: Employment Class Size

Size	# of Employees
1	1-4
2	5-9
3	10-19
4	20-49
5	50-99
6	100+

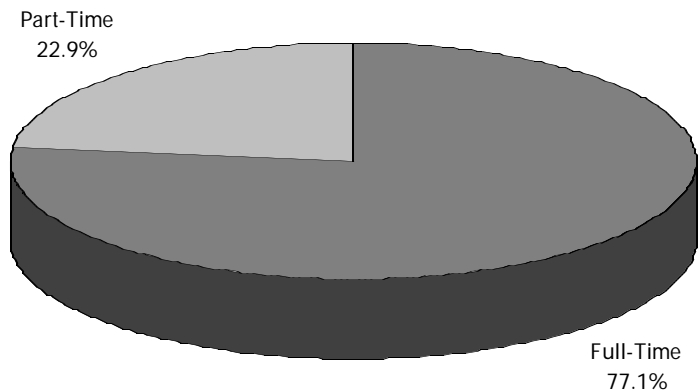
Figure 2: Number of Companies Sampled and Which Responded by Industry, 2002



*Transportation, Communications, & Public Utilities.

**Finance, Insurance, & Real Estate.

Figure 3: Percentage of Employees in Wyoming by Full- and Part-Time Status, 2002



Industrial Classification (SIC) code assigned to that employer (see Figure 2, page 4). The exception is Government, which was determined by ownership code instead of SIC code, because some government agencies such as public schools are coded in industries other than Public Administration. The region is determined by the county code assigned by the Wyoming Department of Employment (see Map, page 11).

Researchers 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 was necessary to get an adequate sample because of the small number of large employers in Wyoming. Large employers are therefore proportionally over-represented in our study.

Section VI: Results

Response Rates

The overall response rate for the survey in 2002 was 69.2 percent or 1,583 employers out of 2,287 surveyed. These 1,583 companies employed a total of 59,644 employees. Of those, 77.1 percent were employed full-time and 22.9 percent were part-time (see Figure 3, page 4). This matches our wage records estimates for full-and part-time employment. Managerial and professional employees held 21.1 percent of those jobs, clerical and

technical employees held 24.1 percent, and production, service, and maintenance employees held 54.8 percent. Additionally, Figures A-2, -3, and -4 (see pages 12 and 13) show response rates by employers' industry, size class, and region. 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 are also less likely to respond, as are employers in Wholesale Trade and Mining.

The results were weighted by the employment for each industry as estimated in the Current Employment Statistics (CES) program. 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 data. This helps correct for response rate differences across industries and over representation of large firms.

Most Common Benefits

Table 2 (see page 6) shows that the three benefits employers most frequently offered to full-time employees were paid holidays (63.7%), health insurance (62.7%), and dependent health insurance (53.6%). To their part-time employees, employers most often offered employee discounts (32.5%), a Christmas bonus (24.9%) and flex-time (22.8%). The average number of paid holidays was 8.6 days for full-time employees (see Table 3, page 6).

Table 2: Percent of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming, 2002

Benefit Type	Part-Time	
	Full-Time	Part-Time
Child Care	3.4%	2.9%
Christmas Bonus	53.0	24.9
Dental Plan	42.8	7.9
Dependent Health Insurance	53.6	8.2
Disability Insurance	18.6	5.0
Educational Assistance	29.9	12.2
Employee Discounts	39.9	32.5
Flex-time	27.7	22.8
Health Insurance	62.7	9.9
Life Insurance	45.4	9.6
Long-Term Disability	21.6	5.5
Maternity Leave	5.4	1.4
Paid Funeral or Bereavement Leave	38.5	12.7
Paid Holidays	63.7	18.7
Paid Jury Duty Leave	50.3	22.1
Paid Personal Leave	41.2	10.8
Paid Sick Leave	35.2	9.7
Paid Vacation	52.2	11.9
Paternity Leave	2.7	0.8
Profit Sharing	11.8	3.9
Relocation Assistance	14.9	3.6
Retirement Plan	48.1	18.4
Uniform/Tool Allowance	24.1	12.7
Vision Plan	22.0	5.0
Wellness Program	12.0	5.9
Work-at-home Option	6.5	17.3

Full-time employees were most often offered health insurance (91.3%), dependent health insurance (88.2%), and paid holidays (84.2%); see Table 4, page 7. Part-time employees were offered employee discounts (44.2%), paid jury duty leave (36.7%), and retirement plans (35.6%). Keep in mind that the survey only asked if employees were *offered* certain benefits. This does not necessarily mean the employees elected to participate in benefits such as health insurance and retirement plans in which employees usually share some of the costs. The analysis showed that employers on average pay 83.3 percent of health insurance costs for full-time employees. For dependent health insurance of full-time employees, the employer contribution was 62.5 percent (see Table 5, page 8).

Table 3: Average Number of Days of Leave Benefits for Wyoming Employees, 2002

Number of Days for:	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Paid Holidays	8.6	10	7.5	6
Paid Sick Leave	12.5	12	9.6	10
Paid Vacation				
after one year	9.8	10	6.6	5
after five years	10.0	10	8.4	10
after ten years	14.7	10	8.9	10
Paid Personal Leave				
after one year	7.9	5	5.8	1
after five years	11.5	10	12.0	10
after ten years	13.7	2	14.1	2
Maternity Leave	37.3	30	57.7	120
Paternity Leave	27.6	5	56.7	60

Core Benefits

For the rest of the analysis we focus on three core benefits: 1) health insurance, 2) retirement plans, and 3) paid holidays.

An analysis of health insurance, retirement plans, and paid holidays benefits offered to full-time employees by industry reveals that employers in Government; Wholesale Trade; and Finance, Insurance, and Real Estate

(FIRE) are most likely to offer these benefits (see Figure 4, page 8). Similarly, employees in Government and FIRE most often received these benefits (see Figure 5, page 8). Mining ranks higher than did Wholesale Trade (see Table B-1, page 15). This is probably due to the larger number of employees in Mining than in Wholesale Trade.

Defined contribution retirement plans such as IRAs and 401(k)s are more often offered than defined benefit retirement plans such as pensions. Defined contribution retirement plans were offered to full-time employees by 81.9 percent of the companies that offered a retirement plan. Overall, 28.8 percent of the companies offered a defined benefit plan to their full-time employees (see Tables B-4, -5, and -6, pages 17 and 18). This adds up to more than 100 percent because some companies offer both options to their employees, leading to 72.2 percent of full-time employees being offered a defined contribution plan and 49.5 percent of full-time employees being offered a defined benefit plan (see Tables B-7, -8, and -9, pages 18 and 19). Employers paid all the costs for their full-time employees' retirement plans in 29.4 percent of the cases and shared the cost with the employees in 63.3 percent of

Table 4: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming, 2002

Benefit Type	Full-Time	Part-Time
Child Care	10.0%	3.3%
Christmas Bonus	34.2	21.4
Dental Plan	78.7	18.6
Dependent Health Insurance	88.2	22.3
Disability Insurance	39.8	11.6
Educational Assistance	57.3	23.6
Employee Discounts	43.3	44.2
Flex-time	33.0	23.4
Health Insurance	91.3	22.8
Life Insurance	83.3	24.1
Long-Term Disability	49.1	15.2
Maternity Leave	7.7	1.6
Paid Funeral or Bereavement Leave	65.0	26.1
Paid Holidays	84.2	18.9
Paid Jury Duty Leave	75.1	36.7
Paid Personal Leave	49.3	19.8
Paid Sick Leave	60.0	20.2
Paid Vacation	70.9	19.9
Paternity Leave	4.2	1.4
Profit Sharing	18.5	4.9
Relocation Assistance	37.6	9.8
Retirement Plan	83.3	35.6
Uniform/Tool Allowance	41.0	19.3
Vision Plan	44.5	13.0
Wellness Program	38.8	22.4
Work-at-home Option	8.2	9.7

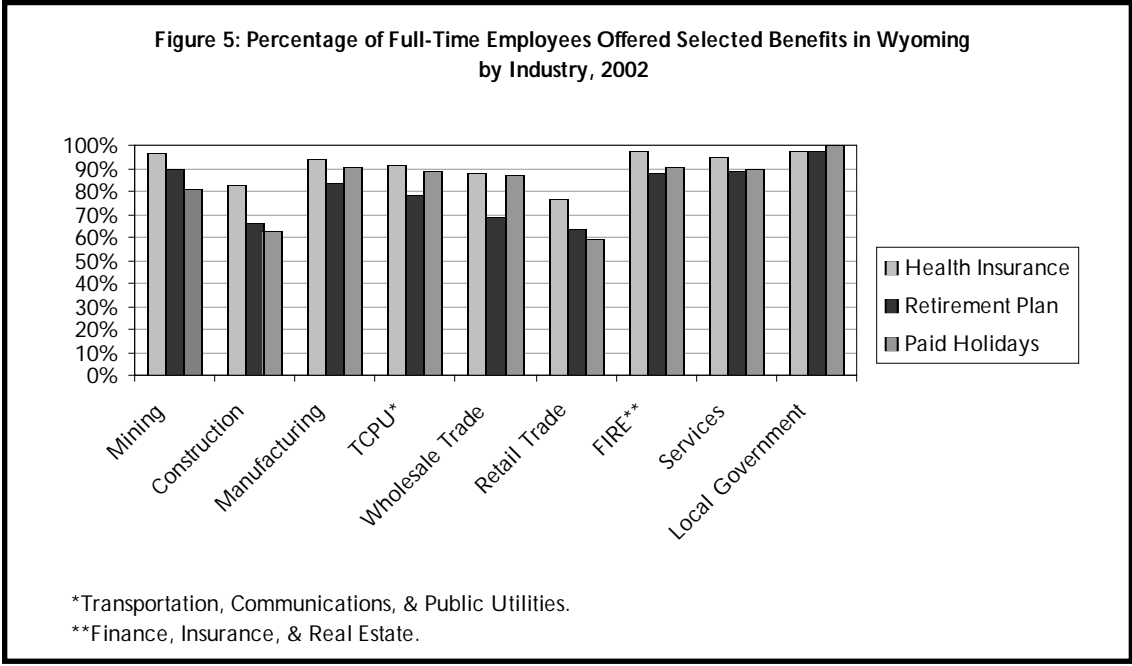
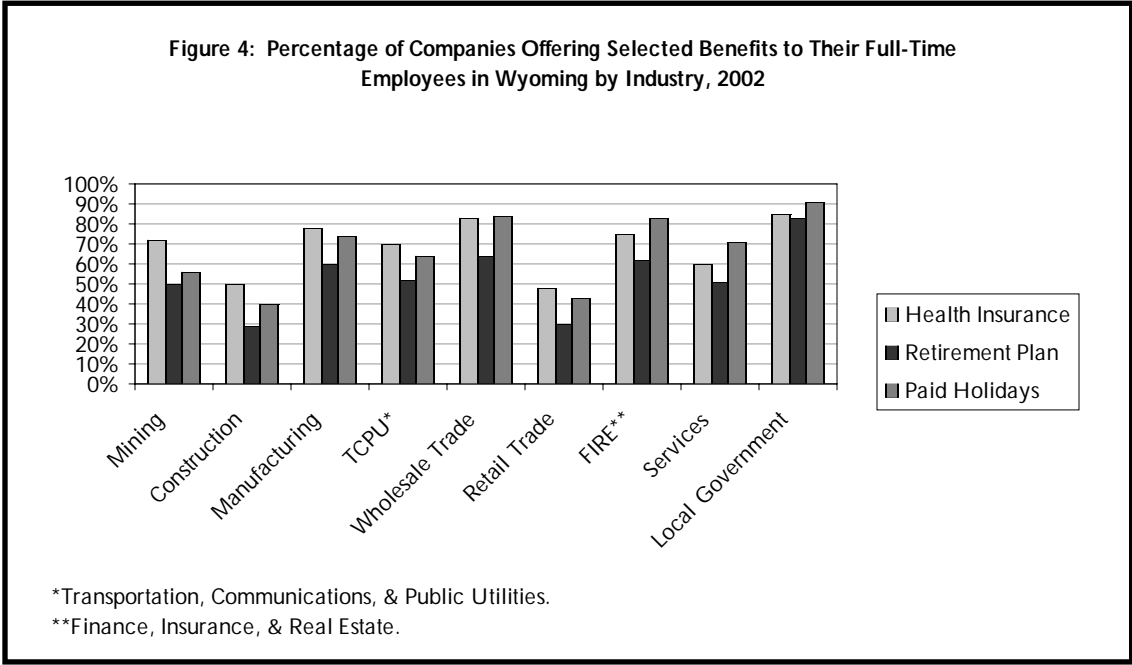
the cases (see Tables B-4, -5, and -6, pages 17 and 18).

There is a significant positive relationship between the provision of benefits and company size. For full-time employees the availability of health insurance, retirement plans, and paid holidays increases with the size of the company offering the benefit. For example, 97.9 percent of workers in companies with 100 or more employees were offered health insurance compared to only 54.6 percent of full-time employees

(Text continued on page 9)

Table 5: Average Percentage Paid on Benefits by Employers for Wyoming Employees, 2002

Percentage Paid on:	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Health Insurance	83.3%	100%	74.0%	100%
Dependent Health Insurance	62.5	100	44.1	30
Dental Plan	72.2	100	59.8	100
Vision Plan	60.7	100	39.8	0



in companies with one to four employees (see Table B-11, page 21). The same is true for employers; 95.9 percent of companies with 100 or more employees offered health insurance to their full-time employees compared to only 36.3 percent of companies with one to four employees (see Table B-2, page 15).

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

Costs

Employers spent 22.2 percent of total compensation on benefits (see Figure 1, page 2). Of total compensation 77.8 percent was spent on wages, 10.0 percent went to retirement accounts, 5.9 percent to legally required benefits such as Social Security and Unemployment Insurance, and 6.3 percent to 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 at an advantage when it comes to benefits coverage. Employment in Government, Manufacturing, Mining, or Wholesale Trade also proves advantageous.

Increasing the number of large companies would appear to be helpful in increasing the number of employees who have access to employer-provided benefits.

The Employee Benefits Program is currently underway for the year 2003, and revisions were made for the first quarter in conjunction with the University of Wyoming. We are working together with other states to develop a uniform Employee Benefits Survey. This will enable us to make direct state-to-state comparisons regarding employee benefits.

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Appendix A

Regional Map of Wyoming

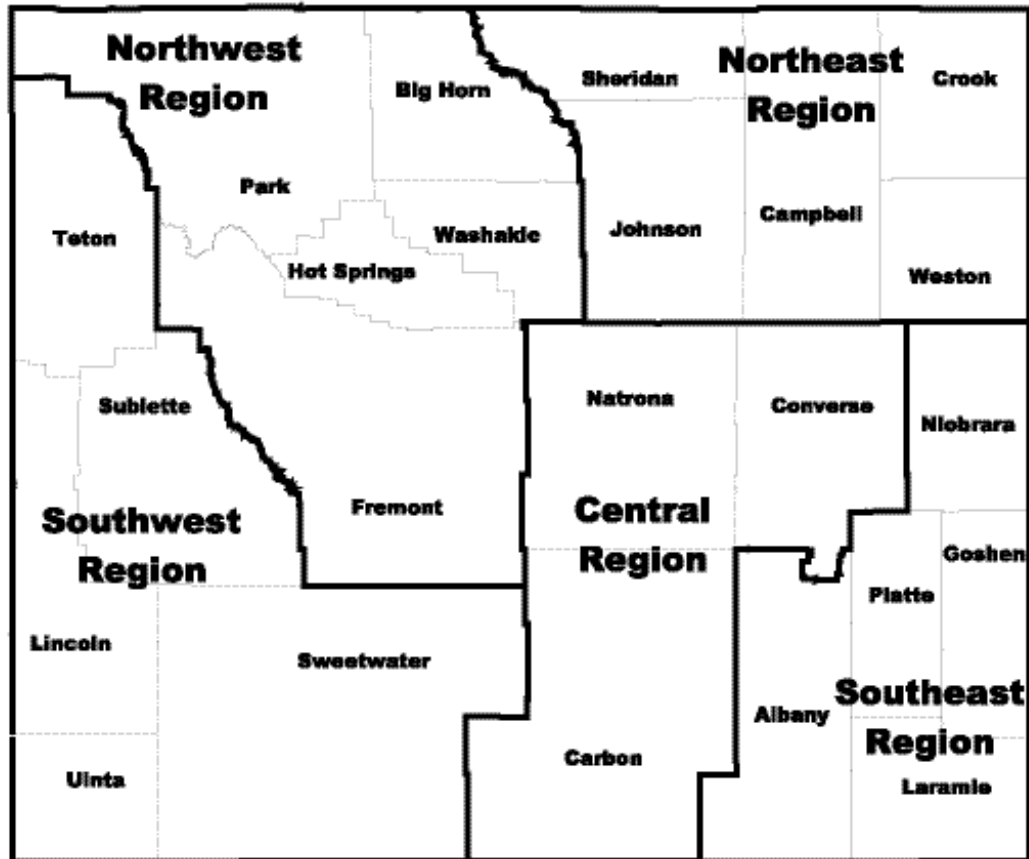


Figure A-1: Percentage of Wyoming Employment by Broad Occupational Group, 2002

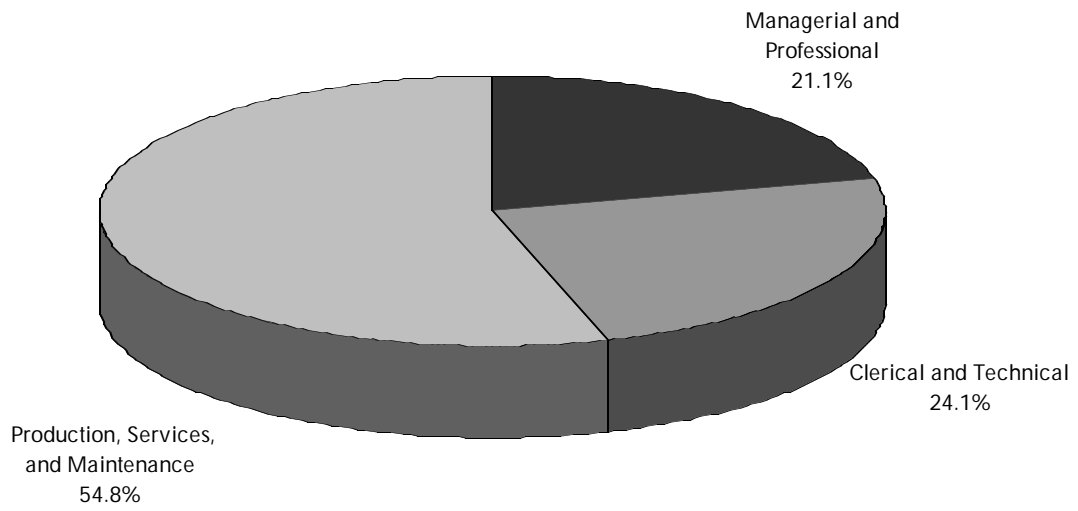
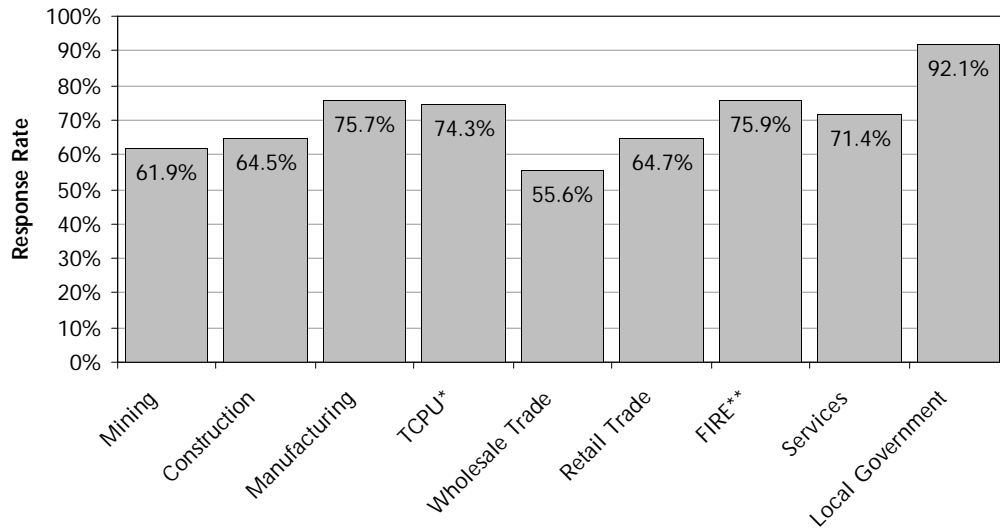


Figure A-2: Response Rate by Wyoming Industry, 2002



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

Figure A-3: Response Rate by Size Class of Wyoming Companies, 2002

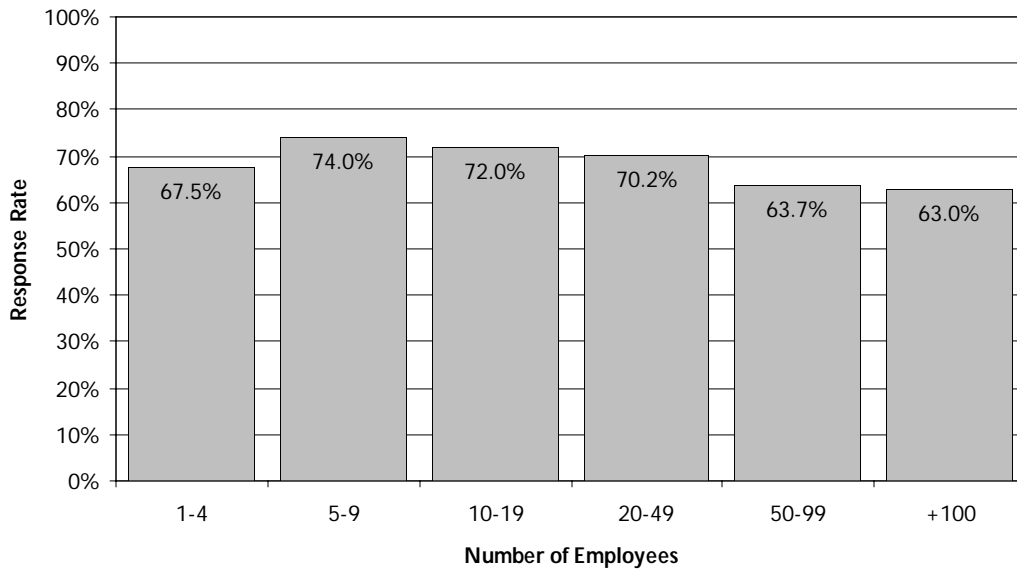
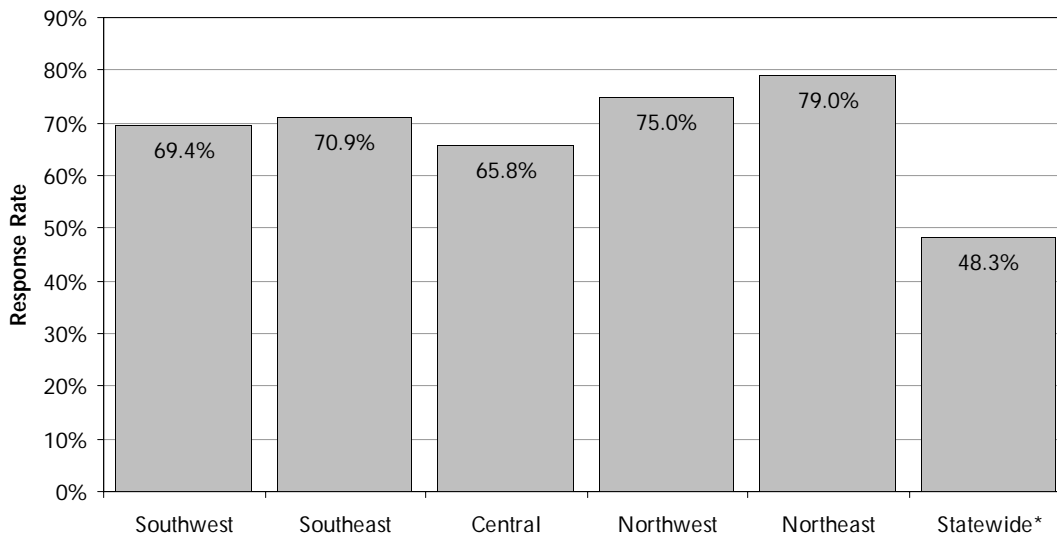


Figure A-4: Response Rate by Wyoming Region, 2002



*Locations in more than one county.

Appendix B

Table B-1: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2002

Benefit Type	INDUSTRY							FIRE**	Services	Local Government
	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	Government			
Full-Time Employees										
Child Care	4.5%	1.3%	3.9%	2.2%	9.2%	1.5%	4.7%	4.9%	0.0%	
Christmas Bonus	65.7	60.3	60.8	50.6	56.6	58.1	55.6	51.5	16.8	
Dental Plan	44.1	30.8	53.8	52.2	57.6	28.0	53.3	42.1	69.8	
Dependent Health Insurance	64.7	44.2	74.0	62.5	66.7	37.2	67.3	50.6	78.1	
Disability Insurance	19.4	12.3	35.3	19.1	43.4	10.4	25.5	16.8	22.3	
Educational Assistance	22.4	21.6	33.3	32.6	39.8	12.5	50.0	35.2	38.3	
Employee Discounts	15.4	31.4	51.9	23.9	61.5	66.2	34.3	37.7	8.5	
Flex-time	21.2	28.6	30.6	23.9	35.8	20.3	24.5	31.1	30.5	
Health Insurance	72.1	50.0	78.4	70.0	82.8	48.3	75.5	60.5	84.9	
Life Insurance	58.8	33.3	56.9	50.6	66.7	28.1	60.4	43.0	73.1	
Long-Term Disability	19.4	9.2	32.0	22.5	49.0	8.7	46.6	20.8	30.0	
Maternity Leave	6.0	1.4	3.9	7.0	13.5	1.1	3.8	7.3	8.7	
Paid Funeral Leave***	32.8	20.2	45.1	32.6	64.6	23.4	58.9	40.1	70.6	
Paid Holidays	56.5	39.7	74.5	64.4	83.8	43.5	83.5	71.0	91.5	
Paid Jury Duty Leave	41.5	28.5	54.0	45.5	71.4	32.0	76.7	56.0	79.2	
Paid Personal Leave	37.9	25.7	28.0	37.2	52.0	28.0	52.8	49.5	59.2	
Paid Sick Leave	23.9	8.6	36.0	35.6	44.9	21.0	53.4	41.0	81.0	
Paid Vacation	57.4	29.1	68.0	57.8	67.7	45.4	64.8	53.6	69.5	
Paternity Leave	6.0	0.9	4.0	3.5	5.3	0.4	1.0	4.2	1.9	
Profit Sharing	11.9	10.8	18.0	5.7	26.3	10.4	21.3	10.4	2.8	
Relocation Assistance	26.9	6.3	29.4	18.9	30.3	12.5	19.4	13.9	7.5	
Retirement Plan	50.0	29.3	59.6	51.7	63.6	29.9	61.7	50.8	83.2	
Uniform/Tool Allowance	31.8	24.3	22.0	27.0	37.4	27.6	7.5	18.6	38.7	
Vision Plan	25.0	12.9	21.6	31.8	33.3	9.7	24.3	23.0	45.7	
Wellness Program	14.7	4.6	13.5	15.7	17.3	4.8	17.8	13.1	24.5	
Work-at-home Option	3.0	1.4	9.8	5.7	12.4	3.3	11.3	8.3	8.5	
Part-Time Employees										
Child Care	2.3%	2.1%	3.1%	2.9%	9.0%	1.3%	2.5%	3.6%	0.0%	
Christmas Bonus	34.1	34.7	34.4	19.1	30.9	26.3	31.3	22.0	8.2	
Dental Plan	6.8	7.6	8.8	9.1	14.5	2.0	11.8	9.4	10.0	
Dependent Health Insurance	9.5	8.5	8.8	6.3	13.6	2.5	11.3	9.9	9.3	
Disability Insurance	4.7	4.3	2.9	1.5	15.6	1.2	8.6	5.9	3.2	
Educational Assistance	9.1	7.7	6.3	15.9	10.4	4.2	27.2	16.6	10.1	
Employee Discounts	9.1	21.1	43.8	22.1	47.8	59.8	27.2	28.5	7.3	
Flex-time	20.5	25.9	28.1	21.7	31.8	18.0	19.0	25.0	18.6	
Health Insurance	9.1	9.7	8.8	9.0	16.2	3.3	11.8	12.2	11.9	
Life Insurance	11.4	7.8	8.6	9.0	14.9	4.1	18.1	10.7	11.1	
Long-Term Disability	7.0	2.9	2.9	4.5	10.9	2.1	14.6	5.8	7.7	
Maternity Leave	0.0	0.7	0.0	2.9	1.6	0.4	3.6	1.7	1.1	
Paid Funeral Leave***	11.9	6.8	12.1	7.2	19.4	4.6	14.3	17.1	24.7	
Paid Holidays	17.0	11.5	14.3	14.5	28.4	8.1	28.4	22.8	26.5	
Paid Jury Duty Leave	14.3	12.9	18.2	16.2	20.0	9.7	30.0	31.8	30.3	
Paid Personal Leave	4.7	1.4	2.9	4.4	12.7	3.7	14.0	18.7	15.2	
Paid Sick Leave	11.1	1.4	8.8	5.7	10.4	2.9	7.3	13.8	23.2	
Paid Vacation	17.8	2.7	14.7	10.0	10.6	10.5	13.6	15.4	13.4	
Paternity Leave	0.0	0.7	0.0	3.0	1.6	0.4	1.2	0.7	0.0	
Profit Sharing	4.7	5.6	9.7	2.9	7.5	2.9	14.8	2.6	0.0	
Relocation Assistance	2.3	0.7	3.1	5.9	7.5	3.8	4.9	3.4	3.1	
Retirement Plan	13.6	11.3	18.2	12.4	26.9	12.4	24.1	22.4	14.0	
Uniform/Tool Allowance	9.5	12.9	12.9	14.7	22.4	18.3	1.3	10.6	11.2	
Vision Plan	7.0	4.9	5.9	6.2	5.8	0.4	3.6	7.3	7.8	
Wellness Program	7.0	2.1	12.1	8.8	6.0	2.5	11.1	6.4	7.1	
Work-at-home Option	15.9	14.7	12.5	16.2	14.7	19.9	26.3	17.8	11.2	

* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

***Includes Bereavement Leave.

Table B-2: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Size Class, 2002

Benefit Type	NUMBER OF EMPLOYEES					
	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	2.2%	2.6%	2.7%	3.8%	2.7%	10.2%
Christmas Bonus	48.4	63.8	67.1	50.2	40.0	29.3
Dental Plan	18.9	32.9	44.6	54.0	74.8	84.4
Dependent Health Insurance	23.8	44.8	58.2	69.2	87.3	94.5
Disability Insurance	9.2	13.1	16.8	19.6	38.7	43.8
Educational Assistance	19.5	22.2	30.5	32.2	44.0	60.5
Employee Discounts	32.1	38.2	45.1	50.2	40.0	37.4
Flex-time	29.0	31.5	27.6	19.7	21.8	34.0
Health Insurance	36.3	55.6	71.3	73.3	91.8	95.9
Life Insurance	18.4	36.2	48.4	57.0	80.2	91.7
Long-Term Disability	9.5	14.4	18.3	24.6	41.7	56.5
Maternity Leave	5.1	3.6	5.2	6.0	3.7	10.2
Paid Funeral Leave*	29.7	27.8	39.2	40.9	51.4	71.2
Paid Holidays	51.1	58.1	67.7	63.7	81.8	89.8
Paid Jury Duty Leave	39.5	41.9	49.8	52.4	62.6	85.8
Paid Personal Leave	32.8	38.7	48.8	36.6	47.3	57.1
Paid Sick Leave	25.3	26.7	35.3	35.0	54.5	67.1
Paid Vacation	37.8	47.3	52.6	61.2	72.1	73.3
Paternity Leave	2.3	1.7	2.5	1.7	1.8	7.5
Profit Sharing	5.5	11.2	15.3	12.8	18.7	17.7
Relocation Assistance	6.5	9.6	12.6	19.1	23.9	41.2
Retirement Plan	22.5	42.3	48.6	59.3	80.9	90.5
Uniform/Tool Allowance	16.5	19.1	29.6	29.8	27.0	33.3
Vision Plan	10.1	13.7	21.0	25.5	39.3	55.7
Wellness Program	4.6	6.6	11.0	10.2	22.7	41.5
Work-at-home Option	9.4	3.6	6.5	5.5	2.8	8.1
Part-Time Employees						
Child Care	1.7%	1.7%	3.3%	3.1%	3.0%	5.1%
Christmas Bonus	23.2	28.7	28.0	26.0	19.8	19.1
Dental Plan	2.7	5.0	5.7	8.2	8.8	27.9
Dependent Health Insurance	3.2	5.6	5.0	7.3	7.0	30.7
Disability Insurance	2.1	3.8	2.5	4.8	8.1	13.7
Educational Assistance	8.7	10.5	9.3	10.4	13.1	30.1
Employee Discounts	26.2	32.5	35.7	39.8	28.7	33.1
Flex-time	29.0	25.0	23.0	16.7	12.0	23.1
Health Insurance	5.5	7.2	6.1	8.7	7.8	33.3
Life Insurance	2.4	6.3	6.6	9.0	11.9	34.5
Long-Term Disability	1.7	3.9	2.1	4.8	9.3	19.7
Maternity Leave	1.4	0.8	0.8	1.5	1.0	2.9
Paid Funeral Leave*	8.8	9.8	9.3	7.7	15.5	37.0
Paid Holidays	13.7	17.6	18.2	15.6	13.9	40.0
Paid Jury Duty Leave	13.4	17.8	18.1	16.5	27.4	58.5
Paid Personal Leave	8.0	5.6	9.8	10.3	9.9	28.1
Paid Sick Leave	4.4	7.1	7.0	7.7	12.9	29.8
Paid Vacation	9.0	10.0	8.8	9.2	14.7	28.2
Paternity Leave	0.7	0.4	0.4	0.5	1.0	2.2
Profit Sharing	1.7	2.2	2.4	4.7	6.0	10.3
Relocation Assistance	0.7	1.7	2.8	5.2	3.0	11.8
Retirement Plan	10.2	15.0	11.4	19.3	23.7	49.3
Uniform/Tool Allowance	6.3	11.3	18.4	13.6	14.9	15.7
Vision Plan	2.1	2.1	1.6	4.6	6.9	22.0
Wellness Program	1.0	2.6	3.7	5.2	10.0	23.4
Work-at-home Option	18.1	25.7	19.9	15.3	7.1	7.4

* Includes Bereavement Leave.

Table B-3: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees by Wyoming Region, 2002

Benefit Type	REGION					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
Full-Time Employees						
Child Care	4.6%	3.0%	3.0%	3.3%	1.0%	9.1%
Christmas Bonus	56.0	53.7	54.3	49.3	58.1	38.0
Dental Plan	43.6	38.7	49.8	36.0	38.1	71.2
Dependent Health Insurance	55.9	52.0	59.1	41.4	50.2	85.8
Disability Insurance	22.0	18.7	22.1	11.3	13.2	39.4
Educational Assistance	29.2	31.5	33.2	23.2	27.1	46.8
Employee Discounts	37.4	39.8	37.9	38.9	40.3	50.5
Flex-time	28.5	32.0	31.3	21.2	27.3	23.9
Health Insurance	66.3	59.4	71.1	49.8	60.9	88.2
Life Insurance	45.7	43.0	50.7	36.3	42.9	74.5
Long-Term Disability	21.6	23.2	23.9	14.9	15.7	45.9
Maternity Leave	5.9	6.2	7.1	5.7	3.4	2.8
Paid Funeral Leave**	34.7	40.1	49.0	32.6	31.9	59.3
Paid Holidays	58.4	65.7	73.8	55.1	61.5	81.7
Paid Jury Duty Leave	49.0	52.4	55.1	43.2	46.4	67.6
Paid Personal Leave	41.5	39.2	42.8	40.1	41.1	46.3
Paid Sick Leave	35.0	38.2	37.6	32.8	29.5	45.4
Paid Vacation	47.1	51.2	58.0	47.9	51.5	70.6
Paternity Leave	2.4	3.7	4.1	2.7	1.0	1.9
Profit Sharing	9.3	14.7	10.4	7.9	10.4	25.7
Relocation Assistance	15.4	14.9	16.3	9.3	10.4	39.4
Retirement Plan	42.9	46.4	53.7	44.1	43.0	81.8
Uniform/Tool Allowance	25.6	22.1	23.8	19.0	28.6	29.4
Vision Plan	22.8	18.9	22.6	23.7	15.5	41.3
Wellness Program	17.0	11.5	13.5	7.9	8.8	19.1
Work-at-home Option	6.9	9.6	4.4	4.3	4.7	11.1
Part-Time Employees						
Child Care	3.5%	4.1%	1.8%	2.1%	1.3%	5.4%
Christmas Bonus	28.0	24.2	31.7	19.7	24.3	23.1
Dental Plan	9.9	5.4	8.5	6.6	7.0	15.6
Dependent Health Insurance	11.4	7.8	7.5	5.0	5.7	17.4
Disability Insurance	7.5	4.8	3.7	1.7	4.0	12.9
Educational Assistance	10.1	12.7	11.0	10.0	12.8	21.5
Employee Discounts	34.0	29.5	31.7	30.0	32.9	45.2
Flex-time	27.6	21.3	25.6	19.8	23.7	17.6
Health Insurance	11.4	9.0	10.9	5.8	9.4	19.1
Life Insurance	10.0	8.5	10.4	4.5	9.7	23.4
Long-Term Disability	7.7	4.9	4.9	1.3	5.4	14.9
Maternity Leave	1.5	0.8	1.9	1.3	1.3	2.1
Paid Funeral Leave**	11.1	12.4	16.3	10.2	10.7	22.6
Paid Holidays	15.6	20.9	21.1	13.4	18.6	28.7
Paid Jury Duty Leave	22.2	21.3	21.8	18.5	22.2	33.7
Paid Personal Leave	11.9	12.0	11.7	9.0	6.8	18.5
Paid Sick Leave	9.0	8.8	9.0	9.1	9.5	16.8
Paid Vacation	7.7	12.2	12.7	12.4	10.0	21.9
Paternity Leave	1.0	0.4	0.6	1.3	0.0	2.1
Profit Sharing	2.5	4.9	3.0	1.7	2.6	14.1
Relocation Assistance	4.5	3.0	2.5	1.7	3.0	11.8
Retirement Plan	17.9	15.9	19.5	12.8	17.7	40.9
Uniform/Tool Allowance	15.6	9.4	9.1	13.6	14.1	17.4
Vision Plan	7.0	2.9	3.6	4.9	3.9	12.5
Wellness Program	9.5	5.9	7.4	2.5	3.1	10.6
Work-at-home Option	13.7	19.3	9.2	17.3	25.7	13.0

*Locations in more than one county.

**Includes Bereavement Leave.

Table B-4: Percentage of Companies Offering a Retirement Plan by Payee, Type, and Industry in Wyoming, 2002

Retirement Plan Payee or Type	Total	INDUSTRY										Local Government	
		Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services				
Full-Time Employees													
Employer Paid Only	29.4%	18.2%	17.7%	10.3%	33.3%	6.7%	15.0%	21.0%	38.8%	55.2%			
Employee Paid Only	9.4	2.9	11.1	13.8	9.3	22.4	18.8	8.1	6.4	1.2			
Paid Jointly	63.3	82.9	74.6	73.3	62.2	71.7	66.3	74.2	56.9	45.3			
Defined Contribution Plan	81.9	87.9	75.8	80.0	78.7	94.6	80.7	84.6	84.5	69.9			
Defined Benefit Plan	28.8	25.0	31.1	26.7	41.3	19.6	24.4	27.7	23.4	49.4			
Part-Time Employees													
Employer Paid Only	27.0	28.6	26.7	16.7	22.2	0.0	16.7	8.7	36.1	57.1			
Employee Paid Only	11.5	0.0	18.8	0.0	16.7	17.6	25.8	13.0	6.3	0.0			
Paid Jointly	59.1	71.4	66.7	83.3	61.1	70.0	50.0	69.6	55.7	42.9			
Defined Contribution Plan	77.8	75.0	82.4	83.3	81.3	72.7	68.8	86.4	79.2	70.0			
Defined Benefit Plan	27.3	25.0	29.4	33.3	31.3	33.3	31.3	18.2	24.7	36.4			

* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

Table B-5: Percentage of Companies Offering a Retirement Plan by Payee, Type, and Size Class in Wyoming, 2002

Retirement Plan Payee or Type	Total	NUMBER OF EMPLOYEES						
		1-4	5-9	10-19	20-49	50-49	100+	
Full-Time Employees								
Employer Paid Only	29.4%	28.3%	32.5%	24.4%	27.4%	28.2%	35.2%	
Employee Paid Only	9.4	14.1	10.7	3.8	12.8	7.1	9.4	
Paid Jointly	63.3	57.6	59.7	72.8	62.9	66.3	58.8	
Defined Contribution Plan	81.9	87.4	84.2	83.6	77.4	77.3	82.0	
Defined Benefit Plan	28.8	19.5	22.0	21.4	30.3	42.0	39.7	
Part-Time Employees								
Employer Paid Only	27.0	22.6	20.0	19.4	22.5	24.0	39.7	
Employee Paid Only	11.5	19.4	14.3	3.2	23.1	12.0	3.0	
Paid Jointly	59.1	58.1	59.5	70.0	57.5	58.3	55.2	
Defined Contribution Plan	77.8	15.4	9.1	20.7	34.2	28.0	39.1	
Defined Benefit Plan	27.3	88.5	81.8	75.9	76.3	80.8	72.5	

Table B-6: Percentage of Companies Offering a Retirement Plan by Payee, Type, and Wyoming Region, 2002

Retirement Plan by Payee or Type	Total	REGION					Statewide*
		Southwest	Southeast	Central	Northwest	Northeast	
Full-Time Employees							
Employer Paid Only	29.4%	30.6%	25.7%	25.7%	38.0%	31.7%	22.2%
Employee Paid Only	9.4	4.5	11.2	9.5	6.3	7.4	21.0
Paid Jointly	63.3	68.5	65.3	64.2	57.8	63.6	59.8
Defined Contribution Plan	81.9	79.8	83.0	85.6	75.8	81.5	88.4
Defined Benefit Plan	28.8	34.5	25.7	24.0	34.1	26.3	27.9
Part-Time Employees							
Employer Paid Only	27.0%	27.0%	13.3%	28.1%	34.4%	40.0%	19.5%
Employee Paid Only	11.5	5.4	8.9	18.2	3.1	10.3	24.4
Paid Jointly	59.1	72.2	77.8	54.5	59.4	41.9	48.8
Defined Contribution Plan	77.8	73.0	78.0	83.9	80.6	76.9	73.8
Defined Benefit Plan	27.3	33.3	29.3	23.3	19.4	28.2	27.9

*Locations in more than one county.

Table B-7: Percentage of Employees Offered a Retirement Plan by Payee, Type, and Industry in Wyoming, 2002

Retirement Plan by Payee and Type	Total	INDUSTRY										
		Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Local Government		
Full-Time Employees												
Employer paid only	39.1%	40.0%	38.9%	4.7%	24.6%	10.0%	5.7%	26.4%	47.0%	59.0%		
Employee paid only	5.7	1.4	5.3	12.4	2.7	42.9	17.9	6.6	3.2	0.1		
Paid Jointly	58.2	72.3	64.3	83.0	76.6	48.6	76.3	69.7	51.5	41.1		
Defined Contribution Plan	72.2	78.8	60.3	87.7	78.7	95.7	69.6	84.7	73.2	64.9		
Defined Benefit Plan	49.5	57.1	47.8	30.8	59.7	9.5	40.1	36.5	43.6	62.2		
Part-Time Employees												
Employer paid only	55.5%	27.3%	78.8%	0.0%	64.6%	0.0%	41.9%	3.9%	63.5%	70.0%		
Employee paid only	5.3	0.0	18.2	0.0	8.5	13.0	16.4	6.9	2.0	0.0		
Paid Jointly	38.4	68.2	69.7	100.0	27.2	87.0	36.2	84.8	34.7	30.0		
Defined Contribution Plan	57.9	73.9	99.2	100.0	96.3	10.5	56.8	93.3	47.6	72.4		
Defined Benefit Plan	50.0	21.7	11.1	5.7	60.5	100.0	47.5	19.2	57.9	48.2		

*Transportation, Communications, & Public Utilities.

**Finance, Insurance, & Real Estate.

Table B-8: Percentage of Employees Offered a Retirement Plan by Payee, Type, and Size Class in Wyoming, 2002

Retirement Plan by Payee and Type	Total	NUMBER OF EMPLOYEES						
		1-4	5-9	10-19	20-49	50-49	100+	
Full-Time Employees								
Employer Paid Only	39.1%	7.4%	29.2%	26.4%	41.0%	32.7%	42.0%	
Employee Paid Only	5.7	5.6	14.1	2.2	7.2	7.6	5.0	
Paid Jointly	58.2	87.2	59.6	72.9	58.3	61.9	55.6	
Defined Contribution Plan	72.2	93.8	84.3	78.1	62.7	74.8	72.3	
Defined Benefit Plan	49.5	61.4	20.1	29.1	49.5	44.5	53.0	
Part-Time Employees								
Employer Paid Only	55.5%	10.7%	22.6%	26.3%	25.3%	18.2%	66.6%	
Employee Paid Only	5.3	2.5	7.5	2.5	20.8	28.8	1.1	
Paid Jointly	38.4	87.4	57.7	64.4	57.4	40.0	33.2	
Defined Contribution Plan	57.9	95.3	78.7	84.2	72.7	73.4	52.6	
Defined Benefit Plan	50.0	6.0	8.5	12.7	49.8	30.6	55.7	

Table B-9: Percentage of Employees Offered a Retirement Plan by Payee, Type, and Wyoming Region, 2002

Retirement Plan by Payee and Type	Total	REGION				
		Southwest	Southeast	Central	Northwest	Northeast
Full-Time Employees						
Employer Paid Only	39.1%	48.8%	23.7%	41.6%	45.8%	52.4%
Employee Paid Only	5.7	3.2	6.6	3.1	3.3	2.1
Paid Jointly	58.2	56.7	70.3	55.3	52.5	46.6
Defined Contribution Plan	72.2	77.7	69.5	74.4	74.4	68.4
Defined Benefit Plan	49.5	61.0	45.1	54.4	48.8	43.4
Part-Time Employees						
Employer Paid Only	55.5%	31.4%	13.6%	87.4%	40.0%	67.9%
Employee Paid Only	5.3	0.5	0.0	2.0	0.4	7.9
Paid Jointly	38.4	70.7	86.1	10.6	57.2	22.9
Defined Contribution Plan	57.9	71.6	37.4	25	75.2	67.4
Defined Benefit Plan	50.0	31.0	81.4	78.8	37.4	53.7

*Locations in more than one county.

Table B-10: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming by Industry, 2002

Benefit Type	INDUSTRY									
	Mining	Construction	Manufacturing	TCPU*	Wholesale Trade	Retail Trade	FIRE**	Services	Local Government	
Full-Time Employees										
Child Care	14.4%	24.9%	4.2%	1.8%	26.5%	14.4%	9.5%	11.0%	0.0%	
Christmas Bonus	35.7	60.4	39.6	34.3	53.9	49.4	52.2	24.8	17.3	
Dental Plan	80.9	69.2	74.5	83.1	71.0	56.4	83.2	83.2	90.6	
Dependent Health Insurance	95.0	75.2	91.7	90.2	81.7	66.7	92.9	93.2	95.2	
Disability Insurance	65.5	43.4	61.2	45.4	50.3	14.2	35.2	50.8	27.3	
Educational Assistance	69.5	44.7	62.3	56.9	48.1	28.2	89.2	63.9	63.9	
Employee Discounts	35.4	52.8	46.8	33.8	63.3	61.1	62.6	37.7	31.8	
Flex-time	31.2	51.8	28.7	29.2	23.5	17.7	43.6	18.6	48.9	
Health Insurance	96.2	82.4	94.2	91.2	88.2	76.2	97.2	94.7	97.4	
Life Insurance	93.1	64.0	83.1	83.8	77.2	59.0	93.8	89.4	94.6	
Long-Term Disability	61.8	34.1	55.8	57.0	64.0	25.5	73.0	62.2	41.5	
Maternity Leave	6.2	9.2	1.8	11.7	7.6	1.3	10.5	13.9	6.0	
Paid Funeral Leave**	63.4	46.4	65.9	37.3	43.2	37.6	75.6	72.1	90.9	
Paid Holidays	81.3	63.0	90.5	88.6	87.1	59.2	90.8	89.2	99.8	
Paid Jury Duty Leave	70.0	47.7	64.9	69.6	59.1	44.6	96.4	87.3	96.4	
Paid Personal Leave	38.6	29.6	19.4	39.7	27.5	27.2	62.8	72.7	62.5	
Paid Sick Leave	42.4	26.4	51.0	62.2	48.5	19.3	53.7	72.7	95.5	
Paid Vacation	82.1	47.6	83.5	72.8	76.4	60.0	65.1	74.8	76.1	
Paternity Leave	6.2	6.1	0.7	2.4	2.0	0.0	7.5	7.9	2.7	
Profit Sharing	35.2	32.9	26.1	17.2	43.9	12.8	49.9	15.2	2.4	
Relocation Assistance	68.6	33.3	40.9	48.9	46.3	37.7	41.4	34.8	24.3	
Retirement Plan	89.7	65.9	83.6	78.4	68.6	63.4	88.1	88.7	97.0	
Uniform/Tool Allowance	46.7	33.1	30.9	52.6	48.7	52.7	8.0	13.3	62.2	
Vision Plan	64.2	24.0	34.9	42.8	29.2	13.7	36.8	55.4	58.9	
Wellness Program	61.6	11.9	37.0	45.9	31.4	13.2	40.5	37.6	55.5	
Work-at-home Option	1.1	18.9	5.4	3.2	8.3	2.9	12.1	5.2	13.6	
Part-Time Employees										
Child Care	3.9%	60.0%	0.0%	1.2%	1.8%	2.2%	11.2%	6.1%	0.0%	
Christmas Bonus	27.9	25.3	18.1	13.9	25.7	35.5	40.1	14.9	14.9	
Dental Plan	4.0	47.0	0.7	23.6	1.8	3.6	48.3	32.6	11.4	
Dependent Health Insurance	7.4	47.3	0.0	21.2	0.0	8.9	47.4	37.7	12.5	
Disability Insurance	4.1	2.9	0.7	19.5	12.1	2.5	16.4	25.3	4.1	
Educational Assistance	13.2	6.8	0.7	29.4	1.8	17.4	54.4	38.2	9.2	
Employee Discounts	12.4	17.9	53.3	31.3	41.8	60.3	63.7	36.5	39.3	
Flex-time	20.9	24.3	17.2	29.6	12.5	17.7	37.3	23.1	30.2	
Health Insurance	7.2	47.9	0.7	21.8	2.7	8.9	38.9	38.9	14.4	
Life Insurance	13.1	50.4	3.5	26.2	1.8	9.8	55.1	41.2	12.1	
Long-Term Disability	4.1	0.9	1.4	21.1	1.9	3.9	39.8	28.9	10.8	
Maternity Leave	0.0	4.0	0.0	2.1	0.0	0.9	12.0	2.0	0.1	
Paid Funeral Leave**	32.8	4.9	2.1	22.1	8.7	15.7	31.5	41.0	22.7	
Paid Holidays	52.6	9.5	18.9	27.9	25.3	9.2	33.5	21.3	26.7	
Paid Jury Duty Leave	39.8	8.8	13.5	13.2	16.9	16.9	46.9	67.5	23.5	
Paid Personal Leave	7.1	0.0	1.4	3.4	7.7	3.3	29.1	45.1	9.7	
Paid Sick Leave	7.8	0.0	16.8	21.3	3.6	3.2	18.9	39.9	17.3	
Paid Vacation	15.2	6.5	25.9	25.7	4.5	26.7	26.8	22.6	7.1	
Paternity Leave	0.0	0.0	0.0	2.2	0.0	1.3	10.6	1.9	0.0	
Profit Sharing	7.8	46.8	2.9	18.3	0.0	2.8	43.2	1.4	0.0	
Relocation Assistance	0.8	0.0	0.7	4.4	1.8	15.9	26.7	7.6	6.5	
Retirement Plan	12.5	48.1	35.5	32.4	1.8	15.9	57.6	62.7	11.9	
Uniform/Tool Allowance	21.6	49.2	15.6	13.9	27.3	30.6	0.5	8.8	18.0	
Vision Plan	4.1	45.1	0.7	23.6	1.8	0.0	26.7	22.8	9.9	
Wellness Program	9.4	1.9	2.2	33.0	1.8	12.5	32.5	27.7	33.3	
Work-at-home Option	27.1	10.9	13.3	33.7	13.6	11.9	17.5	5.2	9.6	

* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

***Includes Bereavement Leave.

Table B-11: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming by Size Class, 2002

Benefit Type	NUMBER OF EMPLOYEES					
	1-4	5-9	10-19	20-49	50-99	100+
Full-Time Employees						
Child Care	1.5%	1.4%	2.9%	15.6%	80.0%	12.8%
Christmas Bonus	41.7	66.7	67.3	49.0	37.3	22.6
Dental Plan	39.7	39.0	54.4	67.8	77.0	90.0
Dependent Health Insurance	44.6	51.7	70.2	79.1	90.0	96.8
Disability Insurance	28.4	14.3	23.1	35.2	41.6	45.1
Educational Assistance	36.8	22.9	34.8	41.8	39.8	72.4
Employee Discounts	30.1	36.5	42.0	60.0	36.8	41.4
Flex-time	41.9	32.0	26.2	27.3	20.2	38.4
Health Insurance	54.6	60.7	81.3	83.5	93.5	97.9
Life Insurance	40.6	41.3	61.2	66.0	85.7	95.4
Long-Term Disability	31.5	15.0	24.3	37.2	44.6	59.7
Maternity Leave	27.9	3.3	5.4	3.9	5.8	9.1
Paid Funeral Leave*	18.9	28.3	46.0	47.4	53.0	79.9
Paid Holidays	59.6	58.0	72.8	71.6	85.7	91.8
Paid Jury Duty Leave	31.0	42.8	54.3	59.0	60.7	89.8
Paid Personal Leave	47.1	38.4	54.3	35.2	46.9	54.0
Paid Sick Leave	39.5	26.9	36.5	43.5	52.3	72.7
Paid Vacation	50.8	45.8	54.0	64.3	37.5	78.6
Paternity Leave	1.5	1.0	2.5	0.9	1.6	6.3
Profit Sharing	5.7	11.4	13.6	21.2	20.8	18.9
Relocation Assistance	27.4	11.2	16.3	33.3	22.0	47.8
Retirement Plan	41.3	43.4	56.5	64.7	82.1	97.0
Uniform/Tool Allowance	36.0	20.2	32.3	37.1	35.4	46.4
Vision Plan	10.1	16.8	27.5	25.6	39.8	56.6
Wellness Program	23.6	4.6	9.6	15.9	23.8	55.9
Work-at-home Option	6.4	4.2	5.8	15.2	1.9	8.6
Part-Time Employees						
Child Care	50.0%	90.0%	1.9%	3.3%	2.7%	4.0%
Christmas Bonus	17.1	39.7	24.5	20.6	27.5	18.8
Dental Plan	22.5	3.9	3.2	4.2	8.7	26.9
Dependent Health Insurance	22.9	1.9	2.9	8.1	8.1	32.6
Disability Insurance	1.6	3.3	2.6	1.8	9.6	16.7
Educational Assistance	26.7	8.5	3.7	3.1	14.8	34.7
Employee Discounts	43.0	42.8	33.8	50.7	34.9	46.4
Flex-time	20.8	24.6	20.5	18.0	11.3	28.0
Health Insurance	24.1	4.6	3.9	8.2	8.3	33.1
Life Insurance	0.9	7.4	3.6	4.2	14.1	36.5
Long-Term Disability	0.4	1.4	2.4	1.3	16.2	21.9
Maternity Leave	0.9	0.3	0.6	0.4	2.6	1.9
Paid Funeral Leave*	6.6	5.6	6.4	5.1	13.8	38.4
Paid Holidays	9.0	17.5	8.4	15.7	10.3	23.6
Paid Jury Duty Leave	11.2	10.1	15.1	15.0	28.2	49.4
Paid Personal Leave	6.1	3.7	5.1	4.2	10.5	29.3
Paid Sick Leave	3.4	4.9	4.3	4.5	16.6	29.1
Paid Vacation	29.0	9.8	7.6	9.9	16.6	24.6
Paternity Leave	0.4	0.0	0.3	0.2	3.8	1.6
Profit Sharing	0.9	2.8	2.1	1.4	5.4	6.6
Relocation Assistance	0.0	0.7	0.9	6.0	3.7	14.9
Retirement Plan	27.9	8.7	9.6	12.6	27.1	50.1
Uniform/Tool Allowance	5.9	10.0	19.1	21.7	35.2	16.9
Vision Plan	22.4	2.7	1.0	1.2	2.4	19.7
Wellness Program	0.5	2.2	2.1	1.4	16.3	34.6
Work-at-home Option	13.9	30.1	16.3	7.1	7.8	7.8

* Includes Bereavement Leave.

Table B-12: Percentage of Full- and Part-Time Employees Offered Selected Benefits by Wyoming Region, 2002

Benefit Type	REGION					Statewide*
	Southwest	Southeast	Central	Northwest	Northeast	
Full-Time Employees						
Child Care	20.8%	50.0%	1.4%	8.0%	40.0%	31.4%
Christmas Bonus	34.7	40.3	25.4	27.6	34.7	23.7
Dental Plan	88.3	75.5	90.8	75.1	74.3	77.7
Dependent Health Insurance	94.5	90.4	92.7	73.0	84.6	88.0
Disability Insurance	58.6	28.8	57.8	31.6	22.8	40.2
Educational Assistance	67.9	66.6	61.2	40.0	50.5	61.0
Employee Discounts	35.8	46.9	34.4	31.6	45.2	56.6
Flex-time	29.9	45.3	30.5	25.8	35.4	30.8
Health Insurance	96.0	91.8	94.3	83.8	88.8	91.2
Life Insurance	90.9	82.4	90.3	77.7	80.1	84.7
Long-Term Disability	64.1	48.6	56.0	35.3	45.6	60.7
Maternity Leave	8.9	14.9	5.8	12.2	1.1	3.5
Paid Funeral Leave**	64.4	68.7	74.0	69.4	63.1	66.0
Paid Holidays	88.3	92.7	90.6	70.0	80.3	83.6
Paid Jury Duty Leave	81.7	80.6	81.3	79.9	70.9	67.9
Paid Personal Leave	58.7	37.8	61.8	54.8	41.0	42.5
Paid Sick Leave	67.9	67.8	72.5	62.4	59.8	50.5
Paid Vacation	78.9	83.5	76.0	52.0	77.8	69.1
Paternity Leave	4.6	7.9	3.5	9.0	0.1	1.9
Profit Sharing	10.8	23.1	10.4	5.6	12.9	33.9
Relocation Assistance	46.5	30.3	26.4	28.1	38.3	55.3
Retirement Plan	83.1	86.9	87.3	80.6	79.7	90.8
Uniform/Tool Allowance	36.5	47.7	27.1	22.9	58.4	47.9
Vision Plan	66.3	36.0	36.9	58.8	40.7	38.2
Wellness Program	64.6	34.6	52.5	22.0	41.7	31.1
Work-at-home Option	4.3	2.7	0.4	2.5	19.3	15.0
Part-Time Employees						
Child Care	8.2%	3.6%	2.1%	60.0%	1.2%	3.7%
Christmas Bonus	14.4	39.2	7.5	16.6	19.0	26.3
Dental Plan	14.8	12.4	37.0	21.6	16.5	17.6
Dependent Health Insurance	18.9	15.9	36.6	22.9	16.5	28.7
Disability Insurance	7.0	2.0	35.9	6.5	3.4	11.4
Educational Assistance	10.8	16.1	38.2	18.5	22.3	37.7
Employee Discounts	49.1	42.8	41.1	39.4	44.1	53.3
Flex-time	44.0	36.0	4.4	13.2	28.3	15.3
Health Insurance	19.0	16.2	38.3	23.8	17.1	27.7
Life Insurance	14.8	13.4	42.4	15.2	18.8	36.3
Long-Term Disability	14.6	9.0	37.3	0.5	15.6	15.0
Maternity Leave	2.7	1.3	0.2	0.2	0.2	1.7
Paid Funeral Leave**	16.0	18.3	35.7	29.5	22.7	36.2
Paid Holidays	23.2	24.9	2.2	16.6	34.4	21.3
Paid Jury Duty Leave	49.8	28.2	42.2	38.5	33.4	31.6
Paid Personal Leave	17.9	18.0	35.4	21.5	4.4	19.5
Paid Sick Leave	18.9	17.4	33.9	19.1	19.9	19.5
Paid Vacation	5.8	20.2	4.8	25.6	20.9	42.2
Paternity Leave	2.6	1.3	0.1	0.2	0.0	2.8
Profit Sharing	0.0	3.2	1.7	1.1	1.6	16.3
Relocation Assistance	6.7	7.4	0.9	3.2	12.4	24.0
Retirement Plan	23.1	19.1	45.1	33.0	36.5	52.5
Uniform/Tool Allowance	13.8	18.5	2.7	14.5	23.6	33.1
Vision Plan	13.4	2.2	1.5	22.7	17.4	23.6
Wellness Program	16.6	11.6	70.0	0.9	11.7	21.0
Work-at-home Option	8.7	7.2	1.3	12.8	35.1	9.7

*Locations in more than one county.

**Includes Bereavement Leave.

Appendix C



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

Form 1
Rev. 5/02



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 **November 12th, 2002**? *(Do not include temporary employees you hire through a staffing agency)* _____


Of these, how many employees are considered seasonal or temporary workers *(other than those hired through a staffing agency)*? _____


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 must your employees work each week to be considered full-time? _____


Is your company / organization not-for-profit? yes no

 Section A: Paid Leave	Full-Time	Part-Time
1. Do you offer paid holidays? <i>(i.e., New Year's Day, Martin Luther King/Equality Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas)</i> 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 personal leave? Include sick leave and paid vacation if your company does not differentiate between these types of leave. If yes, how many days of paid personal leave do you offer: After 1 year of employment? After 5 years of employment? After 10 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
3. Do you offer paid sick leave, beyond any personal leave identified in #2? If yes, how many days of paid 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
4. Do you offer paid vacation, beyond any personal leave identified in #2? If yes, how many days of paid vacation do you offer: After 1 year of employment? After 5 years of employment? After 10 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
5. Do you offer maternity leave beyond what the law requires, such as paid time off? <i>(Do not include if sick or vacation pay has to be taken.)</i> 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? <i>(Do not include if sick or vacation pay has to be taken.)</i> 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? <i>(Do not include if employee has to use vacation, personal, or sick leave.)</i>	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
8. Do you offer paid jury duty leave? <i>(Employer pays difference between jury duty pay and regular salary or wage.)</i>	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
9. Do you offer any paid leave to seasonal or temporary employees?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no

 Section B: Insurance	Full-Time	Part-Time
10. Do you offer health insurance for your employees? If yes, what percentage is paid by the employer ? How long must an employee work for your company before he/she is eligible for health insurance?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ % _____ months	<input type="checkbox"/> yes <input type="checkbox"/> no _____ % _____ months
11. Do you offer dependent health insurance? If yes, what percentage is paid by the employer ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
12. Do you offer a dental plan? If yes, what percentage is paid by the employer ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
13. Do you offer a vision plan? If yes, what percentage is paid by the employer ?	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %	<input type="checkbox"/> yes <input type="checkbox"/> no _____ %
14. Do you offer life insurance?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
15. Do you offer short-term disability insurance? <i>(Do not include workers' compensation. Usually provided for 6 to 12 months.)</i>	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
16. Do you offer long-term disability care insurance? <i>(Usually has a waiting period of 3 to 6 months.)</i>	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no
17. Do you offer any insurance to seasonal or temporary employees?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no

 Section C: Retirement	Full-Time	Part-Time
18. Do you offer a retirement plan? If yes, what type of plan do you offer? (check all that apply) A. Defined Contribution <i>(Plan specifies employer / employee contributions.)</i> Examples: 401(k), 403(b), 457 plans. B. Defined Benefit <i>(Retirement benefits are determined by a formula, often based on factors such as years of service, age, or average salary.)</i> If yes, who pays the contribution? (check one) A. Employer paid only B. Employee paid only C. Shared How many years does it take for employees to be fully vested?	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> _____ years	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> _____ years
19. Do you offer any retirement benefits to seasonal or temporary employees?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no

 Section D: Miscellaneous Benefits	Full-Time	Part-Time
20. Does your company offer any of the following miscellaneous benefits? A. Wellness program (<i>blood screen, weight loss, smoking cessation, health club membership, etc.</i>) B. Child-care assistance C. Educational/tuition assistance D. Profit sharing plan (<i>not part of retirement plan</i>) E. Employee discounts F. Relocation assistance G. Uniform/Tool allowance H. Christmas bonus I. Work-at-home option (<i>telecommuting</i>) J. Flex time (<i>begin and end work within a range of hours</i>) K. Other: _____	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> yes <input type="checkbox"/> no
21. Does your company offer any of the above miscellaneous benefits to seasonal or temporary employees?	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no

 Section E: Cost of Benefits	All Employees
(please see instruction sheet to identify appropriate tax forms) 22. What dollar amount did your company spend on wages and salaries in 2001? (<i>This is the total wage amount reported to WY Unemployment Insurance on your quarterly reports for calendar year 2001.</i>) How many months was your company in operation during 2001? _____ Months	\$ _____ _____ Months
23. What dollar amount did your company spend on Retirement plans (Section C) in 2001?	\$ _____
24. What dollar amount did your company spend on Insurance plans (Section B) in 2001?	\$ _____
25. What dollar amount did your company spend on Miscellaneous Benefits (Section D) in 2001?	\$ _____
26. What dollar amount did your company spend on legally required benefits in 2001? Only if readily available , include separate costs for workers' compensation, state unemployment insurance (SUTA), federal unemployment insurance (FUTA), and social security (FICA).	Total \$ _____ <i>If available:</i> Workers' Comp \$ _____ SUTA \$ _____ FUTA \$ _____ FICA \$ _____