

# STATE OF IDAHO EMPLOYEE BENEFIT SURVEY



IDAHO DEPARTMENT OF LABOR  
PUBLIC AFFAIRS BUREAU  
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# STATE OF IDAHO EMPLOYEE BENEFIT SURVEY

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## EXECUTIVE SUMMARY

The goal of the Idaho Employee Benefits Survey was to get an idea of the types of benefits that Idaho employers offered to their employees as well as the prevalence of employers offering the benefits. The data was analyzed to determine whether differences between employer size, geographical region, or industry were factors in deciding which benefits were offered and how often. This information can be important to employees and employers, as benefits may be a significant portion of an employees' compensation package.

Benefits that were examined were raises given and planned, paid leave—including holidays, sick leave, vacation, personal leave, maternity leave, paternity leave, funeral leave, and jury duty leave; insurance—including health, dependent health, dental, vision, life, disability, and long-term disability insurance; retirement; and educational assistance.

The main factor that predicts whether or not an employee receives benefits (or certain benefits) is whether or not the employee works full-or part-time. This is the largest determinant, so the information presented includes both full- and part-time information. Full-time employees are much more likely to be offered benefits than part-time employees.

Business Size is another factor that predicts whether or not benefits will be offered employees. In most cases, large employers offered benefits most often to full- and part-time employees more often than mid-sized and small employers, and mid-sized employers generally gave raises more often than small employers.

Geographic Region may have been another factor in whether or not an employer offers benefits to its employees. Generally, Eastern Idaho offered benefits more often than Western and Northern Idaho, and Western Idaho offered benefits more often than Northern Idaho.

The differences in Industry were not as clear, but generally, those employers in FIRE (Finance, Insurance, & Real Estate), Manufacturing, Services, and Wholesale Trade are generally more likely than all others to offer benefits to full- and part-time employees.

## STATEWIDE FINDINGS

### PAID LEAVE

Paid Holidays are offered to full-time employees by 87 percent of employers, and to part-time employees by 36 percent of employers.

Sick Leave is offered to full-time employees by 61 percent of employers, and to part-time employees by 26 percent of employers.

Vacation Leave is offered to full-time employees by 92 percent of employers, and to part-time employees by 32 percent of employers.

Personal Leave is offered to full-time employees by 25 percent of employers, and to part-time employees by 5 percent of employers.

Maternity Leave is offered to full-time employees by 35 percent of employers, and to part-time employees by 22 percent of employers.

Paternity Leave is offered to full-time employees by 18 percent of employers, and to part-time employees by 3 percent of employers.

Funeral/Bereavement Leave is offered to full-time employees by 40 percent of employers, and to part-time employees by 10 percent of employers.

Jury Duty Leave is offered to full-time employees by 54 percent of employers, and to part-time employees by 27 percent of employers.

### INSURANCE

Health Insurance is offered to full-time employees by 82 percent of employers, and to part-time employees by 27 percent of employers.

Dependent Health Insurance is offered to full-time employees by 62 percent of employers, and to part-time employees by 24 percent of employers.

Dental Insurance is offered to full-time employees by 57 percent of employers, and to part-time employees by 24 percent of employers.

Vision Insurance is offered to full-time employ-

ees by 44 percent of employers, and to part-time employees by 21 percent of employers.

Life Insurance is offered to full-time employees by 49 percent of employers, and to part-time employees by 22 percent of employers.

Disability Insurance is offered to full-time employees by 36 percent of employers, and to part-time employees by 21 percent of employers.

Long-Term Disability Insurance is offered to full-time employees by 21 percent of employers, and to part-time employees by 3 percent of employers.

### RETIREMENT

Some sort of Retirement Plan is offered to full-time employees by 64 percent of employers, and to part-time employees by 44 percent of employers.

### EDUCATION ASSISTANCE

Education Assistance is available through a wide variety of sources, including: full/partial reimbursement to the participant, direct payment by company to agency/company providing the training, and corporate training—where companies provide in-house training by their trainers. It is no surprise that most businesses use a variety of these sources to train their employees.

Full/partial reimbursement is offered to full-time employees by 24 percent of employers, and to part-time employees by 12 percent of employers.

Direct payment to training entity is offered to full-time employees by 33 percent of employers, and to part-time employees by 13 percent of employers.

Corporate/company training is offered to full-time employees by 28 percent of employers, and to part-time employees by 14 percent of employers.

## INTRODUCTION

The Idaho Department of Labor, Public Affairs Bureau, conducted a survey of Idaho employers to obtain information about employee benefits. The survey covered topics of paid leave, education and training assistance, insurance, retirement, and other selected benefits. Data was also collected on the methods used to determine wage and salary increases. Private and public sector employers of all sizes, industries, and geographical areas of Idaho were included in the study. The Department of Labor would like to thank all employers that participated in the survey.

Data portrayed in this publication is presented as a percentage of employers offering each benefit, not the percentage of employees receiving the benefit. The fact that an employer offers a particular benefit does not necessarily mean that the benefit is taken by all employees. It is possible that some of the benefits offered by different companies are optional or only offered to certain staff members, such as supervisors and/or managers.

The data presented in this report is separated to show the differences between business size, region, and industry, although all of these factors are interrelated. Also related is the fact that employers have part-time and full-time employees. Some employers also have temporary and/or seasonal employees, which generally do not receive the same benefits that full-time employees receive, but they were not included in the scope of this survey.

Differences in business size is a clear indicator of whether or not certain benefits are offered, where generally, larger employers offer more benefits to more employees, followed by mid-sized, and finally small employers. Region and

industry are not clear indicators of benefits offered.

Readers should take note that the majority of businesses in Idaho are small businesses, with less than ten employees. The number of responses received was heavily impacted by the fact that there are such a large number of small businesses throughout the state.

Data presented in the overall results section includes responses by employers in all business size classes, all regions, and all industries. The data presented by business size includes employers in all regions and industries, when separated by business size. The data presented by region includes employers in all business sizes and industries, when separated by geographical region. The data presented by industry includes employers in all business sizes and region, when separated by industry. Tables showing the results in percentages by business size, region, and industry are located on pages 38-40 of this publication.

When looking at the histograms, note that each scale is different. The ranges used in the charts vary depending on the responses that were received on that question from survey respondents.

The information contained in this publication provides an overview of the benefits offered by Idaho employers and should be used as an information source only. This publication is not meant to be an absolute list of benefits offered. Employees and job seekers should not expect to receive benefits nor should employers feel obligated to adjust their benefit packages based on the results of this survey.



## OVERALL BENEFITS

Full-time employees in Idaho are nearly twice as likely to be offered benefits as part-time employees, according to a recent survey conducted by the Idaho Department of Labor (IDOL). The size of a business and the type of industry are also important factors in determining whether employees receive benefits and which benefits are offered.

In August 2001, IDOL mailed a survey to 5,172

employers randomly selected from a stratified sample. Surveyed employers varied by number of employees, geographic region, industry, and type of ownership. The majority of businesses surveyed were privately owned, but some local, state, and federal government offices were also included. Surveys were returned by 2,728 employers, a response rate of 52.7 percent. Of those responses, 2,380 of the employers had employees working for them. Of those 2,380 responses, 1,640 had at least one full-time employee, and 1,119 had at least one part-time employee.

For this survey, full-time employers are those who responded to the survey and reported having at least one full-time employee. Part-time employers are those who reported having at least one part-time employee. These two employer categories certainly overlap, as many employers have both full-time and part-time employees, but employers were asked to respond to each question regarding their full-time employees and their part-time employees as separate groups. When a percentage of full-time employees is given, it refers to the proportion of full-time employers surveyed who offered the benefit in question to their full-time employees. Percentages for part-time employees refer to the proportion of part-time employers surveyed who offered the benefit in question to their part-time employees. Survey results do not indicate the actual percentages of Idaho's labor force receiving each benefit. Table 1 shows the overall results for the survey.

**Table 1: Results of State of Idaho Benefit Survey**

	<b>Full-Time</b>	<b>Part-Time</b>	<b>Percent Full-Time</b>	<b>Percent Part-Time</b>
<b>Raises Given</b>	1521	750	92.7%	67.0%
<b>Raises Planned</b>	1316	653	80.2%	58.4%
<b>Paid Leave</b>				
Paid Holidays	1421	404	86.6%	36.1%
Paid Sick Leave	1000	294	61.0%	26.3%
Paid Vacation	1508	362	92.0%	32.4%
Paid Personal Leave	405	50	24.7%	4.5%
Paid Maternity Leave	570	241	34.8%	21.5%
Paid Paternity Leave	290	38	17.7%	3.4%
Paid Funeral Leave	659	106	40.2%	9.5%
Paid Jury Duty Leave	892	303	54.4%	27.1%
<b>Insurance</b>				
Health Insurance	1337	306	81.5%	27.3%
Dependent Health Insurance	1022	263	62.3%	23.5%
Dental Plan	936	266	57.1%	23.8%
Vision Plan	721	231	44.0%	20.6%
Life Insurance	805	248	49.1%	22.2%
Disability Insurance	587	233	35.8%	20.8%
Long-Term Disability	341	30	20.8%	2.7%
<b>Retirement</b>				
Retirement Plan Offered	1047	497	63.8%	44.4%
Defined Contribution	688	420	42.0%	37.5%
Defined Benefit	213	62	13.0%	5.5%
<b>Misc Benefits</b>				
Wellness Program	452	217	27.6%	19.4%
Child Care	28	12	1.7%	1.1%
Profit Sharing	243	47	14.8%	4.2%
Employee Discounts	387	195	23.6%	17.4%
Relocation Assistance	246	11	15.0%	1.0%
Uniform/Tool Allowance	191	52	11.6%	4.6%
Telecommuting	209	30	12.7%	2.7%
Flex-Time	216	113	13.2%	10.1%
Other	29	6	1.8%	0.5%

### PAY RAISES

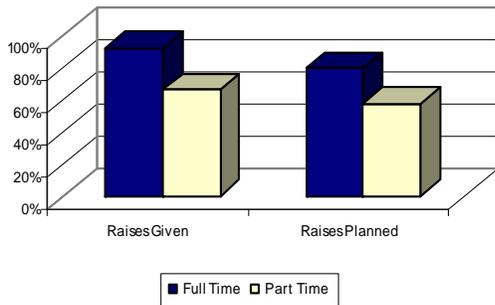
The majority of firms reported giving raises to their employees in the past year, with 92.7 percent of employers giving pay raises to full-time employees, and 67.0 percent of employers giving raises to part-time employees. Also, 80.2 percent of the employers planned to give raises to full-time employees within the 12 months following the survey, and 58.4 percent planned to offer raises to part-time employees. Figure 1 shows the percentages of full- and part-time employers giving raises to their employees. Figures 2 and 3 show the methods used for determining raises. Many employers give raises based on a number of factors, so some employers may be counted more than once.

### PAID LEAVE

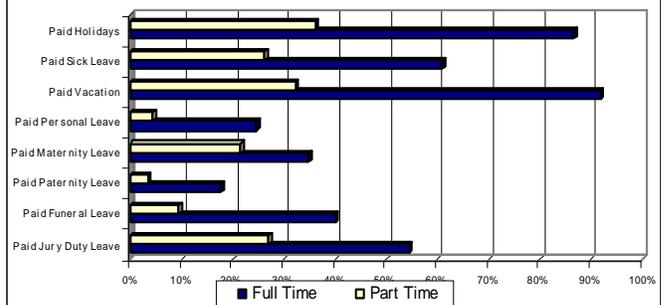
Firms were asked whether they provide their employees with paid time off for a variety of reasons including holidays, sick leave, vacation, personal leave, maternity leave, paternity leave, funeral leave, and jury duty leave. Figure 4 shows the types of paid leave offered by Idaho employers to full- and part-time

# OVERALL BENEFITS

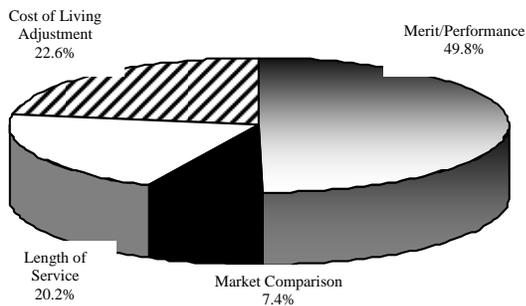
**Figure 1: Raises Given and Planned**



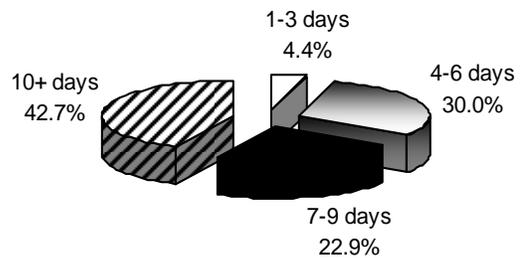
**Figure 4: Paid Leave Offered**



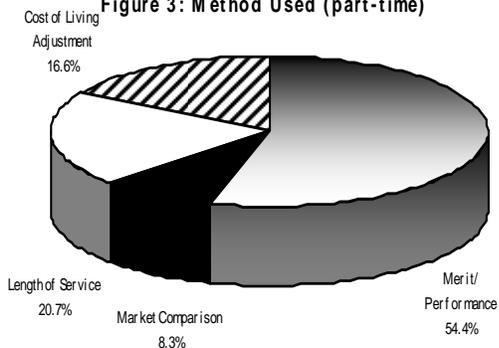
**Figure 2: Method Used (full-time)**



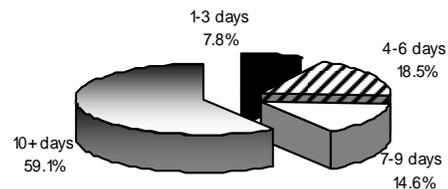
**Figure 5: Full-Time Annual Paid Holidays**



**Figure 3: Method Used (part-time)**



**Figure 6: Part-Time Annual Paid Holidays**



workers.

**Holidays.** More than 86.5 percent of employers give paid holidays to their full-time employees, and 36.1 percent give paid holidays to their part-time employees. The total number of paid holidays varies by employer. According to the survey, 42.7 percent of full-time employers and 59.1 percent of part-time employers provided ten or more paid holidays per year. See Figures 5 and 6 for a breakdown of the number of paid holidays offered per year.

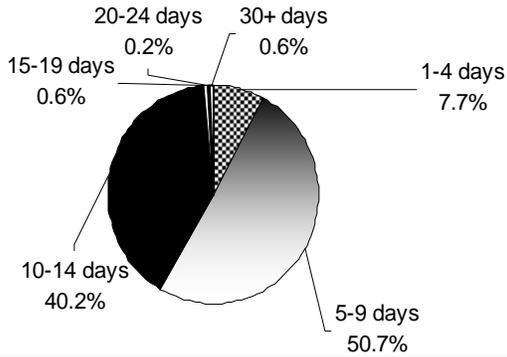
**Sick Leave.** Sixty-one percent of the employers surveyed offered paid sick leave to their full-time employees, while only 26.3 percent offered paid sick leave to part-time employees. The number of paid sick

leave days available to workers depends on a variety of factors including length of service, industry, and employer size. Figures 7 and 8 illustrate the number of annual sick leave days offered to full- and part-time workers in Idaho.

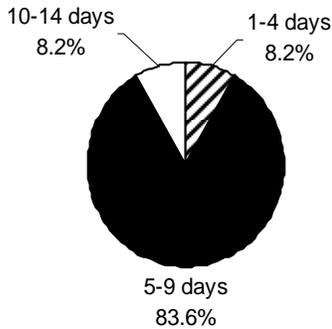
**Vacation Leave.** Ninety-two percent of the employers that responded to the survey offered some sort of paid vacation to their employees. The number of days offered varies, with the strongest determinant of how much paid vacation leave was offered being the employee's length of service. Figures 9 and 10 illustrate the number of annual paid vacation days offered to full-time and part-time employees based on length of service.

# OVERALL BENEFITS

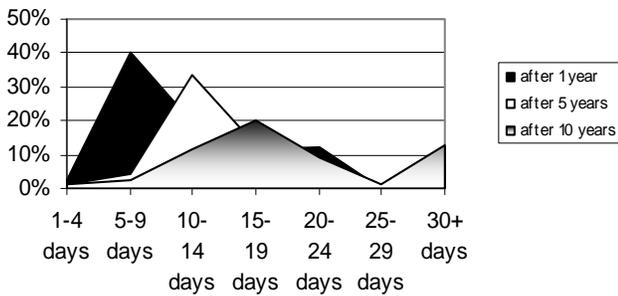
**Figure 7: Full-Time Sick Leave**



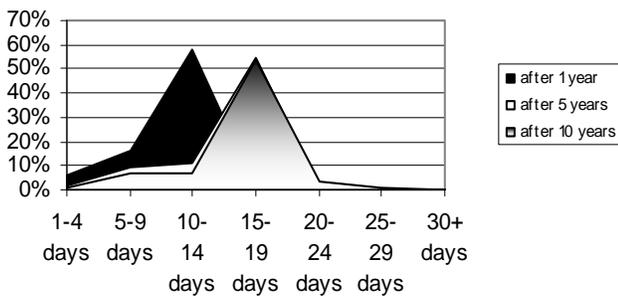
**Figure 8: Part-Time Sick Leave**



**Figure 9: Paid Vacation (Full Time)**



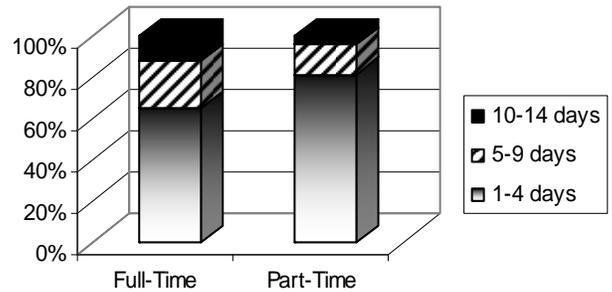
**Figure 10: Paid Vacation (Part Time)**



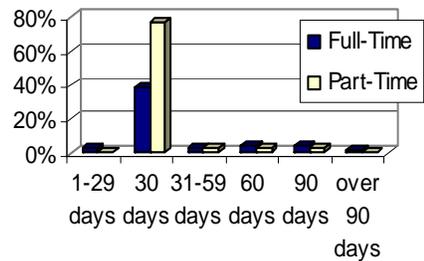
**Personal Leave.** A number of employers combine paid personal leave with vacation and/or sick leave or some other sort of paid leave, so the percentages of employers who offer this benefit are significantly less than for other benefits. Paid personal leave is offered to full-time employees by 24.7 percent of employers, and to part-time employees by 4.5 percent of employers. Figure 11 shows the number of paid personal leave days offered per year by Idaho employers. Most employers offer less than four days of paid personal leave regardless of employment status.

**Paid Maternity/Paternity Leave.** Paid maternity/paternity leave is offered by a small number of employers. Most employers offer some type of maternity/paternity leave, but that leave is often unpaid.

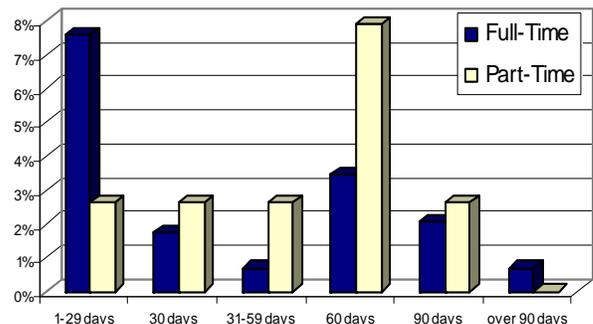
**Figure 11: Paid Personal Leave**



**Figure 12: Paid Maternity Leave**



**Figure 13: Paid Paternity Leave**



## OVERALL BENEFITS

Of the employers surveyed, 34.8 percent offered paid maternity leave to full-time employees, and 21.5 percent offered paid maternity leave to part-time employees. Paid paternity leave was offered to full-time employees by 17.7 percent of employers; only 3.4 percent of the employers offered paid paternity leave to part-time employees. Figures 12 and 13 show the number of maternity/paternity leave days that employers offer to their employees.

**Paid Funeral Leave.** A number of employers offer some form of funeral leave to their employees, but it may be unpaid or accounted for in vacation leave, sick leave, or personal leave. Of the employers surveyed, 40.2 percent offer paid funeral leave to full-time employees, and 9.5 percent offer it to part-time employees.

**Paid Jury Duty Leave.** Of the employers surveyed, 54.4 percent offer paid jury duty leave to full-time employees, while 27.1 percent offer paid jury duty leave to part-time employees.

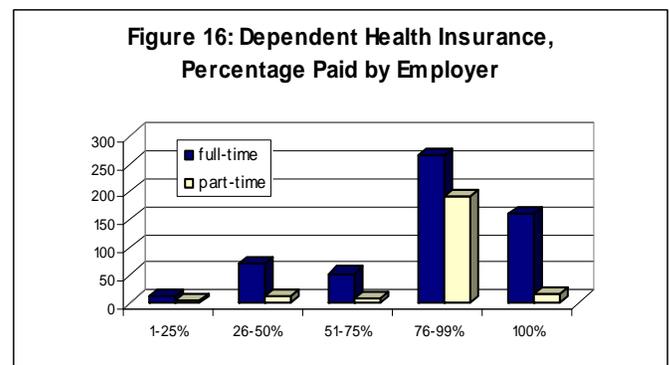
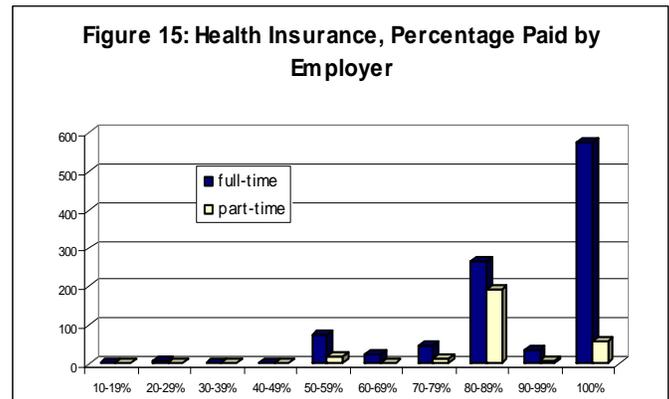
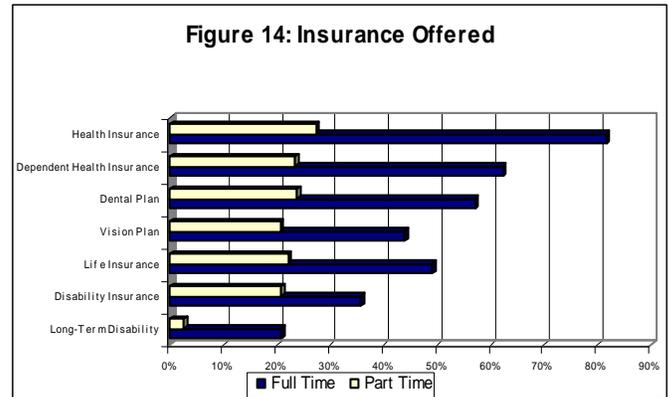
### INSURANCE

Firms were asked whether they offer their employees certain types of insurance including health insurance, dependent health insurance, dental insurance, vision insurance, life insurance, short-term disability insurance, and long-term disability insurance. Figure 14 shows the different types of insurance offered by Idaho employers to full-time and part-time workers.

**Health Insurance.** In terms of health insurance, 81.5 percent of employers offer health insurance benefits to full-time workers, while 27.3 percent offer such benefits to part-time workers. This does not mean that more than eight out of every ten full-time employees have health insurance; it simply means that health insurance is offered by more than eight out of every ten employers to their full-time employees. Figure 15 shows the percentage of the insurance premium paid by the employer for health insurance. Regardless of employment status, most employers offering health insurance pay between 80 and 100 percent of the premium.

**Dependent Health Insurance.** Dependent health insurance is offered by 62.3 percent of employers to their full-time employees, and by 23.5 percent to their part-time employees. Figure 16 shows the breakdown of dependent health insurance paid by the employer. The majority of employers pay for approximately 80 percent of the dependent health insurance premiums, regardless of employment status.

**Dental Plan.** Nearly 6 of every ten Idaho employers

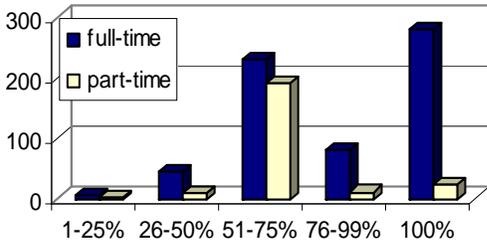


(57.1 percent) offer some type of dental plan to their full-time employees. Part-time employees are offered a dental plan by 23.8 percent of employers. Figure 17 shows the percentage of the premium paid by employers who offer dental plans to employees. Regardless of employment status, most employers who offer dental plans pay more than 50 percent of the premium.

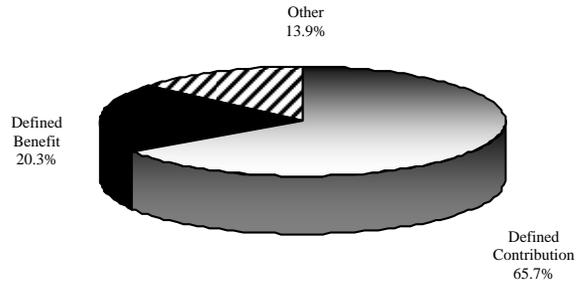
**Vision Plan.** Vision insurance is offered to full-time employees by 44 percent of employers, and to part-time employees by 20.6 percent of employers. Some employers mentioned that their vision plans are part of their overall health benefits package, not a separate benefit. Figure 18 shows the percentage of the premiums paid by employers who offer vision plans to

# OVERALL BENEFITS

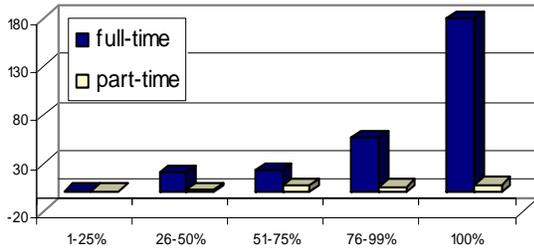
**Figure 17: Dental Plan, Percentage Paid by Employer**



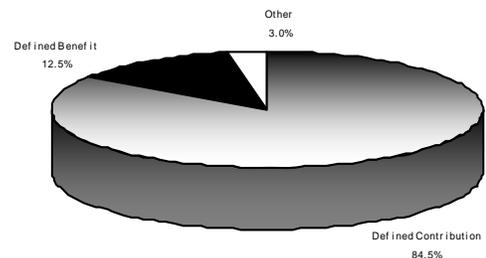
**Figure 19: Retirement Plans Offered (full-time)**



**Figure 18: Vision Plan, Percentage Paid by Employer**



**Figure 20: Retirement Plans Offered (part-time)**



both full- and part-time employees.

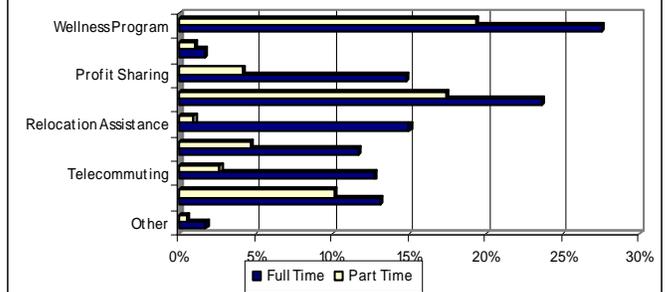
**Life Insurance.** Almost half of all employers offer life insurance to full-time employees (49.1 percent), and 22.2 percent offer these policies to part-time employees.

**Disability Insurance.** Short-term disability insurance is offered to full-time employees by 35.8 percent of employers; long-term disability insurance is offered to full-time employees by 20.8 percent of employers. Part-time employees are offered short-term disability insurance by 20.8 percent of employers; part-time employees are offered long-term disability insurance by 2.7 percent of employers.

## RETIREMENT

Nearly sixty-four percent (63.8) of employers surveyed offered some type of retirement plan to full-time employees, and 44.4 percent of employers offered a retirement plan to part-time employees. Figures 19 and 20 illustrate the type of retirement benefits offered to full-and part-time employees.

**Figure 21: Miscellaneous Benefits**



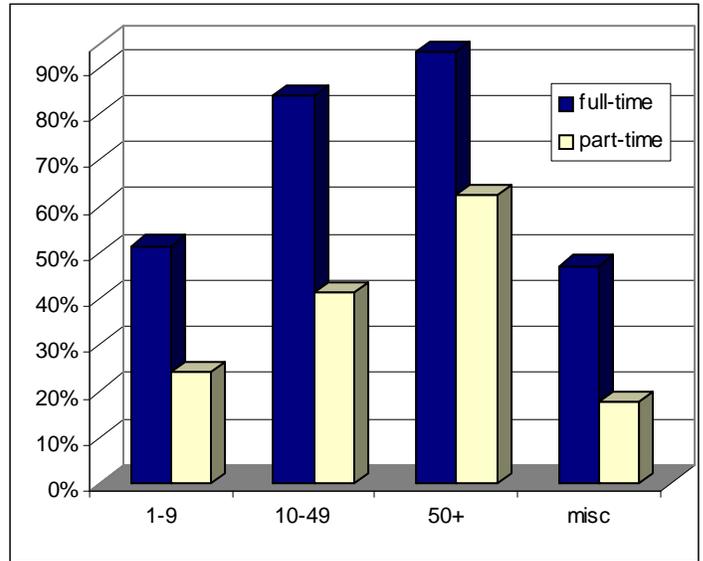
## MISCELLANEOUS BENEFITS

A number of other benefits are offered to employees, depending on the type and size of the business. The most common benefit in this category was an employee wellness program, followed by employee discounts. Figure 21 shows the percentages of employers offering these miscellaneous benefits to full-time and part-time workers.

## RAISES GIVEN

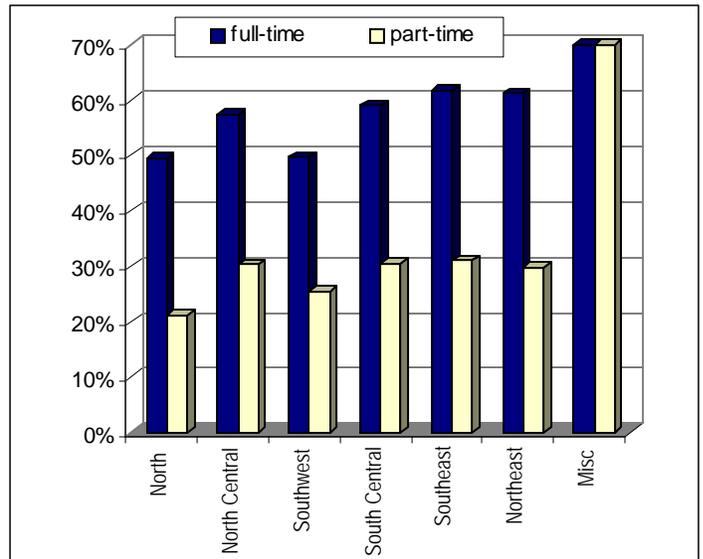
### EMPLOYMENT SIZE

Large employers gave the majority of raises given by Idaho employers between July 2000 and July 2001. Of the large employers, 93.3 percent of employers gave raises to full-time employees and 62.3 percent gave raises to part-time employees. The mid-sized employers gave raises to 83.8 percent and 41.4 percent of their full-time and part-time workers, respectively; small employers gave 51.4 percent of their full-time workers raises and 24.0 percent of their part-time workers raises. Employers gave significantly less raises to part-time workers.



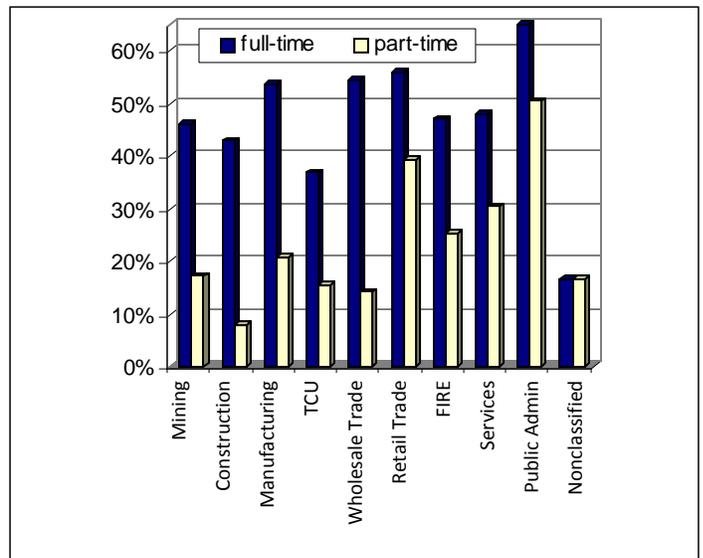
### REGION

Southeast Idaho gave the most raises to full- and part-time employees in the state of Idaho between July 2000 and July 2001, 61.8 percent to full-time and 31.1 percent to part-time employees. In Northeast Idaho, 61.1 percent of the employers gave raises to full-time employees while only 29.8 percent gave raises to part-time employees. Of the employers in South Central Idaho, 59.0 percent and 30.6 percent gave raises to full- and part-time employees, respectively. Only 49.7 percent of Southwest Idaho employers gave raises to full-time employees and 25.6 percent gave raises to part-time employees. North Central Idaho employers gave raises to 57.3 percent of full-time employees and 30.3 percent of part-time employees; while 49.6 percent and 21.2 percent of North Idaho employers gave raises between July 2000 and July 2001.

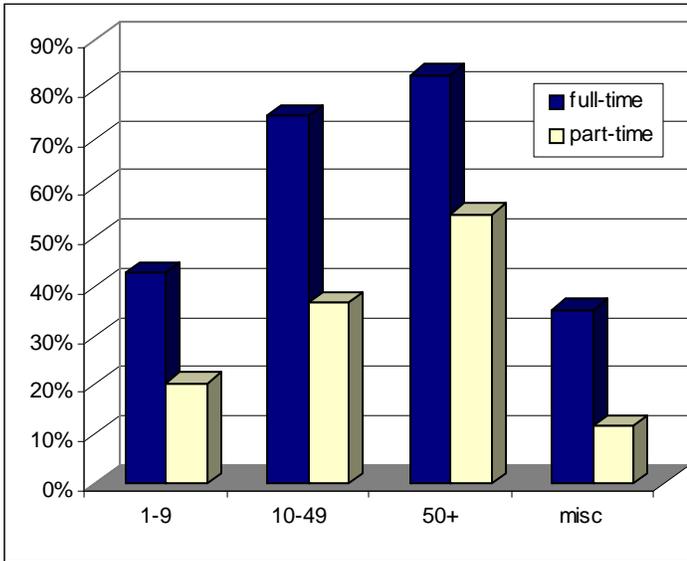


### INDUSTRY

Between July 2000 and July 2001, 65.4 percent of Public Administration employers gave raises to full-time employees and 50.4 percent gave raises to part-time employees. Retail Trade (56.0 percent); Wholesale Trade (54.5 percent), Manufacturing (53.6 percent); Services (48.0 percent); FIRE—Finance, Insurance & Real Estate (47.1 percent); Mining (46.0 percent); Construction (42.9 percent); and TCU—Transportation, Communication and Public Utilities (36.8 percent). Part-time employees are less likely than full-time employees to receive raises in most industries, with the exception of Retail Trade, probably because the majority of those employees work part-time.

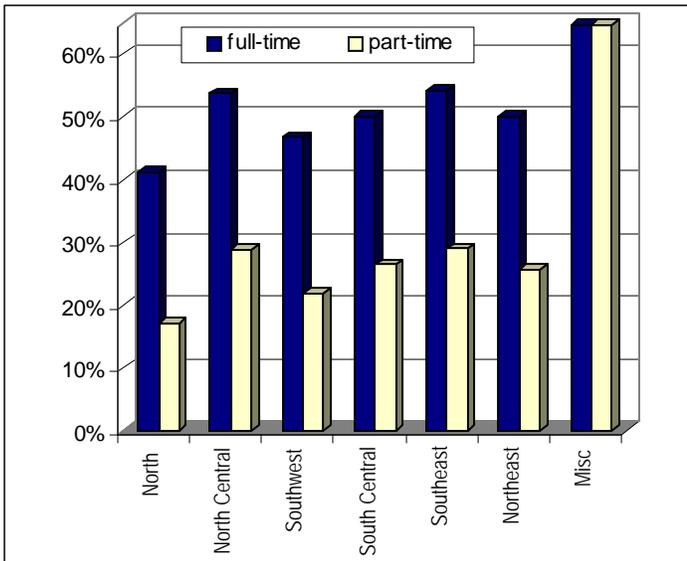


## RAISES PLANNED



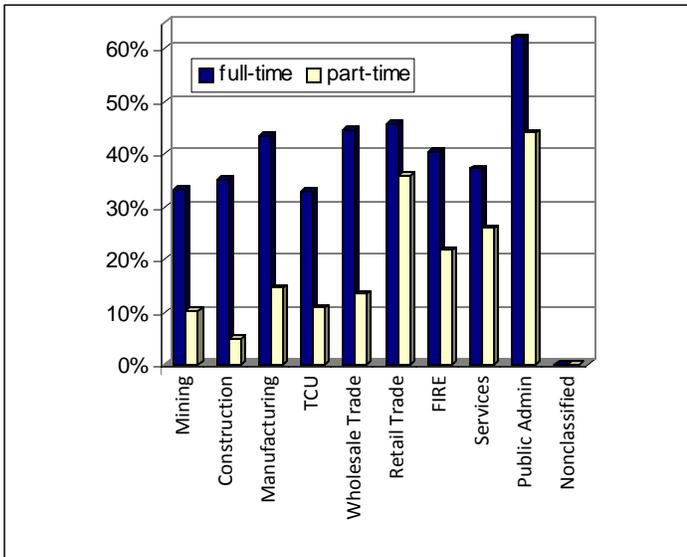
### EMPLOYMENT SIZE

Regardless of employment level, the majority of large Idaho employers planned to give raises to their employees between July 2001 and July 2002. Of the large employers, 83.0 percent planned to give raises to full-time employees and 54.7 percent planned to give raises to part-time employees. Raises were planned by 74.8 percent and 36.7 percent of mid-sized employers to their full- and part-time employees, respectively. Of the smaller employers, 42.9 percent and 20.4 percent planned raises for their full- and part-time employees over the next year. Significantly fewer raises were planned for part-time workers than full-time workers in Idaho.



### REGION

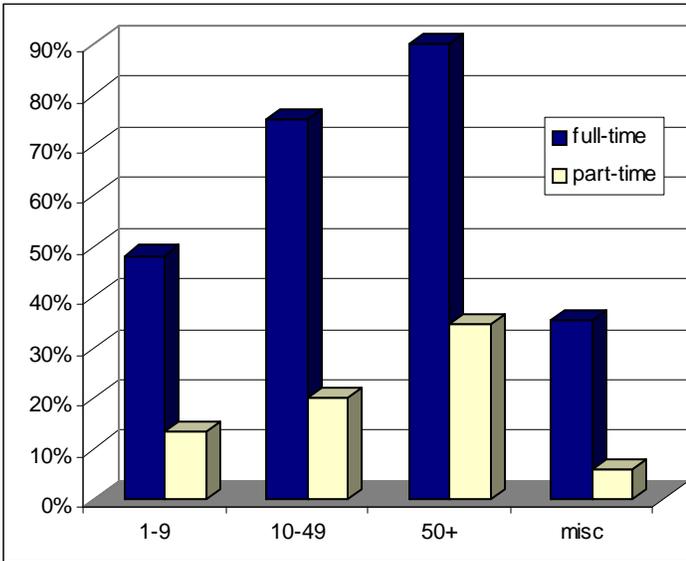
Out of all Idaho regions, Southeast Idaho employers planned to give the most raises to full- and part-time employees, 61.8 percent to full-time and 31.1 percent to part-time employees. In North Central Idaho, 53.7 percent of employers planned to give raises to full-time employees while only 28.9 percent planned to give raises to part-time employees. Of the employers in South Central Idaho, 50.1 percent and 26.5 percent planned to give raises to full- and part-time employees, respectively. Only 50.0 percent of Northeast Idaho employers gave raises to full-time employees and 25.7 percent gave raises to part-time employees. In Southwest Idaho, 46.7 percent of employer planned to give raises to full-time workers and 21.9 percent planned raises for part-time workers. In North Idaho, 41.2 percent and 17.1 percent of employers planned to give raises to employees between July 2001 and July 2002, respectively.



### INDUSTRY

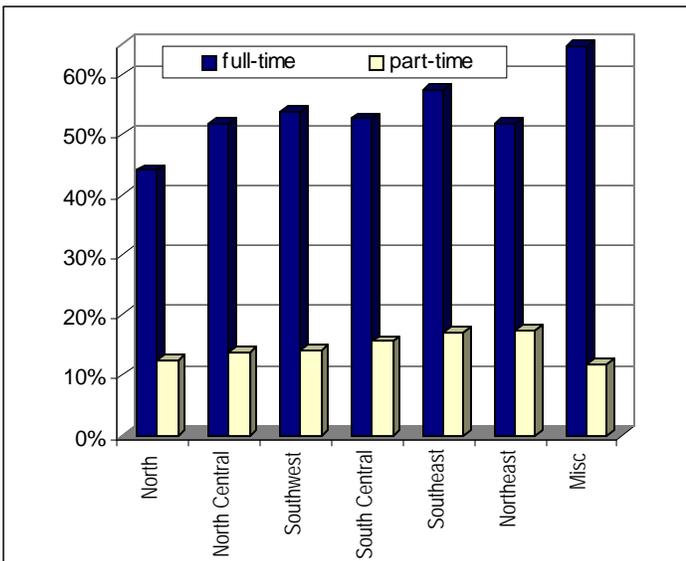
Between July 2001 and July 2002, 62.2 percent of Public Administration employers planned raises for full-time employees and 44.1 percent planned raises for part-time employees. Raises planned for full-time employees in other industries include: Retail Trade (45.8 percent); Wholesale Trade (44.5 percent); Manufacturing (43.4 percent); FIRE—Finance, Insurance & Real Estate (40.5 percent); Services (37.2 percent); Construction (35.2 percent); Mining (33.3 percent); and TCU—Transportation, Communication and Public Utilities (32.9 percent). Part-time employees are less likely than full-time employees to receive raises in most industries, with the exception of Retail Trade, probably because the majority of those employees work part-time.

# PAID HOLIDAYS



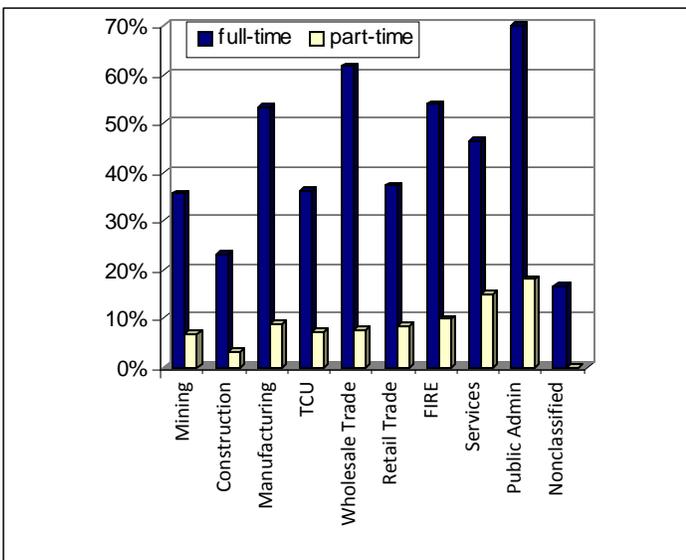
## EMPLOYMENT SIZE

About 91.9 percent of companies with more than 50 employees, 75.0 percent of companies with between 10 and 49 employees, and 48.1 percent of companies with less than ten employees offered paid holidays as a benefit to full-time workers; the percentage of companies offering this benefit increases as the employment size increases. Part-time employees also are much more likely to be offered paid holidays from larger employers than smaller employers. Large firms (with more than 50 employees) are almost twice as likely to offer paid holidays than small employers (less than 10 employees).



## REGION

Employers in Southeast Idaho offered paid holidays as a benefit more often than any other region in the state; with 57.6 percent of employers offering the benefit to full-time employees, followed by: Southwest Idaho (53.8 percent), South Central Idaho (52.7 percent), Northeast Idaho (51.9 percent), North Central Idaho (51.8 percent), and North Idaho (44.1 percent). Northeast Idaho employers offered the same benefit most often to part-time employees, with 17.4 percent of employers offering the benefit, followed by: Southeast Idaho (17.0 percent), South Central Idaho (15.6 percent), Southwest Idaho (14.2 percent), North Central Idaho (13.8 percent), and North Idaho (12.4 percent).



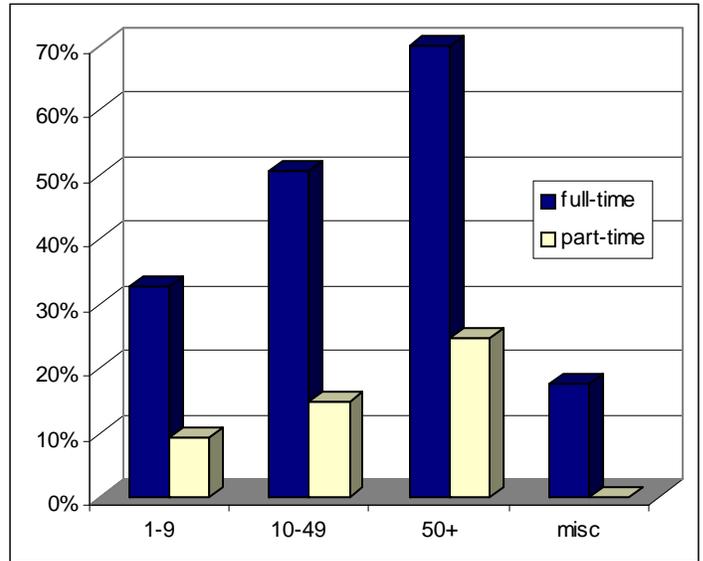
## INDUSTRY

Between July 2000 and July 2001, 70.9 percent of Public Administration employers gave paid holidays to their full-time employees (18.1 percent to part-time employees), followed by Wholesale Trade (61.6 percent to full-time and 7.8 percent to part-time), FIRE (54.0 percent to full-time and 10.0 percent to part time), Manufacturing (53.4 percent to full-time and 9.0 percent to part-time), Services (46.5 percent to full-time and 15.1 percent to part-time), Retail Trade (37.2 percent to full-time and 8.5 percent to part-time), TCU (36.3 percent to full-time and 7.3 percent to part-time), Mining (35.6 percent to full-time and 6.9 percent to part-time), and Construction (23.1 percent to full-time and 3.3 percent to part-time).

# PAID SICK LEAVE

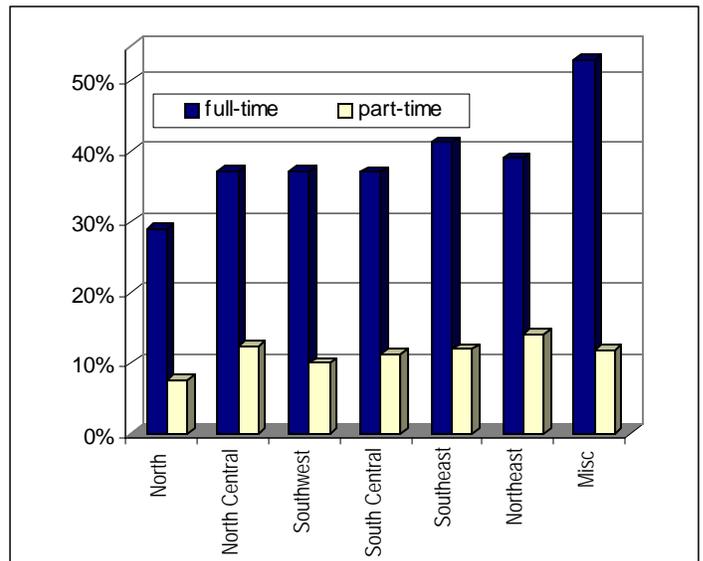
## EMPLOYMENT SIZE

Large employers gave raises to full-time employees more than twice as much as small employers. More than 71 percent of large employers offered paid sick leave to full-time employees; 24.7 percent offered the same benefit to part-time employees. A little over 50 percent of mid-sized employers offered paid sick leave to full-time employees; 14.9 percent offered paid sick leave to part-time employees. Of small employers, 32.8 percent offered paid sick leave to full-time workers while only 9.7 percent offered the same benefit to part-time workers.



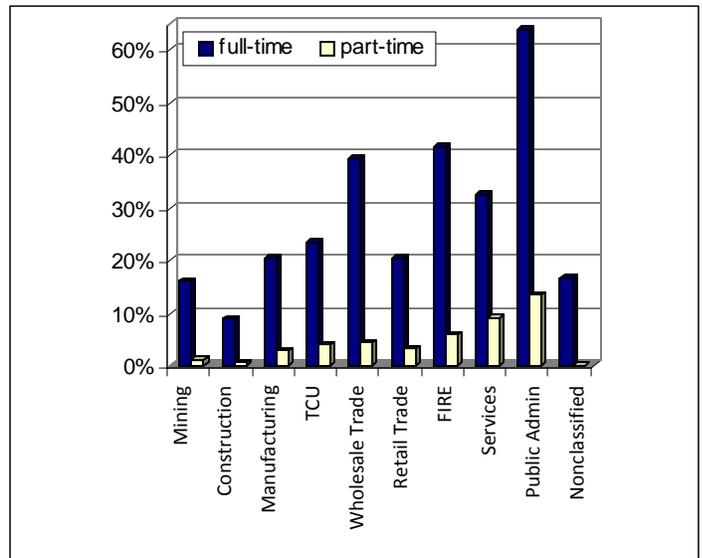
## REGION

More employers in Southeast Idaho offered paid sick leave to full-time employees than any other region in the state (41.3 percent), and more Northeastern Idaho employers offered the same benefit to part-time employees (14.1 percent). In the other Idaho regions, the following percentages of employers offered sick leave to full-time employees: Northeast Idaho (39.0 percent), Southwest Idaho (37.3 percent), North Central Idaho (37.2 percent), South Central Idaho (37.1 percent), and North Idaho (29.1 percent). For employers offering paid sick leave as a benefit to part-time employees, the distribution was as follows: Northeast Idaho (14.1 percent), North Central Idaho (12.4 percent), Southeast Idaho (12.0 percent), South Central Idaho (11.3 percent), Southwest Idaho (10.0 percent), and North Idaho (7.7 percent).



## INDUSTRY

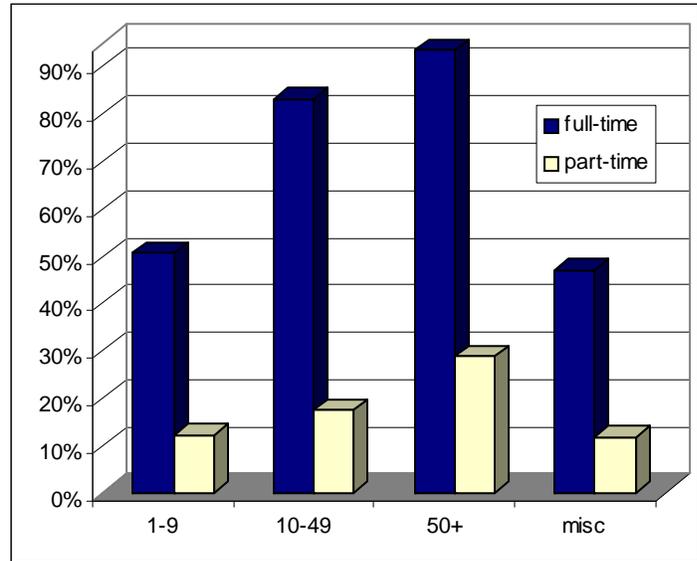
Public Administration employers offered the largest amount of paid sick leave to full-time employees (63.8 percent) followed by FIRE (41.5 percent), Wholesale Trade (39.2 percent), Services (32.6 percent), TCU (23.5 percent), Retail Trade (20.5 percent), Manufacturing (20.4 percent), Mining (16.1 percent) and Construction (8.9 percent). A significant decrease occurred in the number of employers offering paid sick leave to part-time workers. While only 13.4 percent of Public Administration employers offered this benefit to part-time employees, only 0.6 percent of construction workers offered the same benefit, followed by: Mining (1.2 percent), Manufacturing (2.9 percent), Retail Trade (3.2 percent), TCU (3.9 percent), Wholesale Trade (4.3 percent), FIRE (5.9 percent), and Services (9.0 percent).



## PAID VACATION

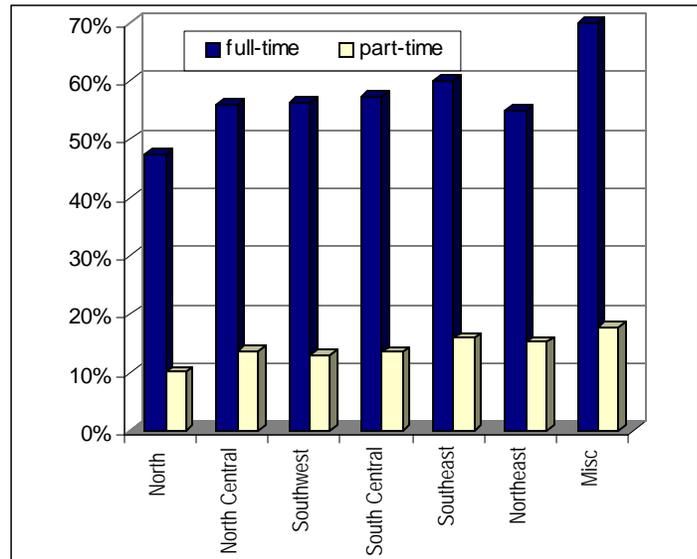
### EMPLOYMENT SIZE

Overall, 92 percent of employers surveyed offered some sort of paid vacation leave to their employees. Almost 94 percent of large employers gave paid vacation to full-time employees, and only 28.7 percent of large employers offered the same benefit to part-time employees. More than 83 percent of mid-sized employers offered paid vacation to full-time employees, while 17.5 percent offered the same benefit to part-time workers. Of the small businesses, more than half (50.7 percent) of the employers offered paid vacation to full-time employees; only 12.2 percent offered the same benefit to part-time employees.



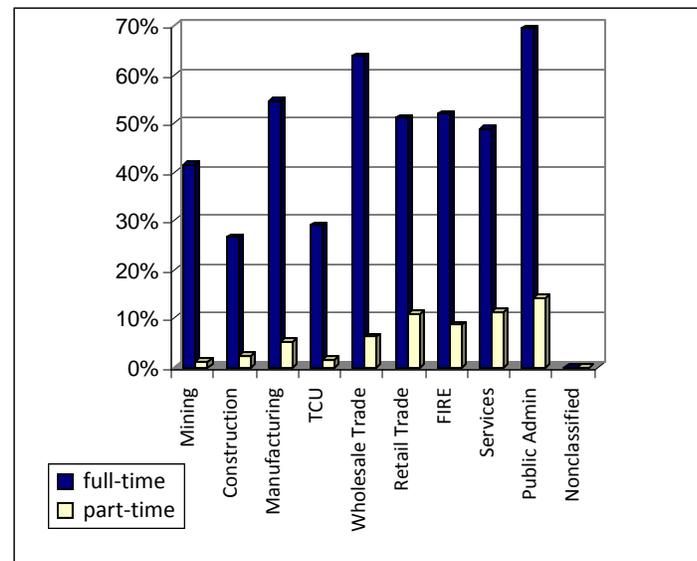
### REGION

More employers in Southeast Idaho (60.1 percent) offered paid vacation to full-time employees than any other region in the state, followed by South Central Idaho (57.3 percent), Southwest Idaho (56.2 percent), North Central Idaho (56.0 percent), Northeast Idaho (55.0 percent), and North Idaho (47.5 percent). Southeast Idaho employers also offered the same benefit to part-time employees more often than any other region in the state. Almost 16 percent (15.9 percent) of Southeast Idaho employers offered paid vacation to part-time employees, followed by: Northeast Idaho (15.2 percent), North Central Idaho (13.8 percent), South Central Idaho (13.5 percent), Southwest Idaho (12.9 percent), and North Idaho (10.1 percent).

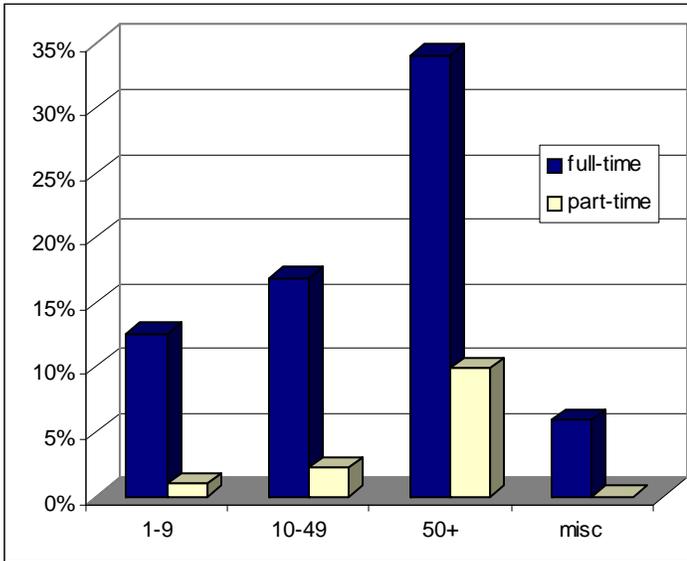


### INDUSTRY

Public Administration employers offered paid vacation to both full-and part-time employees more often than any other industry in the state. Almost 70 percent (69.3 percent) of Public Administration employers offered this benefit to full-time employees, followed by: Wholesale Trade (63.7 percent), Manufacturing (54.5 percent), FIRE (51.9 percent), Retail Trade (51.0 percent), Services (48.8 percent), Mining (41.4 percent), TCU (29.1 percent), and Construction (26.6 percent). More than 14 percent of Public Administration employers offered the same benefit to part-time employees, followed by: Services (11.3 percent), Retail Trade (11.1 percent), FIRE (8.7 percent), Wholesale Trade (6.4 percent), Manufacturing (5.3 percent), Construction (2.4 percent), TCU (1.7 percent), and Mining (1.2 percent).

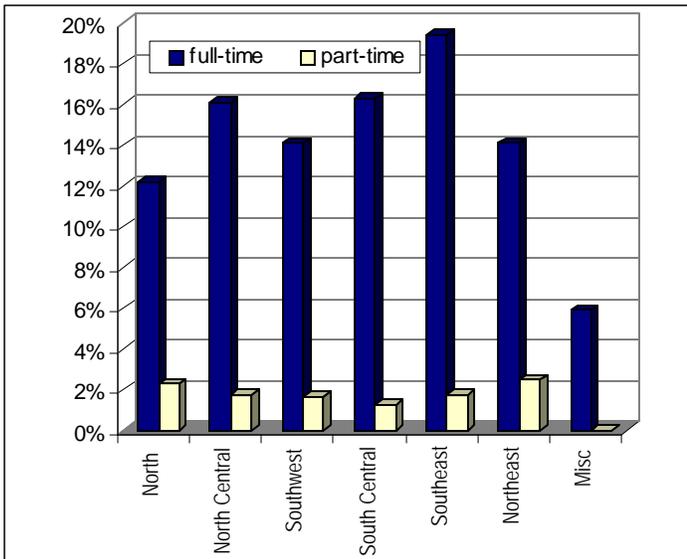


## PAID PERSONAL LEAVE



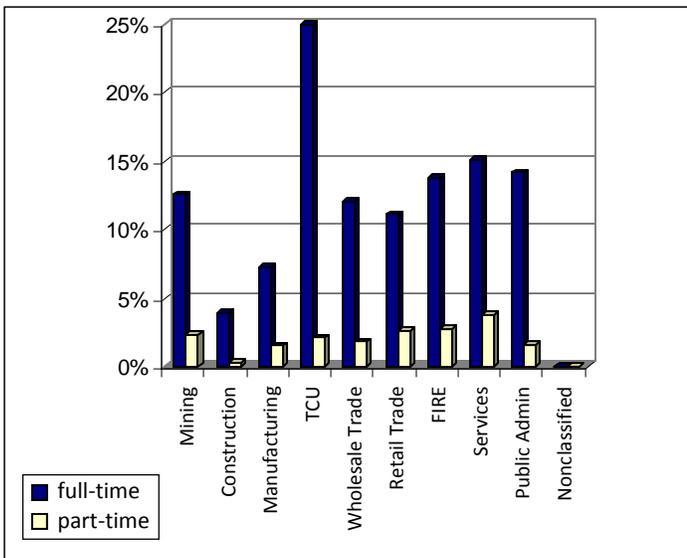
### EMPLOYMENT SIZE

Large employers gave employees paid personal leave twice as much as mid-sized employers and three times more than small employers. More than 34 percent of large employers gave paid personal leave to full-time employees while almost 10 percent (9.9 percent) gave the same benefit to part-time employees. At the same time, mid-sized employers offered the same benefit to 34.1 and 2.2 percent of full-time and part-time employees, respectively. Small employers were least likely to offer paid personal leave as a benefit; only 12.6 percent of employers offered the benefit to full-time workers and 1.0 percent offered the same benefit to part-time workers.



### REGION

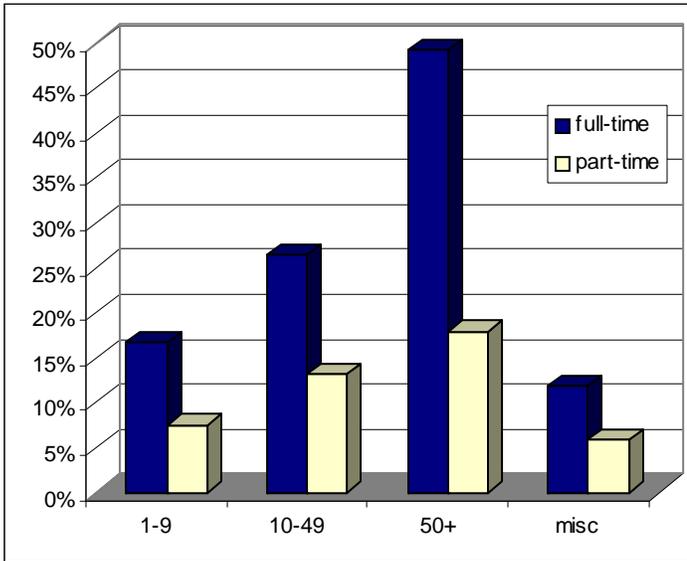
All of the regions throughout the state offered the same amount of paid personal leave to full- and part-time employees, with Southeastern Idaho employers offering it more often (19.4 percent), followed by: South Central Idaho (16.3 percent), North Central Idaho (16.1 percent), Northeast Idaho and Southwest Idaho (14.1 percent) and North Idaho (12.2 percent). Part-time employees were less likely to receive this benefit with the order of regions offering the benefit from highest to lowest: Northeast Idaho (2.5 percent), North Idaho (2.3 percent), North Central Idaho and Southeast Idaho (1.8 percent), Southwest Idaho (1.7 percent), and South Central Idaho (1.3 percent).



### INDUSTRY

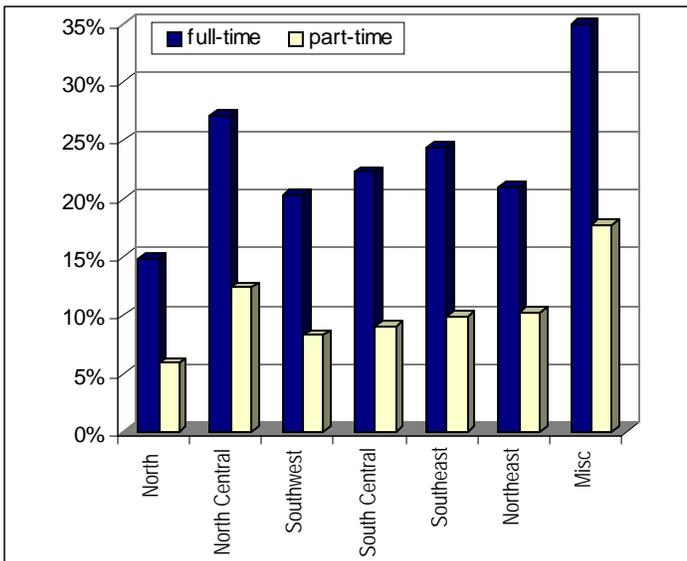
TCU employers offered paid personal leave as a benefit to full-time employees more often than any other industry (25.6 percent), followed by: Services (15.1 percent); Public Administration (14.2 percent); FIRE (13.8 percent); Mining (12.6 percent); Wholesale Trade (12.1 percent); Retail Trade (11.1 percent); Manufacturing (7.3 percent); and Construction (3.9 percent). All employers were less likely to offer paid personal leave as a benefit to part-time employees with 3.8 percent of Services employers offering the benefit, followed by: FIRE (2.8 percent), Retail Trade (2.6 percent); Mining (2.3 percent); TCU (2.1 percent); Wholesale Trade (1.8 percent); Public Administration (1.6 percent); Manufacturing (1.5 percent); and Construction (0.3 percent).

## PAID MATERNITY LEAVE



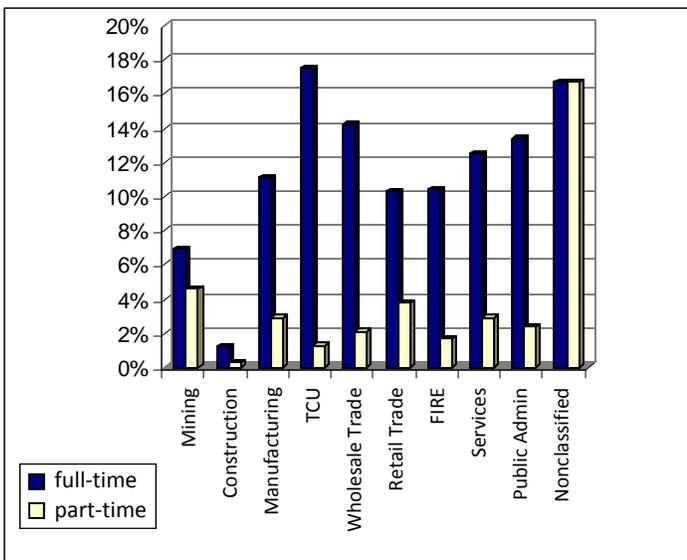
### EMPLOYMENT SIZE

Large employers were almost twice as likely to offer paid maternity leave to full-time employees than mid-sized or small employers; 49.3 percent of large employers offered paid maternity leave to full-time employees while only 17.9 percent offered the same benefit to part-time employees. Of the mid-sized employers, 26.5 percent offered the benefit to full-time and 13.1 percent offered the benefit to part-time workers. A little over 16 percent (16.7 percent) of small employers offered paid maternity leave to full-time employees, 7.5 percent of small employers offered the same benefit to part-time employees.



### REGION

Employers in North Central Idaho offered paid maternity leave as a benefit more often than any other region in the state. A little more than 27 percent of employers offered the benefit to full-time workers, followed by employers in Southeast Idaho (24.4 percent), South Central Idaho (22.3 percent), Northeast Idaho (21.0 percent), Southwest Idaho (20.3 percent), and North Idaho (14.9 percent). North Central Idaho employers offered the same benefit most often to part-time employees, with 12.4 percent of employers offering the benefit, followed by: Northeast Idaho (10.2 percent), Southeast Idaho (9.9 percent), South Central Idaho (9.1 percent), Southwest Idaho (8.3 percent), and North Idaho (5.9 percent).



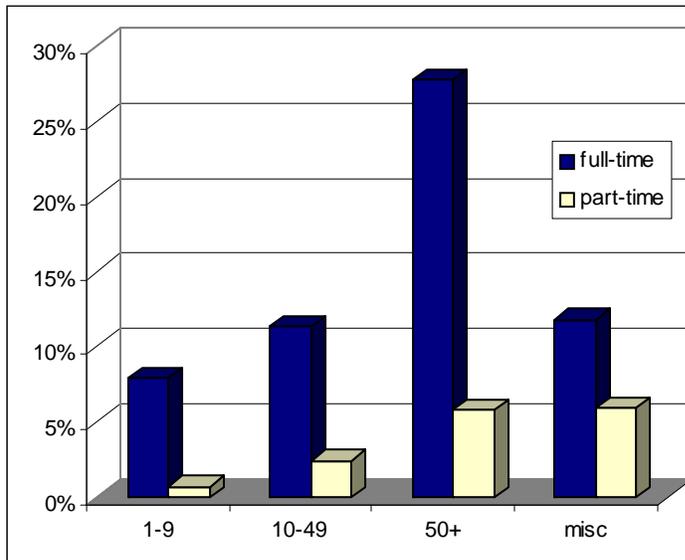
### INDUSTRY

TCU offered paid maternity leave as a benefit more often than any other industry in the state, with 17.5 percent of employers offering the benefit to full-time employees followed by Wholesale Trade (14.2 percent); Public Administration (13.4 percent); Services (12.5 percent); Manufacturing (11.1 percent); FIRE (10.4 percent); Retail Trade (10.3 percent); Mining (6.9 percent); and Construction (1.2 percent). Mining offered the same benefit most often to part-time employees (4.6 percent), followed by: Retail Trade (3.8 percent); Manufacturing and Services (2.9 percent); Public Administration (2.4 percent); Wholesale Trade (2.1 percent); FIRE (1.7 percent); and Construction (0.3 percent).

# PAID PATERNITY LEAVE

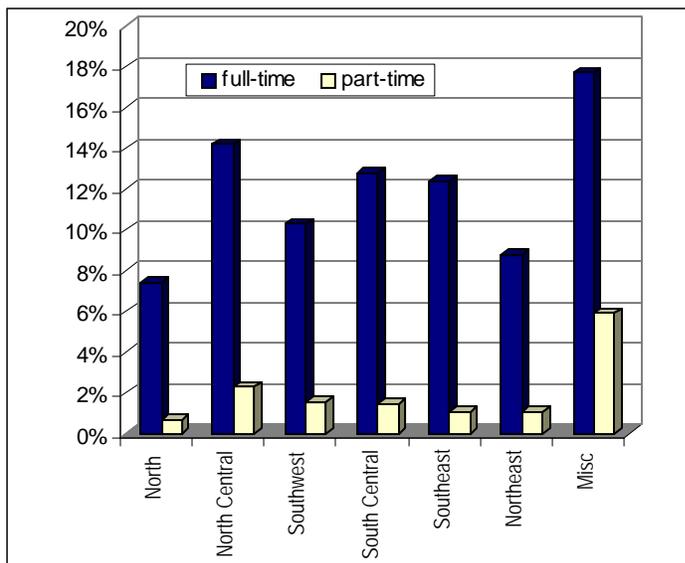
## EMPLOYMENT SIZE

Large employers offered paid paternity leave to full-time employees much more often than mid-sized or small employers; 27.8 percent of large employers offered paid paternity leave to full-time employees while only 5.8 percent offered the same benefit to part-time employees. Of the mid-sized employers, 11.4 percent offered paid paternity leave to full-time and 2.4 percent offered the benefit to part-time workers. Almost eight percent (7.9 percent) of small employers offered paid paternity leave to full-time employees, 0.7 percent of small employers offered the same benefit to part-time employees.



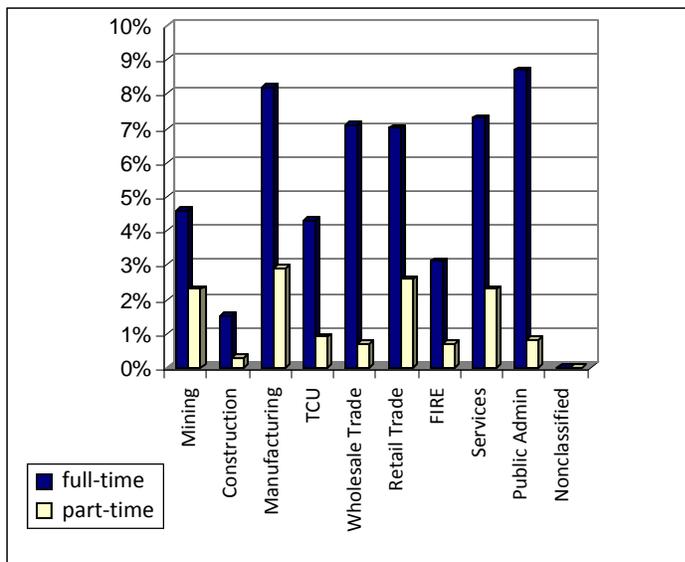
## REGION

Employers in North Central Idaho offered paid paternity leave as a benefit more often than any other region in the state. A little more than 14 percent (14.2 percent) of employers offered the benefit to full-time workers, followed by employers in South Central Idaho (12.8 percent), Southeast Idaho (12.4 percent), Southwest Idaho (10.3 percent), Northeast Idaho (8.8 percent), and North Idaho (7.4 percent). North Central Idaho employers offered the same benefit most often to part-time employees, with 2.3 percent of employers offering the benefit, followed by: Southwest Idaho (1.6 percent); South Central Idaho (1.5 percent); Southeast Idaho and Northeast Idaho (1.1 percent); and North Idaho (0.7 percent).



## INDUSTRY

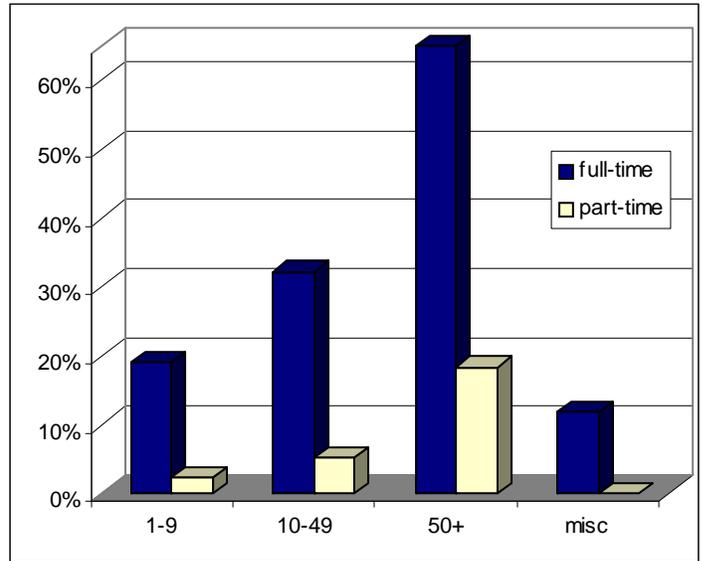
Public Administration offered paid paternity leave as a benefit more often than any other industry in the state, with 8.7 percent of employers offering the benefit to full-time employees, followed by Manufacturing (8.2 percent); Services (7.3 percent); Wholesale Trade (7.1 percent); Retail Trade (7.0 percent); Mining (4.6 percent); TCU (4.3 percent); FIRE (3.1 percent); and Construction (1.5 percent). Manufacturing offered paid paternity leave more often than any other industry to part-time employees (2.9 percent), followed by Retail Trade (2.6 percent); Mining and Services (2.3 percent); TCU (0.9 percent); Public Administration (0.8 percent); Wholesale Trade and FIRE (0.7 percent); and Construction (0.3 percent).



## PAID FUNERAL LEAVE

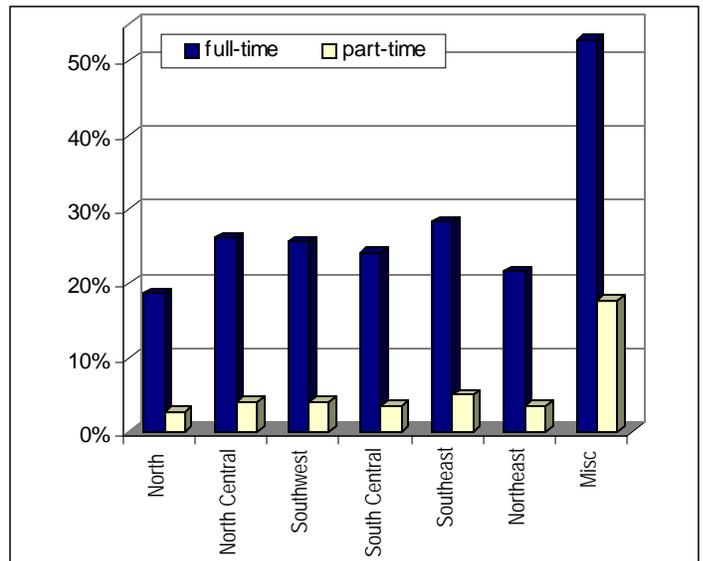
### EMPLOYMENT SIZE

Large employers were more likely to give paid funeral/bereavement leave to full- and part-time employees than either mid-sized or small employers, throughout the state. Of the large employers, 66.4 percent offered the benefit to full-time employees while only 18.4 percent offered the same benefit to part-time employees. Of the mid-sized employers, 32.2 percent offered paid funeral leave to full-time employees and only 5.2 percent offered the same benefit to part-time employees. Of small employers, 19 percent offered paid funeral leave to full-time employees and only 2.4 percent offered the same benefit to part-time employees.



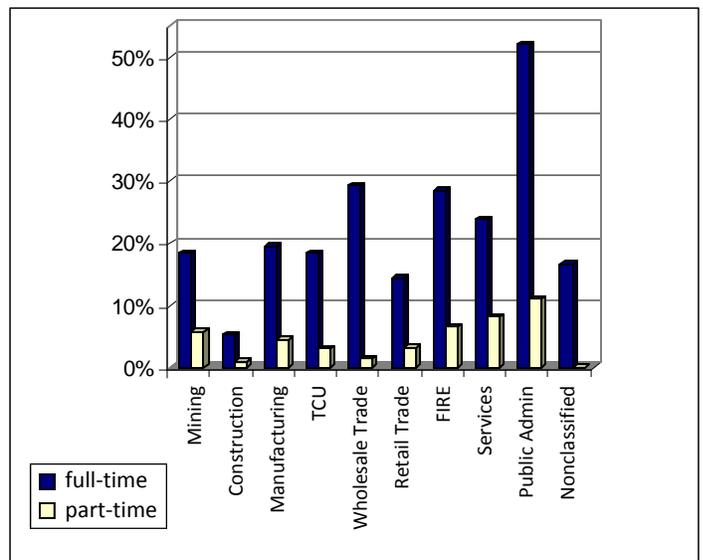
### REGION

Southeast Idaho employers were more likely to give paid funeral leave as a benefit to employees than any other region in the state. Of the Southeast Idaho employers, 28.3 percent offered the benefit to full-time workers, followed by North Central Idaho (26.2 percent); Southwest Idaho (25.6 percent); South Central Idaho (24.1 percent); Northeast Idaho (21.6 percent); and North Idaho (18.7 percent). Part-time employees were less likely to offer the benefit, 5.0 percent of Southeast Idaho employers offered it to part-time workers, followed by North Central Idaho and Southwest Idaho (4.1 percent); Northeast Idaho (3.6 percent), South Central Idaho (3.5 percent) and North Idaho (2.7 percent).

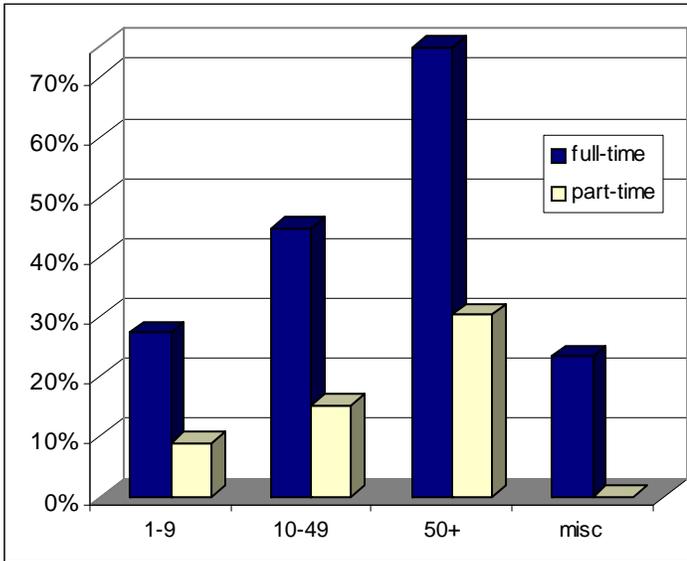


### INDUSTRY

Public Administration offered paid funeral/bereavement leave as a benefit more often than any other industry in the state, with 52.0 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (29.2 percent); FIRE (28.4 percent); Services (23.8 percent); Manufacturing (19.5 percent); TCU and Mining (18.4 percent); Retail Trade (14.4 percent); and Construction (5.3 percent). Public Administration was also most likely to offer the benefit to part-time employees (11.0 percent), followed by: Services (8.1 percent); FIRE (6.6 percent); Mining (5.8 percent); Manufacturing (4.4 percent); Retail Trade (3.2 percent); TCU (3.0 percent); Wholesale Trade (1.4 percent); and Construction (0.9 percent).

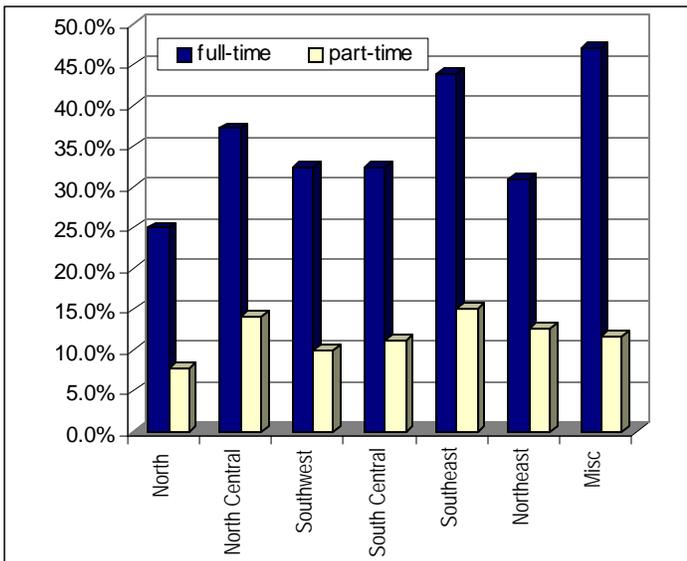


## PAID JURY DUTY LEAVE



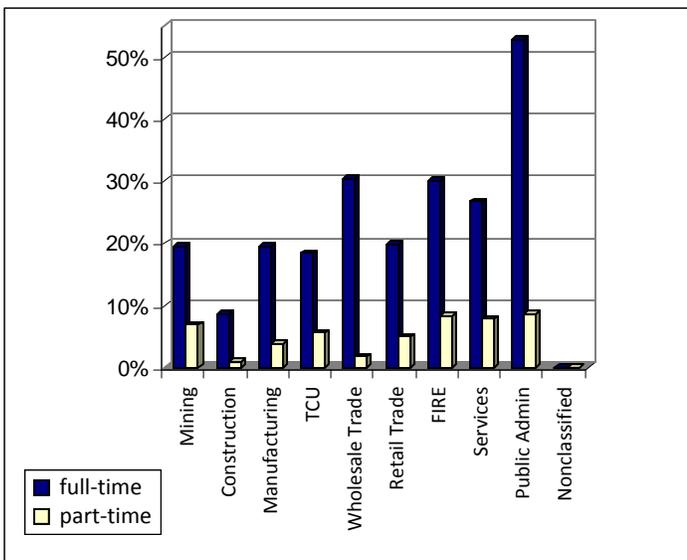
### EMPLOYMENT SIZE

A majority of large employers offer paid jury duty leave as a benefit to full-time employees, 75.3 percent of large employers offered the benefit to full-time employees while 30.5 percent of large employers offered the same benefit to part-time employees. Almost 45 percent of mid-sized employers offered paid jury leave to full-time employees and 15.3 offered the same benefit to part-time employees. Small employers were less likely to offer paid jury duty leave to workers, although 27.3 percent offered the benefit to full-time workers and 9.0 percent offered it to part-time workers.



### REGION

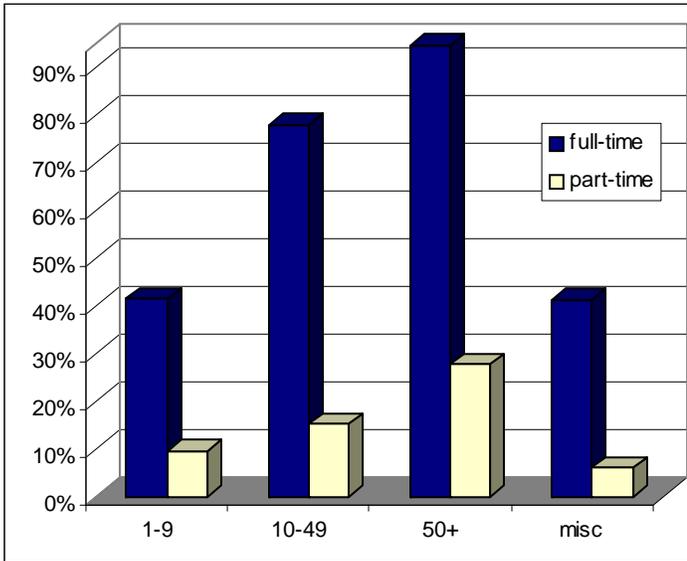
Southeast Idaho employers were more likely to give paid jury duty leave as a benefit to employees than any other region in the state. Of the Southeast Idaho employers that responded to the survey, 43.8 percent offered the benefit to full-time workers, followed by: North Central Idaho (37.2 percent); Southwest Idaho and South Central Idaho (32.5 percent); Northeast Idaho (30.9 percent), and North Idaho (25.0 percent). Part-time employees were less likely to offer the benefit, 15.2 percent of Southeast Idaho employers offered it to part-time workers, followed by North Central Idaho (14.2 percent), Northeast Idaho (12.7 percent), South Central Idaho (11.3 percent), Southwest Idaho (10.0 percent), and North Idaho with 7.0 percent of employers offering paid jury duty leave to part-time employees.



### INDUSTRY

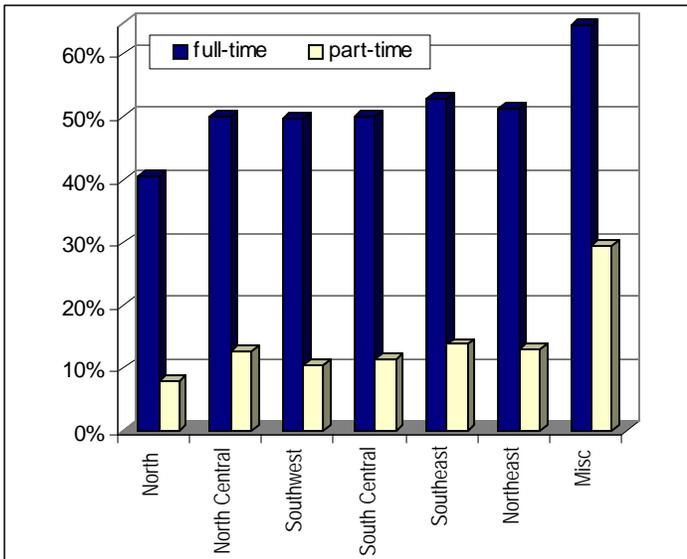
Public Administration offered paid jury duty leave as a benefit more often than any other industry in the state, with 52.8 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (30.3 percent); FIRE (30.1 percent); Services (26.7 percent); Retail Trade (19.9 percent); Mining and Manufacturing (19.5 percent); TCU (18.4 percent); and Construction (8.6 percent). Public Administration also was the industry most likely to offer paid jury duty leave as a benefit to part-time employees (8.7 percent), followed by: FIRE (8.3 percent); Services (7.9 percent); Mining (6.9 percent); TCU (5.6 percent); Retail Trade (5.0 percent); Manufacturing (3.8 percent); Wholesale Trade (1.8 percent); and Construction (0.9 percent).

# HEALTH INSURANCE



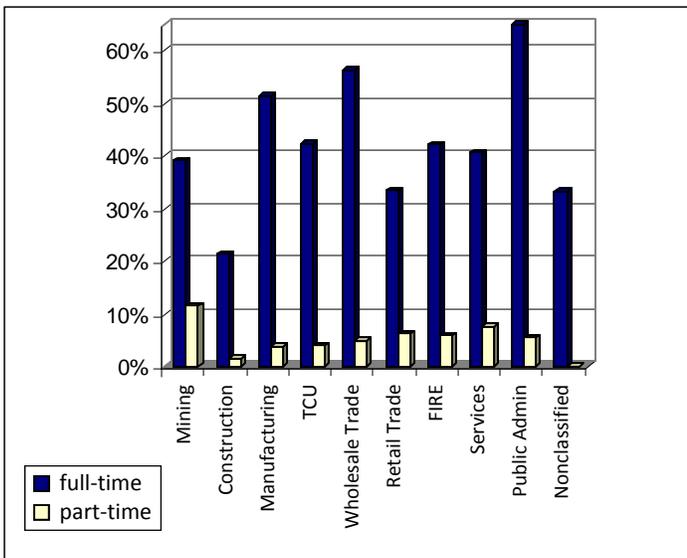
## EMPLOYMENT SIZE

Most large employers offered some sort of health insurance to full-time employees; 94.6 percent of large employers offered health insurance to full-time employees, while only 27.8 percent of those same employers offered the same benefit to part-time employees. Of the mid-sized employers, 77.9 percent offered health insurance to full-time employees and 15.1 percent offered the same benefit to part-time employees. Of the small employers, 41.4 percent of employers offered dependent health insurance benefits to full-time employees and only 9.6 percent offered it to part-time employees. The type of plans offered varied by employer.



## REGION

Most employers throughout the state offered health insurance to full-time employees. Southeast Idaho employers offered it more often; 53.0 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: Northeast Idaho (51.4 percent); South Central Idaho (50.1 percent); North Central Idaho (50.0 percent); Southwest Idaho (49.8 percent); and North Idaho (40.5 percent). Southeast Idaho employers were also most likely to offer health insurance benefits to part-time employees (13.8 percent), followed by: Northeast Idaho (13.0 percent); North Central Idaho (12.8 percent); South Central Idaho (11.5 percent); Southwest Idaho (10.5 percent); and North Idaho (7.9 percent).



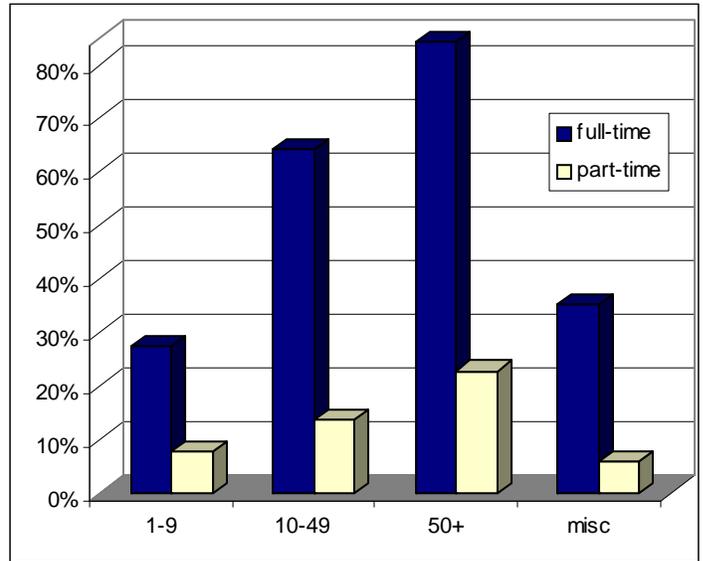
## INDUSTRY

Public Administration was most likely to offer health insurance benefits than any other industry in the state with 65.4 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (56.2 percent); Manufacturing (51.3 percent); TCU (42.3 percent); FIRE (42.2 percent); Services (40.7 percent); Mining (39.1 percent); Retail Trade (33.4 percent); and Construction (21.3 percent). Mining employers offered health insurance benefits most often to part-time employees, with 11.5 percent offering the benefit to part-time employees, followed by: Services (7.6 percent); Retail Trade (6.2 percent); FIRE (5.9 percent); Public Administration (5.5 percent); Wholesale Trade (5.0 percent); TCU (3.9 percent); Manufacturing (3.8 percent); and Construction (1.5 percent).

# DEPENDENT HEALTH INSURANCE

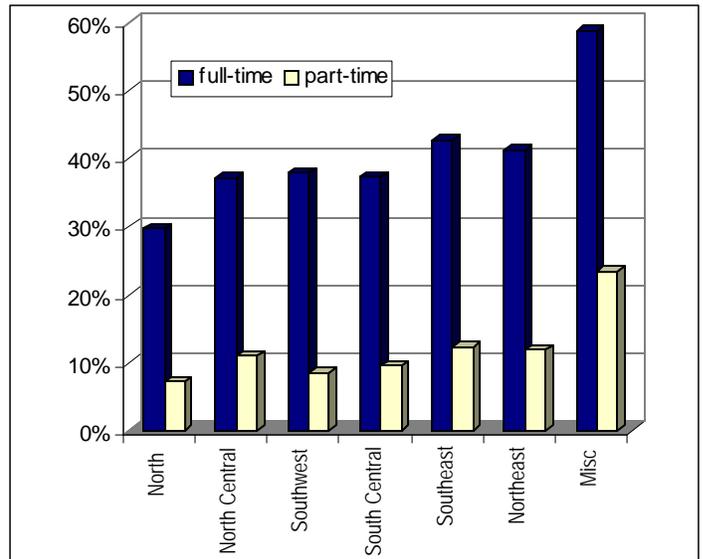
## EMPLOYMENT SIZE

Most large employers offered some sort of dependent health insurance to full-time employees; 84.3 percent of large employers offered dependent health insurance benefits to full-time employees, while only 22.9 percent of those same employers offered the same benefit to part-time employees. Of the mid-sized employers, 64.1 percent offered dependent health insurance to full-time employees and 13.8 percent offered the same benefit to part-time employees. Of the small employers, 27.4 percent of employers offered dependent health insurance benefits to full-time employees and only 7.9 percent offered it to part-time employees.



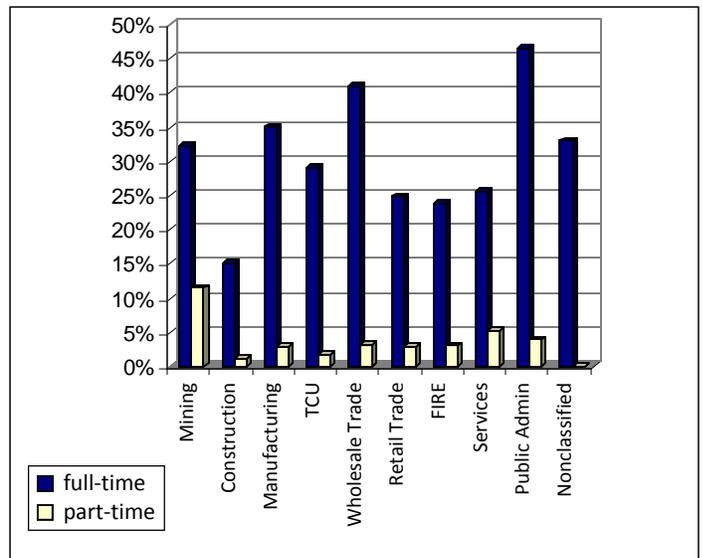
## REGION

Southeast Idaho employers offered dependent health insurance benefits more often than any other region in the state; 42.8 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: Northeast Idaho (41.2 percent); Southwest Idaho (37.9 percent); South Central Idaho (37.3 percent); North Central Idaho (37.2 percent); and North Idaho (29.7 percent). Southeast Idaho employers were also most likely to offer dependent health insurance benefits to part-time employees (12.4 percent), followed by: Northeast Idaho (11.9 percent); North Central Idaho (11.0 percent); South Central Idaho (9.5 percent); Southwest Idaho (8.6 percent); and North Idaho (7.2 percent).



## INDUSTRY

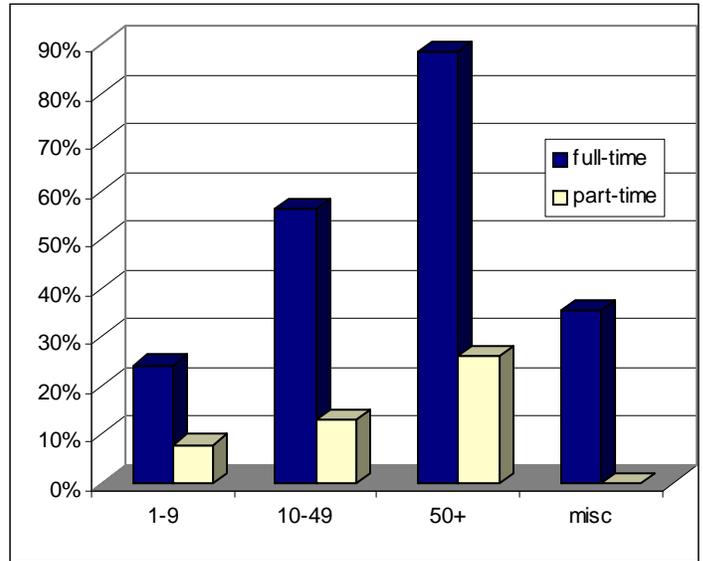
Public Administration was most likely to offer dependent health insurance benefits than any other industry in the state with 46.5 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (40.9 percent); Manufacturing (35.0 percent); Mining (32.2 percent); TCU (29.1 percent); Services (25.6 percent); Retail Trade (24.9 percent); FIRE (23.9 percent); and Construction (15.1 percent). Mining employers offered health insurance benefits most often to part-time employees, with 11.5 percent offering the benefit to part-time employees, followed by: Services (5.2 percent); Public Administration (3.9 percent); Wholesale Trade (3.2 percent); FIRE (3.1 percent); Manufacturing and Retail Trade (2.9 percent); TCU (1.7 percent); and Construction (1.2 percent).



# DENTAL INSURANCE

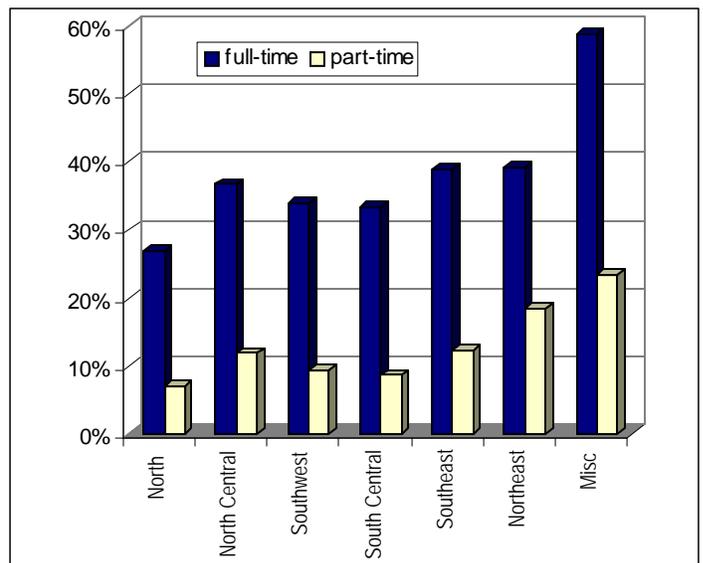
## EMPLOYMENT SIZE

Most large employers offered some sort of dental insurance plan to full-time employees; 88.3 percent of large employers offered the benefit to full-time employees, while only 26.0 percent of those same employers offered the same benefit to part-time employees. Of the mid-sized employers, 56.2 percent offered a dental insurance plan to full-time employees and 13.1 percent offered the same benefit to part-time employees. Of the small employers, 24.2 percent of employers offered dental insurance benefits to full-time employees and only 7.9 percent offered it to part-time employees.



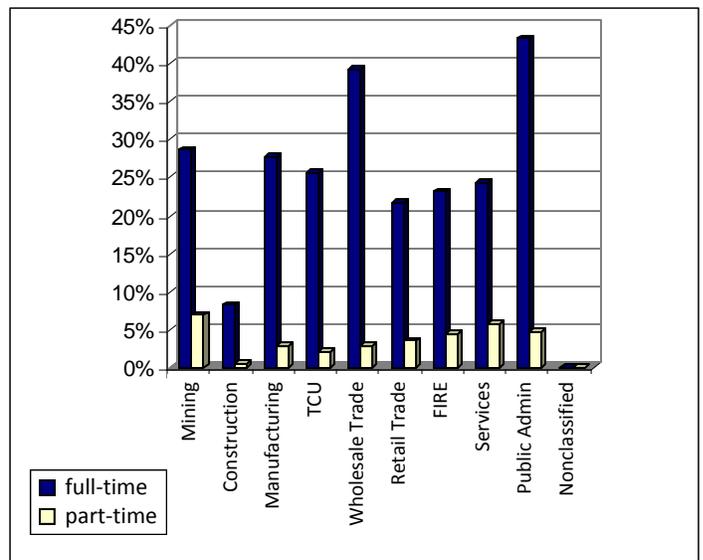
## REGION

Northeast Idaho employers offered dental insurance benefits more often than any other region in the state; 39.2 percent of Northeast Idaho employers offered the benefit to full-time employees, followed by: Southeast Idaho (38.9 percent); North Central Idaho (36.7 percent); Southwest Idaho (33.9 percent); South Central Idaho (33.4 percent); and North Idaho (27.0 percent). Northeast Idaho employers were also most likely to offer dental insurance benefits to part-time employees (18.5 percent), followed by: Southeast Idaho (12.4 percent); North Central Idaho (11.9 percent); Southwest Idaho (9.4 percent); South Central Idaho (8.7 percent); and North Idaho (7.0 percent).

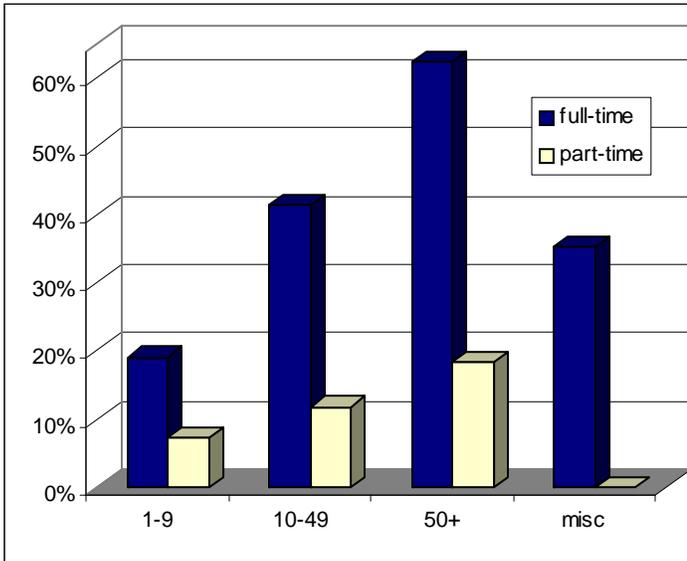


## INDUSTRY

Public Administration was most likely to offer some sort of dental insurance benefits than any other industry in the state with 43.3 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (39.2 percent); Mining (28.7 percent); Manufacturing (27.7 percent); TCU (25.6 percent); Services (24.4 percent); FIRE (23.2 percent); Retail Trade (21.7 percent); and Construction (8.3 percent). Mining employers offered dental insurance benefits most often to part-time employees, with 6.9 percent offering the benefit to part-time employees, followed by: Services (5.8 percent); Public Administration (4.7 percent); FIRE (4.5 percent); Retail Trade (3.5 percent); Manufacturing and Wholesale Trade (2.9 percent); TCU (2.1 percent); and Construction (0.6 percent).

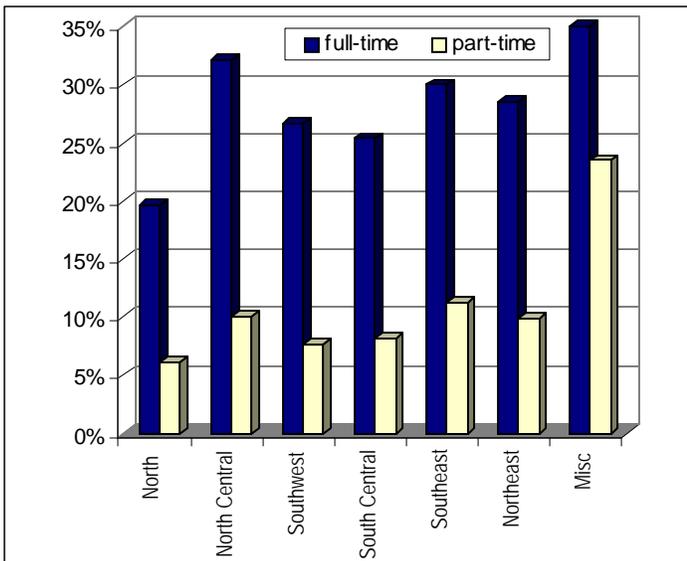


# VISION INSURANCE



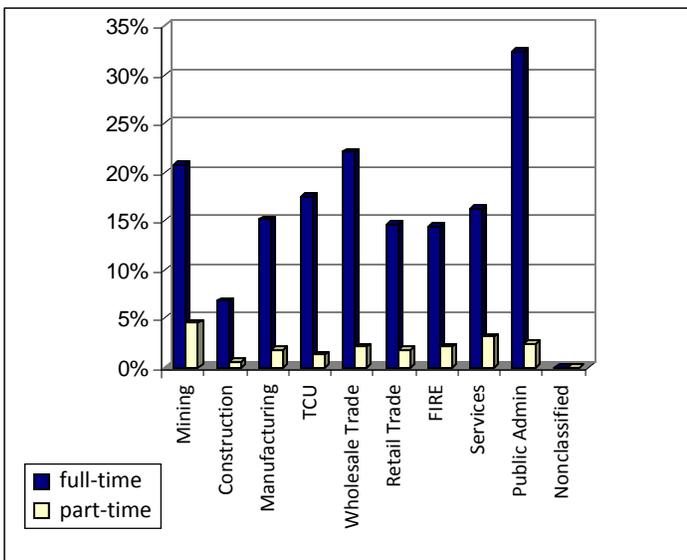
## EMPLOYMENT SIZE

Most large employers offered some sort of vision insurance plan to full-time employees; 62.3 percent of large employers offered the benefit to full-time employees, while only 18.4 percent of the same employers offered the same benefit to part-time employees. Of the mid-sized employers, 41.4 percent offered a vision insurance plan to full-time employees and 11.8 percent offered the same benefit to part-time employees. Of the small employers, 19.1 percent of employers offered vision insurance benefits to full-time employees and only 7.2 percent offered it to part-time employees.



## REGION

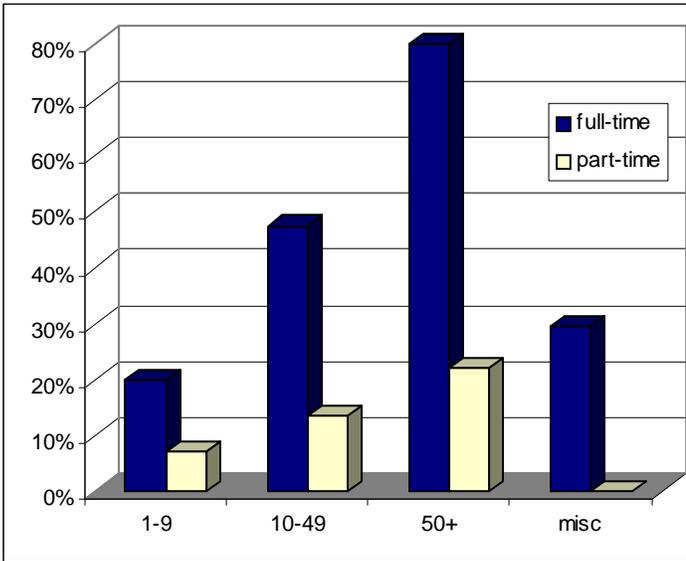
North Central Idaho employers offered vision insurance benefits more often than any other region in the state; 32.1 percent of North Central Idaho employers offered the benefit to full-time employees, followed by: Southeast Idaho (30.0 percent); Northeast Idaho (28.5 percent); Southwest Idaho (26.7 percent); South Central Idaho (25.4 percent); and North Idaho (19.6 percent). Southeast Idaho employers were most likely to offer vision insurance benefits to part-time employees (11.3 percent), followed by: North Central Idaho (10.1 percent); Northeast Idaho (9.9 percent); South Central Idaho (8.2 percent); Southwest Idaho (7.6 percent); and North Idaho (6.1 percent).



## INDUSTRY

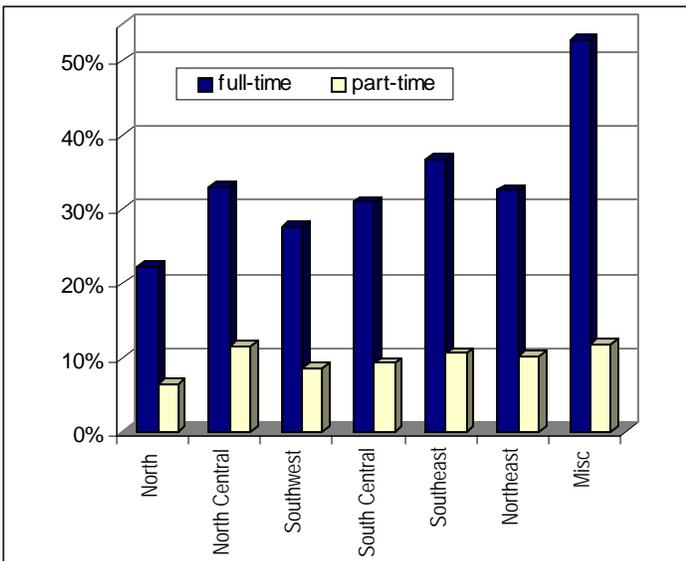
Public Administration was most likely to offer some sort of vision insurance benefits than any other industry in the state with 32.3 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (22.1 percent); Mining (20.7 percent); TCU (17.5 percent); Services (16.3 percent); Manufacturing (15.2 percent); Retail Trade (14.7 percent); FIRE (14.5 percent); and Construction (6.8 percent). Mining employers offered vision insurance benefits most often to part-time employees, with 4.6 percent offering the benefit to part-time employees, followed by: Services (3.2 percent); Public Administration (2.4 percent); Wholesale Trade and FIRE (2.1 percent); Manufacturing and Retail Trade (1.8 percent); TCU (1.3 percent); and Construction (0.6 percent).

# LIFE INSURANCE



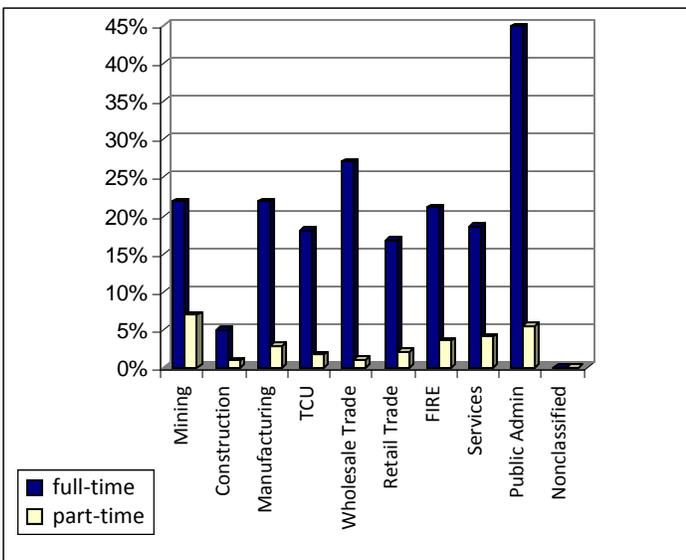
## EMPLOYMENT SIZE

Most large employers offered some sort of life insurance plan to full-time employees; 80.3 percent of large employers offered the benefit to full-time employees, while 22.0 percent of those employers offered the same benefit to part-time employees. Of the mid-sized employers, 47.5 percent offered a life insurance plan to full-time employees and 13.4 percent offered the same benefit to part-time employees. Of the small employers, 20.0 percent of employers offered life insurance benefits to full-time employees and only 7.2 percent offered it to part-time employees.



## REGION

Southeast Idaho employers offered life insurance benefits more often than any other region in the state; 36.7 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (33.0 percent); Northeast Idaho (32.6 percent); South Central Idaho (31.0 percent); Southwest Idaho (27.6 percent); and North Idaho (22.3 percent). North Central Idaho employers were also most likely to offer life insurance benefits to part-time employees (11.5 percent), followed by: Southeast Idaho (10.6 percent); Northeast Idaho (10.2 percent); South Central Idaho (9.3 percent); Southwest Idaho (8.7 percent); and North Idaho (6.5 percent).



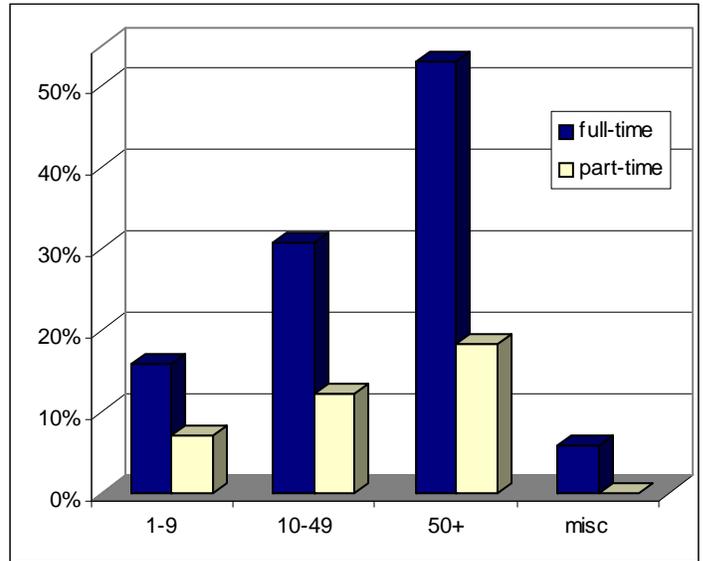
## INDUSTRY

Public Administration was most likely to offer some sort of life insurance benefits than any other industry in the state with 44.9 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (27.1 percent); Manufacturing (21.9 percent); Mining (21.8 percent); FIRE (21.1 percent); Services (18.6 percent); TCU (18.0 percent); Retail Trade (16.7 percent); and Construction (5.0 percent). Mining employers offered life insurance benefits most often to part-time employees, with 6.9 percent offering the benefit to part-time employees, followed by: Public Administration (5.5 percent); Services (4.1 percent); FIRE (3.5 percent); Manufacturing (2.9 percent); Retail Trade (2.1 percent); TCU (1.7 percent); Wholesale Trade (1.1 percent); and Construction (0.9 percent).

# DISABILITY INSURANCE

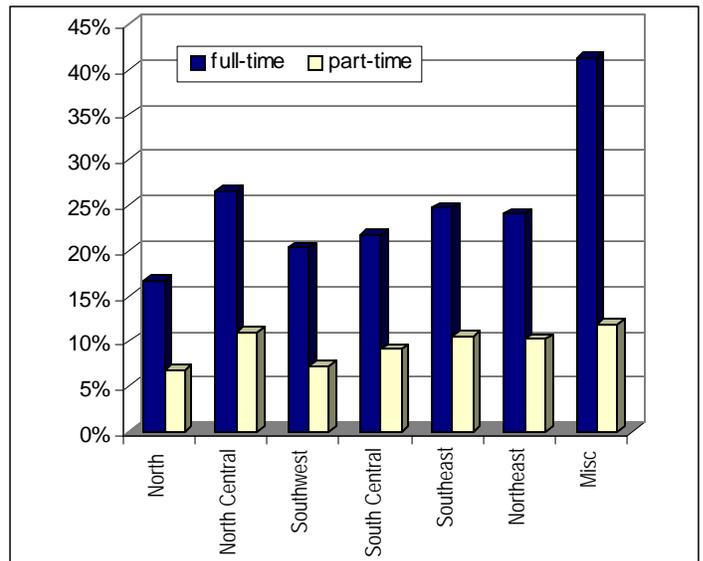
## EMPLOYMENT SIZE

Over half of the large employers surveyed offered some sort of disability insurance plan to full-time employees; 52.9 percent of large employers offered the benefit to full-time employees, while 18.4 percent of those employers offered the same benefit to part-time employees. Of the mid-sized employers, 30.8 percent offered some sort of disability insurance plan to full-time employees and 12.3 percent offered the same benefit to part-time employees. Of the small employers, 16.0 percent of employers offered disability insurance benefits to full-time employees and only 7.1 percent offered it to part-time employees.



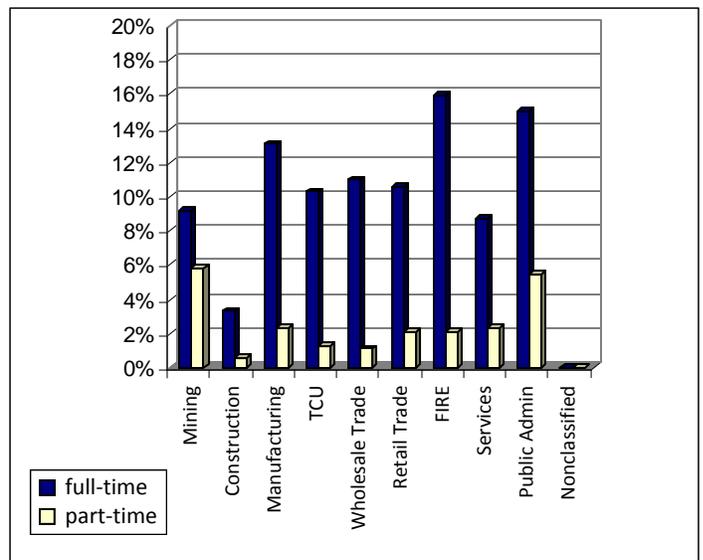
## REGION

North Central Idaho employers offered disability insurance benefits more often than any other region in the state; 26.6 percent of North Central Idaho employers offered the benefit to full-time employees, followed by: Southeast Idaho (24.7 percent); Northeast Idaho (24.0 percent); South Central Idaho (21.7 percent); Southwest Idaho (20.3 percent); and North Idaho (16.7 percent). North Central Idaho employers were also most likely to offer disability insurance benefits to part-time employees (11.0 percent), followed by: Southeast Idaho (10.6 percent); Northeast Idaho (10.2 percent); South Central Idaho (9.1 percent); Southwest Idaho (7.2 percent); and North Idaho (6.8 percent).



## INDUSTRY

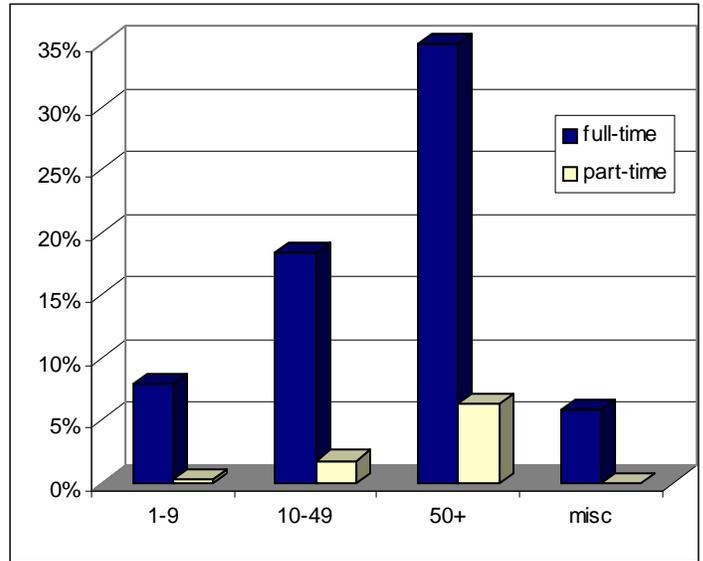
FIRE was most likely to offer some sort of disability insurance benefits than any other industry in the state with 15.9 percent of employers offering the benefit to full-time employees, followed by: Public Administration (15.0 percent); Manufacturing (13.1 percent); Wholesale Trade (11.0 percent); Retail Trade (10.6 percent); TCU (10.3 percent); Mining (9.2 percent); Services (8.7 percent); and Construction (3.3 percent). Mining employers offered disability insurance benefits most often to part-time employees, with 5.8 percent offering the benefit to part-time employees, followed by: Public Administration (5.5 percent); Manufacturing and Services (2.3 percent); Retail Trade and FIRE (2.1 percent); TCU (1.3 percent); Wholesale Trade (1.1 percent); and Construction (0.6 percent).



## LONG-TERM DISABILITY INSURANCE

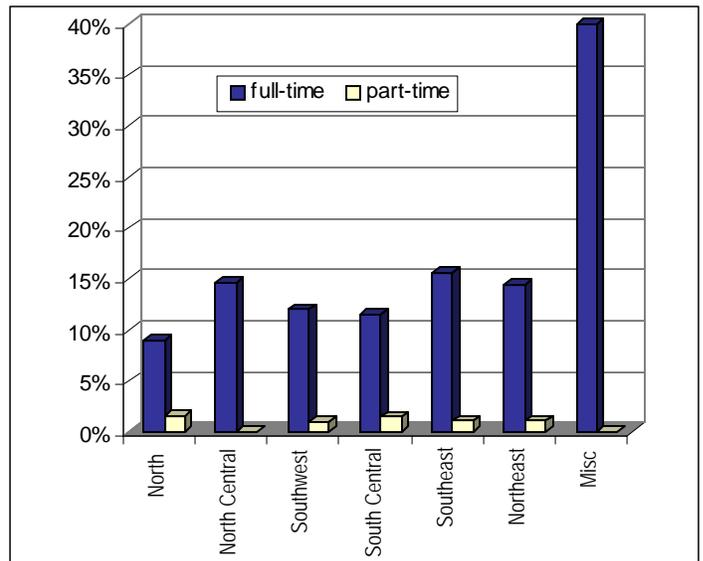
### EMPLOYMENT SIZE

Long-term disability insurance (not including federally mandated programs) was not largely offered to Idaho employees; 35.0 percent of large employers offered long-term disability insurance benefit to full-time employees, while 6.6 percent of the same employers offered the benefit to part-time employees. Of the mid-sized employers, 18.4 percent offered some sort of long-term disability insurance plan to full-time employees and 1.8 percent offered the same benefit to part-time employees. Of the small employers, 7.9 percent of employers offered long-term disability insurance benefits to full-time employees and only 0.3 percent offered it to part-time employees.



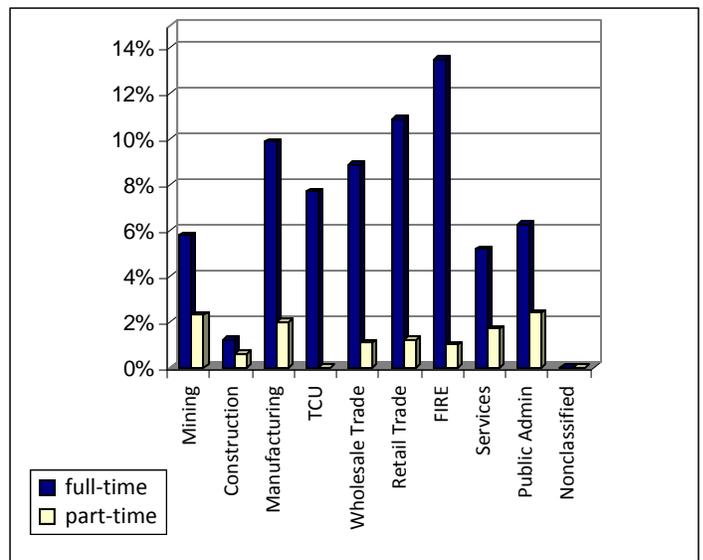
### REGION

Southeast Idaho employers offered long-term disability insurance benefits more often than any other region in the state; 15.6 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (14.7 percent); Northeast Idaho (14.4 percent); Southwest Idaho (12.0 percent); South Central Idaho (11.5 percent); and North Idaho (9.0 percent). North Idaho employers were most likely to offer long-term disability insurance benefits to part-time employees (1.6 percent), followed by: South Central Idaho (1.5 percent); Southeast Idaho and Northeast Idaho (1.1 percent); Southwest Idaho (1.0 percent); and North Central Idaho.

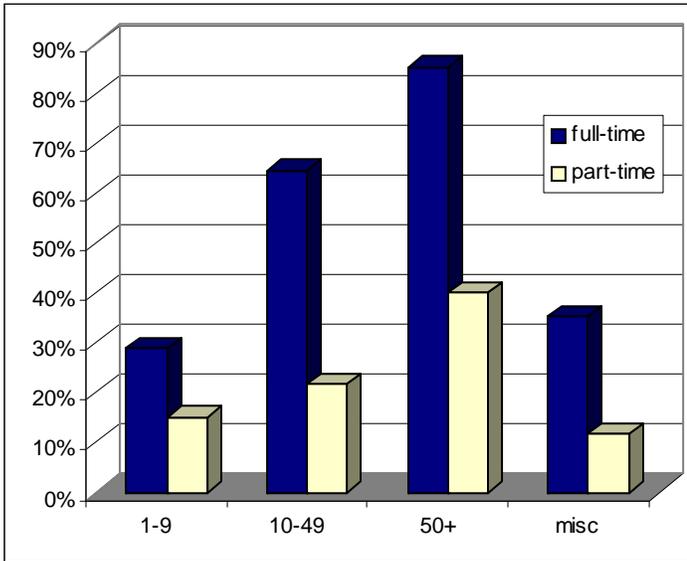


### INDUSTRY

FIRE was most likely to offer some sort of long-term disability insurance benefits than any other industry in the state with 13.5 percent of employers offering the benefit to full-time employees, followed by: Retail Trade (10.9 percent); Manufacturing (9.9 percent); Wholesale Trade (8.9 percent); TCU (7.7 percent); Public Administration (6.3 percent); Mining (5.8 percent); Services (5.2 percent); and Construction (1.2 percent). Public Administration employers offered long-term disability insurance benefits most often to part-time employees, with 2.4 percent of employers offering the benefit to part-time employees, followed by: Mining (2.3 percent); Manufacturing (2.0 percent); Services (1.7 percent); Retail Trade (1.2 percent); Wholesale Trade (1.1 percent); FIRE (1.0 percent); Construction (0.6 percent); and TCU (0.0 percent).

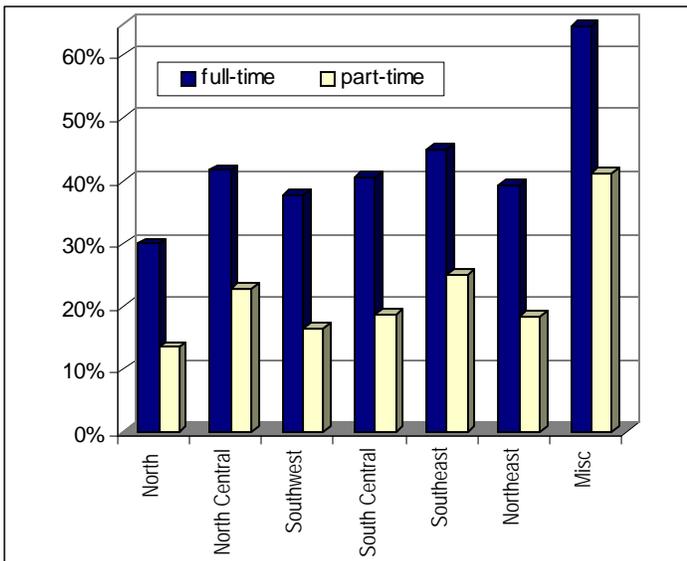


# RETIREMENT



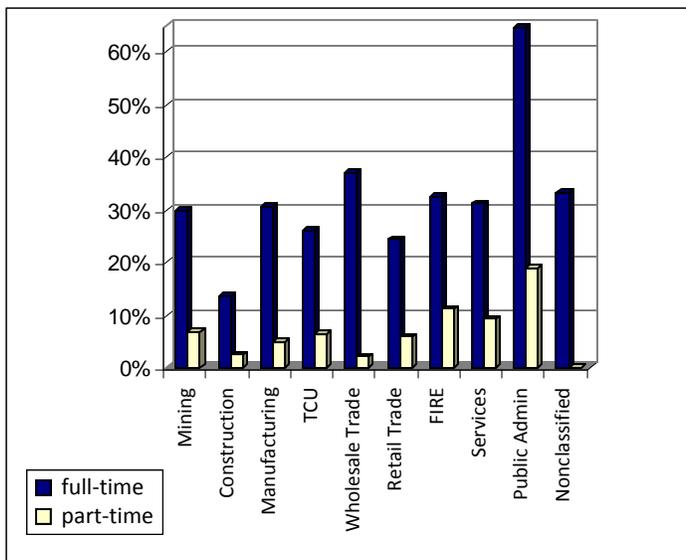
## EMPLOYMENT SIZE

The majority of large employers surveyed offered some sort of retirement plan to full-time employees; 85.2 percent of large employers offered the benefit to full-time employees, while 39.9 percent of the same employers offered the benefit to part-time employees. Of the mid-sized employers, 64.5 percent offered some sort of retirement plan to full-time employees and 21.7 percent offered the same benefit to part-time employees. Of the small employers, 28.8 percent of employers offered retirement benefits to full-time employees and 15.1 percent offered it to part-time employees.



## REGION

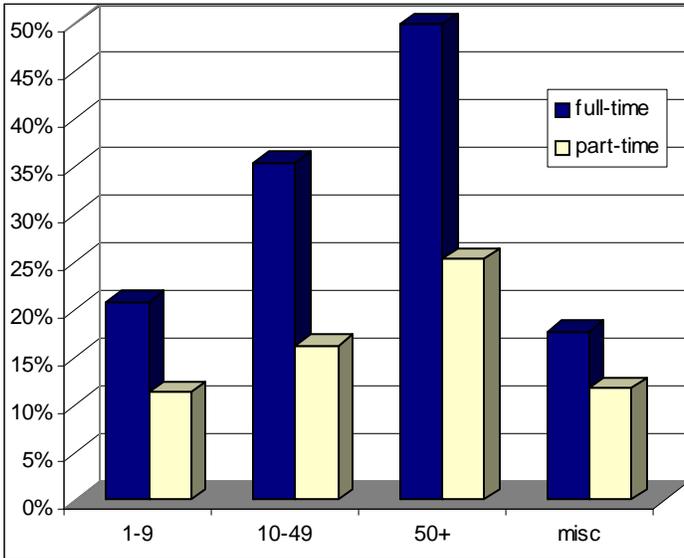
Southeast Idaho employers offered some sort of retirement plan more often than any other region in the state; 44.9 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (41.7 percent); South Central Idaho (40.6 percent); Northeast Idaho (39.2 percent); Southwest (37.8 percent); and North Idaho (30.0 percent). Southeast Idaho employers were also most likely to offer retirement benefits to part-time employees (25.1 percent), followed by: North Central Idaho (22.9 percent); South Central Idaho (18.7 percent); Northeast Idaho (18.5 percent); Southwest Idaho (16.5 percent); and North Idaho (13.5 percent).



## INDUSTRY

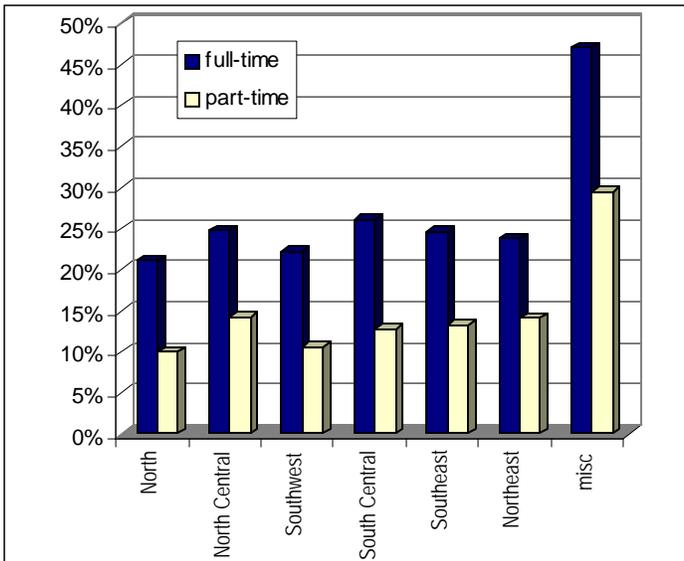
Public Administration was more likely to offer some sort of retirement plan than any other industry in the state with 64.6 percent of employers offering the benefit to full-time employees, followed by: Wholesale Trade (37.0 percent); FIRE (32.5 percent); Services (31.1 percent); Manufacturing (30.6 percent); Mining (29.9 percent); TCU (26.1 percent); Retail Trade (24.3 percent); and Construction (13.6 percent). Public Administration employers offered retirement benefits most often to part-time employees, with 18.9 percent offering the benefit to part-time employees, followed by: FIRE (11.1 percent); Services (9.3 percent); Mining (6.9 percent); TCU (6.4 percent); Retail Trade (5.9 percent); Manufacturing (5.0 percent); Construction (2.4 percent); and Wholesale Trade (2.1 percent).

## FULL/PARTIAL REIMBURSEMENT EDUCATION ASSISTANCE



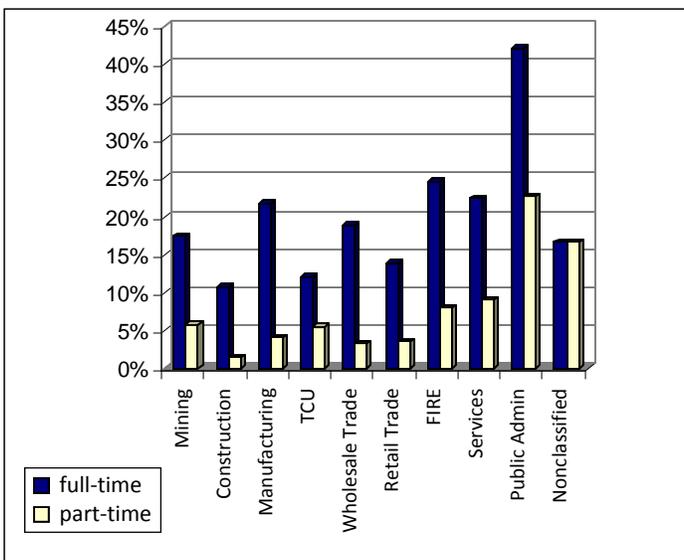
### EMPLOYMENT SIZE

More than half of all large employers surveyed offered some sort of full/partial reimbursement of educational assistance to full-time employees; 50.7 percent of large employers offered the benefit to full-time employees, while 25.3 percent of the same employers offered the benefit to part-time employees. Of the mid-sized employers, 35.4 percent offered the full/partial reimbursement educational assistance to full-time employees and 16.2 percent offered the same benefit to part-time employees. Of the small employers, 20.8 percent of employers offered these benefits to full-time employees and 11.3 percent offered it to part-time employees.



### REGION

South Central Idaho employers offered full/partial reimbursement educational assistance more often than any other region in the state; 26.1 percent of South Central Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (24.8 percent); Southeast Idaho (24.6 percent); Northeast Idaho (23.8 percent); Southwest (22.2 percent); and North Idaho (21.1 percent). North Central Idaho employers were also most likely to offer full/partial reimbursement educational assistance to part-time employees (14.2 percent), followed by: Northeast Idaho (14.1 percent); Southeast Idaho (13.2 percent); South Central Idaho (12.8 percent); Southwest Idaho (10.6 percent); and North Idaho (10.0 percent).



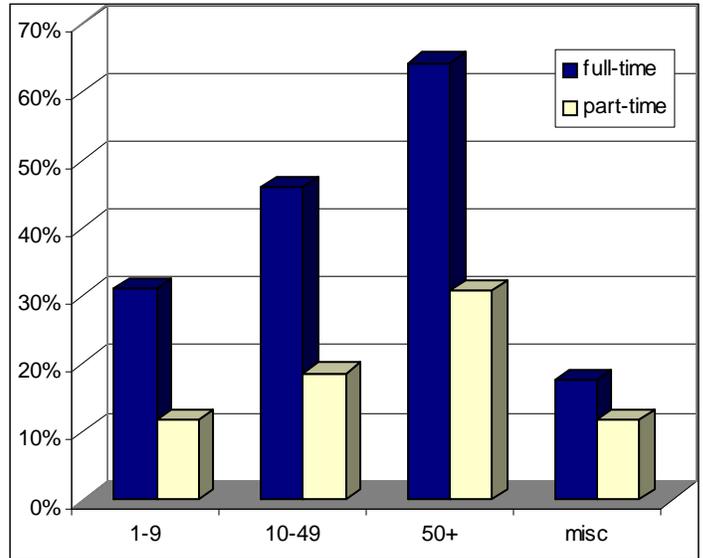
### INDUSTRY

Public Administration was more likely to offer full/partial reimbursement educational assistance than any other industry in the state with 42.8 percent of employers offering the benefit to full-time employees, followed by: FIRE (24.6 percent); Services (22.4 percent); Manufacturing (21.8 percent); Wholesale Trade (18.8 percent); Mining (17.4 percent); Retail Trade (13.9 percent); TCU (12.0 percent); and Construction (10.7 percent). Public Administration employers also offered the benefit most often to part-time employees, with 22.7 percent offering the benefit to part-time employees, followed by: Services (9.0 percent); FIRE (9.3 percent); Mining (5.8 percent); TCU (5.6 percent); Manufacturing (4.1 percent); Retail Trade (3.5 percent); Wholesale Trade (3.3 percent); and Construction (1.5 percent).

## DIRECT PAYMENT—EDUCATION ASSISTANCE

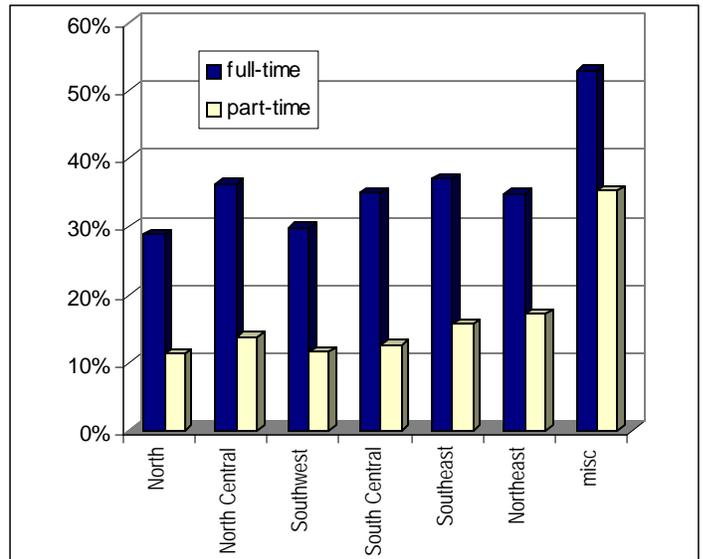
### EMPLOYMENT SIZE

More than one third of all employers surveyed offered some sort of direct payment educational assistance to full-time employees; 64.3 percent of large employers offered the benefit to full-time employees, while 30.8 percent of the same employers offered the benefit to part-time employees. Of the mid-sized employers, 45.9 percent offered direct payment educational assistance to full-time employees and 18.7 percent offered the same benefit to part-time employees. Of the small employers, 31.0 percent of employers offered the benefits to full-time employees and 11.8 percent offered it to part-time employees.



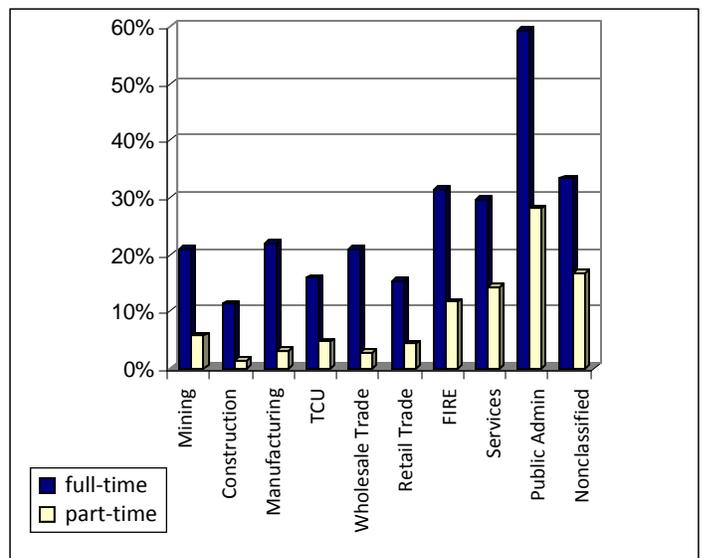
### REGION

Southeast Idaho employers offered direct payment educational assistance more often than any other region in the state; 37.0 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (36.2 percent); South Central Idaho (35.0 percent); Northeast Idaho (34.8 percent); Southwest (29.9 percent); and North Idaho (28.8 percent). Northeast Idaho employers were most likely to offer direct payment educational assistance to part-time employees (17.1 percent), followed by: Southeast Idaho (15.7 percent); North Central Idaho (13.8 percent); South Central Idaho (12.6 percent); Southwest Idaho (11.6 percent); and North Idaho (11.3 percent).

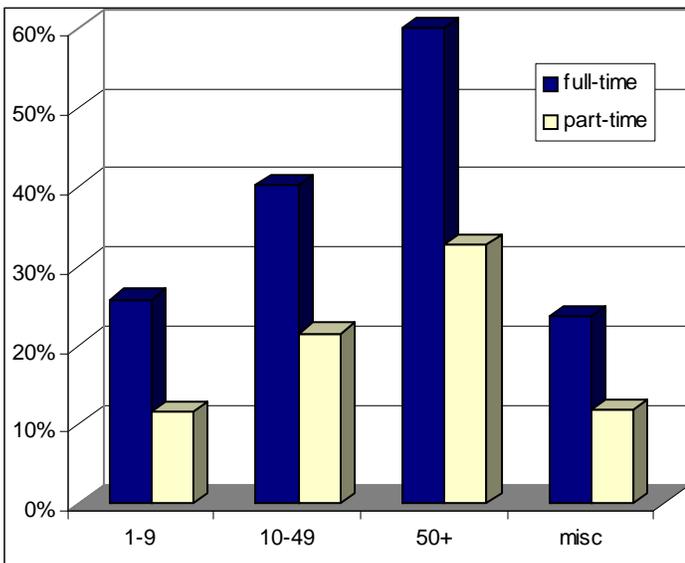


### INDUSTRY

Public Administration was more likely to offer direct payment educational assistance than any other industry in the state with 59.4 percent of employers offering the benefit to full-time employees, followed by: FIRE (31.5 percent); Services (29.7 percent); Manufacturing (22.1 percent); Wholesale Trade (21.0 percent); Mining (20.9 percent); TCU (15.8 percent); Retail Trade (15.3 percent); and Construction (11.3 percent). Public Administration employers also offered the benefit most often to part-time employees, with 28.1 percent offering the benefit to part-time employees, followed by: Services (14.2 percent); FIRE (11.8 percent); Mining (5.8 percent); TCU (4.7 percent); Retail Trade (4.4 percent); Manufacturing (3.2 percent); Wholesale Trade (2.9 percent); and Construction (1.5 percent).

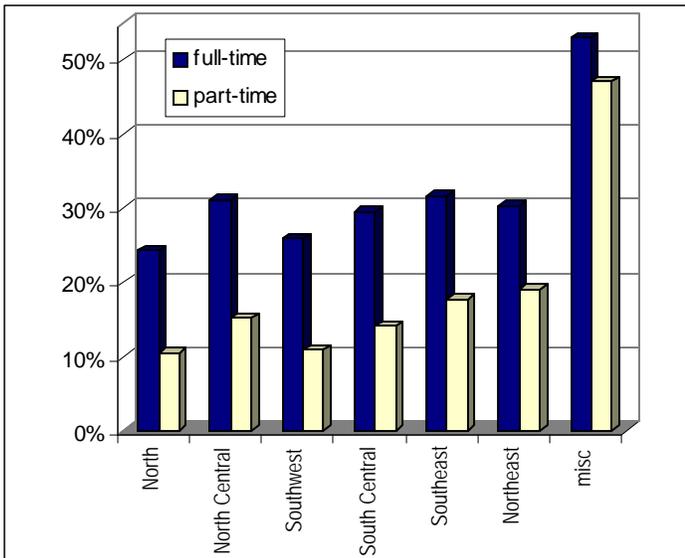


## TRAINING BY COMPANY (TRAINING UNIT)—EDUCATION ASSISTANCE



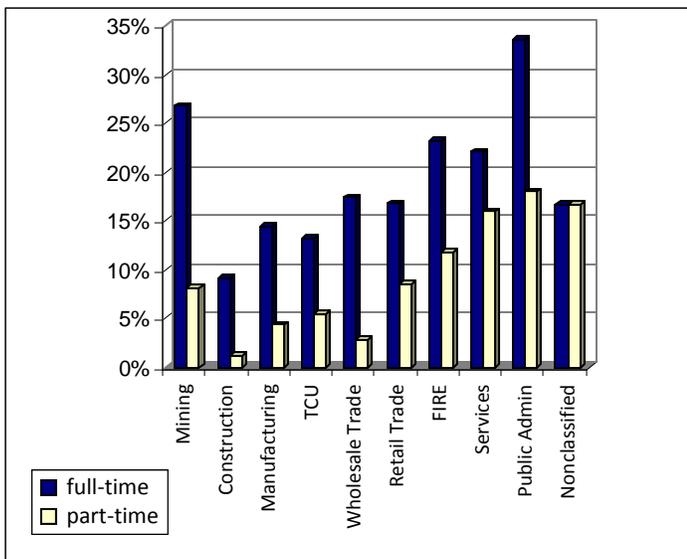
### EMPLOYMENT SIZE

More than three-fifths of all large employers surveyed offered some sort of corporate/company training and educational assistance to full-time employees (not including on-the-job training); 60.2 percent of large employers offered the benefit to full-time employees, while 32.6 percent of the same employers offered the benefit to part-time employees. Of the mid-sized employers, 40.1 percent offered corporate/company training and educational assistance to full-time employees and 21.5 percent offered the same benefit to part-time employees. Of the small employers, 25.7 percent of employers offered the benefits to full-time employees and 11.5 percent offered it to part-time employees.



### REGION

Southeast Idaho employers offered corporate/company training and educational assistance to full-time employees more often than any other region in the state; 31.7 percent of Southeast Idaho employers offered the benefit to full-time employees, followed by: North Central Idaho (31.2 percent); Northeast Idaho (30.4 percent); South Central Idaho (29.6 percent); Southwest (25.9 percent); and North Idaho (24.3 percent). Northeast Idaho employers were most likely to offer direct payment educational assistance to part-time employees (19.1 percent), followed by: Southeast Idaho (17.8 percent); North Central Idaho (15.1 percent); South Central Idaho (14.1 percent); Southwest Idaho (10.9 percent); and North Idaho (10.4 percent).



### INDUSTRY

Public Administration was more likely to offer corporate/company training and educational assistance than any other industry in the state with 33.6 percent of employers offering the benefit to full-time employees, followed by: Mining (26.7 percent); FIRE (23.2 percent); Services (22.1 percent); Wholesale Trade (17.4 percent); Retail Trade (16.8 percent); Manufacturing (14.4 percent); TCU (13.2 percent); and Construction (9.2 percent). Public Administration employers also offered the benefit most often to part-time employees, with 18.0 percent offering the benefit to part-time employees, followed by: Services (16.0 percent); FIRE (11.8 percent); Retail Trade (8.6 percent); Mining (8.1 percent); TCU (5.6 percent); Manufacturing (4.4 percent); Wholesale Trade (2.9 percent); and Construction (1.2 percent).

## CONCLUSION/IMPLICATIONS

Larger employers are significantly more likely than smaller employers to offer almost all benefits examined in the State of Idaho Employee Benefit Survey. In all cases, large employers (with fifty or more employees) were more likely than small employers (between one and nine employees) to offer benefits.

Full-time employees are more likely to be offered benefits than part-time employees, regardless of business size, region, or industry. However, it is interesting to note that some part-time employees of large firms are offered more benefits than full-time employees of small firms.

It is also important to note that there are a number of intangible benefits that cannot be measured by a survey, including a friendly or casual work environment, which does not cost the employer, but may be seen as a benefit by employees. Many of these intangible benefits appeal to some people more than other types of benefits that can be monetarily measured, like those analyzed in this survey.

The information contained in this publication gives an overview of the benefits offered by Idaho employers and should be used as an information source only. This publication is not meant to be an absolute list of benefits offered. Employees and job seekers should not expect to receive benefits nor should employers feel obligated to adjust their benefit packages based on the results of this survey.

## SURVEY METHODOLOGY

Employee Benefit Surveys were mailed to 5,172 employers that reported having at least one employee in Idaho during the previous year. Those employers that did not respond were sent a second survey approximately one month later. Follow-up phone calls were made to those employers that did not return the survey after two mailings.

Employers were asked to complete the questionnaire based on the benefits offered to the majority of employees. The survey format consisted of lists of related benefits. The employer was asked to indicate the availability of benefits. A copy of the survey is located at the end of this report.

The businesses chosen to participate were selected to obtain a representative sample of employers in Idaho. The sample was randomly selected from the ES-202, 4th Quarter 2000, Idaho Report of Covered Employment & Wages, which includes all employers and employees covered by Idaho Unemployment Insurance (UI) law. Agricultural establishments were excluded because most are not covered by UI. Firms with no employment during the quarter were eliminated also. Public and Private employers were included in this survey.

The businesses surveyed were chosen through a stratified random sample, based on the employer's business size, industry, and geographic region.

The size of the sample within each group was determined by the estimated response rate and a relative error rate determined necessary to produce statistically accurate results with at least a 95 percent confidence level (accurate within  $\pm 5$  percent). When comparing benefits among business size, industries, and regions, you can assume that there is at least a 95

	Sent	Returned	Response Rate
<b>BUSINESS SIZE</b>			
0	460	404	87.8%
1-9	3,409	1,531	44.9%
10-49	1,017	542	53.3%
50+	286	224	78.3%
NA		27	
	<b>5,172</b>	<b>2,728</b>	<b>52.7%</b>
<b>REGION</b>			
North Idaho	829	444	53.6%
North Central Idaho	490	271	55.3%
Southwest Idaho	1,900	943	49.6%
South Central Idaho	760	408	53.7%
Southeast Idaho	537	284	52.9%
Northeast Idaho	655	363	55.4%
misc	1	15	1500.0%
	<b>5,172</b>	<b>2,728</b>	<b>52.7%</b>
<b>INDUSTRY</b>			
Mining	145	87	60.0%
Construction	613	338	55.1%
Manufacturing	582	343	58.9%
Transp, Comm & Utilities	557	234	42.0%
Wholesale Trade	579	281	48.5%
Retail Trade	619	341	55.1%
FIRE	605	289	47.8%
Services	634	344	54.3%
Public Administration	831	465	56.0%
Non-Classified	7	6	85.7%
	<b>5,172</b>	<b>2,728</b>	<b>52.7%</b>

percent confidence level, with a 5 percent margin of error.

The overall response rate was 52.7 percent, which was more than enough to allow the publication of the data at a confidence level in excess of 95 percent. The table above depicts the individual response rates by business size, region, and industry.

## DEFINITIONS OF BUSINESS SIZE, REGIONS, AND INDUSTRIES

**BUSINESS SIZE/EMPLOYMENT SIZE** is separated into four different categories:

SMALL EMPLOYERS —included those businesses with between 1 and 9 employees

MID-SIZED EMPLOYERS —included those businesses with between 10 and 49 employees

LARGE EMPLOYERS —included those businesses with 50 or more employees

MISC. —included those businesses with more than one establishment, which had more than one size group

**GEOGRAPHIC REGION** is separated into seven different categories:

NORTH IDAHO—includes Benewah, Bonner, Boundary, Kootenai, and Shoshone Counties

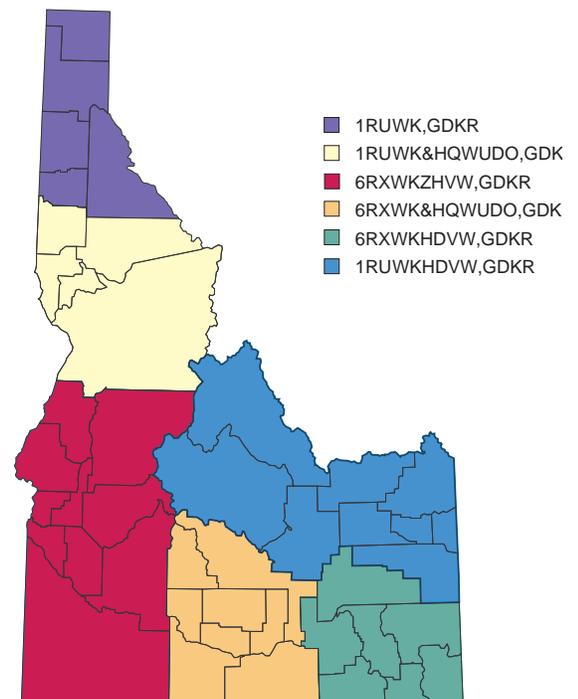
NORTH CENTRAL IDAHO—includes Clearwater, Idaho, Latah, Lewis, and Nez Perce Counties

SOUTHWEST IDAHO—includes Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley, and Washington Counties

SOUTH CENTRAL IDAHO—includes Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka, and Twin Falls Counties

SOUTHEAST IDAHO—includes Bannock, Bear Lake, Bingham, Caribou, Franklin, Oneida, and Power Counties

NORTHEAST IDAHO—includes Bonneville, Butte, Clark, Custer, Fremont, Jefferson, Lemhi, Madison, and Teton Counties



**INDUSTRY** is separated into ten different categories:

MINING

CONSTRUCTION

MANUFACTURING

TRANSPORTATION, COMMUNICATION, & PUBLIC UTILITIES (TCU)

WHOLESALE TRADE

RETAIL TRADE

FINANCE, INSURANCE, & REAL ESTATE (FIRE)

SERVICES

PUBLIC ADMINISTRATION—including all government entities surveyed

NON-CLASSIFIED—including those entities that did not respond to this question

## BENEFIT BY BUSINESS SIZE TABLE

### Percent of Employers Offering Benefits By Business Size

	1-9		10-49		50 +		All Sizes	
	FT	PT	FT	PT	FT	PT	FT	PT
Raises Given	51.4	24.0	83.8	41.4	93.3	62.3	55.7	27.5
Raises Planned	42.9	20.4	74.8	36.7	83.0	54.7	48.2	23.9
Paid Holidays	48.1	13.2	75.0	19.9	91.9	34.5	52.1	14.8
Paid Sick Leave	32.8	9.4	50.5	14.9	71.3	24.7	36.6	10.7
Paid Vacation	50.7	12.2	83.2	17.5	93.7	28.7	55.3	13.2
Paid Personal Leave	12.6	1.0	16.9	2.2	34.1	9.9	14.9	1.8
Paid Maternity Leave	16.7	7.5	26.5	13.1	49.3	17.9	20.9	8.8
Paid Paternity Leave	7.9	0.7	11.4	2.4	27.8	5.8	10.6	1.4
Paid Funeral Leave	19.0	2.4	32.2	5.2	66.4	18.4	24.2	3.9
Paid Jury Duty Leave	27.3	9.0	44.8	15.3	75.3	30.5	32.7	11.1
Individual Health Insurance	41.4	9.6	77.9	14.1	94.6	27.8	49.0	11.2
Dependent Health Insurance	27.4	7.9	64.1	13.8	84.3	22.9	37.4	9.6
Dental Plan	24.2	7.9	56.2	13.1	88.3	26.0	34.3	9.7
Vision Plan	19.1	7.2	41.4	11.8	62.3	18.4	26.4	8.4
Life Insurance	20.0	7.2	47.5	13.4	80.3	22.0	29.5	9.1
Disability Insurance	16.0	7.1	30.8	12.3	52.9	18.4	21.5	8.5
Long-Term Disability Insurance	7.9	0.3	18.4	1.8	35.0	6.3	12.5	1.1
Retirement Plan	28.8	15.1	64.5	21.7	85.2	39.9	38.4	18.2
Partial/Full Reimbursement	20.8	11.3	35.4	16.2	50.7	25.3	26.9	13.7
Direct Payment	31.0	11.8	45.9	18.7	64.3	30.8	37.4	15.1
Corporate Training	25.7	11.5	40.1	21.5	60.2	32.6	32.2	15.7

## BENEFIT BY REGION TABLE

	North		North Central		Southwest		South Central		Southeast		Northeast		All Regions	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
Raises Given	49.6	21.2	30.3	30.3	49.7	25.6	59.0	30.6	61.8	31.1	61.1	29.8	54.8	27.5
Raises Planned	41.2	17.1	28.9	28.9	46.7	21.9	50.1	26.5	54.1	29.0	50.0	25.7	48.2	23.9
Paid Holidays	44.1	12.4	13.8	13.8	53.8	14.2	52.7	15.6	57.6	17.0	51.9	17.4	52.1	14.8
Paid Sick Leave	29.1	7.7	12.4	12.4	37.3	10.0	37.1	11.3	41.3	12.0	39.0	14.1	36.7	10.8
Paid Vacation	47.5	10.1	13.8	13.8	56.2	12.9	57.3	13.5	60.1	15.9	55.0	15.2	55.3	13.3
Paid Personal Leave	12.2	2.3	1.8	1.8	14.1	1.7	16.3	1.3	19.4	1.8	14.1	2.5	14.8	1.8
Paid Maternity Leave	14.9	5.9	12.4	12.4	20.3	8.3	22.3	9.1	24.4	9.9	21.0	10.2	20.9	8.8
Paid Paternity Leave	7.4	0.7	2.3	2.3	10.3	1.6	12.8	1.5	12.4	1.1	8.8	1.1	10.6	1.4
Paid Funeral Leave	18.7	2.7	4.1	4.1	25.6	4.1	24.1	3.5	28.3	5.0	21.6	3.6	24.2	3.9
Paid Jury Duty Leave	25.0	7.9	14.2	14.2	32.5	10.0	32.5	11.3	43.8	15.2	30.9	12.7	32.7	11.1
Individual Health Insurance	40.5	7.9	12.8	12.8	49.8	10.5	50.1	11.5	53.0	13.8	51.4	13.0	49.0	11.2
Dependent Health Insurance	29.7	7.2	11.0	11.0	37.9	8.6	37.3	9.5	42.8	12.4	41.2	11.9	37.5	9.6
Dental Plan	27.0	7.0	11.9	11.9	33.9	9.4	33.4	8.7	38.9	12.4	39.2	18.5	34.3	10.7
Vision Plan	19.6	6.1	10.1	10.1	26.7	7.6	25.4	8.2	30.0	11.3	28.5	9.9	26.4	8.5
Life Insurance	22.3	6.5	11.5	11.5	27.6	8.7	31.0	9.3	36.7	10.6	32.6	10.2	29.5	9.1
Disability Insurance	16.7	6.8	11.0	11.0	20.3	7.2	21.7	9.1	24.7	10.6	24.0	10.2	21.5	8.5
Long-Term Disability Insurance	9.0	1.6	0.0	0.0	12.0	1.0	11.5	1.5	15.6	1.1	14.4	1.0	12.5	1.1
Retirement Plan	30.0	13.5	22.9	22.9	37.8	16.5	40.6	18.7	44.9	25.1	39.2	18.5	38.4	18.2
Partial/Full Reimbursement	21.1	10.0	14.2	14.2	22.2	10.6	26.1	12.8	24.6	13.2	23.8	14.1	23.5	12.0
Direct Payment	28.8	11.3	13.8	13.8	29.9	11.6	35.0	12.6	37.0	15.7	34.8	17.1	32.6	13.2
Corporate Training	24.3	10.4	15.1	15.1	25.9	10.9	29.6	14.1	31.7	17.8	30.4	19.1	28.1	13.7

# BENEFIT BY INDUSTRY TABLE

		Percent of Employers Offering Benefits By Industry																			
		Mining		Construction		Manufacturing		TCU		Wholesale Trade		Retail Trade		FIRE		Services		Public Admin.		All	
		FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
Raises Given		46.0	17.2	42.9	8.0	53.6	20.7	36.8	15.4	54.5	14.2	56.0	39.3	47.1	25.3	48.0	30.5	64.4	50.4	49.5	23.7
Raises Planned		33.3	10.3	35.2	5.0	43.4	14.6	32.9	10.7	44.5	13.5	45.8	35.8	40.5	21.8	37.2	25.9	62.2	44.1	41.0	19.6
Paid Holidays		35.6	6.9	23.1	3.3	53.4	9.0	36.3	7.3	61.6	7.8	37.2	8.5	54.0	10.0	46.5	15.1	70.9	18.1	45.4	9.2
Paid Sick Leave		16.1	1.2	8.9	0.6	20.4	2.9	23.5	3.9	39.2	4.3	20.5	3.2	41.5	5.9	32.6	9.0	63.8	13.4	27.7	4.6
Paid Vacation		41.1	1.2	26.6	2.4	54.5	5.3	29.1	1.7	63.7	6.4	51.0	11.1	51.9	8.7	48.8	11.3	69.3	14.2	47.7	7.1
Paid Personal Leave		12.6	2.3	3.9	0.3	7.3	1.5	25.6	2.1	12.1	1.8	11.1	2.6	13.8	2.8	15.1	3.8	14.2	1.6	12.2	2.1
Paid Maternity Leave		6.9	4.6	1.2	0.3	11.1	2.9	17.5	1.3	14.2	2.1	10.3	3.8	10.4	1.7	12.5	2.9	13.4	2.4	10.7	2.3
Paid Paternity Leave		4.6	2.3	1.5	0.3	8.2	2.9	4.3	0.9	7.1	0.7	7.0	2.6	3.1	0.7	7.3	2.3	8.7	0.8	5.7	1.5
Paid Funeral Leave		18.4	5.8	5.3	0.9	19.5	4.4	18.4	3.0	29.2	1.4	14.4	3.2	28.4	6.6	23.8	8.1	52.0	11.0	21.2	4.4
Paid Jury Duty Leave		19.5	6.9	8.6	0.9	19.5	3.8	18.4	5.6	30.3	1.8	19.9	5.0	30.1	8.3	26.7	7.9	52.8	8.7	23.2	5.0
Individual Health Insurance		39.1	11.5	21.3	1.5	51.3	3.8	42.3	3.9	56.2	5.0	33.4	6.2	42.2	5.9	40.7	7.6	65.4	5.5	41.8	5.1
Dependent Health Insurance		32.2	11.5	15.1	1.2	35.0	2.9	29.1	1.7	40.9	3.2	24.9	2.9	23.9	3.1	25.6	5.2	46.5	3.9	28.7	3.3
Dental Plan		28.7	6.9	8.3	0.6	27.7	2.9	25.6	2.1	39.2	2.9	21.7	3.5	23.2	4.5	24.4	5.8	43.3	4.7	25.0	3.4
Vision Plan		20.7	4.6	6.8	0.6	15.2	1.8	17.5	1.3	22.1	2.1	14.7	1.8	14.5	2.1	16.3	3.2	32.3	2.4	16.1	2.0
Life Insurance		21.8	6.9	5.0	0.9	21.9	2.9	18.0	1.7	27.1	1.1	16.7	2.1	21.1	3.5	18.6	4.1	44.9	5.5	19.6	2.7
Disability Insurance		9.2	5.8	3.3	0.6	13.1	2.3	10.3	1.3	11.0	1.1	10.6	2.1	15.9	2.1	8.7	2.3	15.0	5.5	10.5	2.1
Long-Term Disability Insurance		5.8	2.3	1.2	0.6	9.9	2.0	7.7	0.0	8.9	1.1	10.9	1.2	13.5	1.0	5.2	1.7	6.3	2.4	7.9	1.3
Retirement Plan		29.9	6.9	13.6	2.4	30.6	5.0	26.1	6.4	37.0	2.1	24.3	5.9	32.5	11.1	31.1	9.3	64.6	18.9	29.7	6.7
Partial/Full Reimbursement		17.4	5.8	10.7	1.5	21.8	4.1	12.0	5.6	18.8	3.3	13.9	3.5	24.6	8.0	22.4	9.0	42.2	22.7	22.0	6.9
Direct Payment		20.9	5.8	11.3	1.5	22.1	3.2	15.8	4.7	21.0	2.9	15.3	4.4	31.5	11.8	29.7	14.2	59.4	28.1	26.6	8.5
Corporate Training		26.7	8.1	9.2	1.2	14.4	4.4	13.2	5.6	17.4	2.9	16.8	8.6	23.2	11.8	22.1	16.0	33.6	18.0	20.6	9.1

# BENEFIT SURVEY QUESTIONNAIRE

## Wage & Salary Increases

Please Check all that apply.

Raises given in last 12 months?	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>
Raises planned for next 12 months?	<input type="checkbox"/>	<input type="checkbox"/>
Method(s) used?		
Merit/Performance	<input type="checkbox"/>	<input type="checkbox"/>
Length of Service	<input type="checkbox"/>	<input type="checkbox"/>
Cost of Living Increase	<input type="checkbox"/>	<input type="checkbox"/>
Market Comparison	<input type="checkbox"/>	<input type="checkbox"/>

## Paid Leave

Please Check all that apply.

Paid Holidays If yes, how many days? (annually)	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>
Paid Sick Leave If yes, how many days? (annually)	<input type="checkbox"/>	<input type="checkbox"/>
Paid Vacation If yes, how many days? (annually)	<input type="checkbox"/>	<input type="checkbox"/>
After 1 year of employment?	_____	_____
After 5 years of employment?	_____	_____
After 10 years of employment?	_____	_____
Paid Personal Leave If yes, how many days? (annually)	<input type="checkbox"/>	<input type="checkbox"/>
Maternity Leave If yes, how many days?	<input type="checkbox"/>	<input type="checkbox"/>
Paternity Leave If yes, how many days?	<input type="checkbox"/>	<input type="checkbox"/>
Paid Funeral and Bereavement Leave	<input type="checkbox"/>	<input type="checkbox"/>
Paid Jury Duty Leave	<input type="checkbox"/>	<input type="checkbox"/>

## Education & Training (excluding on-the-job training)

Please Check all that apply.

Full or partial reimbursement to employees for tuition, fees, cost of books, tools, etc.	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>
Direct payment to agencies, organizations, or businesses that conduct courses, seminars, etc.	<input type="checkbox"/>	<input type="checkbox"/>
Training sessions/classes—conducted by training specialists or educators employed by the company.	<input type="checkbox"/>	<input type="checkbox"/>

IDAHO DEPARTMENT OF LABOR  
PUBLIC AFFAIRS BUREAU  
317 W MAIN STREET  
BOISE, ID 83702  
(208)-895-6642 OR  
1-800-772-2553

# EMPLOYEE BENEFITS SURVEY



How many people did you employ during the pay period including June 12, 2001?

\_\_\_\_\_

Of those employees, how many were?

Full Time \_\_\_\_\_ Part Time \_\_\_\_\_

# BENEFIT SURVEY QUESTIONNAIRE

## Health Insurance

- Please Check all that apply.**
- Health Insurance  Full Time  Part Time
- If yes, what percentage is paid by the employer? \_\_\_%  \_\_\_%
- Dependent Health Insurance  Full Time  Part Time
- If yes, what percentage is paid by the employer? \_\_\_%  \_\_\_%
- Dental Plan  Full Time  Part Time
- If yes, what percentage is paid by the employer? \_\_\_%  \_\_\_%
- Vision Plan  Full Time  Part Time
- If yes, what percentage is paid by the employer? \_\_\_%  \_\_\_%
- Life Insurance  Full Time  Part Time
- Disability Insurance (not including Workman's Compensation)  Full Time  Part Time
- Long-term Disability Care Insurance  Full Time  Part Time

## Retirement Plan

- Please Check all that apply.**
- Retirement Plan  Full Time  Part Time
- If yes, what type of plan do you offer?
- Defined Contribution (plan specifies employee's contributions)  Full Time  Part Time
- Defined Benefit (plan has formula to measure employee's benefits)  Full Time  Part Time
- If yes, who pays the contribution?
- employee  Full Time  Part Time
- employee  Full Time  Part Time
- shared  Full Time  Part Time

## Miscellaneous Benefits

- Please Check all that apply.**
- Wellness Program  Full Time  Part Time
- Child Day Care or Day Care Assistance  Full Time  Part Time
- Profit Sharing Plan  Full Time  Part Time
- Employee Discounts  Full Time  Part Time
- Relocation Assistance  Full Time  Part Time
- Uniform/Tool Allowance  Full Time  Part Time
- Work-at-home Option (telecommuting)  Full Time  Part Time
- Flex-time  Full Time  Part Time
- Other (please explain on a separate sheet)  Full Time  Part Time

## Cost of Benefits

- Cost of Benefit** All Employees
- What dollar amount did your company spend on wages and salaries in 2000? \$ \_\_\_\_\_
- What dollar amount did your company spend on retirement plans in 2000? \$ \_\_\_\_\_
- What dollar amount did your company spend on employee benefit programs other than retirement plans in 2000? (Paid Leave, Insurance, and Miscellaneous Benefits) \$ \_\_\_\_\_
- What dollar amount did your company spend on legally required benefits, such as Social Security, Workman's Compensation, and Unemployment Insurance, in 2000? \$ \_\_\_\_\_

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



Thank you for your cooperation—please return this questionnaire to the Idaho Department of Labor in the enclosed postage-paid return envelope.

The Idaho Department of Labor is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

TTY 800-377-3529 through Idaho Relay Service.

The Idaho Department of  
Labor would like to  
thank the employers who  
participated in the survey.