

Manufacturing

75.0% offer a benefit package in addition to wage compensation

Insurance:

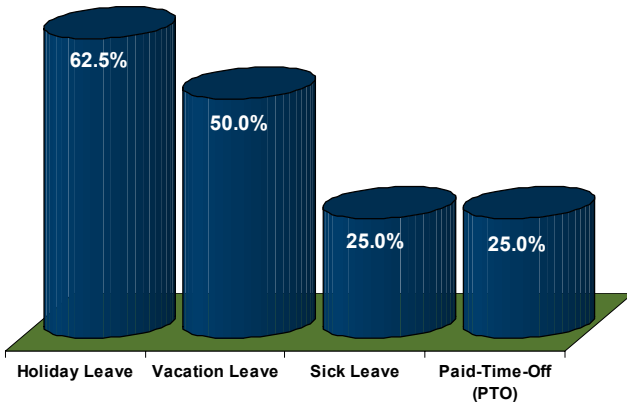
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 8.3%
 - None of the employers in this industry plan to increase employee's contribution in the next year
- None of the employers in this industry offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	75.0%
Life Insurance	75.0%
Prescription Drugs	75.0%
Dental Coverage	75.0%
Short-Term Disability	50.0%
Long-Term Disability	37.5%
AD&D	37.5%
Vision Insurance	25.0%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	75.0%
Shift Differential	37.5%
Tuition Assistance	37.5%
Flex Spending Accounts	37.5%
Employee Assistance Program	25.0%
Hiring Bonuses	12.5%

Management/Professional Services

All employers in this industry offer a benefit package in addition to wage compensation

Insurance:

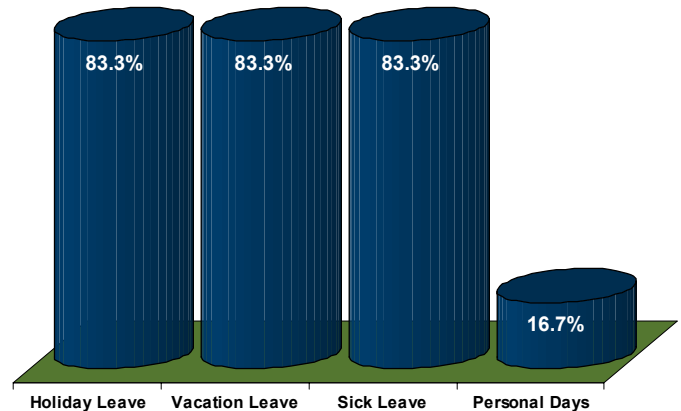
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 5.4%
 - 16.7% plan to increase employee's contribution in the next year by an average of 9.0%
- None of the employers in this industry offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	83.3%
Prescription Drugs	66.7%
Life Insurance	66.7%
Dental Coverage	50.0%
Long-Term Disability	50.0%
Vision Insurance	33.3%
AD&D	33.3%
Short-Term Disability	16.7%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	83.3%
Flex Spending Accounts	50.0%
Tuition Assistance	16.7%
Fitness Club Membership	16.7%
Hiring Bonuses	16.7%

Construction

66.7% offer a benefit package in addition to wage compensation

Insurance:

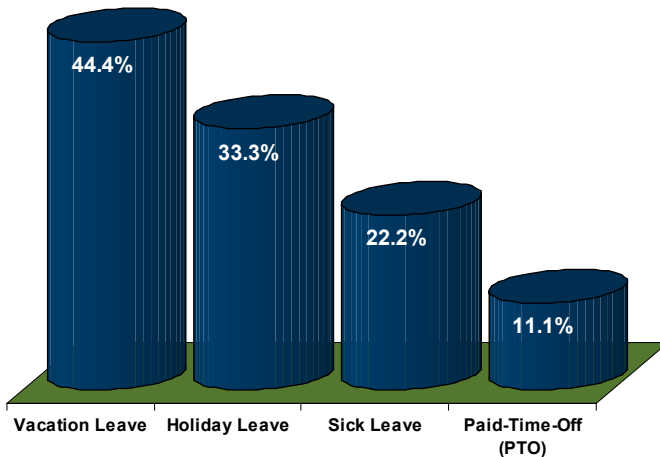
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 7.0%
 - None of the employers in this industry plan to increase employee's contribution in the next year
- None of the employers in this industry offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	55.6%
Prescription Drugs	55.6%
Life Insurance	44.4%
Dental Coverage	22.2%
Vision Insurance	22.2%
AD&D	11.1%
Short-Term Disability	33.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	66.7%
Tuition Assistance	11.1%
Flex Spending Accounts	22.2%
Employee Assistance Program	11.1%

Food Service/Entertainment

33.3% offer a benefit package in addition to wage compensation

Insurance:

- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 5.0%
 - None of the employers in this industry plan to increase employee's contribution in the next year
- None of the employers in this industry offer health/medical insurance to retired employees

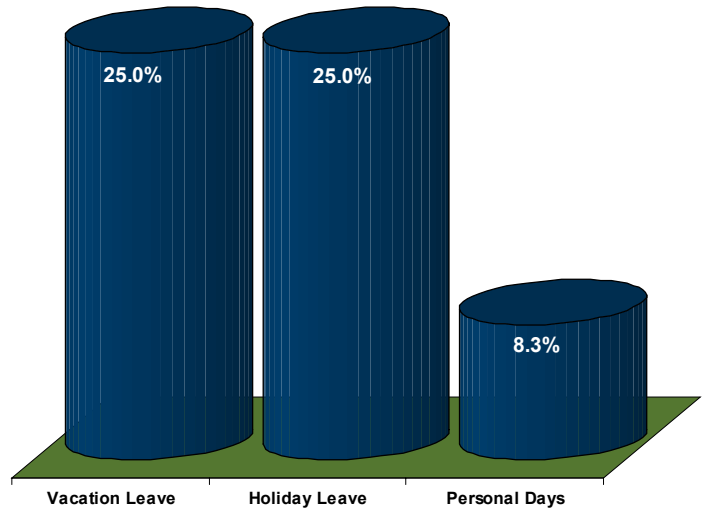
Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	16.7%
Prescription Drugs	8.3%

too few respondents to report additional insurance benefit offerings

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	8.3%
Shift Differential	8.3%
Employee Assistance Program	8.3%

Employment Range - All Industries

1 - 24 Employees

68.4% offer a benefit package in addition to wage compensation

Insurance:

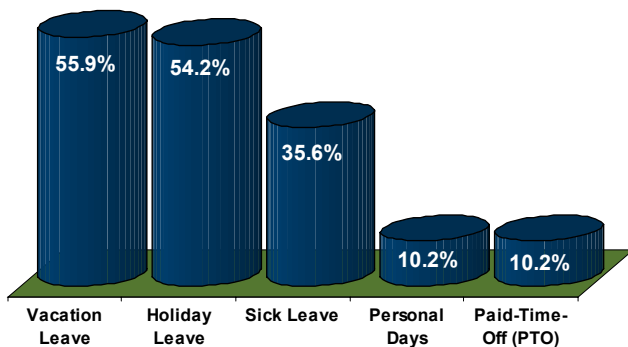
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 9.5%
 - 3.1% plan to increase employee's contribution in the next year by an average of 13.5%
- 12.2% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	45.8%
Prescription Drugs	40.7%
Life Insurance	37.3%
Dental Coverage	16.9%
Long-Term Disability	16.9%
AD&D	11.9%
Short-Term Disability	10.2%
Vision Insurance	6.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	49.2%
Tuition Assistance	25.4%
Flex Spending Accounts	11.9%
Employee Assistance Program	5.1%
Fitness Club Membership	5.1%
Shift Differential	5.1%
Hiring Bonuses	5.1%
Concierge Service	1.7%

25 - 49 Employees

89.5% offer a benefit package in addition to wage compensation

Insurance:

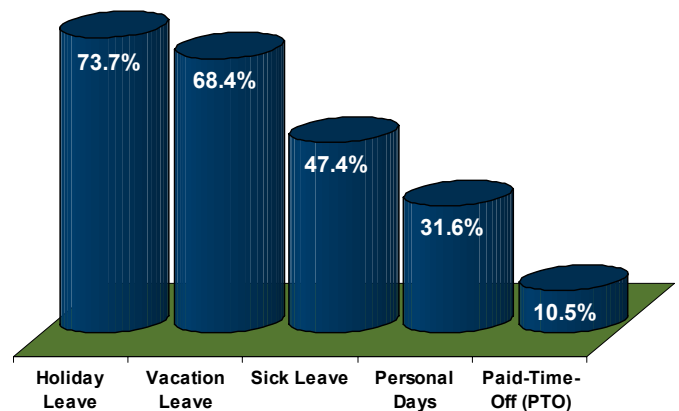
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 6.5%
 - 15.4% plan to increase employee's contribution in the next year by an average of 5.5%
- None of the employers in this employment range offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	78.9%
Life Insurance	73.7%
Prescription Drugs	63.2%
Dental Coverage	52.6%
AD&D	52.6%
Vision Insurance	36.8%
Short-Term Disability	31.6%
Long-Term Disability	21.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	68.4%
Flex Spending Accounts	31.6%
Tuition Assistance	21.1%
Employee Assistance Program	21.1%
Shift Differential	15.8%
Hiring Bonuses	10.5%

50 - 99 Employees

All employers in this employment range offer a benefit package in addition to wage compensation

Insurance:

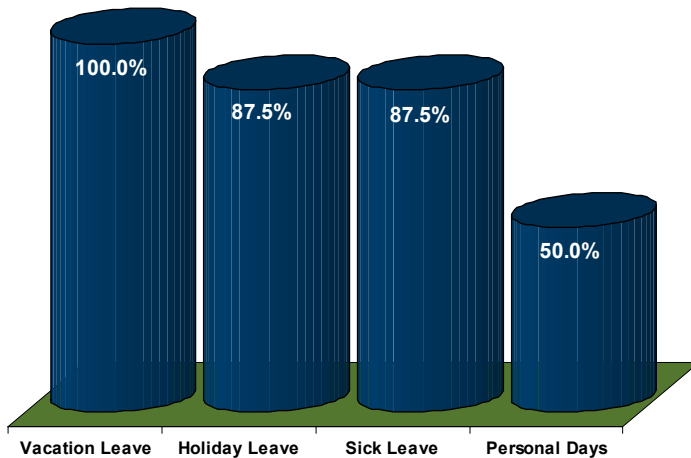
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 14.2%
 - 42.9% plan to increase employee's contribution in the next year by an average of 12.5%
- 12.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	100.0%
Prescription Drugs	87.5%
Life Insurance	87.5%
Dental Coverage	62.5%
Long-Term Disability	62.5%
AD&D	50.0%
Short-Term Disability	37.5%
Vision Insurance	25.0%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Hiring Bonuses	87.5%
Flex Spending Accounts	75.0%
Retirement	62.5%
Shift Differential	62.5%
Tuition Assistance	50.0%
Fitness Club Membership	25.0%
Employee Assistance Program	12.5%

100 + Employees

All employers in this employment range offer a benefit package in addition to wage compensation

Insurance:

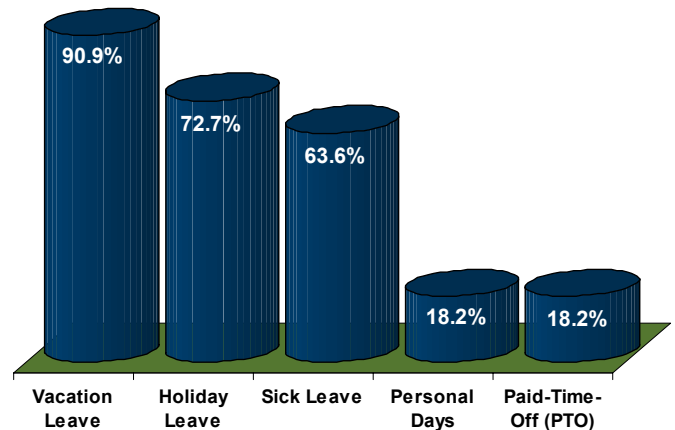
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 7.6%
 - None of the employers in this employment range plan to increase employee's contribution in the next year
- 20.0% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	100.0%
Prescription Drugs	100.0%
Life Insurance	90.9%
Dental Coverage	90.9%
Long-Term Disability	63.6%
AD&D	54.5%
Short-Term Disability	54.5%
Vision Insurance	45.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	81.8%
Shift Differential	54.5%
Tuition Assistance	45.5%
Flex Spending Accounts	45.5%
Employee Assistance Program	36.4%
Hiring Bonuses	9.1%

Notes

Iowa Workforce Development and its Board of Directors worked in partnership with the Employers' Council of Iowa to contact a random sample of local employers across all industrial classifications and employment ranges. Responding businesses provided information on fringe benefit packages offered in the Greater Council Bluffs region that encompasses Harrison, Mills, and Pottawattamie counties in Iowa. The information, gathered during the 3rd and 4th quarters of 2005, provides a detailed analysis of employer-provided benefits. Consequently, this information will assist businesses, community leaders, and workers to make better informed decisions on expansion and retention initiatives, community development projects, and job offerings.

Sponsored in partnership



For additional information contact:
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