

Employment Range - All Industries

1 - 24 Employees

- 60.8% offer a benefit package in addition to wage compensation

Insurance:

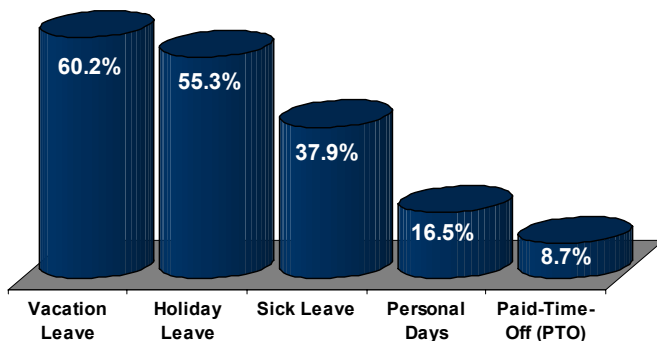
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 9.9%
 - 26.5% plan to increase employee's contribution in the next year by 4.5%
- 8.5% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	47.6%
Prescription Drugs	36.9%
Life Insurance	30.1%
Dental Coverage	20.4%
Long-Term Disability	15.5%
Short-Term Disability	14.6%
AD&D	9.7%
Vision Insurance	5.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	40.8%
Flex Spending Accounts	17.5%
Tuition Assistance	15.5%
Employee Assistance Program	3.9%
Hiring Bonuses	2.9%
Shift Differential	2.9%
Adoption Assistance	1.0%
Child Care	1.0%

25 - 49 Employees

- 83.3% offer a benefit package in addition to wage compensation

Insurance:

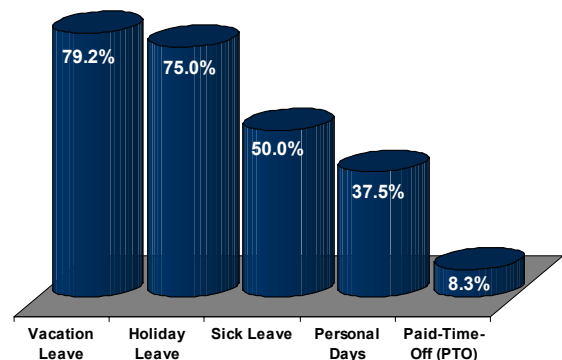
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 8.3%
 - None of the employers in the area plan to increase employee's contribution in the next year
- 14.3% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	75.0%
Prescription Drugs	66.7%
Life Insurance	54.2%
Dental Coverage	45.8%
Long-Term Disability	37.5%
Short-Term Disability	37.5%
AD&D	25.0%
Vision Insurance	20.8%

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%
Flex Spending Accounts	54.2%
Tuition Assistance	37.5%
Employee Assistance Program	12.5%
Fitness Club Membership	12.5%
Shift Differential	12.5%
Hiring Bonuses	4.2%
Child Care	4.2%

50 - 99 Employees

- 92.9% offer a benefit package in addition to wage compensation

Insurance:

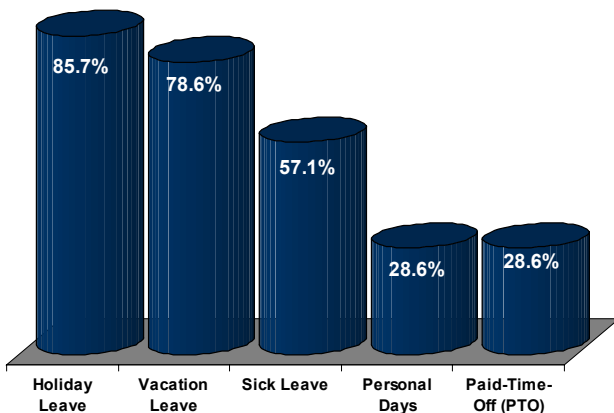
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.1%
 - 9.1% plan to increase employee's contribution in the next year by 5.0%
- 30.8% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	85.7%
Prescription Drugs	64.3%
Life Insurance	64.3%
Dental Coverage	50.0%
Long-Term Disability	35.7%
AD&D	21.4%
Short-Term Disability	7.1%
Vision Insurance	7.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	85.7%
Flex Spending Accounts	64.3%
Shift Differential	42.9%
Tuition Assistance	28.6%
Hiring Bonuses	28.6%
Employee Assistance Program	21.4%
Fitness Club Membership	14.3%
Child Care	7.1%

100 + Employees

- All employers in the area offer a benefit package in addition to wage compensation

Insurance:

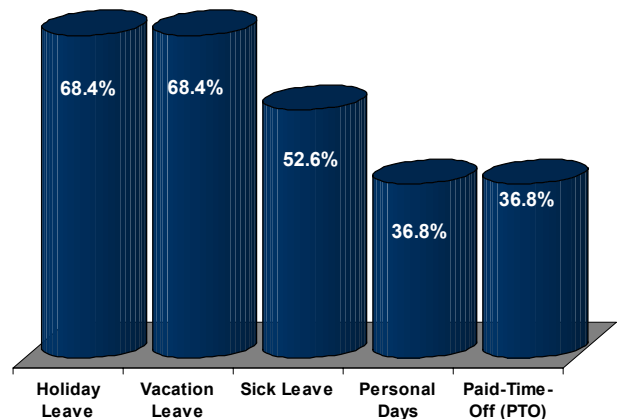
- Employers were asked what percent of total payroll is applied toward providing health/medical insurance
 - Average is 11.4%
 - 46.2% plan to increase employee's contribution in the next year by 20.8%
- 29.4% offer health/medical insurance to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Medical	100%
Life Insurance	78.9%
Prescription Drugs	78.9%
Dental Coverage	73.7%
AD&D	57.9%
Long-Term Disability	42.1%
Short-Term Disability	42.1%
Vision Insurance	15.8%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	94.7%
Flex Spending Accounts	89.5%
Tuition Assistance	73.7%
Shift Differential	68.4%
Employee Assistance Program	57.9%
Fitness Club Membership	26.3%
Hiring Bonuses	26.3%
Adoption Assistance	10.5%
Child Care	10.5%

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 to provide information on fringe benefit packages offered by businesses in the Iowa Lakes Corridor region that encompasses Buena Vista, Clay, Dickinson and Emmet 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 with



Iowa Lakes Corridor Development Corporation



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