

NORTH DAKOTA BENEFITS GUIDE

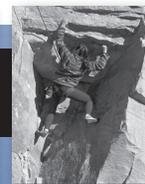
2011 DATA

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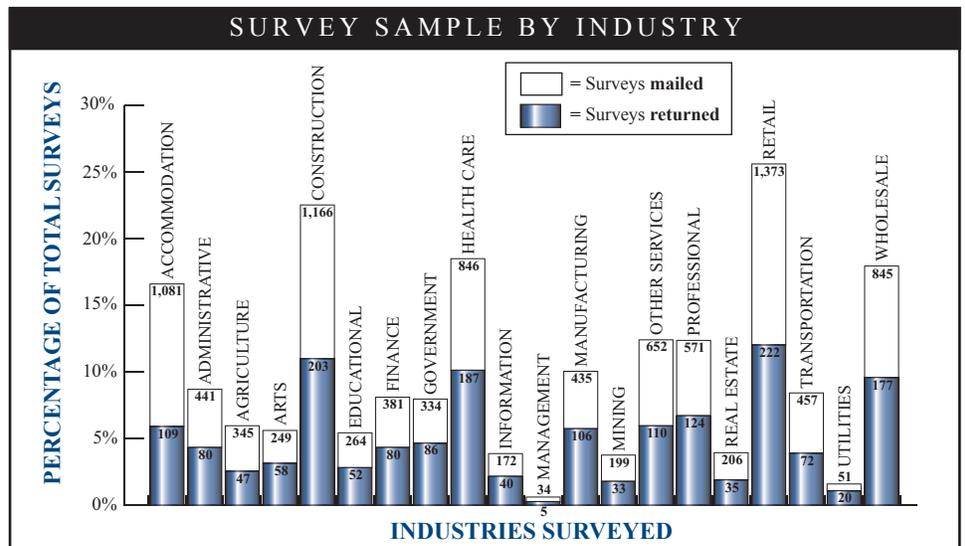
2012

EDITION



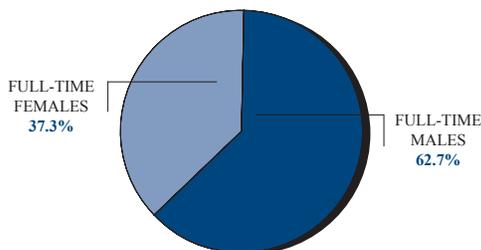
NORTH DAKOTA BENEFITS GUIDE 2012

The North Dakota Benefits Guide is the result of a survey of North Dakota businesses that had more than three employees covered by the unemployment insurance program in the third quarter of the previous year. The businesses are asked to provide information about the benefits they offer to their employees. The results of that survey are broken down into 20 industries as well as comparisons between full-time and part-time employment. The North Dakota Benefits Guide also examines the effect of tenure on certain benefits. The survey covers such topics as health insurance, paid time off, retirement, salary, and other fringe benefits.

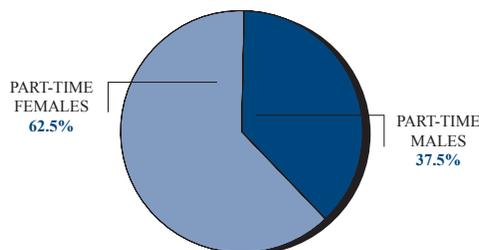


- 10,102 Benefit Surveys were mailed to North Dakota employers during 2011.
- 1,846 surveys were returned, resulting in a 18.3% response rate.
- 90.1% of responding businesses were privately owned.
- 9.9% of the responding employers consisted of government agencies.

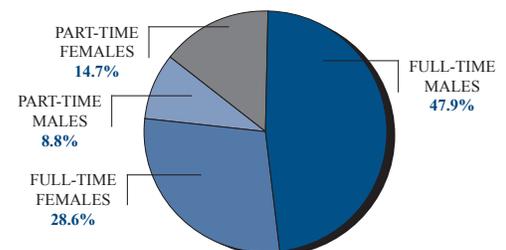
FULL-TIME EMPLOYEES



PART-TIME EMPLOYEES



GENDER OF ND EMPLOYEES



SUMMARY OF ND EMPLOYERS OFFERING BENEFITS

PAID VACATION

Full-Time Employee.....	61.2%
Part-Time Employee.....	12.7%

PAID SICK LEAVE

Full-Time Employee.....	37.6%
Part-Time Employee.....	8.0%

PAID GENERAL DAYS OFF

Full-Time Employee.....	27.2%
Part-Time Employee.....	5.7%

PAID HOLIDAYS

Full-Time Employee.....	60.8%
Part-Time Employee.....	14.0%

PAID FAMILY LEAVE

Full-Time Employee.....	20.4%
Part-Time Employee.....	4.6%

PAID FUNERAL LEAVE

Full-Time Employee.....	40.7%
Part-Time Employee.....	9.3%

PAID JURY DUTY

Full-Time Employee.....	39.1%
Part-Time Employee.....	9.5%

PAID MILITARY LEAVE

Full-Time Employee.....	24.1%
Part-Time Employee.....	6.0%

SINGLE MEDICAL INSURANCE

Full-Time Employee.....	60.0%
Part-Time Employee.....	9.6%

FAMILY MEDICAL INSURANCE

Full-Time Employee.....	46.2%
Part-Time Employee.....	8.2%

DENTAL INSURANCE

Full-Time Employee.....	32.8%
Part-Time Employee.....	5.3%

VISION CARE INSURANCE

Full-Time Employee.....	21.2%
Part-Time Employee.....	3.8%

LIFE INSURANCE

Full-Time Employee.....	36.3%
Part-Time Employee.....	5.6%

SHORT-TERM DISABILITY

Full-Time Employee.....	18.0%
Part-Time Employee.....	2.3%

LONG-TERM DISABILITY

Full-Time Employee.....	22.0%
Part-Time Employee.....	3.0%

SUPPLEMENTAL

Full-Time Employee.....	9.5%
Part-Time Employee.....	1.6%

DEFINED CONTRIBUTION

Full-Time Employee.....	49.0%
Part-Time Employee.....	18.7%

DEFINED BENEFIT PENSION

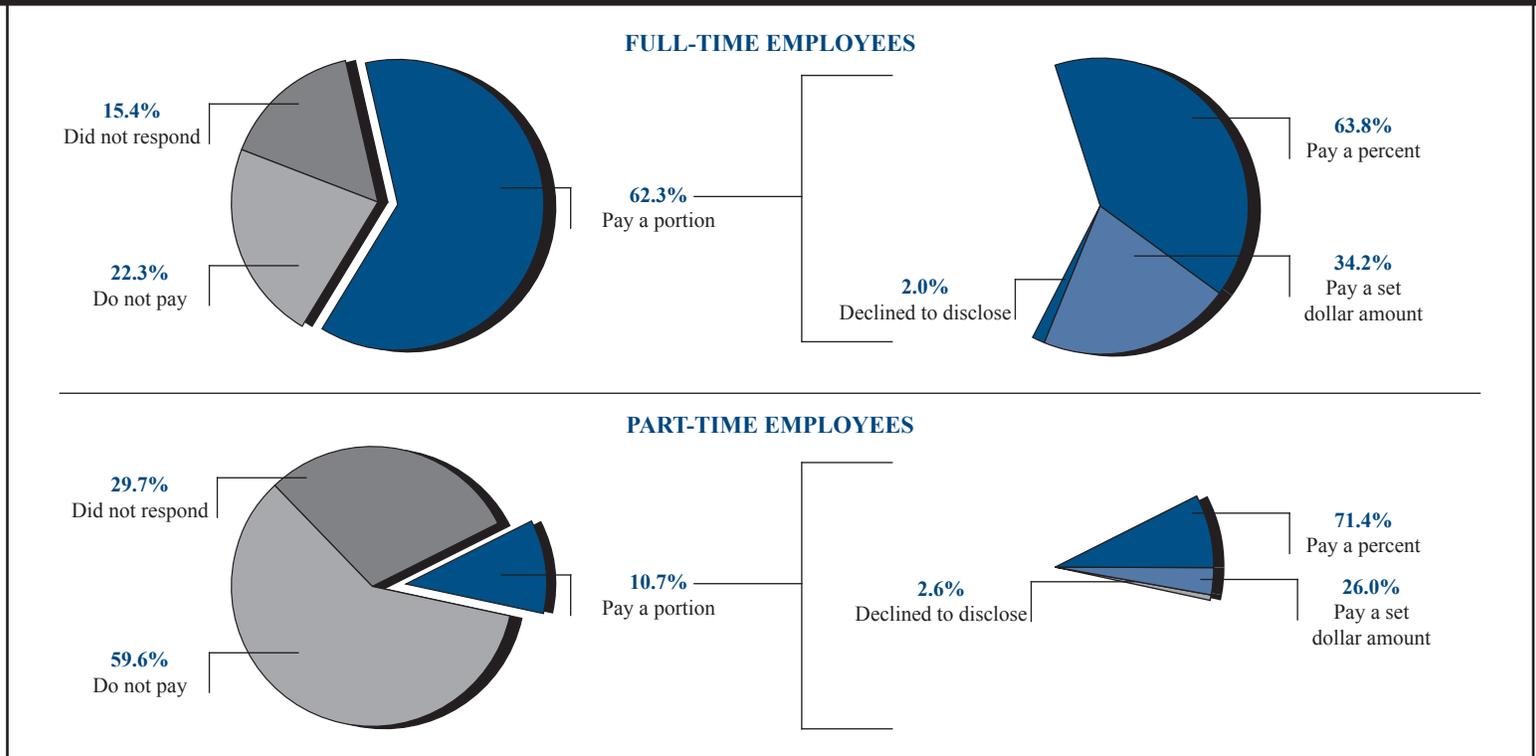
Full-Time Employee.....	7.6%
Part-Time Employee.....	3.4%

INDIVIDUAL HEALTH INSURANCE

FULL-TIME/PART-TIME EMPLOYEES

Note: All percentages have been rounded to the nearest tenth of a percent and therefore may not total to 100%. N/A = Not Available. N/R = No Response.

EMPLOYERS THAT PROVIDED HEALTH INSURANCE BENEFITS



TIME REQUIREMENT TO BECOME ELIGIBLE FOR HEALTH BENEFITS, IF OFFERED

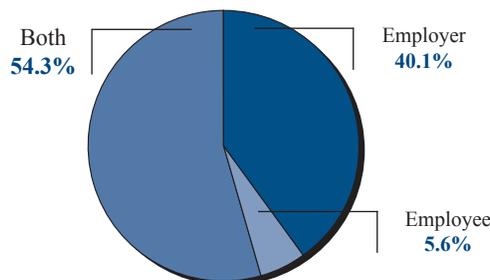
	MONTHS REQUIRED					NR
	<1	1-3	4-6	7-12	>12	
FULL-TIME EMPLOYEE	27.7%	50.0%	12.1%	3.5%	6.0%	0.7%
PART-TIME EMPLOYEE	44.2%	39.6%	8.6%	2.5%	3.6%	1.5%

REASONS WHY HEALTH INSURANCE WAS NOT OFFERED

PREMIUMS TOO HIGH	42.4%
EMPLOYEES COVERED UNDER ANOTHER PLAN	24.2%
TOO MANY LOW WAGE OR MINIMUM WAGE WORKERS	10.5%
ADMINISTRATIVE HASSLES OF PROVIDING BENEFITS	1.9%
EMPLOYEE TURNOVER IS TOO HIGH	11.9%
COMPETITORS DO NOT OFFER HEALTH INSURANCE	0.7%
NEWLY ESTABLISHED COMPANY AND HEALTH INSURANCE IS NOT A PRIORITY	2.6%
ATTRACTS GOOD EMPLOYEES WITHOUT OFFERING HEALTH INSURANCE	5.8%

HEALTH INSURANCE PREMIUM INCREASE

- 54.3% of employers claim employees and employers were responsible for paying the increased costs of health insurance policies.
- 40.1% of employers absorbed all of the increased costs of health policies.
- In more than 59% of the firms, employees paid all or a portion of the increase in health insurance costs.



- In more than 94% of the firms, employers paid all or a portion of the increase in health insurance costs.
- Only companies who answered the question are included in the chart.

PAID TIME OFF

FULL-TIME EMPLOYEES

Note: All percentages have been rounded to the nearest tenth of a percent and therefore may not total to 100%. N/A = Not Available. N/R = No Response.

VACATION

- 61.2% of employers provided paid vacation days to full-time employees.
- After 20 years of full-time service, employees received an average of 17.9 paid vacation days annually.
- In the first year, a full-time employee received an average of 7.6 vacation days.



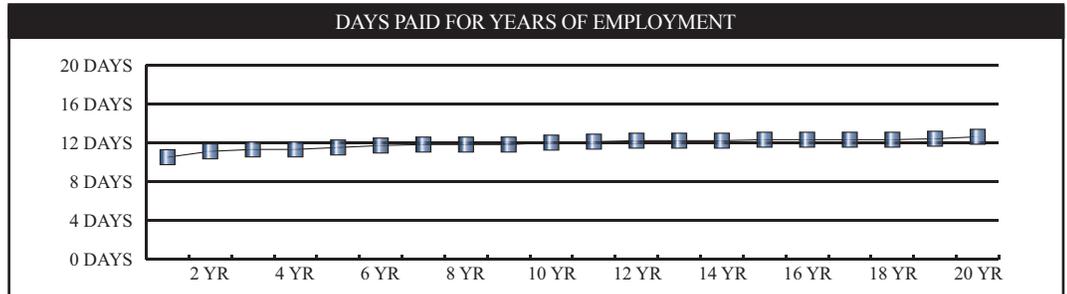
GENERAL LEAVE

- 27.2% of employers provided paid general leave to full-time employees.
- After 20 years of full-time service, employees received an average of 19.4 paid general leave days annually.
- In the first year, a full-time employee received an average of 9.9 general leave days.



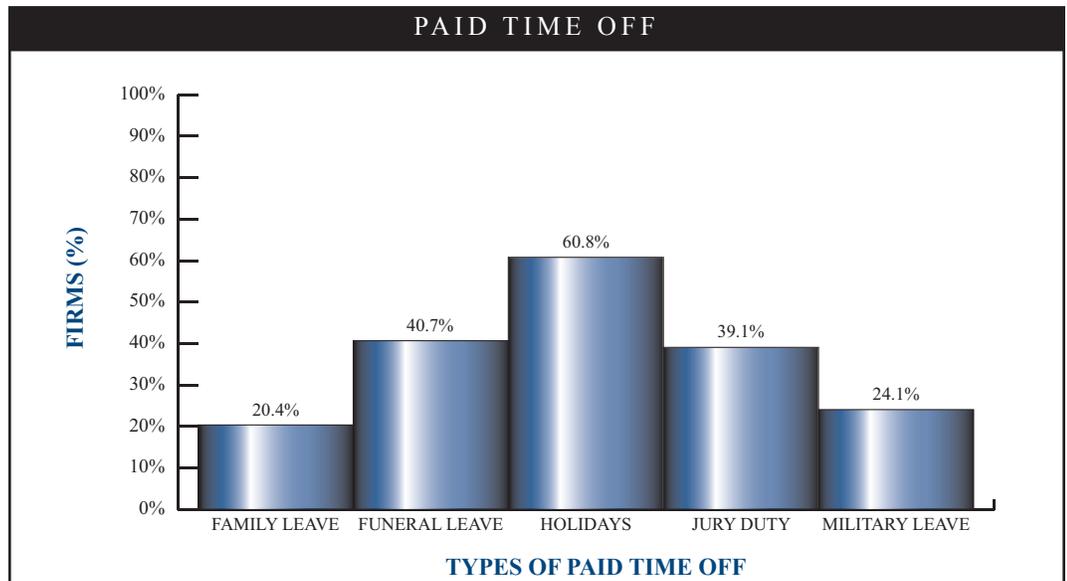
SICK LEAVE

- 37.6% of employers provided paid sick leave to full-time employees.
- After 20 years of full-time service, employees received an average of 12.6 paid sick leave days annually.
- Companies vary in offering vacation, sick, and general leave.



PAID TIME OFF COMPARISON

- 24.1% of employers provided paid military leave to personnel.
- Nearly two-thirds of all employers reported providing paid holidays.
- Employers are more than four times as likely to offer paid time off benefits to full-time employees as they are to part-time employees.



PAID TIME OFF

PART-TIME EMPLOYEES

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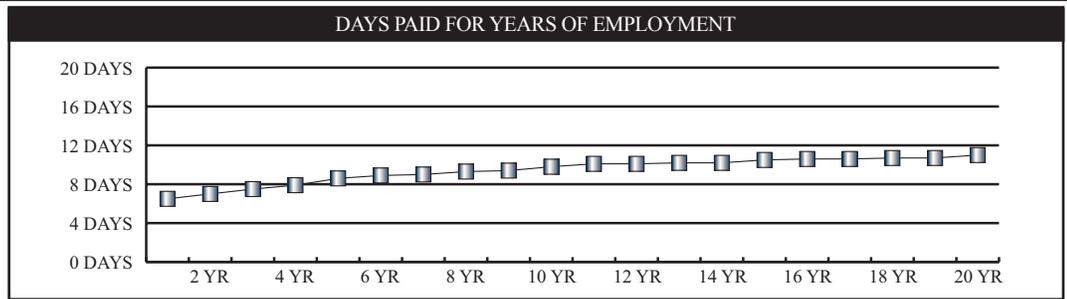
VACATION

- After 20 years of service, part-time employees received an average of 9.4 vacation days.
- In the first year of service, part-time employees received an average of 4.3 vacation days.



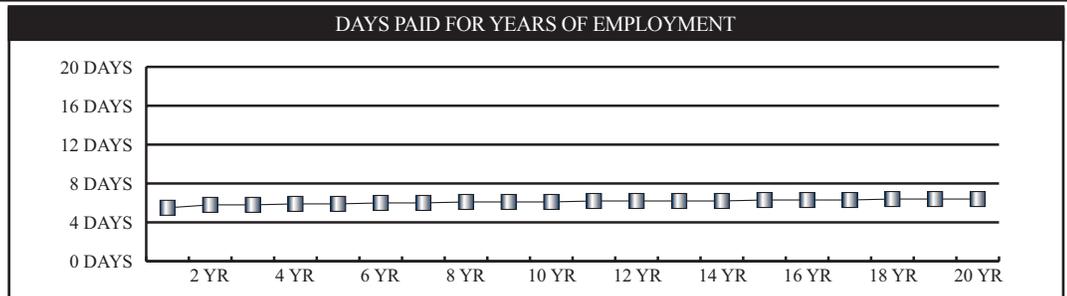
GENERAL LEAVE

- After 20 years of service, part-time employees received an average of 11 general leave days.
- In the first year of service, part-time employees received an average of 6.5 general leave days.



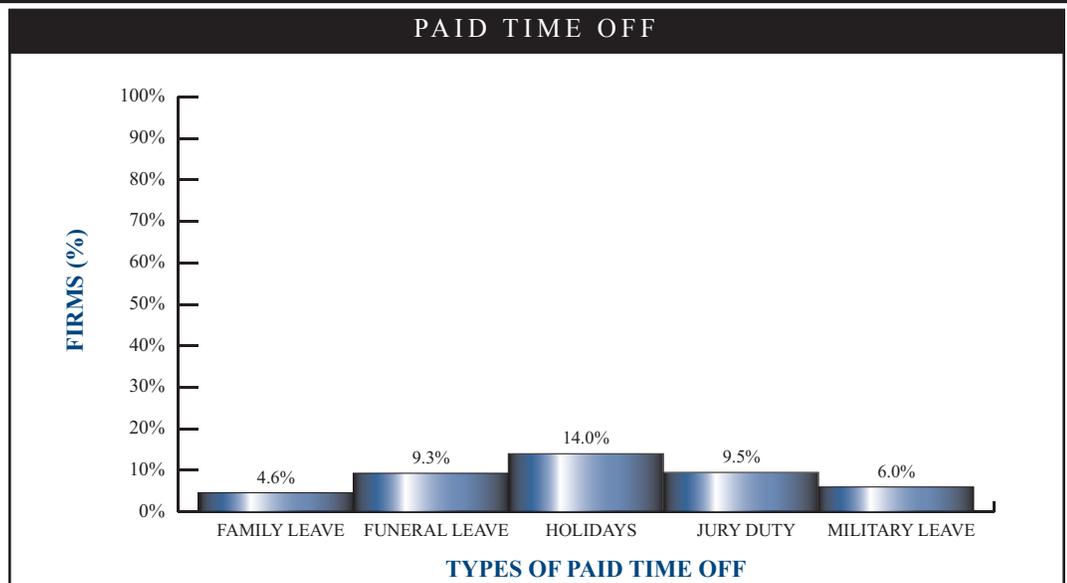
SICK LEAVE

- After 20 years of service, part-time employees received an average of 6.4 sick leave days.
- In the first year of service, part-time employees received an average of 5.5 sick leave days.



PAID TIME OFF COMPARISON

- Part-time employees were much less likely to receive paid time off benefits than full-time employees (about one-fourth as likely).
- 6.0% of responding employers paid military leave to part-time employees.
- Nearly one in seven employers provided part-time employees with paid holidays.
- Part-time employees saw a slower rate of growth in the number of paid days off than full-time workers.



RETIREMENT BENEFITS

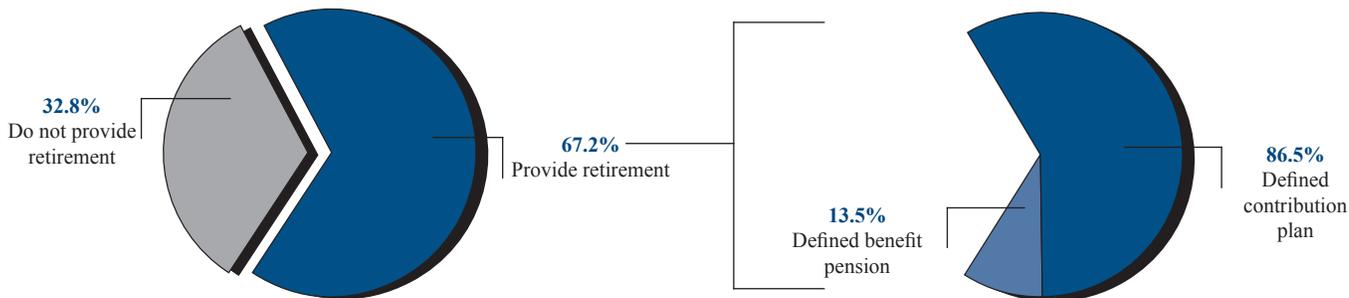
FULL-TIME/PART-TIME EMPLOYEES

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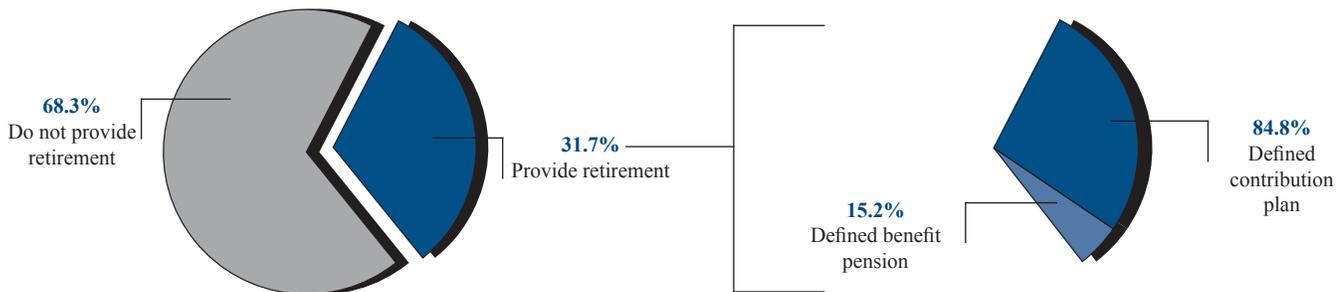
EMPLOYERS

EMPLOYER THAT PROVIDED RETIREMENT BENEFITS

FULL-TIME EMPLOYEES



PART-TIME EMPLOYEES



SHIFT WORK/DIFFERENTIAL

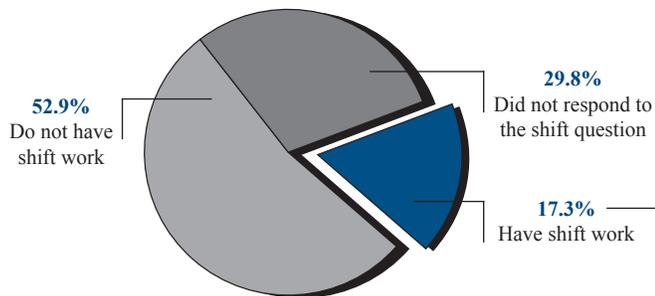
FULL-TIME/PART-TIME EMPLOYEES

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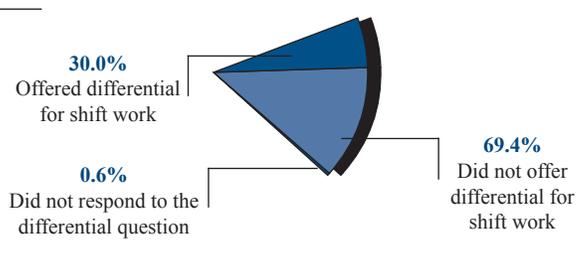
EMPLOYERS

EMPLOYERS THAT OFFERED SHIFT WORK/DIFFERENTIAL

EMPLOYERS OFFERING SHIFT WORK



SHIFT DIFFERENTIAL FOR SHIFT WORK



▪ 52.9% of employers responding to the survey did not have shift work.

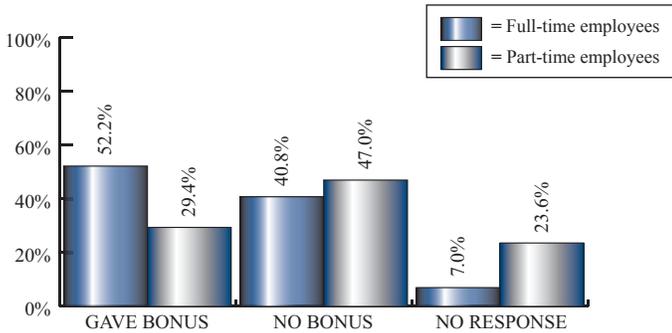
▪ Of the employers that have shift work, only 30.0% offered shift differential.

SALARY POLICY & OTHER BENEFITS

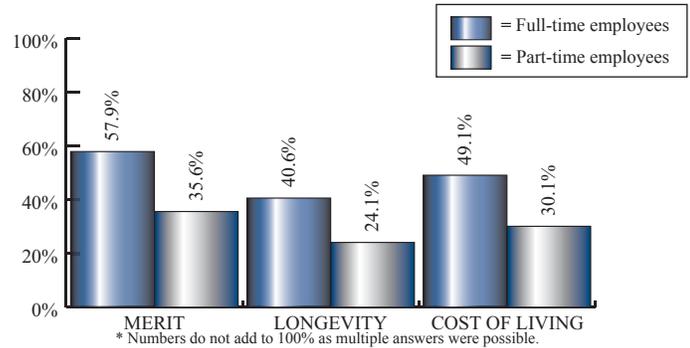
FULL-TIME/PART-TIME EMPLOYEES

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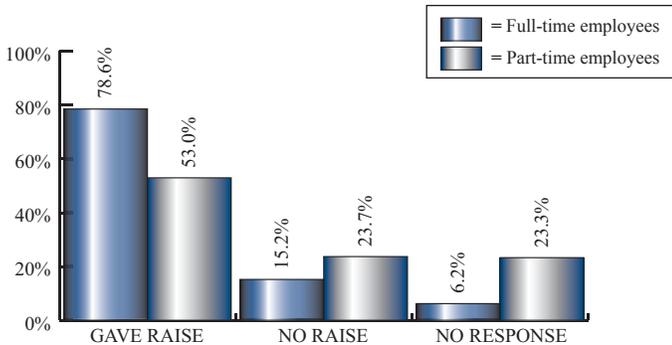
BONUS GIVEN



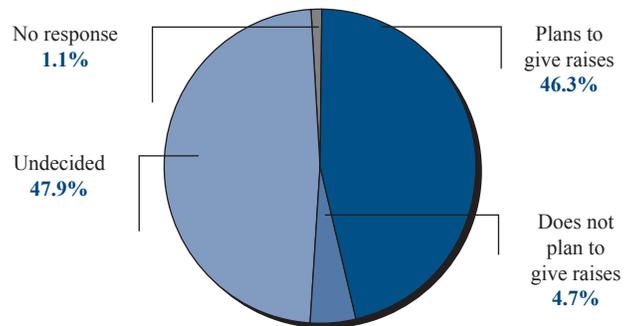
TYPE OF INCREASE



PAY RAISES GIVEN IN PAST YEAR



PAY RAISES TO BE GIVEN IN NEXT YEAR



COMPANY SHIFTS

	YES	NO	N/R
OPERATES ON SHIFTS	17.3%	52.9%	29.8%
COMPANIES THAT OPERATE ON SHIFTS AND OFFERS SHIFT DIFFERENTIAL	30.0%	69.4%	0.6%

OTHER BENEFITS

	YES	NO	N/R
FLEXTIME SCHEDULING	27.8%	55.2%	17.0%
TELECOMMUTING	7.6%	73.1%	19.3%
CHILD CARE	2.3%	78.2%	19.5%
HIRING BONUSES	5.1%	75.4%	19.5%
EMPLOYEE ASSISTANCE PROGRAM	16.8%	65.3%	17.9%
EMPLOYER PAID LIABILITY INSURANCE	12.3%	68.6%	19.1%
PROFIT SHARING	12.6%	68.9%	18.5%
WELLNESS PROGRAMS	13.8%	67.5%	18.7%
EMPLOYER PAID TRAINING	52.0%	32.0%	16.0%
TUITION REIMBURSEMENT	14.5%	67.0%	18.5%
EMPLOYER PROVIDED STOCKS	1.3%	79.1%	19.6%
EMPLOYEE STOCK PURCHASE PLAN	1.6%	79.0%	19.4%
CLUB MEMBERSHIP	6.9%	74.1%	19.0%
YEAR-END BONUSES	41.7%	42.7%	15.6%
ELDER CARE ASSISTANCE	0.2%	80.0%	19.8%
WELLNESS BONUS	2.2%	78.3%	19.5%
OTHER	5.7%	70.4%	23.9%

NORTH DAKOTA
BENEFITS GUIDE
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RECENTLY RELEASED

NORTH DAKOTA EMPLOYMENT PROJECTIONS

North Dakota Employment Projections is a long-term look at future employment trends by industry and occupation updated every two years. These ten-year projections should be considered a starting point and used in conjunction with other sources of occupational information.

NORTH DAKOTA EMPLOYMENT AND WAGES

North Dakota Employment and Wages is updated annually and is the most accurate source for detailed industrial employment and wage information for the state, its regions, and counties.

To find out more about
Labor Market Information (LMI)
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