

Beulah-Hazen Benefits 2004 Survey



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TABLE OF CONTENTS

SURVEY RESULTS	Page
Summary	1
Fringe Benefits Survey Results	
Clerical/Production/Hourly Personnel	
Time Off	2
Insurance	3-4
Retirement	5
Salary Policy	5
Other Benefits	6
Management/Professional/Salaried Personnel	
Time Off	7
Insurance	8-9
Retirement	10
Salary Policy	10
Other Benefits	11

SUMMARY

On June 30, 2004, benefit survey forms were mailed to 173 Beulah-Hazen area employers. Completed surveys were received from 110 businesses for a response rate of 63.6 percent. Of the total responses, 98 (89.1 percent) of the firms were privately owned and 12 (10.9 percent) were in the government sector. Listed below are the number and percent of usable responses by industry.

Major NAICS Industry Groups	Number	Percent
11 Agriculture, Forestry, Fishing, Hunting	1	0.9%
21 Mining	2	1.8%
22 Utilities	4	3.6%
23 Construction	5	4.5%
31-33 Manufacturing	3	2.7%
42 Wholesale Trade	4	3.6%
44-45 Retail Trade	19	17.3%
48-49 Transportation and Warehousing	3	2.7%
51 Information	5	4.5%
52 Finance and Insurance	8	7.3%
53 Real Estate, Rental and Leasing	3	2.7%
54 Professional, Scientific, and Technical Services	7	6.4%
55 Management of Companies	0	0.0%
56 Admin., Support, Waste Management & Remedial Services	6	5.5%
61 Educational Services	3	2.7%
62 Health Care and Social Assistance	13	11.8%
71 Arts, Entertainment and Recreation	5	4.5%
72 Accommodation and Food Services	7	6.4%
81 Other Services (Except Public Admin.)	9	8.2%
92 Public Administration	3	2.7%
Total	110	100.0%

In order to paint a better picture of the benefits North Dakota employers are providing to their employees, two survey forms were mailed to each employer. One survey pertained to salaried personnel, while the other dealt with hourly personnel. A total of 88 Hourly Surveys and 77 Salaried Surveys were completed by the 110 responding firms. Listed below are the number and percentage of usable surveys by survey category.

	Number	Percent
Hourly Personnel	88	80.0%
Salaried Personnel	77	70.0%

All benefits were computed from data voluntarily provided by the sampled employers. Reviews were performed on the data by Job Service staff to eliminate discrepancies.

**Fringe Benefits Survey Results
Clerical/Production/Hourly Personnel**

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

VACATION - TIME OFF		Vacation Days Off With Pay							
Years of Employment	0	1 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 +	NR*	
First Year	45.5%	27.3%	19.3%	8.0%	0.0%	0.0%	0.0%	0.0%	
Fifth Year	31.8%	13.6%	27.3%	20.5%	4.5%	0.0%	0.0%	2.3%	
Tenth Year	31.8%	9.1%	23.9%	21.6%	10.2%	0.0%	1.1%	2.3%	
Fifteenth Year	31.8%	8.0%	21.6%	15.9%	11.4%	5.7%	3.4%	2.3%	
Twentieth Year	31.8%	8.0%	18.2%	13.6%	14.8%	8.0%	3.4%	2.3%	
Twenty-fifth Year	31.8%	8.0%	17.0%	13.6%	11.4%	12.5%	3.4%	2.3%	
Thirtieth Year	31.8%	8.0%	17.0%	13.6%	11.4%	11.4%	4.5%	2.3%	
Holidays With Pay Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR
	39.8%	6.8%	4.5%	13.6%	12.5%	13.6%	4.5%	4.5%	
Days of Paid Sick Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	61.4%	2.3%	0.0%	14.8%	2.3%	13.6%	3.4%	2.3%	
Days of Paid Extended Sick*** Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	79.5%	3.4%	1.1%	3.4%	0.0%	0.0%	8.0%	4.5%	
Days of Paid Family Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	78.4%	3.4%	1.1%	2.3%	0.0%	1.1%	10.2%	3.4%	
Days of Unpaid Family Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	36.4%	0.0%	2.3%	0.0%	0.0%	1.1%	56.8%	3.4%	
Days of Paid Funeral Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	62.5%	5.7%	9.1%	0.0%	0.0%	1.1%	17.0%	4.5%	
Days of Paid Jury Duty Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	47.7%	1.1%	0.0%	0.0%	0.0%	1.1%	45.5%	4.5%	
Days of Paid Military Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	60.2%	0.0%	0.0%	0.0%	0.0%	3.4%	29.5%	6.8%	

* NR = Non-response

** A/N = As Needed

*** To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

INSURANCE

				Percentage Paid by Company						
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Health Plan Provided										
Full-time	43.2%	48.9%	8.0%							
Percentage of single plan paid by company				0.0%	1.1%	8.0%	5.7%	26.1%	48.9%	10.2%
Percentage of family plan paid by company				9.1%	3.4%	8.0%	3.4%	18.2%	48.9%	9.1%
Part-time	11.4%	79.5%	9.1%							
Percentage of single plan paid by company				3.4%	0.0%	2.3%	1.1%	4.5%	79.5%	9.1%
Percentage of family plan paid by company				1.1%	2.3%	4.5%	0.0%	3.4%	79.5%	9.1%
Employee Dental Plan Provided										
Full-time	27.3%	64.8%	8.0%							
Percentage of single plan paid by company				3.4%	2.3%	3.4%	4.5%	12.5%	64.8%	9.1%
Percentage of family plan paid by company				5.7%	4.5%	3.4%	3.4%	9.1%	64.8%	9.1%
Part-time	8.0%	79.5%	12.5%							
Percentage of single plan paid by company				2.3%	0.0%	1.1%	1.1%	2.3%	79.5%	13.6%
Percentage of family plan paid by company				2.3%	1.1%	2.3%	1.1%	0.0%	79.5%	13.6%
Employee Life Insurance Provided										
Full-time	25.0%	67.0%	8.0%	2.3%	4.5%	2.3%	1.1%	12.5%	67.0%	10.2%
Part-time	5.7%	79.5%	14.8%	1.1%	0.0%	0.0%	0.0%	3.4%	79.5%	15.9%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Vision Plan Provided										
Full-time	15.9%	76.1%	8.0%							
Percentage of single plan paid by company				3.4%	2.3%	0.0%	1.1%	9.1%	76.1%	8.0%
Percentage of family plan paid by company				5.7%	2.3%	1.1%	0.0%	6.8%	76.1%	8.0%
Part-time	4.5%	80.7%	14.8%							
Percentage of single plan paid by company				3.4%	1.1%	0.0%	0.0%	0.0%	80.7%	14.8%
Percentage of family plan paid by company				3.4%	1.1%	0.0%	0.0%	0.0%	80.7%	14.8%
Short-Term Disability Plan Provided										
Full-time	13.6%	78.4%	8.0%							
Percentage of single plan paid by company				5.7%	1.1%	1.1%	0.0%	4.5%	78.4%	9.1%
Percentage of family plan paid by company				6.8%	1.1%	1.1%	0.0%	3.4%	78.4%	9.1%
Part-time	2.3%	83.0%	14.8%							
Percentage of single plan paid by company				2.3%	0.0%	0.0%	0.0%	0.0%	83.0%	14.8%
Percentage of family plan paid by company				2.3%	0.0%	0.0%	0.0%	0.0%	83.0%	14.8%
Long-Term Disability Plan Provided										
Full-time	12.5%	79.5%	8.0%	2.3%	1.1%	0.0%	0.0%	8.0%	79.5%	9.1%
Part-time	5.7%	83.0%	11.4%	1.1%	0.0%	0.0%	0.0%	3.4%	83.0%	12.5%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Formal Retirement Plan Provided										
Full-time	44.3%	50.0%	5.7%	1.1%	29.5%	2.3%	3.4%	8.0%	50.0%	5.7%
Part-time	20.5%	72.7%	6.8%	1.1%	12.5%	0.0%	2.3%	4.5%	72.7%	6.8%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	60.2%	12.5%	0.0%	21.6%	5.7%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	14.8%	13.6%	53.4%	1.1%	11.4%	5.7%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	72.7%	21.6%	N/A	5.7%	5.1%
Percent of employers planning on giving pay raises next year	51.1%	5.7%	36.4%	6.8%	4.6%

Benefits as a Percentage of Annual Salary per Employee 21.7%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	2.3%	5.7%	13.6%	8.0%	6.8%	3.4%	0.0%	60.2%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

OTHER BENEFITS

	YES	NO	N/A*	NR**
Accumulation of Vacation Days Allowed	37.5%	30.7%	31.8%	0.0%
Conversion of Accumulated Vacation Leave	8.0%	60.2%	31.8%	0.0%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	44.3%	31.8%		23.9%
Accumulation of Sick Leave Allowed	22.7%	13.6%	61.4%	2.3%
Conversion of Accumulated Sick Leave	3.4%	34.1%	61.4%	1.1%
Flextime Scheduling	25.0%	68.2%		6.8%
Paid Day Care Assistance Offered	0.0%	95.5%		4.5%
On-site Day Care Facilities	0.0%	95.5%		4.5%
Employer Paid Training	75.0%	19.3%		5.7%
Employer Paid Education	48.9%	45.5%		5.7%
Club Membership	12.5%	80.7%		6.8%
Employee Discount on Services or Merchandise	50.0%	44.3%		5.7%
Employer Provided Stocks	1.1%	92.0%		6.8%
Employee Stock Purchase Plan	1.1%	92.0%		6.8%
Employer Paid Liability Insurance	13.6%	78.4%		8.0%
Employees May Work Out of Home	5.7%	87.5%		6.8%
Employee Assistance Program	23.9%	69.3%		6.8%
Miscellaneous Benefits Offered in Cafeteria Style Plan	5.7%	83.0%		11.4%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**Fringe Benefits Survey Results
Management/Professional/Salaried Personnel**

FRINGE BENEFITS SURVEY RESULTS Salaried Personnel

VACATION - TIME OFF		Vacation Days Off With Pay							
Years of Employment	0	1 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 +	NR*	
First Year	31.5%	26.0%	27.4%	15.1%	0.0%	0.0%	0.0%	0.0%	
Fifth Year	19.2%	11.0%	28.8%	31.5%	6.8%	0.0%	0.0%	2.7%	
Tenth Year	19.2%	5.5%	21.9%	28.8%	20.5%	0.0%	1.4%	2.7%	
Fifteenth Year	19.2%	5.5%	17.8%	21.9%	21.9%	8.2%	2.7%	2.7%	
Twentieth Year	19.2%	5.5%	15.1%	17.8%	24.7%	11.0%	4.1%	2.7%	
Twenty-fifth Year	19.2%	5.5%	15.1%	17.8%	17.8%	16.4%	5.5%	2.7%	
Thirtieth Year	19.2%	5.5%	15.1%	17.8%	16.4%	15.1%	8.2%	2.7%	
Holidays With Pay Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR
	21.9%	2.7%	5.5%	13.7%	16.4%	26.0%	11.0%	2.7%	
Days of Paid Sick Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	37.0%	2.7%	2.7%	15.1%	1.4%	21.9%	16.4%	2.7%	
Days of Paid Extended Sick*** Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	58.9%	2.7%	2.7%	8.2%	1.4%	0.0%	21.9%	4.1%	
Days of Paid Family Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	58.9%	2.7%	4.1%	4.1%	1.4%	1.4%	23.3%	4.1%	
Days of Unpaid Family Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	28.8%	0.0%	1.4%	0.0%	0.0%	2.7%	63.0%	4.1%	
Days of Paid Funeral Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	42.5%	1.4%	19.2%	1.4%	0.0%	0.0%	30.1%	5.5%	
Days of Paid Jury Duty Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	31.5%	0.0%	1.4%	0.0%	0.0%	1.4%	61.6%	4.1%	
Days of Paid Military Leave Per Year		0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR
	43.8%	0.0%	0.0%	0.0%	0.0%	9.6%	41.1%	5.5%	

* NR = Non-response

** A/N = As Needed

*** To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Salaried Personnel**

INSURANCE

				Percentage Paid by Company						
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Health Plan Provided										
Full-time	63.0%	34.2%	2.7%							
Percentage of single plan paid by company				0.0%	4.1%	9.6%	6.8%	39.7%	34.2%	5.5%
Percentage of family plan paid by company				9.6%	6.8%	9.6%	5.5%	28.8%	34.2%	5.5%
Part-time	15.1%	80.8%	4.1%							
Percentage of single plan paid by company				2.7%	0.0%	2.7%	1.4%	8.2%	80.8%	4.1%
Percentage of family plan paid by company				2.7%	0.0%	4.1%	1.4%	6.8%	80.8%	4.1%
Employee Dental Plan Provided										
Full-time	38.4%	58.9%	2.7%							
Percentage of single plan paid by company				6.8%	5.5%	4.1%	5.5%	13.7%	58.9%	5.5%
Percentage of family plan paid by company				8.2%	6.8%	5.5%	2.7%	12.3%	58.9%	5.5%
Part-time	11.0%	78.1%	11.0%							
Percentage of single plan paid by company				2.7%	0.0%	1.4%	1.4%	2.7%	78.1%	13.7%
Percentage of family plan paid by company				2.7%	0.0%	4.1%	0.0%	1.4%	78.1%	13.7%
Employee Life Insurance Provided										
Full-time	34.2%	63.0%	2.7%	4.1%	5.5%	4.1%	1.4%	17.8%	63.0%	4.1%
Part-time	8.2%	75.3%	16.4%	1.4%	0.0%	1.4%	0.0%	4.1%	75.3%	17.8%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Salaried Personnel**

INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Employee Vision Plan Provided										
Full-time	23.3%	74.0%	2.7%							
Percentage of single plan paid by company				5.5%	2.7%	1.4%	1.4%	12.3%	74.0%	2.7%
Percentage of family plan paid by company				8.2%	2.7%	2.7%	0.0%	9.6%	74.0%	2.7%
Part-time	8.2%	79.5%	12.3%							
Percentage of single plan paid by company				5.5%	0.0%	0.0%	0.0%	1.4%	79.5%	13.7%
Percentage of family plan paid by company				5.5%	0.0%	1.4%	0.0%	0.0%	79.5%	13.7%
Short-Term Disability Plan Provided										
Full-time	16.4%	80.8%	2.7%							
Percentage of single plan paid by company				6.8%	2.7%	1.4%	0.0%	4.1%	80.8%	4.1%
Percentage of family plan paid by company				9.6%	2.7%	0.0%	0.0%	1.4%	80.8%	5.5%
Part-time	2.7%	83.6%	13.7%							
Percentage of single plan paid by company				2.7%	0.0%	0.0%	0.0%	0.0%	83.6%	13.7%
Percentage of family plan paid by company				2.7%	0.0%	0.0%	0.0%	0.0%	83.6%	13.7%
Long-Term Disability Plan Provided										
Full-time	21.9%	75.3%	2.7%	5.5%	0.0%	1.4%	0.0%	12.3%	75.3%	5.5%
Part-time	6.8%	80.8%	12.3%	2.7%	0.0%	0.0%	0.0%	4.1%	80.8%	12.3%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Salaried Personnel**

RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
Formal Retirement Plan Provided										
Full-time	56.2%	39.7%	4.1%	0.0%	32.9%	4.1%	4.1%	12.3%	39.7%	6.8%
Part-time	26.0%	69.9%	4.1%	1.4%	15.1%	0.0%	0.0%	6.8%	69.9%	6.8%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	63.0%	5.5%	1.4%	26.0%	4.1%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	17.8%	12.3%	52.1%	2.7%	12.3%	2.7%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	67.1%	30.1%	N/A	2.7%	4.6%
Percent of employers planning on giving pay raises next year	42.5%	9.6%	45.2%	2.7%	5.5%

Benefits as a Percentage of Annual Salary per Employee 23.6%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	1.4%	5.5%	13.7%	17.8%	5.5%	4.1%	0.0%	52.1%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**FRINGE BENEFITS
SURVEY RESULTS
Salaried Personnel**

OTHER BENEFITS

	YES	NO	N/A*	NR**
Accumulation of Vacation Days Allowed	45.2%	32.9%	19.2%	2.7%
Conversion of Accumulated Vacation Leave	5.5%	69.9%	19.2%	5.5%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	58.9%	24.7%		16.4%
Accumulation of Sick Leave Allowed	35.6%	19.2%	37.0%	8.2%
Conversion of Accumulated Sick Leave	5.5%	49.3%	37.0%	8.2%
Flextime Scheduling	32.9%	63.0%		4.1%
Paid Day Care Assistance Offered	0.0%	95.9%		4.1%
On-site Day Care Facilities	0.0%	95.9%		4.1%
Employer Paid Training	78.1%	16.4%		5.5%
Employer Paid Education	58.9%	37.0%		4.1%
Club Membership	20.5%	74.0%		5.5%
Employee Discount on Services or Merchandise	45.2%	50.7%		4.1%
Employer Provided Stocks	5.5%	90.4%		4.1%
Employee Stock Purchase Plan	6.8%	89.0%		4.1%
Employer Paid Liability Insurance	17.8%	74.0%		8.2%
Employees May Work Out of Home	12.3%	82.2%		5.5%
Employee Assistance Program	35.6%	58.9%		5.5%
Miscellaneous Benefits Offered in Cafeteria Style Plan	15.1%	75.3%		9.6%

* N/A = Not Applicable

** NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

Job Service North Dakota
Beulah-Hazen Benefits Survey
Labor Market Information Center
1000 East Divide Avenue
P.O. Box 5507
Bismarck, ND 58506-5507

PRESORTED
STANDARD
US POSTAGE PAID
U.S. DEPT. OF
LABOR
PERMIT NO. G-12

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE: \$300

CHANGE SERVICE REQUESTED

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Beulah-Hazen Benefits Survey
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