

# Devils Lake Benefits 2004 Survey



Governor  
John Hoeven



1000 E Divide Ave  
PO Box 5507  
Bismarck, ND 58506-5507

Executive Director  
Maren L. Daley

Prepared by  
Labor Market Information Center

Workforce Solutions Director  
Korrine Lang

Labor Market Information Manager  
Duane Broschat

Primary Researcher  
Stacy Kramer

BLS Programs Supervisor  
Warren Boyd

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**SUMMARY**

On July 8, 2004, benefit survey forms were mailed to 355 Devils Lake area employers. Completed surveys were received from 234 businesses for a response rate of 65.9 percent. Of the total responses, 213 (91.0 percent) of the firms were privately owned and 21 (9.0 percent) were in the government sector. Listed below are the number and percent of usable responses by industry.

<b>Major NAICS Industry Groups</b>	<b>Number</b>	<b>Percent</b>
11 Agriculture, Forestry, Fishing, Hunting	2	0.9%
21 Mining	0	0.0%
22 Utilities	3	1.3%
23 Construction	29	12.4%
31-33 Manufacturing	4	1.7%
42 Wholesale Trade	6	2.6%
44-45 Retail Trade	35	15.0%
48-49 Transportation and Warehousing	6	2.6%
51 Information	4	1.7%
52 Finance and Insurance	20	8.5%
53 Real Estate, Rental and Leasing	10	4.3%
54 Professional, Scientific, and Technical Services	12	5.1%
55 Management of Companies	1	0.4%
56 Admin., Support, Waste Management & Remedial Services	8	3.4%
61 Educational Services	3	1.3%
62 Health Care and Social Assistance	25	10.7%
71 Arts, Entertainment and Recreation	6	2.6%
72 Accommodation and Food Services	26	11.1%
81 Other Services (Except Public Admin.)	25	10.7%
92 Public Administration	9	3.8%
<b>Total</b>	<b>234</b>	<b>100.0%</b>

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 201 Hourly Surveys and 146 Salaried Surveys were completed by the 234 responding firms. Listed below are the number and percentage of usable surveys by survey category.

	<b>Number</b>	<b>Percent</b>
Hourly Personnel	201	85.9%
Salaried Personnel	146	62.4%

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**

<b>VACATION - TIME OFF</b>		<b>Vacation Days Off With Pay</b>							
<b>Years of Employment</b>	<b>0</b>	<b>1 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 +</b>	<b>NR*</b>	
First Year	35.3%	35.8%	18.4%	9.5%	0.5%	0.5%	0.0%	0.0%	
Fifth Year	28.4%	14.4%	33.3%	18.4%	3.5%	1.5%	0.5%	0.0%	
Tenth Year	28.4%	10.0%	20.4%	27.9%	10.0%	2.5%	1.0%	0.0%	
Fifteenth Year	28.4%	8.5%	17.4%	25.9%	10.4%	7.5%	2.0%	0.0%	
Twentieth Year	28.4%	8.5%	15.4%	19.4%	16.9%	9.0%	2.5%	0.0%	
Twenty-fifth Year	28.4%	8.5%	14.9%	19.9%	14.4%	10.4%	3.5%	0.0%	
Thirtieth Year	28.4%	8.5%	14.9%	19.4%	13.9%	10.4%	4.5%	0.0%	
<b>Holidays With Pay Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N**</b>	<b>NR</b>
	37.8%	3.0%	2.5%	22.4%	13.4%	14.9%	5.0%	1.0%	
<b>Days of Paid Sick Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	53.2%	2.0%	5.0%	14.4%	2.5%	14.4%	6.5%	2.0%	
<b>Days of Paid Extended Sick*** Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	69.2%	1.5%	2.0%	6.0%	0.5%	5.5%	9.5%	6.0%	
<b>Days of Paid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	73.1%	2.5%	1.5%	4.5%	1.0%	3.0%	10.0%	4.5%	
<b>Days of Unpaid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	33.3%	0.5%	0.5%	0.0%	0.0%	3.0%	58.7%	4.0%	
<b>Days of Paid Funeral Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	54.2%	4.5%	10.0%	2.0%	0.0%	0.0%	25.9%	3.5%	
<b>Days of Paid Jury Duty Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	50.7%	2.5%	0.0%	0.0%	0.5%	5.0%	37.3%	4.0%	
<b>Days of Paid Military Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	67.7%	1.0%	0.0%	0.0%	0.0%	4.0%	22.4%	5.0%	

\* 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**
<b>Employee Health Plan Provided</b>										
<b>Full-time</b>	51.7%	46.3%	2.0%							
Percentage of single plan paid by company				2.5%	2.0%	8.0%	10.0%	27.9%	46.3%	3.5%
Percentage of family plan paid by company				11.9%	4.5%	10.4%	9.0%	13.4%	46.3%	4.5%
<b>Part-time</b>	11.4%	83.1%	5.5%							
Percentage of single plan paid by company				4.0%	0.5%	3.5%	2.0%	1.5%	83.1%	5.5%
Percentage of family plan paid by company				5.5%	1.0%	3.0%	1.0%	1.0%	83.1%	5.5%
<b>Employee Dental Plan Provided</b>										
<b>Full-time</b>	32.3%	65.2%	2.5%							
Percentage of single plan paid by company				9.0%	2.0%	3.0%	6.5%	11.4%	65.2%	3.0%
Percentage of family plan paid by company				13.4%	4.0%	4.0%	4.0%	6.0%	65.2%	3.5%
<b>Part-time</b>	8.0%	83.6%	8.5%							
Percentage of single plan paid by company				2.5%	1.0%	3.0%	1.0%	0.5%	83.6%	8.5%
Percentage of family plan paid by company				3.5%	1.5%	2.5%	0.0%	0.5%	83.6%	8.5%
<b>Employee Life Insurance Provided</b>										
<b>Full-time</b>	36.8%	61.2%	2.0%	5.0%	2.5%	1.5%	3.0%	24.9%	61.2%	2.0%
<b>Part-time</b>	8.5%	81.6%	10.0%	2.0%	1.0%	0.5%	0.5%	4.5%	81.6%	10.0%

\* 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**
<b>Employee Vision Plan Provided</b>										
<b>Full-time</b>	18.4%	79.6%	2.0%							
Percentage of single plan paid by company				4.5%	1.5%	2.0%	2.0%	8.0%	79.6%	2.5%
Percentage of family plan paid by company				7.0%	2.0%	3.0%	2.0%	4.0%	79.6%	2.5%
<b>Part-time</b>	6.0%	83.6%	10.4%							
Percentage of single plan paid by company				2.0%	0.5%	2.5%	0.5%	0.5%	83.6%	10.4%
Percentage of family plan paid by company				2.5%	1.5%	1.0%	0.5%	0.5%	83.6%	10.4%
<b>Short-Term Disability Plan Provided</b>										
<b>Full-time</b>	19.4%	78.1%	2.5%							
Percentage of single plan paid by company				6.5%	1.0%	0.0%	1.5%	10.0%	78.1%	3.0%
Percentage of family plan paid by company				12.4%	1.0%	0.0%	0.0%	4.5%	78.1%	4.0%
<b>Part-time</b>	4.5%	85.6%	10.0%							
Percentage of single plan paid by company				2.5%	0.5%	0.0%	0.0%	1.5%	85.6%	10.0%
Percentage of family plan paid by company				3.0%	0.5%	0.0%	0.0%	1.0%	85.6%	10.0%
<b>Long-Term Disability Plan Provided</b>										
<b>Full-time</b>	18.4%	78.6%	3.0%	5.5%	0.5%	1.0%	0.0%	10.9%	78.6%	3.5%
<b>Part-time</b>	4.5%	86.1%	9.5%	2.0%	0.5%	0.5%	0.0%	1.5%	86.1%	9.5%

\* 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**
<b>Formal Retirement Plan Provided</b>										
<b>Full-time</b>	48.3%	49.3%	2.5%	6.0%	22.4%	4.0%	2.0%	13.9%	49.3%	2.5%
<b>Part-time</b>	17.9%	78.1%	4.0%	4.5%	9.0%	1.0%	0.5%	2.5%	78.1%	4.5%

**SALARY POLICY**

	Annually	Semi-Annually	Biennially	Other	NR
<b>Salary Reviewed</b>	64.2%	8.5%	1.5%	23.4%	2.5%

	Merit	Cost of Living	Combination	Longevity	None	NR
<b>Type of Increase</b>	27.4%	11.4%	46.8%	4.0%	5.0%	5.5%

	YES	NO	Don't Know	NR	Average Amount
<b>Percent of employers who gave pay raises last year</b>	74.1%	23.9%	N/A	2.0%	5.2%
<b>Percent of employers planning on giving pay raises next year</b>	44.8%	10.0%	42.8%	2.5%	4.7%

**Benefits as a Percentage of Annual Salary per Employee** 21.5%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
<b>Percent of employers paying amount of benefits indicated</b>	0.0%	10.4%	12.4%	14.9%	4.5%	2.5%	0.5%	54.7%

\* 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**
<b>Accumulation of Vacation Days Allowed</b>	31.8%	39.8%	28.4%	0.0%
<b>Conversion of Accumulated Vacation Leave</b>	12.9%	57.7%	28.4%	1.0%
<b>Alternate Day Off Granted When Holiday Falls on Saturday or Sunday</b>	43.8%	35.8%		20.4%
<b>Accumulation of Sick Leave Allowed</b>	25.4%	19.4%	53.2%	2.0%
<b>Conversion of Accumulated Sick Leave</b>	7.0%	39.3%	53.2%	0.5%
<b>Flextime Scheduling</b>	26.9%	70.1%		3.0%
<b>Paid Day Care Assistance Offered</b>	1.5%	96.0%		2.5%
<b>On-site Day Care Facilities</b>	2.0%	96.0%		2.0%
<b>Employer Paid Training</b>	70.6%	27.4%		2.0%
<b>Employer Paid Education</b>	39.3%	58.7%		2.0%
<b>Club Membership</b>	13.4%	84.1%		2.5%
<b>Employee Discount on Services or Merchandise</b>	50.7%	46.8%		2.5%
<b>Employer Provided Stocks</b>	6.0%	90.5%		3.5%
<b>Employee Stock Purchase Plan</b>	5.5%	90.5%		4.0%
<b>Employer Paid Liability Insurance</b>	15.9%	80.1%		4.0%
<b>Employees May Work Out of Home</b>	9.0%	88.1%		3.0%
<b>Employee Assistance Program</b>	20.4%	76.6%		3.0%
<b>Miscellaneous Benefits Offered in Cafeteria Style Plan</b>	6.5%	85.1%		8.5%

\* N/A = Not Applicable

\*\* NR = Non-response

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

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

**FRINGE BENEFITS  
SURVEY RESULTS  
Salaried Personnel**

<b>VACATION - TIME OFF</b>		<b>Vacation Days Off With Pay</b>							
<b>Years of Employment</b>	<b>0</b>	<b>1 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 +</b>	<b>NR*</b>	
First Year	18.5%	34.9%	24.0%	19.9%	2.1%	0.7%	0.0%	0.0%	
Fifth Year	17.1%	6.2%	37.7%	30.8%	4.1%	2.7%	1.4%	0.0%	
Tenth Year	17.1%	2.1%	19.2%	34.2%	21.2%	4.1%	2.1%	0.0%	
Fifteenth Year	17.1%	2.1%	14.4%	31.5%	19.2%	11.6%	4.1%	0.0%	
Twentieth Year	17.1%	2.1%	13.7%	21.9%	21.9%	18.5%	4.8%	0.0%	
Twenty-fifth Year	17.1%	2.1%	13.7%	21.9%	19.2%	19.2%	6.8%	0.0%	
Thirtieth Year	17.1%	2.1%	13.7%	21.9%	18.5%	17.8%	8.9%	0.0%	
<b>Holidays With Pay Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N**</b>	<b>NR</b>
	21.2%	0.0%	3.4%	24.0%	15.8%	23.3%	9.6%	2.7%	
<b>Days of Paid Sick Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	30.1%	0.0%	6.8%	15.8%	3.4%	24.0%	16.4%	3.4%	
<b>Days of Paid Extended Sick*** Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	53.4%	0.7%	2.1%	7.5%	2.1%	8.2%	21.9%	4.1%	
<b>Days of Paid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	56.2%	2.7%	1.4%	6.8%	2.7%	4.8%	19.9%	5.5%	
<b>Days of Unpaid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	28.1%	0.7%	0.0%	0.7%	0.0%	4.1%	61.6%	4.8%	
<b>Days of Paid Funeral Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	34.2%	4.1%	15.1%	4.1%	0.0%	0.0%	38.4%	4.1%	
<b>Days of Paid Jury Duty Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	31.5%	0.7%	0.7%	0.7%	0.0%	6.2%	56.2%	4.1%	
<b>Days of Paid Military Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
	51.4%	0.0%	0.0%	0.0%	0.0%	9.6%	34.9%	4.1%	

\* 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**
<b>Employee Health Plan Provided</b>										
<b>Full-time</b>	65.8%	31.5%	2.7%							
Percentage of single plan paid by company				1.4%	2.7%	6.2%	10.3%	44.5%	31.5%	3.4%
Percentage of family plan paid by company				15.1%	5.5%	9.6%	8.2%	24.7%	31.5%	5.5%
<b>Part-time</b>	17.8%	74.0%	8.2%							
Percentage of single plan paid by company				4.1%	0.0%	4.1%	3.4%	5.5%	74.0%	8.9%
Percentage of family plan paid by company				6.8%	1.4%	4.8%	1.4%	3.4%	74.0%	8.2%
<b>Employee Dental Plan Provided</b>										
<b>Full-time</b>	43.2%	53.4%	3.4%							
Percentage of single plan paid by company				11.6%	2.7%	4.8%	6.2%	17.8%	53.4%	3.4%
Percentage of family plan paid by company				17.8%	4.8%	5.5%	2.7%	11.0%	53.4%	4.8%
<b>Part-time</b>	11.6%	77.4%	11.0%							
Percentage of single plan paid by company				4.1%	1.4%	3.4%	1.4%	1.4%	77.4%	11.0%
Percentage of family plan paid by company				6.2%	2.1%	2.7%	0.0%	0.7%	77.4%	11.0%
<b>Employee Life Insurance Provided</b>										
<b>Full-time</b>	50.0%	47.9%	2.1%	5.5%	5.5%	2.7%	3.4%	31.5%	47.9%	3.4%
<b>Part-time</b>	12.3%	77.4%	10.3%	2.7%	2.1%	2.1%	0.7%	4.8%	77.4%	10.3%

\* 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**

**INSURANCE**

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Employee Vision Plan Provided</b>										
<b>Full-time</b>	25.3%	73.3%	1.4%							
Percentage of single plan paid by company				8.9%	2.1%	2.7%	0.0%	11.0%	73.3%	2.1%
Percentage of family plan paid by company				12.3%	2.7%	4.1%	0.0%	6.2%	73.3%	1.4%
<b>Part-time</b>	9.6%	76.7%	13.7%							
Percentage of single plan paid by company				4.1%	0.7%	3.4%	0.0%	1.4%	76.7%	13.7%
Percentage of family plan paid by company				5.5%	2.1%	1.4%	0.0%	0.7%	76.7%	13.7%
<b>Short-Term Disability Plan Provided</b>										
<b>Full-time</b>	25.3%	73.3%	1.4%							
Percentage of single plan paid by company				8.2%	2.1%	0.0%	2.1%	11.0%	73.3%	3.4%
Percentage of family plan paid by company				15.1%	2.1%	0.7%	0.7%	4.8%	73.3%	3.4%
<b>Part-time</b>	6.8%	79.5%	13.7%							
Percentage of single plan paid by company				4.1%	1.4%	0.0%	0.0%	1.4%	79.5%	13.7%
Percentage of family plan paid by company				4.1%	1.4%	0.0%	0.0%	1.4%	79.5%	13.7%
<b>Long-Term Disability Plan Provided</b>										
<b>Full-time</b>	24.7%	71.9%	3.4%	8.2%	2.7%	0.7%	0.7%	12.3%	71.9%	3.4%
<b>Part-time</b>	7.5%	82.2%	10.3%	2.7%	2.1%	0.7%	0.0%	2.1%	82.2%	10.3%

\* 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**
<b>Formal Retirement Plan Provided</b>										
<b>Full-time</b>	59.6%	39.7%	0.7%	3.4%	29.5%	5.5%	2.7%	18.5%	39.7%	0.7%
<b>Part-time</b>	21.9%	71.9%	6.2%	4.1%	10.3%	0.0%	0.7%	6.8%	71.9%	6.2%

**SALARY POLICY**

	Annually	Semi-Annually	Biennially	Other	NR
<b>Salary Reviewed</b>	64.4%	4.1%	3.4%	26.0%	2.1%

	Merit	Cost of Living	Combination	Longevity	None	NR
<b>Type of Increase</b>	17.1%	13.7%	50.7%	3.4%	8.2%	6.8%

	YES	NO	Don't Know	NR	Average Amount
<b>Percent of employers who gave pay raises last year</b>	68.5%	30.1%	N/A	1.4%	4.9%
<b>Percent of employers planning on giving pay raises next year</b>	41.1%	10.3%	45.2%	3.4%	5.4%

**Benefits as a Percentage of Annual Salary per Employee** 25.0%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
<b>Percent of employers paying amount of benefits indicated</b>	0.0%	8.2%	8.9%	13.0%	6.2%	5.5%	0.7%	57.5%

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**FRINGE BENEFITS  
SURVEY RESULTS  
Salaried Personnel**

**OTHER BENEFITS**

	YES	NO	N/A*	NR**
<b>Accumulation of Vacation Days Allowed</b>	45.9%	28.1%	17.1%	8.9%
<b>Conversion of Accumulated Vacation Leave</b>	14.4%	60.3%	17.1%	8.2%
<b>Alternate Day Off Granted When Holiday Falls on Saturday or Sunday</b>	54.8%	28.8%		16.4%
<b>Accumulation of Sick Leave Allowed</b>	37.7%	21.9%	30.1%	10.3%
<b>Conversion of Accumulated Sick Leave</b>	10.3%	51.4%	30.1%	8.2%
<b>Flextime Scheduling</b>	28.8%	67.8%		3.4%
<b>Paid Day Care Assistance Offered</b>	1.4%	95.2%		3.4%
<b>On-site Day Care Facilities</b>	0.7%	96.6%		2.7%
<b>Employer Paid Training</b>	72.6%	23.3%		4.1%
<b>Employer Paid Education</b>	47.9%	45.2%		6.8%
<b>Club Membership</b>	21.2%	72.6%		6.2%
<b>Employee Discount on Services or Merchandise</b>	47.3%	49.3%		3.4%
<b>Employer Provided Stocks</b>	6.8%	87.0%		6.2%
<b>Employee Stock Purchase Plan</b>	8.2%	85.6%		6.2%
<b>Employer Paid Liability Insurance</b>	21.9%	71.2%		6.8%
<b>Employees May Work Out of Home</b>	12.3%	81.5%		6.2%
<b>Employee Assistance Program</b>	26.0%	68.5%		5.5%
<b>Miscellaneous Benefits Offered in Cafeteria Style Plan</b>	11.6%	80.8%		7.5%

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

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ndlmi@state.nd.us

**PHONE**

(Local) 328-2868  
(Toll Free) 1-800-732-9787  
(TTY) 1-800-366-6888

**FAX**

(Local) 328-4193  
(Toll Free) 1-877-405-8711

**INTERNET**

**jobsnd.com**

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State of North Dakota  
Governor  
John Hoeven

Job Service North Dakota  
Executive Director  
Maren L. Daley

Job Service North Dakota  
Workforce Solutions Director  
Korrine Lang



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