

Grand Forks 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

Director of Workforce Solutions
Korrine Lang

Labor Market Information Manager
Duane Broschat

Primary Researcher
Stacy Kramer

Economic Analysis Group Supervisor
Marcia Slag

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SUMMARY

On January 16, 2004, benefit survey forms were mailed to 893 Grand Forks area employers. Completed surveys were received from 445 businesses for a response rate of 49.8 percent. Of the total responses, 429 (96.4 percent) of the firms were privately owned and 16 (3.6 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	5	1.1%
21 Mining	0	.0%
22 Utilities	2	.4%
23 Construction	41	9.2%
31-33 Manufacturing	24	5.4%
42 Wholesale Trade	28	6.3%
44-45 Retail Trade	83	18.7%
48-49 Transportation and Warehousing	18	4.0%
51 Information	4	.9%
52 Finance and Insurance	23	5.2%
53 Real Estate, Rental and Leasing	13	2.9%
54 Professional, Scientific, and Technical Services	35	7.9%
55 Management of Companies	0	.0%
56 Admin., Support, Waste Management & Remedial Services	26	5.8%
61 Educational Services	7	1.6%
62 Health Care and Social Assistance	37	8.3%
71 Arts, Entertainment and Recreation	4	.9%
72 Accommodation and Food Services	42	9.4%
81 Other Services (Except Public Admin.)	46	10.3%
92 Public Administration	7	1.6%
Total	445	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 407 Hourly Surveys and 342 Salaried Surveys were completed by the 445 responding firms. Listed below are the number and percentage of usable surveys by survey category.

	Number	Percent
Hourly Personnel	407	91.5%
Salaried Personnel	342	76.9%

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	29.5%	44.0%	16.2%	8.6%	0.7%	1.0%	0.0%	0.0%	
Fifth Year	21.1%	11.1%	34.4%	25.3%	5.2%	2.9%	0.0%	0.0%	
Tenth Year	20.9%	6.9%	20.1%	32.9%	12.8%	4.4%	2.0%	0.0%	
Fifteenth Year	20.6%	5.7%	17.2%	30.0%	15.7%	7.4%	3.4%	0.0%	
Twentieth Year	20.6%	5.4%	16.2%	23.8%	19.7%	9.1%	5.2%	0.0%	
Twenty-fifth Year	20.6%	5.4%	16.2%	23.1%	17.7%	10.6%	6.4%	0.0%	
Thirtieth Year	20.6%	5.7%	16.2%	23.1%	16.0%	11.5%	6.9%	0.0%	
Holidays With Pay									
Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR	
	29.7%	2.2%	4.2%	36.9%	11.1%	13.5%	2.0%	0.5%	
Days of Paid Sick									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	58.7%	2.2%	5.2%	12.5%	3.2%	9.8%	4.9%	3.4%	
Days of Paid Extended Sick***									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	79.6%	0.7%	1.2%	1.7%	0.7%	1.5%	10.6%	3.9%	
Days of Paid Family									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	80.1%	0.7%	1.0%	2.0%	0.2%	1.0%	10.3%	4.7%	
Days of Unpaid Family									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	30.0%	0.2%	0.2%	0.2%	0.0%	4.2%	61.7%	3.4%	
Days of Paid Funeral									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	54.5%	5.2%	11.5%	1.2%	0.2%	0.2%	23.8%	3.2%	
Days of Paid Jury Duty									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	52.8%	1.5%	0.0%	0.5%	0.0%	2.2%	40.5%	2.5%	
Days of Paid Military									
Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	64.9%	1.0%	0.0%	0.0%	0.0%	2.5%	27.3%	4.4%	

* 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	66.6%	32.7%	0.7%							
Percentage of single plan paid by company				2.2%	1.7%	15.7%	10.1%	36.1%	32.7%	1.5%
Percentage of family plan paid by company				18.9%	6.6%	14.5%	9.8%	15.0%	32.7%	2.5%
Part-time	13.8%	82.3%	3.9%							
Percentage of single plan paid by company				1.7%	0.5%	3.9%	2.7%	4.7%	82.3%	4.2%
Percentage of family plan paid by company				3.7%	2.9%	2.2%	2.2%	2.2%	82.3%	4.4%
Employee Dental Plan Provided										
Full-time	38.8%	60.2%	1.0%							
Percentage of single plan paid by company				8.8%	2.5%	5.4%	4.7%	16.5%	60.2%	2.0%
Percentage of family plan paid by company				12.8%	2.7%	7.9%	5.2%	7.6%	60.2%	3.7%
Part-time	10.6%	80.1%	9.3%							
Percentage of single plan paid by company				3.4%	0.7%	1.2%	1.0%	3.9%	80.1%	9.6%
Percentage of family plan paid by company				4.2%	1.0%	1.0%	1.7%	2.2%	80.1%	9.8%
Employee Life Insurance Provided										
Full-time	47.7%	50.9%	1.5%	8.1%	1.5%	4.4%	1.7%	31.0%	50.9%	2.5%
Part-time	11.8%	79.9%	8.4%	2.2%	1.2%	0.2%	0.5%	6.9%	79.9%	9.1%

* N/A = Not Applicable

** NR = Non-response

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

FRINGE BENEFITS SURVEY RESULTS 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	16.2%	82.8%	1.0%							
Percentage of single plan paid by company				2.9%	1.2%	2.0%	2.2%	7.1%	82.8%	1.7%
Percentage of family plan paid by company				4.7%	1.5%	3.2%	1.7%	4.4%	82.8%	1.7%
Part-time	5.9%	81.6%	12.5%							
Percentage of single plan paid by company				1.5%	0.5%	0.7%	0.5%	2.5%	81.6%	12.8%
Percentage of family plan paid by company				2.0%	0.7%	0.2%	0.5%	2.0%	81.6%	13.0%
Short-Term Disability Plan Provided										
Full-time	33.4%	65.6%	1.0%							
Percentage of single plan paid by company				12.0%	1.0%	2.2%	1.5%	15.7%	65.6%	2.0%
Percentage of family plan paid by company				20.9%	1.2%	1.5%	0.7%	5.9%	65.6%	4.2%
Part-time	7.1%	82.8%	10.1%							
Percentage of single plan paid by company				3.2%	0.2%	0.0%	0.2%	2.9%	82.8%	10.6%
Percentage of family plan paid by company				4.7%	0.2%	0.0%	0.0%	1.2%	82.8%	11.1%
Long-Term Disability Plan Provided										
Full-time	29.7%	69.3%	1.0%	11.5%	0.2%	3.2%	0.7%	12.8%	69.3%	2.2%
Part-time	9.1%	83.0%	7.9%	3.7%	0.0%	1.7%	0.0%	3.2%	83.0%	8.4%

* N/A = Not Applicable

** NR = Non-response

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

**FRINGE BENEFITS
SURVEY RESULTS
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	60.2%	39.6%	0.2%	5.9%	30.7%	7.9%	1.0%	11.3%	39.6%	3.7%
Part-time	21.6%	75.2%	3.2%	2.2%	9.6%	2.2%	0.0%	5.9%	75.2%	4.9%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	67.3%	8.1%	0.7%	21.1%	2.7%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	28.5%	7.6%	51.6%	4.2%	4.7%	3.4%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	80.3%	16.7%	N/A	2.9%	5.2%
Percent of employers planning on giving pay raises next year	48.9%	6.9%	40.3%	3.9%	4.9%

Benefits as a Percentage of Annual Salary per Employee 20.9%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	0.2%	12.0%	13.8%	15.2%	4.9%	1.7%	0.7%	51.4%

* N/A = Not Applicable

** NR = Non-response

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

**FRINGE BENEFITS
SURVEY RESULTS
Hourly Personnel**

OTHER BENEFITS

	YES	NO	N/A*	NR**
Accumulation of Vacation Days Allowed	38.1%	41.3%	20.6%	0.0%
Conversion of Accumulated Vacation Leave	18.4%	60.9%	20.6%	0.0%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	47.2%	34.6%		18.2%
Accumulation of Sick Leave Allowed	16.5%	22.6%	58.7%	2.2%
Conversion of Accumulated Sick Leave	6.1%	33.7%	58.7%	1.5%
Flextime Scheduling	29.5%	68.8%		1.7%
Paid Day Care Assistance Offered	1.0%	98.8%		0.2%
On-site Day Care Facilities	1.7%	97.8%		0.5%
Employer Paid Training	74.9%	22.9%		2.2%
Employer Paid Education	40.8%	55.8%		3.4%
Club Membership	15.2%	82.1%		2.7%
Employee Discount on Services or Merchandise	54.8%	43.0%		2.2%
Employer Provided Stocks	3.7%	93.1%		3.2%
Employee Stock Purchase Plan	5.2%	91.6%		3.2%
Employer Paid Liability Insurance	11.1%	85.0%		3.9%
Employees May Work Out of Home	6.1%	90.7%		3.2%
Employee Assistance Program	27.3%	69.5%		3.2%
Miscellaneous Benefits Offered in Cafeteria Style Plan	10.1%	85.3%		4.7%

* N/A = Not Applicable

** NR = Non-response

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

**Fringe Benefits Survey Results
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	15.2%	43.3%	24.3%	13.5%	1.5%	2.3%	0.0%	0.0%	
Fifth Year	8.8%	9.9%	37.7%	30.4%	8.5%	4.1%	0.3%	0.3%	
Tenth Year	8.8%	7.9%	19.9%	35.4%	19.0%	5.8%	3.2%	0.0%	
Fifteenth Year	8.8%	6.4%	15.2%	31.6%	19.9%	12.6%	5.6%	0.0%	
Twentieth Year	8.8%	6.4%	14.0%	25.4%	21.6%	14.9%	8.8%	0.0%	
Twenty-fifth Year	8.8%	6.4%	13.7%	24.0%	21.1%	13.7%	12.3%	0.0%	
Thirtieth Year	8.8%	6.4%	13.7%	23.1%	21.3%	14.0%	12.6%	0.0%	
Holidays With Pay Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N**	NR	
	15.8%	2.6%	4.7%	42.1%	11.7%	16.4%	6.1%	0.6%	
Days of Paid Sick Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	37.4%	2.0%	7.9%	13.7%	2.9%	13.2%	19.9%	2.9%	
Days of Paid Extended Sick*** Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	61.7%	0.9%	1.8%	3.8%	0.3%	2.3%	24.6%	4.7%	
Days of Paid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	62.3%	2.6%	1.8%	2.6%	0.0%	1.8%	24.0%	5.0%	
Days of Unpaid Family Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	22.5%	0.6%	0.3%	0.3%	0.3%	5.0%	67.8%	3.2%	
Days of Paid Funeral Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	35.1%	5.8%	14.0%	2.6%	0.3%	0.3%	38.9%	2.9%	
Days of Paid Jury Duty Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	35.7%	1.2%	0.3%	0.9%	0.0%	2.3%	57.3%	2.3%	
Days of Paid Military Leave Per Year	0	1 - 2	3 - 4	5 - 6	7 - 8	9 +	A/N	NR	
	50.9%	0.3%	0.0%	0.3%	0.0%	4.4%	40.4%	3.8%	

* 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 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	79.5%	19.9%	0.6%							
Percentage of single plan paid by company				1.2%	1.8%	14.9%	13.7%	46.5%	19.9%	2.0%
Percentage of family plan paid by company				19.9%	5.6%	15.8%	12.3%	23.4%	19.9%	3.2%
Part-time	15.5%	82.2%	2.3%							
Percentage of single plan paid by company				2.3%	0.9%	3.8%	1.8%	6.1%	82.2%	2.9%
Percentage of family plan paid by company				4.1%	2.0%	3.2%	2.6%	2.6%	82.2%	3.2%
Employee Dental Plan Provided										
Full-time	48.2%	50.9%	0.9%							
Percentage of single plan paid by company				12.0%	2.0%	6.4%	6.4%	20.5%	50.9%	1.8%
Percentage of family plan paid by company				18.7%	3.5%	7.9%	7.3%	9.4%	50.9%	2.3%
Part-time	13.7%	79.2%	7.0%							
Percentage of single plan paid by company				4.7%	1.2%	1.5%	1.2%	4.7%	79.2%	7.6%
Percentage of family plan paid by company				5.8%	1.8%	1.5%	2.6%	1.5%	79.2%	7.6%
Employee Life Insurance Provided										
Full-time	58.8%	40.4%	0.9%	8.5%	1.8%	5.3%	2.0%	40.4%	40.4%	1.8%
Part-time	12.9%	81.0%	6.1%	3.2%	0.6%	0.6%	0.3%	7.9%	81.0%	6.4%

* N/A = Not Applicable

** NR = Non-response

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

FRINGE BENEFITS SURVEY RESULTS 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	19.6%	79.8%	0.6%							
Percentage of single plan paid by company				5.0%	0.9%	1.8%	3.2%	8.2%	79.8%	1.2%
Percentage of family plan paid by company				6.7%	1.2%	2.3%	3.2%	5.3%	79.8%	1.5%
Part-time	7.3%	83.0%	9.6%							
Percentage of single plan paid by company				2.9%	0.6%	0.6%	0.3%	2.6%	83.0%	9.9%
Percentage of family plan paid by company				3.2%	0.9%	0.6%	0.6%	1.8%	83.0%	9.9%
Short-Term Disability Plan Provided										
Full-time	41.2%	58.2%	0.6%							
Percentage of single plan paid by company				14.3%	1.5%	2.9%	1.8%	19.9%	58.2%	1.5%
Percentage of family plan paid by company				24.3%	2.0%	1.8%	0.6%	9.4%	58.2%	3.8%
Part-time	9.4%	80.7%	9.9%							
Percentage of single plan paid by company				5.3%	0.3%	0.3%	0.3%	2.9%	80.7%	10.2%
Percentage of family plan paid by company				6.4%	0.3%	0.3%	0.0%	1.5%	80.7%	10.8%
Long-Term Disability Plan Provided										
Full-time	41.8%	57.0%	1.2%	14.9%	0.9%	3.8%	1.2%	19.9%	57.0%	2.3%
Part-time	10.2%	81.3%	8.5%	5.0%	0.3%	1.8%	0.3%	2.9%	81.3%	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
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	68.7%	30.7%	0.6%	6.4%	31.6%	12.9%	1.2%	13.5%	30.7%	3.8%
Part-time	23.4%	73.4%	3.2%	2.6%	8.8%	4.1%	0.0%	6.4%	73.4%	4.7%

SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
Salary Reviewed	71.9%	4.4%	0.3%	21.3%	2.0%

	Merit	Cost of Living	Combination	Longevity	None	NR
Type of Increase	26.6%	7.3%	53.8%	3.2%	6.1%	2.9%

	YES	NO	Don't Know	NR	Average Amount
Percent of employers who gave pay raises last year	71.9%	25.7%	N/A	2.3%	5.1%
Percent of employers planning on giving pay raises next year	45.0%	10.8%	41.5%	2.6%	4.6%

Benefits as a Percentage of Annual Salary per Employee 22.6%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
Percent of employers paying amount of benefits indicated	0.0%	7.3%	15.5%	17.8%	6.7%	0.9%	1.2%	50.6%

* 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	43.9%	45.6%	8.8%	1.8%
Conversion of Accumulated Vacation Leave	17.8%	71.1%	8.8%	2.3%
Alternate Day Off Granted When Holiday Falls on Saturday or Sunday	53.5%	38.0%		8.5%
Accumulation of Sick Leave Allowed	20.5%	32.2%	37.4%	9.9%
Conversion of Accumulated Sick Leave	6.7%	48.2%	37.4%	7.6%
Flextime Scheduling	30.7%	66.4%		2.9%
Paid Day Care Assistance Offered	0.6%	97.4%		2.0%
On-site Day Care Facilities	0.6%	97.4%		2.0%
Employer Paid Training	79.2%	18.7%		2.0%
Employer Paid Education	48.5%	48.2%		3.2%
Club Membership	24.6%	71.9%		3.5%
Employee Discount on Services or Merchandise	56.4%	40.9%		2.6%
Employer Provided Stocks	4.7%	91.5%		3.8%
Employee Stock Purchase Plan	7.9%	88.6%		3.5%
Employer Paid Liability Insurance	15.5%	80.1%		4.4%
Employees May Work Out of Home	12.3%	83.9%		3.8%
Employee Assistance Program	32.2%	64.3%		3.5%
Miscellaneous Benefits Offered in Cafeteria Style Plan	12.0%	81.6%		6.4%

* N/A = Not Applicable

** NR = Non-response

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

Job Service North Dakota
Grand Forks 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
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CHANGE SERVICE REQUESTED

If you have questions, comments, or address changes, please contact us at the address above or use one of the options below:

E-MAIL

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

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State of North Dakota
Governor
John Hoeven

Job Service North Dakota
Executive Director
Maren Daley

Job Service North Dakota
Director, Workforce Solutions
Korrine Lang



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