



Idaho
Fringe Benefits
Survey
2013

IDAHO FRINGE BENEFIT SURVEY 2013



C.L. "BUTCH" OTTER, GOVERNOR
ROGER B. MADSEN, DIRECTOR

Communications and Research
Georgia Smith, Deputy Director

Report prepared by
Gabriel Reilly, Research Analyst, Senior

Acknowledgements:

Bob Uhlenkott, Chief Research Officer; Robert Kabel, Research Analyst, Principal
Bob Fick, Communications Manager; and Jean Cullen, Public Information Specialist

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For more information, contact Gabriel Reilly at
(208) 332-3570 ext. 3768 or by email at gabriel.reilly@labor.idaho.gov.

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Overview

The 2013 survey provides insight into benefits Idaho employers offer beyond basic wages. Past surveys have been used by economic developers, job seekers and state agencies to assist in job placement and business recruitment and by firms to evaluate their competitiveness in recruiting and retaining employees. The 2013 Fringe Benefit Study will also provide the rates of medical insurance coverage before implementation of the Patient Protection and Affordable Care Act in 2015 for comparison with the coverage rates after implementation. The Affordable Care Act will require certain employers to provide medical insurance for full-time employees depending on payroll size.

The percentage of Idaho employers offering some kind of retirement benefit to their workers rose again in 2013, continuing a trend that began before the Great Recession, according to the Idaho Department of Labor's new fringe benefit survey. The 2013 Fringe Benefit Survey also found about two of every three Idaho businesses continued to offer full-time employees both single and family medical coverage while nearly six of 10 offered single and family dental coverage. That was up from half in the 2011 survey.

Methodology and Response Rates

The Idaho Department of Labor selected 967 employers to participate in the 2013 Fringe Benefit Survey. From the selected sample 446 employers completed the survey, a responses rate of 46 percent. The sample was drawn from the 90 percent of Idaho employers covered by unemployment insurance law. Before mailing the survey materials, a postcard was sent to the selected businesses to ensure the address of record was correct. Groups of employees excluded from covered employment include self-employed workers, some agricultural workers, members of the armed forces, employees of railroads covered under the railroad unemployment insurance system, independent contractors like insurance and real estate agents and employees of certain small nonprofit organizations. For the purposes of this survey federal and state government employees were also excluded from the survey.

The methodology for the 2013 Fringe Benefit Survey differed from previous surveys in the way firms were selected. Previously, surveys were sent to individual business units as well as their corporate or main offices. The 2013 surveys were sent to the corporate or main offices of record, and the number of employers surveyed based on payroll size reflected the percentage of employees in that payroll size relative to all covered employees statewide. As with previous surveys, to increase the response rate follow-up telephone calls were made to recipients who did not return their surveys by mail or fax. A breakdown of the survey mailing and selection criteria is available in the appendix.

Previous Idaho Fringe Benefit Surveys contained statewide results and also analyzed the results by employer size, regional location of employers and the industry sector of employers. Due to the change in survey methodology the 2013 Idaho Fringe Benefit Survey will only show statewide findings due to small sample sizes within certain employer size and regional findings.

Key Findings

- » In 2013, about two of every three Idaho businesses offered single medical coverage for full-time employees and family coverage for their spouses and dependents. This percentage is in line with three previous fringe benefit surveys.
- » Statewide, retirement benefits were offered to a larger percentage of both full- and part-time employees in 2013 than in previous surveys. For 2013, 58 percent of employers offered retirement benefits for full-time employees, up from 54 percent in 2011, and for 36 percent of part-time employees, up from 21 percent in 2011. Defined contribution plans like 401(k)s remained the most common employer retirement offering.
- » In 2013, paid holidays off was the most common leave benefit for both full-time and part-time employees across all Idaho employers with paid vacation leave a close second. This is similar to the 2011 survey where paid vacation leave was the most popular benefit with paid holiday leave offered at a very similar rate.

Statewide Summary of Findings

Percent of Employers Offering Types of Fringe Benefits Statewide								
2007 to 2013								
Statewide Summary of Fringe Benefits	Full-Time				Part-Time			
	2007	2009	2011	2013	2007	2009	2011	2013
Medical Insurance								
Single Medical	63	56	66	67	10	12	11	16
Family Medical	57	53	61	64	8	11	10	15
Dental Insurance								
Single Dental	45	44	51	59	9	10	11	16
Family Dental	43	42	50	57	8	9	10	15
Retirement								
Defined Contribution	33	39	45	38	13	19	17	21
Defined Benefit	6	4	5	7	3	2	2	2
Both Offered	11	7	4	13	4	2	1	7
None Offered	51	49	46	42	79	76	79	64
Paid Leave								
Undesignated Leave	22	29	31	35	8	10	11	14
Paid Vacation Leave	70	67	69	64	21	19	13	18
Paid Sick Leave	48	49	45	44	13	14	19	22
Paid Holiday Leave	67	68	67	67	24	25	24	25

Statewide Analysis

MEDICAL BENEFITS

Employer-sponsored medical insurance is a highly regarded component of employee compensation packages. Nearly two-thirds of the employers responding to the survey offered both single and family medical coverage to their full-time employees, and over half those workers made at least \$12 an hour. Less than a sixth of the employers offered coverage to part-time workers.

For 2013, the percentage of employers offering medical benefits to both their full-time and part-time employees was higher than any of the previous three surveys. But in the future the percentage of businesses offering both full- and part-time employees single and family coverage may change due to the implementation of the Patient Protection and Affordable Care Act.

Percent of Employers Offering Medical Insurance Coverage Statewide 2007 to 2013								
Statewide	Full-Time				Part-Time			
	2007	2009	2011	2013	2007	2009	2011	2013
Medical Insurance								
Single Medical	63	56	66	67	10	12	11	16
Family Medical	57	53	61	64	8	11	10	15

DENTAL BENEFITS

As with employer-sponsored medical insurance, single and family dental insurance coverage was offered to full-time employees by more than half of the businesses that responded to the survey. Part-time employees were offered both types of insurance at a much lower rate but the percentage of employers offering coverage to both full- and part-time workers offered the single and family plans at about the same rate.

Percent of Employers Offering Dental Insurance Coverage Statewide 2007 to 2013								
Statewide	Full-Time				Part-Time			
	2007	2009	2011	2013	2007	2009	2011	2013
Dental Insurance								
Single Dental	45	44	51	59	9	10	11	16
Family Dental	43	42	50	57	8	9	10	15

RETIREMENT BENEFITS

Retirement programs come in two forms -- defined benefit plans that guarantee a specific dollar payout upon retirement based on tenure and earnings and defined contribution plans including 401(k)s and profit sharing that have employees contribute their own money - some-times matched by the company - to a fund that they then can tap upon retiring. Some employ-ers offer both.

For this survey, employers were asked to indicate if they offered retirement benefits and what type. Employers were not asked to specify what percentage of employees was enrolled in the different retirement plans. Employers were also not asked whether the contributions included profit sharing or 401(k) contributions.

In line with previous surveys, defined contribution plans were the most common among em-ployers for both full-time and part-time employees, and a higher percentage of employers were offering a retirement benefit in 2013 than in 2011.

Percent of Employers Offering Retirement Benefits Statewide 2007 to 2013								
Statewide	Full-Time				Part-Time			
	2007	2009	2011	2013	2007	2009	2011	2013
Retirement								
Defined Contribution	33	39	37	38	13	19	17	21
Defined Benefit	6	4	5	7	3	2	2	2
Both Offered	11	7	4	13	4	2	1	7
None Offered	51	49	46	42	79	76	79	64

PAID LEAVE BENEFITS

Leave or paid time off from work is another important aspect of employee benefits. The type of time off or leave is influenced by full- or part-time work status, and many employees are offered more than one type of leave or paid time off.

In 2013, paid holiday leave was the most common offering for both full- and part-time workers, and the rate it was offered has remained almost even with paid vacation for full-time employ-ees since 2007. For both full- and part-time employees the percentage of employers offering paid holidays and paid vacation has remained fairly constant since 2007.

Paid sick leave is offered by less than half the employers responding to the survey. Currently there are no federal laws mandating paid sick leave, but some U.S. cities and the state of Con-necticut have mandatory paid sick leave laws for certain employees and types of businesses.

Undesignated leave or leave that does not have a specific designation for how it is to be used is also known as a "time bank", "paid time off," or similar designation. Some employees may receive a certain amount of days per years to be used for vacation, personal days, sick days or other types of leave. Employers may also provide undesignated leave in addition to providing other types of specific leave.

Percent of Employers Offering Paid Leave Benefits Statewide 2007 to 2013								
Statewide	Full-Time				Part-Time			
	2007	2009	2011	2013	2007	2009	2011	2013
Paid Leave								
Undesignated Leave	22	29	31	35	8	10	11	14
Paid Vacation Leave	70	67	69	64	21	19	19	18
Paid Sick Leave	48	49	45	44	13	14	13	22
Paid Holiday Leave	67	68	67	67	24	25	24	25

Findings by Class Size, Region and Industry Sector

Since employers were selected for the 2013 survey so that their payroll sizes reflected the proportion of those sizes in the statewide economy, comparisons with findings in past surveys cannot be made because the survey samples are not similar, and some categories in the current surveys may not contain enough responses from businesses in specific size categories to produce reliable statistics. As a result, only the statewide findings of the 2013 survey are being published.

NUMBER OF HOURS REQUIRED FOR FULL-TIME CLASSIFICATION

The large majority of employers responding to the survey consider full-time employment to be 30 or more hours a week. As the Patient Protection and Affordable Care Act is implemented, the percentage of full-time employees at individual businesses may change as businesses adjust to mandatory health insurance coverage for certain sizes of business. The Patient Protection and Affordable Care Act will require business with 50 or more full-time or full-time equivalent employees to provide health insurance coverage or health coverage options for employees working 30 or more hours per week.



OFFERED VS. ENROLLED IN MEDICAL INSURANCE COVERAGE

Many companies that provide employee benefits do not have all employees or their spouses and dependents enrolled in medical insurance plans. To be eligible for medical benefits, many employers may place requirements on employees such as being with the company for a specified amount of time or being at a certain level of management in the company. Many spouses or dependents may be covered under their own separate policies through their employers or be enrolled in Medicare or other government programs.

Percent of Employees Offered and Enrolled in Medical Insurance Coverage 2013		
Type of Medical Insurance	Full-Time	Part-Time
	2013	2013
Single Coverage	54	30
Family Coverage	49	22

Statewide, full-time employees were offered and enrolled in single medical insurance coverage at a rate more than 40% higher than part-time employees offered single medical insurance coverage. For family coverage, full-time employees were offered and enrolled at more than double the rate of part-time employees offered the same benefit.

Appendix

STATEWIDE COVERED EMPLOYER AND EMPLOYEE DATA

Employer Size Class	# of Covered Idaho Employers Reporting More Than One Employee (Sept. 2012 Estimate)	Class Size as % of Total Covered Employers	Total # of Employees in Covered Employer Class Size (Sept. 2012 Estimate)	Employer Size Class as Proportion of Total Covered Employment
Less than 10 Employees	27,996	75.8	98,933	16.3
10 to 49 Employees	7,200	19.5	143,181	23.5
50 to 99 Employees	910	2.5	63,029	10.4
100 to 249 Employees	564	1.5	85,653	14
250+ Employees	287	0.7	217,978	35.8
TOTAL	36,957	100	608,774	100

SURVEY DATA

Employer Size	# of Potential Employees In Companies Receiving Surveys	Employees in all Companies in Class Statewide (Sept. 2012 Estimate)	% of Employees In Size Class Potentially Represented In Survey	% of Total Surveys Sent to Companies in Size Class
Less than 10 Employees	525	98,933	0.5	16
10 to 49 Employees	5,090	143,181	3.6	27.2
50 to 99 Employees	7,881	63,029	12.5	12.2
100 to 249 Employees	21,167	85,653	24.7	15.1
250+ Employees	217,978	217,978	100	29.5
TOTAL	252,641	608,774		100