



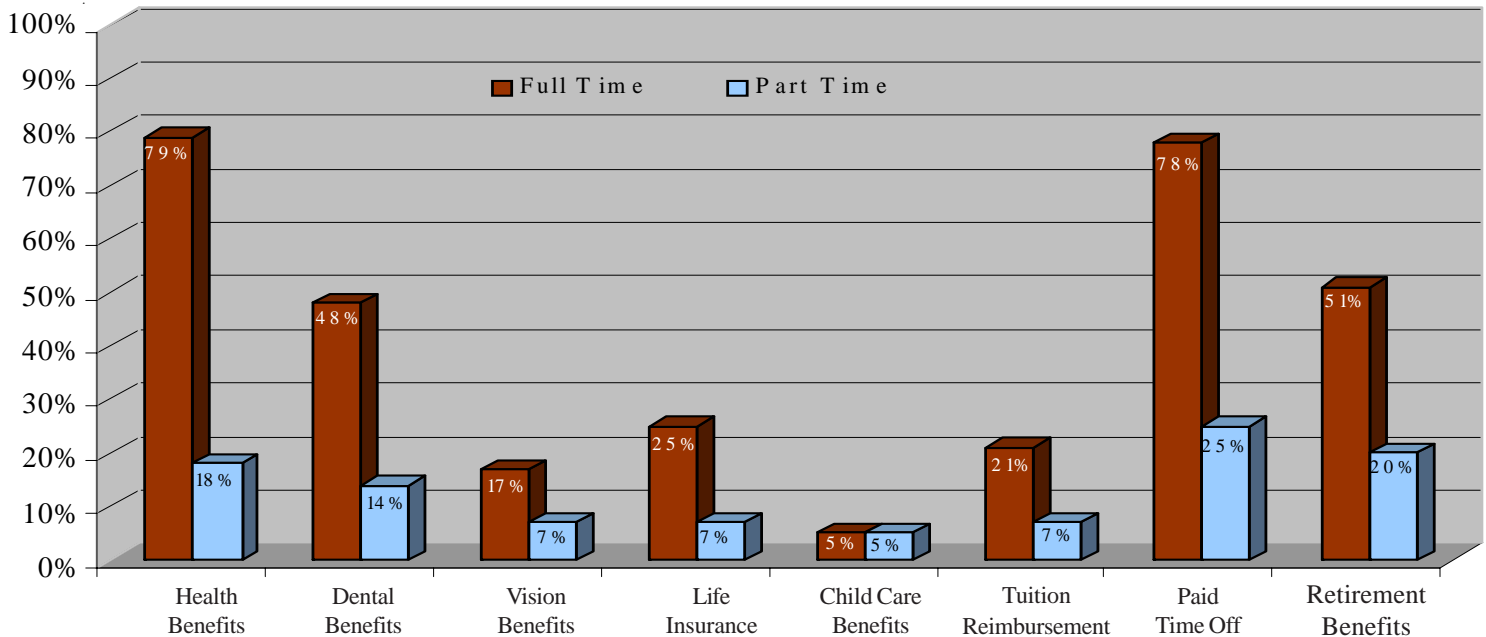
# 2005 Rhode Island Employee Benefits Report

**Employee benefits have been at the forefront of political debates and labor negotiations for quite some time. The lack of information relating to employee benefits has left Rhode Island employers asking many questions regarding where they stand in comparison with other employers in the state. Until now...**

The Rhode Island Department of Labor and Training recently conducted a survey of businesses operating in Rhode Island to determine the type and frequency of benefits offered to workers in the Ocean State. Survey results indicate that the most commonly offered benefits are Health Insurance and Vacation/Consolidated Paid leave, followed by Retirement Plans and Dental Benefits. Nearly 80 percent of the state's employers offer Health Insurance and Vacation/Consolidated Paid leave to their full-time employees while approximately half of the employers offer Retirement Plans and Dental Benefits to their full-time workers. Other benefits offered to full-time workers include Life Insurance (25%), Education Reimbursement (21%), Vision Benefits (17%) and Child Care Benefits (5%).

While some employers offer the same benefits to their part-time workers, the reality is that those working less than full-time are much less likely to enjoy fringe benefits. Approximately one quarter of the employers in the state offer Vacation/Consolidated Paid leave to their part-time workers. Twenty percent offer a Retirement Plan, 18 percent offer Health Benefits and 14 percent offer Dental Benefits. Less than 10 percent of the state's employers offer benefits such as vision, life insurance, child care and tuition reimbursement to their part-time workers.

**Percentage of Firms Offering Benefits by Benefit Type**



## Health Benefits

Survey results show that 79 percent of Rhode Island employers offer health benefits to their full-time workers while just 18 percent offer these benefits to part-time workers. While 80 percent of the Rhode Island workforce has access to health benefits through their employers, this access differs significantly for full- and part-time workers. Health Benefits are offered to 94 percent of Rhode Island's full-time workers and to 40 percent of its part-time workers.

A breakdown of enrollment for full-time employees by plan type shows 44 percent are enrolled in a Single Adult Plan, 11 percent are enrolled in a Two-Person Plan, and 30 percent are enrolled in a Family Plan. Of the part-time workers with access to health benefits, 14 percent are currently enrolled in a Single Adult Plan, 2 percent are enrolled in a Two-Person Plan, and 12 percent are enrolled in a Family Plan.

## Employer Contributions

### Single Adult Plan

Forty percent of firms offering medical insurance to full-time employees reported paying 100% of the cost associated with a single adult plan. Approximately half the employers share the cost associated with the single adult plan with their employees. A few employers (3.3 %) indicated that they offer health benefits to their employees, but made no contribution toward the cost (i.e. the employee paid 100% of the cost).

As expected, employer contributions are less generous for part-time workers. Less than one-quarter of the employers offer a fully funded single adult medical plan for their part-time workers and 21 percent make no contribution toward the plan they offer.

### Family Plan

Nearly 23 percent of the state's employers fully fund a health insurance plan for their full-time employees and their families. Sixty percent of the employers share the cost associated with a family health plan with the employees and nearly 5 percent of the employers offer a family plan but make no contribution toward its cost.

Approximately 5 percent of the employers fully fund a health insurance plan for their part-time employees and their families. Approximately two-thirds jointly share the cost of the family plan offered to part-time workers and one quarter offer a family plan, but make no contribution toward the cost.

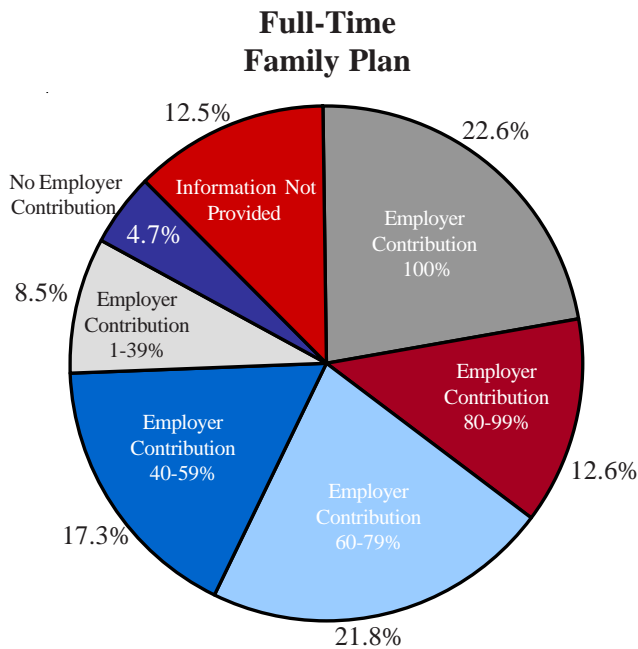
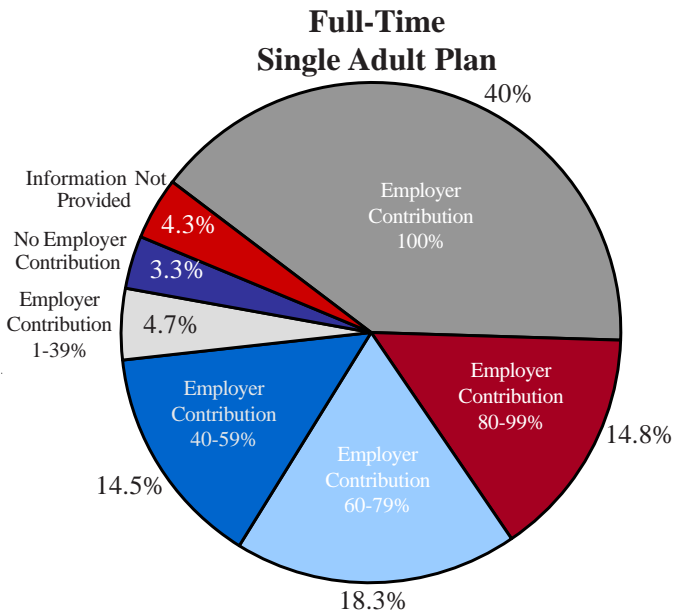
## Waiting Period

Although the number of days required prior to enrolling employees in a health care plan varies by firm, the most commonly reported are thirty-day, sixty-day and ninety-day waiting periods. Thirty-two percent of the firms reported a thirty-day waiting period before enrolling full-time employees into a health plan, 9 percent required a sixty-day wait and 35 percent required a ninety-day wait. Seventeen percent of the employers required no waiting period prior to enrolling their new full-time workers.

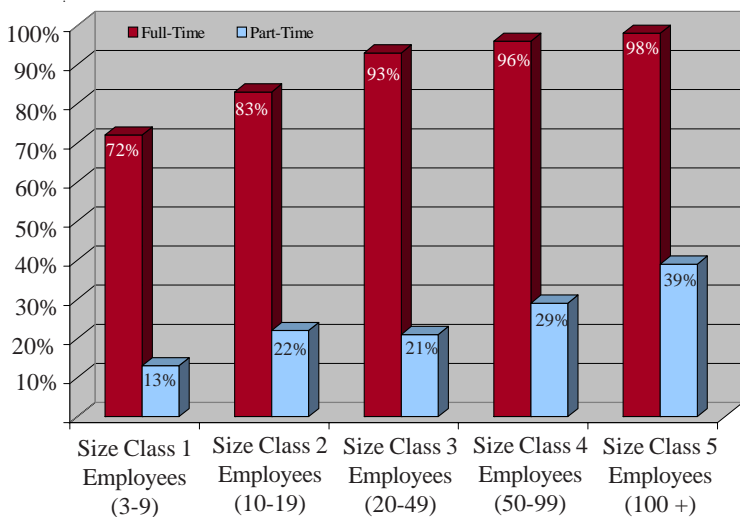
## Size Class

The likelihood that a firm will offer health benefits increases as firm size increases. Health benefits are offered to full-time employees by 72 percent of the firms with 3-9 employees and by 83 percent of the firms with 10-19 employees. The percentage of firms offering benefits to full-time employees jumped to 93 percent for firms with 20-49 employees. Ninety-six percent of the firms with 50-99 employees and 98 percent of the firms with 100 or more workers reported that they offer health benefits to their full-time employees.

A similar trend was noted for part-time employees. Part-time workers are twice as likely to have access to health benefits if they are employed by larger firms (100 or more employees) than if smaller firms employed them (less than 50 employees).



**Health Benefits Offered by Size Class**



# Benefits by Industry

Variations in benefits were evident at the major industry level. In most cases, employers in the Utilities sector are the most likely to offer benefits to their full-time workers while those in the Accommodation & Food Services sector are generally the least likely to offer benefits.

Employers in the Utilities and in the Professional, Scientific & Technical Services sectors are the most likely to offer Health Insurance (100%\*, 94%, respectively) and Dental Insurance (100%\*, 69%) to their full-time employees. The lowest incidences of Health Insurance (51%) and Dental Insurance (24%) were noted in the Accommodation & Food Services sector.

More than 90 percent of the employers in the Utilities; Transportation & Warehousing; Financial Activities; Professional, Scientific & Technical Services; and Health Care & Social Assistance sectors offer vacation or a combination of vacation and sick leave (Paid Time Off) to their full-time employees. Less than half (43%) of the Accommodation & Food Services employers offer this benefit.

Retirement Plans are most common in the Education (77%), Health Care & Social Assistance (73%), Utilities (73%) and Financial Activities (70%) sectors.

Life Insurance is most common in the Utilities (73%), Information (62%) and Education (54%) sectors. Seventy-three percent of the employers in Utilities and 54 percent of the employers in the Education sector offer Tuition Reimbursement. The Accommodation & Food Services sector is the least likely to offer any of these benefits to full-time workers.

Just five percent of the employers in the state offer Child Care Benefits to their full-time employees. This rarely offered benefit is most often found in the Education (23%), Health Care & Social Assistance (10%) and the Professional, Scientific & Technical (10%) Services sectors.

Survey results indicate that employers in the Education sector (42%) and in the Arts, Entertainment and Recreation sector (35%) are the most likely to offer Health Insurance Benefits to part-time workers. The Information (48%), Education (43%) and Health Care & Social Assistance (41%) sectors are the most likely to offer Retirement Plans to part-time workers. Part-time workers employed in the Health Care & Social Assistance (43%) and the Financial Activities (41%) sectors are most likely to receive Paid Time Off from their employers.

## Benefits Offered to Full-Time Employees by Industry

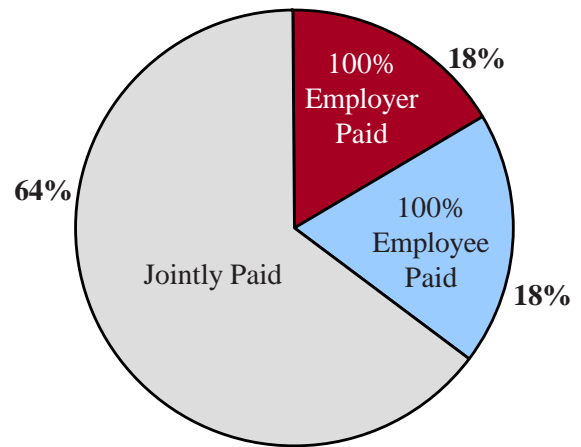
	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Child Care	Tuition Reimbursement	Retirement Benefits	Paid Time Off
<b>Statewide</b>	<b>79%</b>	<b>48%</b>	<b>17%</b>	<b>25%</b>	<b>5%</b>	<b>21%</b>	<b>51%</b>	<b>78%</b>
Construction	82%	45%	11%	12%	0%	19%	41%	75%
Manufacturing	76%	43%	13%	27%	2%	19%	45%	86%
Utilities*	100%	100%	73%	73%	0%	73%	73%	100%
Trade	85%	50%	23%	32%	4%	27%	61%	79%
Transportation & Warehousing	60%	34%	10%	19%	0%	2%	65%	91%
Information	87%	68%	40%	62%	2%	38%	68%	68%
Financial Activities	80%	51%	18%	36%	9%	31%	70%	90%
Professional, Scientific & Technical	94%	69%	29%	32%	10%	32%	62%	94%
Administrative & Waste Services	65%	39%	25%	21%	3%	7%	47%	74%
Education	81%	56%	9%	54%	23%	54%	77%	63%
Health Care & Social Assistance	86%	52%	10%	20%	10%	31%	73%	92%
Arts, Entertainment and Recreation	76%	52%	15%	4%	3%	22%	53%	87%
Accommodation & Food Services	51%	24%	8%	6%	2%	4%	10%	43%

\*100 percent of the employers in the Utilities sector reported that they offered benefits to their full-time employees. Percentages for the universe of employers may differ.

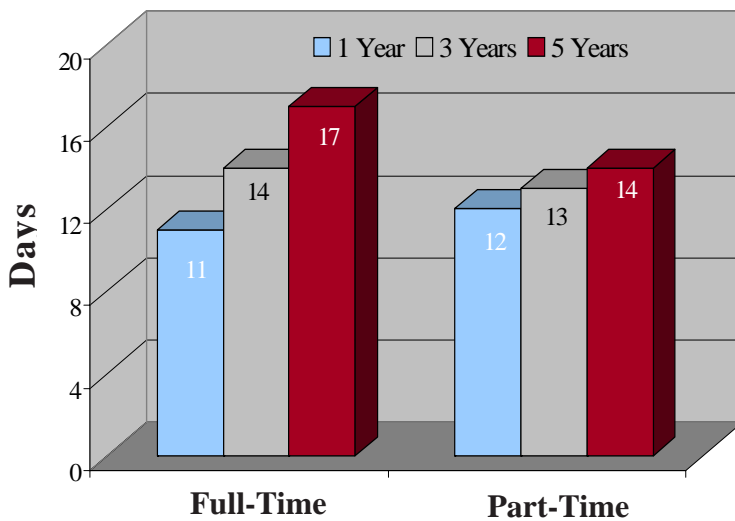
# Retirement

Retirement plans vary from 401K, 403B, stock options, profit sharing and other programs designed to assist employees in preparing for their future. Half of the employers offer a retirement plan to full-time employees and 20 percent offer a retirement plan to part-time employees. Nearly two-thirds of firms offering retirement plans reported both employer and employee jointly contribute. A smaller amount of the firms, 18 percent, offer a plan that is fully funded by the employer and an equal percentage offer a plan that is fully funded by the employee.

**Retirement Plan Contributions  
Full-Time Employment**



**Average Paid Time Off (PTO)**



# Time Off

Paid leave is one of the most common benefits offered to employees. Seventy-eight percent of all responding firms offered paid vacation or consolidated leave to their full-time employees; only one quarter of employers provide paid leave to part-time workers.

Consolidated Paid Time Off combines different types of leave (vacation, personal, and sick leave) under a single plan. The average number of days offered to full-time employees under the Paid Time Off plan is eleven days after one year, fourteen days after three years and seventeen days after five years of employment.

Although consolidated time off is increasing in popularity, vacation and sick days are still separated by the majority of firms. The average number of vacation days offered to full-time employees is eight days after one year, ten days after three years and thirteen days after five years of employment. While less than 25 percent of part-time workers are offered vacation and sick days, those that receive days off average rates very close to their full-time counterparts. The average number of vacation days for part-time employees is seven days after one year, nine days after three years and twelve days after five years of employment. Additional paid time off includes holidays and sick days. Full-time workers in Rhode Island receive an average of six sick days per year and eight paid holidays a year. Part-time employees who receive paid days off, average six sick days per year and three paid holidays a year.

**Average Vacation Time**

