

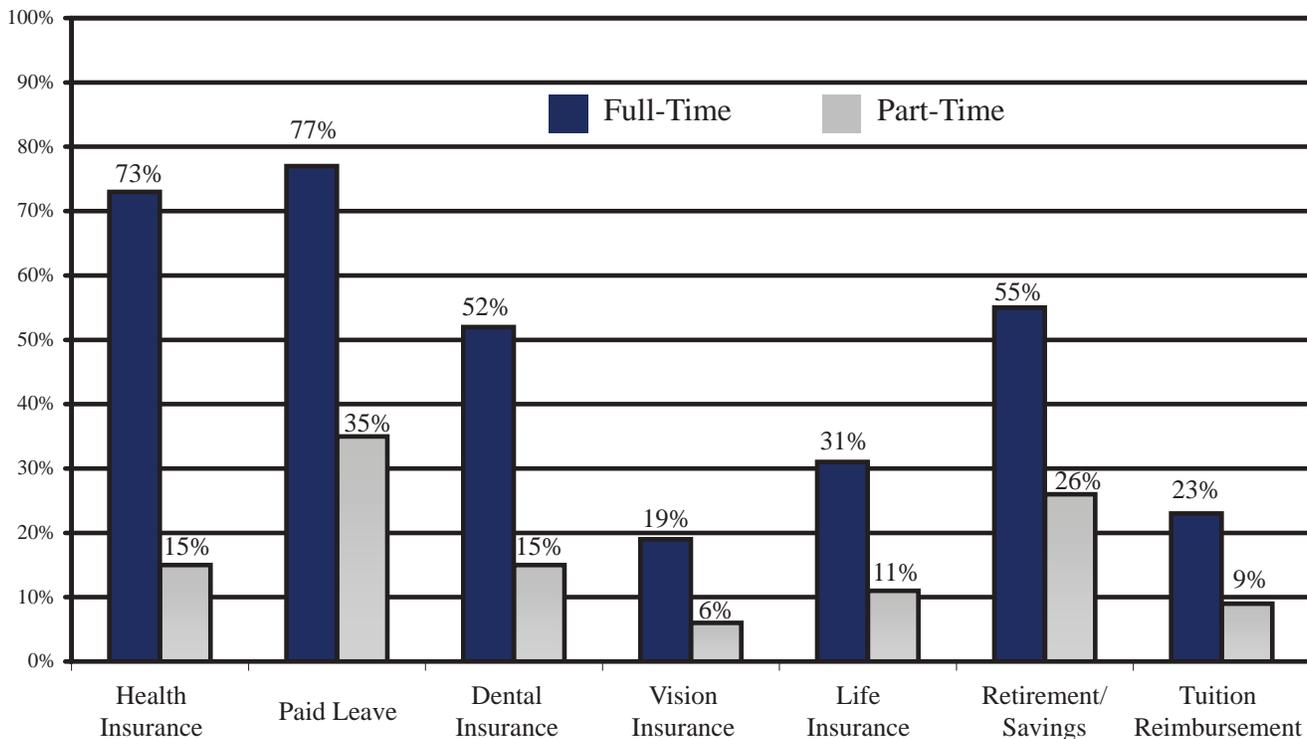
# Rhode Island Employee Benefits Report

Employer-provided benefits such as paid time off and medical insurance are some of the additional ways workers are compensated in today's workplace. The frequency and types of benefits offered vary by industry and firm size. Benefits are more common in some industrial sectors than in others, full-time workers are more likely to have access to benefits than part-time workers and workers in larger establishments are more likely to be offered benefits than those in smaller establishments.

Seventy-seven percent of Rhode Island firms provide paid time off (combinations of vacation, personal and sick leave) to their full-time workers and 73 percent offer health insurance to full-time workers. Retirement plans and dental insurance are offered by more than half of Rhode Island employers. Other benefits offered to full-time workers include life insurance (31%), tuition reimbursement (23%), and vision insurance (19%).

Thirty-five percent of Rhode Island employers provide paid time off, 26 percent offer a retirement plan and 15 percent offer health insurance to their part-time workers. Other benefits offered to part-time employees include dental insurance (15%), life insurance (11%), tuition reimbursement (9%), and vision insurance (6%).

## Percentage of Firms Offering Benefits by Benefit Type



### Health Insurance

Seventy-three percent of Rhode Island employers offer health insurance to their full-time workers and 15 percent offer health insurance to part-time workers. Larger establishments are more likely to offer health insurance than smaller employers. Ninety-eight percent of the employers with 100 or more workers offer health insurance as a benefit compared to 73 percent of the employers with less than 20 workers.

Data in this publication is based on a survey of 2,000 Rhode Island private sector employers. Responses were received from nearly 1,000 firms providing information for over 100,000 employees.

## Cost of Health Insurance

The percentage of the cost that employers contribute toward their employees health insurance varies, but the majority of employers contribute a larger share of the cost. In 2009, employer contributions for their full-time employees averaged 68 percent of the cost associated with an individual plan and 61 percent of the cost associated with a family plan.

The most common types of coverage offered are individual plans, family plans and two-person plans. Employers reported that the average monthly costs for benefit plans in 2009, were \$461 for a single adult plan, \$1,011 for a two-person plan and \$1,295 for a family plan. Average costs of health insurance are higher for small employers than larger employers. Monthly costs for employers with less than 20 workers averaged \$474 for an individual plan and \$1,356 for a family plan. In comparison, the monthly costs for employers with more than 100 workers averaged \$451 for an individual and \$1,184 for a family plan.

Most employers require a waiting period before a full-time employee can enroll in a health plan. Twenty-nine percent of employers reported a waiting period of 30 days before enrolling into a health plan, 10 percent required employees to wait 60 days, and 33 percent required a 90 day wait. Almost ten percent of employers required no waiting period prior to enrolling their new full-time workers in a health plan.

## Employer Contributions

### Individual Plan

Seventy percent of employers offering health insurance to their full-time workers paid at least 60 percent of the cost associated with an individual plan:

- Twenty-eight percent of Rhode Island employers paid 100 percent of the cost associated with an individual plan down from the 36 percent reported in 2007.
- Forty-two percent of the employers in the state paid between 60 and 99 percent of the cost and 18 percent reported paying between 40 and 59 percent of the cost associated with an individual plan.
- A few employers (4.5%) indicated that they offered health benefits to their employees but made no contribution toward the cost of the plan.

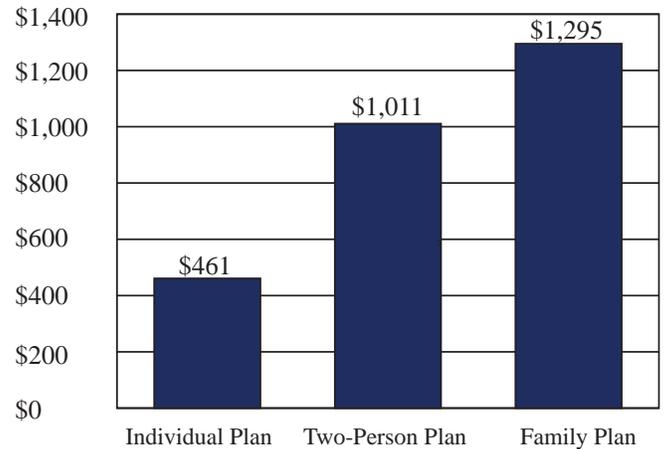
### Family Plan

Sixty-five percent of employers offering health insurance to their full-time employees paid at least 60 percent of the cost associated with a family plan:

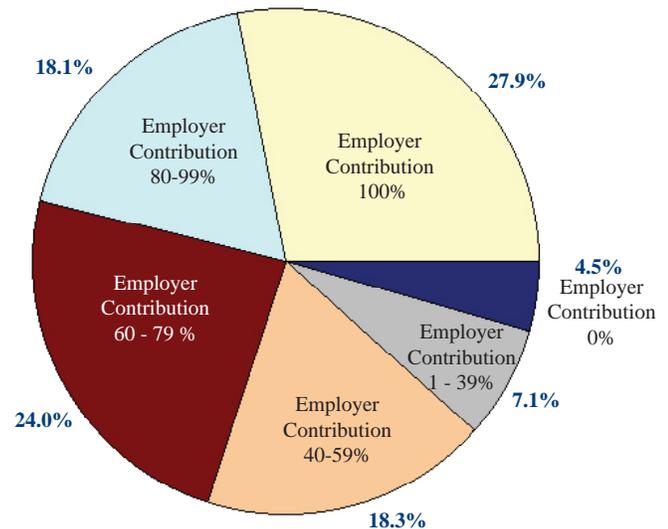
- Slightly more than a quarter of Rhode Island employers paid 100 percent of the cost associated with a family plan.
- Thirty-nine percent of the employers in the state paid between 60 and 99 percent of the cost and 16 percent reported paying between 40 and 59 percent of the cost associated with a family plan.
- A few employers (5.2 %) indicated that they offered family health benefits to their employees, but made no contribution toward the cost of the plan.

While the provision of health benefits for the part-time worker is rare (offered by 15 percent of employers), 66 percent of the Rhode Island employers that offered health benefits to their part-time workers contributed 60 percent (or more) of the cost associated with both an individual health insurance plan and a family health insurance plan.

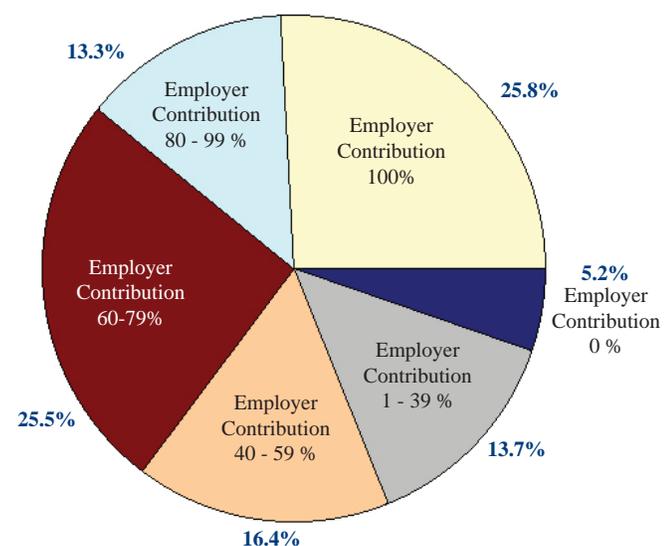
**Average Monthly Cost of Health Insurance by Plan**



**Individual Health Insurance Plan  
Employer Contribution for Full-Time Employees**



**Family Health Insurance Plan  
Employer Contribution for Full-Time Employees**

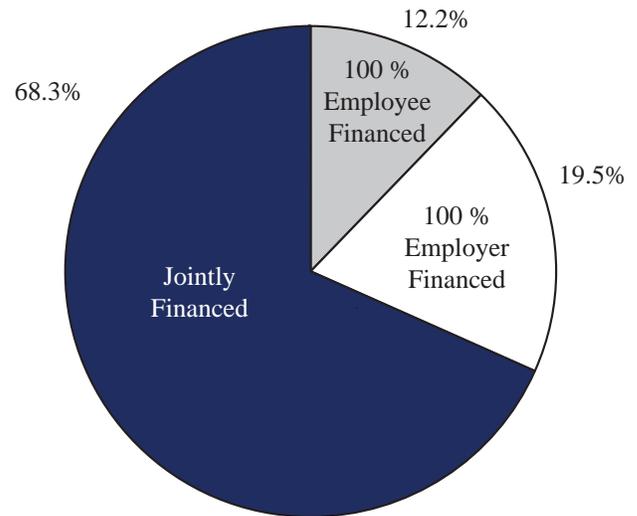


## Retirement

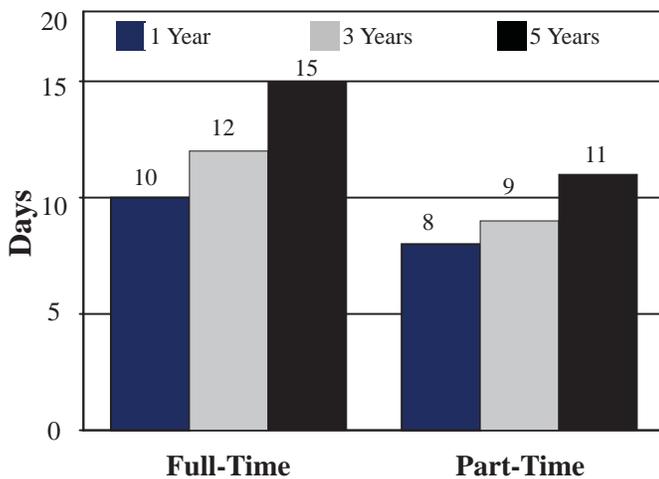
Retirement plans vary from 401K, 403B, stock options, profit sharing and other programs designed to assist employees in preparing for their future. In 2009, 55 percent of employers offered a retirement plan to full-time employees and 26 percent offered a retirement plan to part-time employees. More than two-thirds of firms offering retirement plans to their full-time employees reported both employer and employee jointly contribute to the cost. Nearly 20 percent of the firms offered a plan that is fully funded by the employer and a smaller percentage (12%) offered a plan that is fully funded by the employee. A comparison with the 2007 figures shows a shift from employer funded plans to jointly financed retirement plans.

Larger employers were more likely to offer a retirement plan than smaller employers. Results show that half of companies with fewer than 20 employees offered a retirement plan, while 94 percent of employers with 100 or more employees offered the benefit.

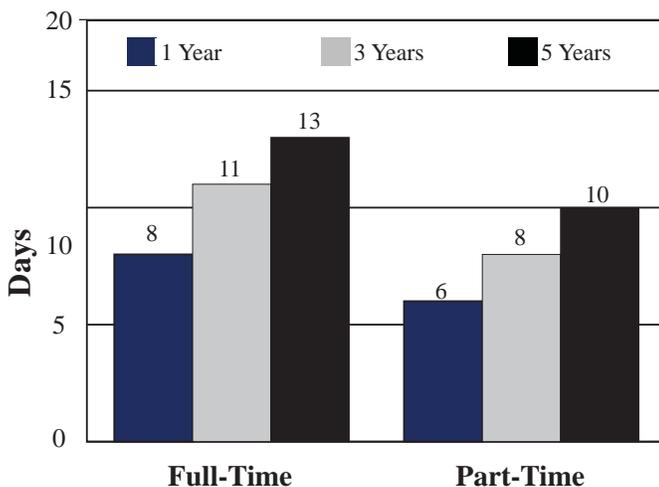
**Retirement Plan Contributions  
Full-Time Employment**



**Average Paid Time Off (PTO)**



**Average Paid Vacation Time**



## Paid Leave

Paid leave is the most common benefit offered to employees. Seventy-seven percent of Rhode Island firms offered paid leave to their full-time employees and 35 percent of employers provided 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 a paid time off plan is 10 days after one year, 12 days after three years and 15 days after five years of employment.

Although paid 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 8 days after one year, 11 days after three years and 13 days after five years of employment. Part-time workers who are offered vacation and sick days average rates that are slightly lower than their full-time counterparts. The average number of vacation days for part-time employees is 6 days after one year, 8 days after three years and 10 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 6.5 sick days per year and 7.5 paid holidays a year. Part-time employees who receive paid days off average 6.2 sick days per year and 5 paid holidays a year.

# *Benefits by Industry*

Variations in benefits provided were evident at the sector level. For example, employers in the Finance & Insurance sector were the most likely to offer benefits to their full-time workers, while those in the Accommodation & Food Services sector were generally the least likely to offer benefits.

Survey results indicated that all employers classified in the Finance & Insurance sector provided health insurance. Other sectors reporting more than 90 percent of employers offering health insurance include Professional, Scientific & Technical Services and Information sector. In contrast, 41 percent of the employers classified in the Accommodation & Food Services sector and 51 percent in the Administrative & Waste Services sector provided health insurance. Less than 20 percent of the Accommodation & Food Services firms offered other benefits such as retirement/pension, tuition reimbursement, vision or life insurance.

The sectors with 90 percent or more employers reporting paid leave benefits are Manufacturing, Utilities, Wholesale & Retail Trade, Information, Finance & Insurance, and Health Care & Social Assistance. The survey also reports that less than seventy percent of employers in the Transportation & Warehousing sector, Administrative & Waste Services and Education fields provide paid leave to employees.

Employers in the Transportation & Warehousing (41%), Education (40%) and Accommodation & Food Services (13%) industries are the least likely to be offered retirement/pension benefits to their full-time workers.

The majority of employers in the Health Care & Social Assistance sector, the state's largest employment sector, provided paid leave (93%), health insurance (80%), retirement/pension plans (82%) and dental insurance (66%) to their full-time employees. Tuition repayment (42%), vision (23%) and life insurance (36%) was offered by less than half of the employers in this sector.

The chart below shows the percentage of employers that provide commonly offered benefits to their full-time workers by industry sector.

## **Benefits Offered to Full-Time Employees by Industry**

	<b>Health Insurance</b>	<b>Dental Insurance</b>	<b>Vision Insurance</b>	<b>Retirement/Pension</b>	<b>Life Insurance</b>	<b>Tuition Repayment</b>	<b>Paid Leave</b>
<b>Statewide</b>	<b>73%</b>	<b>52%</b>	<b>19%</b>	<b>55%</b>	<b>31%</b>	<b>23%</b>	<b>77%</b>
Construction	78%	49%	6%	50%	22%	14%	84%
Manufacturing	88%	56%	19%	65%	35%	22%	92%
Utilities*	77%	77%	39%	77%	77%	39%	100%
Wholesale & Retail Trade	87%	71%	50%	75%	60%	27%	96%
Transportation & Warehousing	72%	46%	13%	41%	14%	4%	61%
Information	90%	54%	28%	75%	32%	28%	97%
Finance & Insurance*	100%	74%	50%	94%	89%	58%	99%
Professional, Scientific & Technical	96%	68%	16%	70%	41%	29%	88%
Administrative & Waste Services	51%	44%	22%	56%	19%	36%	50%
Education	69%	53%	20%	40%	55%	49%	57%
Health Care & Social Assistance	80%	66%	23%	82%	36%	42%	93%
Accommodation & Food Services	41%	31%	11%	13%	9%	3%	36%

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

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