

Wyoming Benefits Survey 2022

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Wyoming Benefits Survey 2022

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Research & Planning (R&P) functions as an exclusively statistical entity within the Wyoming Department of Workforce Services. R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. We work to make the labor market more efficient by providing the public and the public’s representatives with the information needed for evidence-based, informed decision making.



Table of Contents

Wyoming Benefits Survey 2022: Key Findings 8

Wyoming Benefits Survey 2022: Introduction 9

Figure A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2011Q4 to 2022Q1 10

Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2011Q4 to 2022Q1 11

Figure B: Total Jobs in Wyoming by Substate Region, 2022Q1 13

Tables and Figures

I. Statewide Benefits 16

Table 1: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2022Q1 16

Figure 1: Percent of Wyoming Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2022Q1 17

Table 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1 18

Figure 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1 19

Table 3: Number of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1 20

Table 4: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2022Q1 20

Figure 3: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2022Q1 21

II. Benefits by Firm Size 22

Table 5: Percent of Employers Offering Selected Benefits by Firm Size Class, 2022Q1 22

Table 6: Percent of All Jobs Offered Selected Benefits by Firm Size Class, 2022Q1 22

Table 7: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2022Q1 23

Table 8: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2022Q1 23

Table 9: Number of All Jobs Offered Selected Benefits by Firm Size Class, 2022Q1 24

Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Firm Size Class, 2022Q1 25

Figure 5: Percent of Wyoming Employers Offering and Percent of Full-time Jobs Offered a Retirement Plan by Firm Size Class, 2022Q1 25

Table 10: Percent of Total Jobs Enrolled in Selected Benefits by Employer Size Class, 2022Q1 26

III. Benefits by Industry 27

Table 11: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2022Q127

Table 12: Percent of All Jobs Offered Selected Benefits by Industry, 2022Q1..... 28

Table 13: Percent of Full-Time Jobs Offered Selected Benefits by Industry, 2022Q1 29

Table 14: Percent of Part-Time Jobs Offered Selected Benefits by Industry, 2022Q1 30

Table 15: Total Number of Jobs and Total Number of Jobs Offered Benefits by Industry, 2022Q1.....31

Figure 6: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Industry, 2022Q1 32

Figure 7: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Industry, 2022Q1 33

Table 16: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Employer Industry, 2022Q1 34

IV. Benefits by Substate Region 35

Map: Wyoming's Substate Regions	35
Table 17: Percent of Total Wyoming Employers Offered Selected Benefits by Substate Region, 2022Q1	36
Table 18: Percent of Total Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1	37
Table 19: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1	38
Table 20: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1	39
Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Substate Region, 2022Q1.....	40
Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Retirement Benefits by Substate Region, 2022Q1.....	41
Table 21: Total Number of Jobs and Number of Full-Time Jobs Offered Selected Benefits by Substate Region, 2022Q1.....	42
Table 22: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Wyoming Substate Region, 2022Q1	43

V. Benefits Offered Over Time: 2012Q2-2022Q1 44

Table 23: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average).....	44
Table 24: Percent of All Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average).....	44
Figure 10: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average).....	45

Figure 11: Percent of All Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 45

Table 25: Percent of Full-Time Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 46

Table 26: Percent of Part-Time Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 46

Figure 12: Percent of Full-Time Wyoming Jobs Offered Selected Health Benefits, 2012Q2-2022Q147

Figure 13: Percent of Part-Time Wyoming Jobs Offered Selected Health Benefits, 2008Q4-2018Q347

Table 27: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average) 48

Table 28: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average) 48

Figure 14: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 49

Figure 15: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 49

Table 29: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 50

Table 30: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 50

Figure 16: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1.....51

Figure 17: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1.....51

Table 31: Percent of Employers Offering Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 52

Table 32: Percent of All Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 52

Figure 18: Percent of Employers Offering Selected Paid Work Leave, 2012Q2-2022Q1..... 53

Figure 19: Percent of All Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1..... 53

Table 33: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 54

Table 34: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)..... 54

Figure 20: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1..... 55

Figure 21: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1..... 55

Wyoming Benefits Survey 2022: Key Findings

- A larger proportion of employers offered benefits to their full-time employees than their part-time employees. ... **see Figure A, page 10, and Table 1, page 16**
- In general, as an employer's size class (number of employees) increased, so did the percentage of employers who offered benefits to their employees. The proportion of jobs offered benefits also increased with the size of the business for which they worked. ... **see Tables 5-10 and Figures 4 and 5, pages 22-26**
- Both the proportion of employers who offered benefits and the proportion of employees offered benefits varied by industry. ... **see Tables 11-16 and Figures 6 and 7, pages 27-34**
- Approximately one-third of all jobs fell into the statewide category, largely because the largest employers in the state fall in that category. ... **see Tables 17-22 and Figures 8 and 9, pages 35-43**
- Although the proportion of employers that offered dental, health, dependent health, and vision insurance decreased between 2012 and 2017, it increased again between 2018 and 2022. ... **see Tables 23-26 and Figures 10-15, pages 44-50**

Wyoming Benefits Survey 2022: Introduction

by: Lisa Knapp, Senior Research Analyst

This publication examines the prevalence of employer-provided benefits such as health insurance, retirement plans, and paid leave in Wyoming. These benefits are analyzed in several ways: by full- and part-time employment status, employer size class, industry, and by Wyoming substate region.

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services conducts the Wyoming Benefits Survey on the quarterly basis. This survey is designed to collect information about the types of benefits Wyoming employers offer their employees. The questionnaire is sent to a random sample of employers drawn from the Quarterly Census of Employment and Wages (QCEW) database. Generally, at least 70% of these questionnaires are completed and returned.

These estimates are based on the average employment in the state during the target survey quarter and the preceding seven quarters and are calculated using data collected during those eight quarters. This survey was not conducted during 2019Q4 and 2020Q1 due to the coronavirus pandemic in 2020 because so many businesses were closed or operating with a limited number of staff. As such, there is a break in the publishable data between 2019Q3 and 2022Q1, which is observable in the time series section of this report. The estimates calculated for this publication used data collected between 2020Q2 and 2022Q1. For more information about the sampling and estimation process used to create the benefits survey estimates, please see http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf.

This publication includes a selection of tables containing data for employers and the total number of jobs or workers,

broken out by full- and part-time work status, employer size class (the number of employees working for a business), industry, and Wyoming substate region. The tables and figures include:

1. Total number of jobs and total number of jobs offered selected benefits by full- and part-time status.
2. Percent of employers offering selected benefits to their full-time, part-time, and total jobs.
3. Percent of full-time, part-time, and total jobs offered selected benefits.
4. Percent of full-time, part-time, and total jobs offered and enrolled in selected benefits (take-up rate).

Analysis

Full- and Part-Time Jobs (see Tables 1-4 and Figures 1-3, pages 16-21)

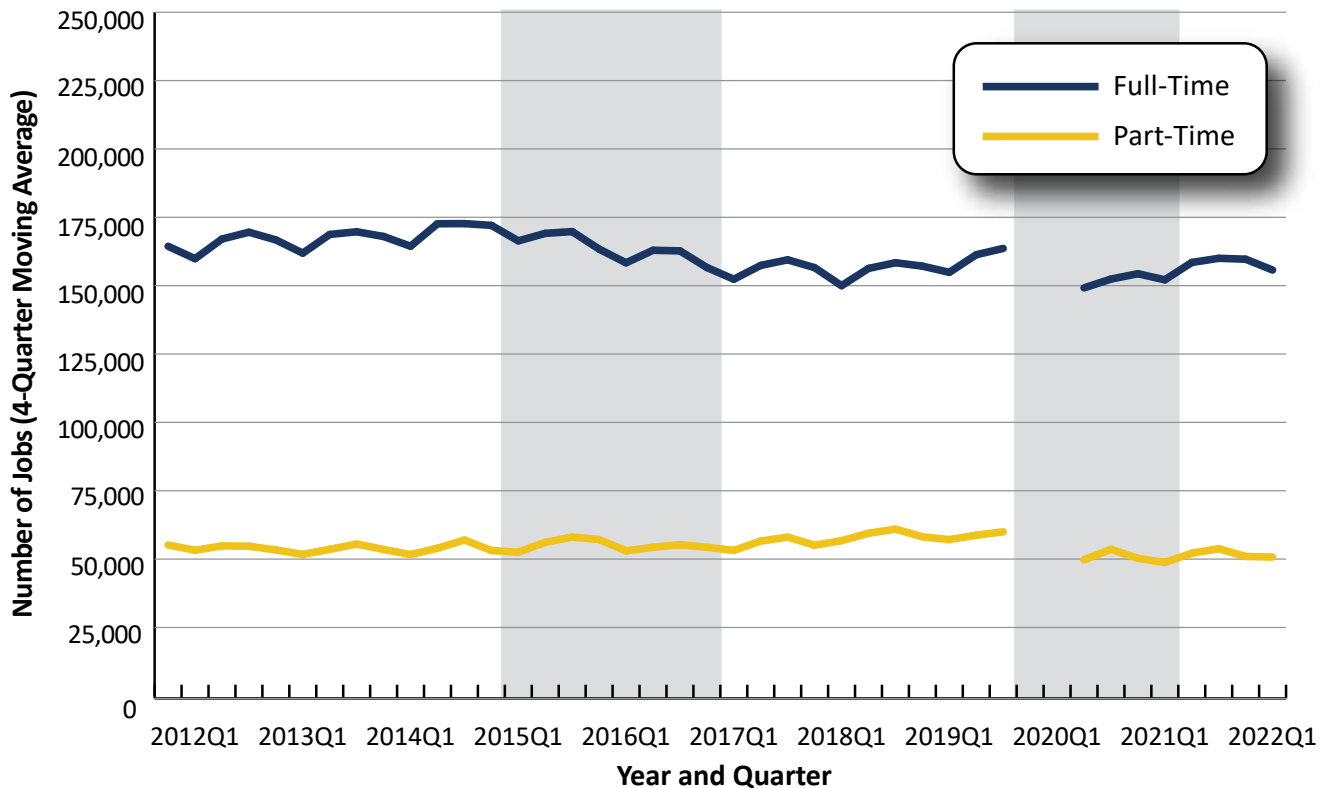
As shown in Table 1, a larger proportion of employers offered benefits to their full-time employees than their part-time employees. For example, 46.2% of employers offered health insurance to their full-time employees compared to 5.1% of those that offered the benefit to their part-time employees. Similarly, 37.7% of employers offered dental insurance to their full-time employees compared

to 4.9% that offered it to their part-time employees, and 31.4% of employers offered vision insurance to full-time employees compared to 4.3% that offered it to part-time employees.

Similarly, a larger percentage of full-time workers were offered benefits compared to part-time workers (see Table 2, page 18). For example, 82.7% of full-time workers were offered health insurance while only 12.0% of part-time workers were, and 83.7% of full-time workers were offered retirement plans compared to 33.6% of part-time workers.

Full-time workers were generally more likely than part-time workers to enroll in benefits when offered (see Table 4, page 20). Nearly three-quarters (73.6%) of full-time workers enrolled in dental plans compared to 11.3% of part-time workers, and a similar proportion (73.3%) of full-time employees enrolled in health insurance plans compared to part-time employees (40.0%).

A larger percentage of part-time workers did, however, enroll in long-term disability insurance (91.2%), short-term disability insurance (86.6%), and defined benefits retirement plans (100.0%).



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available. Shaded areas indicate periods of economic downturn in Wyoming: 2015Q2-2016Q4 and 2020Q2-2021Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2022. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 4/14/23.

Figure A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2011Q4 to 2022Q1

Employer Size Class (see Tables 5-10 and Figures 4 and 5, pages 22-26)

In general, as an employer's size class (number of employees) increased, so did the percentage of employers who offered benefits to their employees. For example, while only 23.3% of employers with one to four employees offered health insurance to their employees, 50.2% of those with 10 to 19 employees and 87.5% of those with 50 or more employees offered the benefit. Likewise, 27.1% of the smallest employers offered retirement plans to their employees while 58.0% of employers with 10 to 19 employees and 82.9% of the largest employers offered it.

The proportion of jobs offered benefits also increased with the size of the business for which they worked (see Table 6, page 22). Although just over one-fourth (26.1%) of employees working for businesses with one to four employees were offered health insurance, nearly half (45.1%) of workers employed by businesses with 10 to 19 employees and more than three-fourths (81.4%) of workers employed by businesses with 50 or more employees were offered

Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2011Q4 to 2022Q1

Year & Quarter	Full-Time Jobs ^a		Part-Time Jobs		Total Jobs	
	N	%	N	%	N	%
2011Q4	206,662	74.7	70,120	25.3	276,782	100.0
2012Q1	200,983	74.8	67,720	25.2	268,703	100.0
2012Q2	209,985	75.1	69,681	24.9	279,666	100.0
2012Q3	213,094	75.4	69,549	24.6	282,643	100.0
2012Q4	209,574	75.5	67,854	24.5	277,428	100.0
2013Q1	203,518	75.6	65,822	24.4	269,340	100.0
2013Q2	212,078	75.7	68,124	24.3	280,202	100.0
2013Q3	213,295	75.1	70,558	24.9	283,853	100.0
2013Q4	211,135	75.6	68,083	24.4	279,218	100.0
2014Q1	206,673	75.9	65,733	24.1	272,406	100.0
2014Q2	216,970	76.0	68,630	24.0	285,600	100.0
2014Q3	217,025	75.0	72,383	25.0	289,408	100.0
2014Q4	216,221	76.2	67,605	23.8	283,826	100.0
2015Q1	209,143	75.8	66,801	24.2	275,944	100.0
2015Q2	212,566	74.9	71,313	25.1	283,879	100.0
2015Q3	213,375	74.3	73,734	25.7	287,109	100.0
2015Q4	205,363	73.9	72,618	26.1	277,981	100.0
2016Q1	199,104	74.7	67,415	25.3	266,519	100.0
2016Q2	204,838	74.8	69,072	25.2	273,910	100.0
2016Q3	204,560	74.4	70,255	25.6	274,815	100.0
2016Q4	196,963	74.0	69,062	26.0	266,025	100.0
2017Q1	191,597	73.9	67,645	26.1	259,242	100.0
2017Q2	197,927	73.3	71,917	26.7	269,844	100.0
2017Q3	200,471	73.1	73,701	26.9	274,172	100.0
2017Q4	196,891	73.8	70,000	26.2	266,891	100.0
2018Q1	188,650	72.3	72,099	27.7	260,749	100.0
2018Q2	196,539	72.3	75,486	27.7	272,025	100.0
2018Q3	199,142	72.0	77,354	28.0	276,496	100.0
2018Q4	197,590	72.8	73,865	27.2	271,455	100.0
2019Q1	194,739	72.8	72,589	27.2	267,328	100.0
2019Q2	202,802	73.1	74,600	26.9	277,402	100.0
2019Q3	205,685	73.0	76,127	27.0	281,812	100.0
2020Q2	187,640	74.8	63,327	25.2	250,967	100.0
2020Q3	191,671	73.8	68,152	26.2	259,823	100.0
2020Q4	194,118	75.2	63,998	24.8	258,116	100.0
2021Q1	191,333	75.5	62,117	24.5	253,450	100.0
2021Q2	199,262	75.0	66,375	25.0	265,637	100.0
2021Q3	201,168	74.6	68,394	25.4	269,562	100.0
2021Q4	200,760	75.6	64,878	24.4	265,638	100.0
2022Q1	195,813	75.2	64,617	24.8	260,430	100.0

^aFull-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

*Data unavailable for 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/13/23.

the benefit. Only 16.5% of those working for the smallest businesses were offered vision insurance compared to 75.8% of those working for the largest employers, and 19.8% of workers in the smallest businesses were offered dental insurance compared to 78.2% of those working for the largest employers.

The proportion of workers who enrolled in benefits did not appear to be dependent on employer size class. As shown in Table 10 (see page 26), 78.7% of workers in the smallest businesses, 66.1% of workers in businesses with 10 to 19 employees, and 73.0% of workers in businesses with 50 or more employees enrolled in health insurance plans. Nearly three-fourths (76.5%) of workers in businesses with one to four employees, 62.4% of those working for companies with 10 to 19 employees, and 71.7% of workers working for companies with 50 or more employees enrolled in dental plans. Nearly three-fourths (73.7%) of workers in small businesses and 68.1% of those in the largest businesses enrolled in vision plans.

Industry (see Tables 11-16 and Figures 6 and 7, pages 27-34)

As shown in Table 11 (see page 27), the proportion of employers that offered benefits to their employees varied by industry. For example, 55.8% of employers in natural resources and mining, 61.2% of employers in wholesale trade, 53.6% of those in education, and 87.0% of employers in state and local government offered health insurance. In comparison, only 25.9% of employers in construction, 26.0% of those in financial activities, and 20.0% of those in leisure & hospitality offered the benefit.

While 50.2% of employers in wholesale trade and 50.4% of those in education offered dental plans, only 19.9% of employers in construction and 17.2% of those in leisure and hospitality offered it. More than half of the employers in natural resources and mining (52.1%), wholesale trade (61.5%), educational services (54.3%), and state and local government (91.1%) offered retirement plans.

The proportion of workers offered benefits also varied by industry (see Table 12, page 28). For instance, more than half of the workers across all industries except leisure & hospitality and other services were offered health insurance. More than three-fourths of workers in natural resources & mining (87.5%), manufacturing (85.8%), wholesale trade (83.5%), transportation & utilities (81.6%), information (77.1%), education (91.9%), health care & social assistance (81.6%), and state and local government (83.1%) were offered retirement plans.

Nearly nine out of 10 jobs in natural resources & mining (88.2%), 79.3% of those in transportation & utilities, and 80.9% of those in state and local government were offered dental plans, compared to 27.3% of jobs in leisure & hospitality, 35.9% of those in other services, and 45.4% of jobs in construction.

A large percentage of workers opted to enroll in selected benefits in industries such as natural resources & mining, wholesale trade, educational services, and state and local government (see Table 16, page 34). Conversely, smaller proportions of workers enrolled in benefits in industries like leisure & hospitality and retail trade.

Substate Region (see Tables 17-22 and Figures 8 and 9, pages 35-43)

For the purposes of this research, the state of Wyoming is divided into six substate regions, which include the Casper and Cheyenne Metropolitan Statistical Areas (MSAs). In some cases, a firm’s jobs were spread across several

areas; these employers and jobs were combined into a seventh category called statewide (see map, page 35). Figure B shows that, in 2022, approximately one-third of all jobs fell into the statewide category, largely because the largest employers in the state fall in that category.

The biggest proportion of

employers offering benefits were statewide companies (see Table 17, page 36). Two-thirds or more of these employers offered health insurance (66.0%), paid holidays (66.5%), and retirement plans (67.0%). At least a one-fourth or more employers in all regions offered dental plans, dependent health insurance, health insurance, paid holidays, and retirement plans.

As with employers, the region with the largest proportion of jobs offered benefits was the statewide region (see Table 18, page 37). Most benefits, including dental plans (75.2%), health insurance (77.2%), and retirement plans (84.0%) were offered to at least half of all workers in the statewide businesses. At least half of the workers in the other six regions were offered dental plans, dependent health insurance, health insurance, paid holidays, and retirement plans.

The enrollment rate for benefits varied by region (see Table 22, page 43). The proportion of workers who enrolled in health insurance plans in the statewide region was 60.7%, compared to 70.3% in the Casper MSA region, 81.3% in the northeast

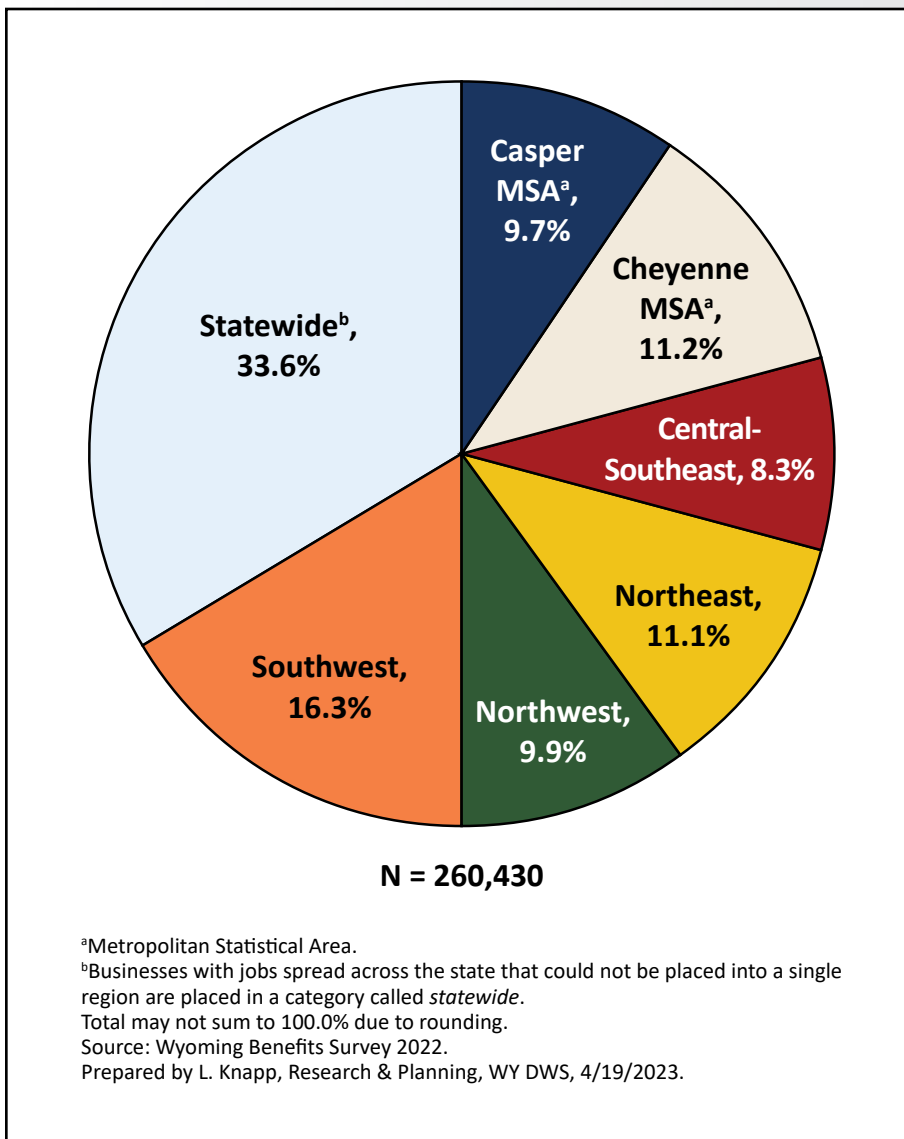


Figure B: Total Jobs in Wyoming by Substate Region, 2022Q1

region, and 68.2% in the Cheyenne MSA. Although just over half (53.3%) of workers in the statewide region enrolled in vision plans, more than two-thirds of workers in all other regions enrolled in the benefit. At least two-thirds of workers in all regions except statewide enrolled in dental plans.

Health Care Benefits Changes Over Time (see Tables 23-26 and Figures 10-15, pages 44-50)

As shown in Table 23 (see page 44) and Figure 10 (see page 45), although the proportion of employers that offered dental, health, dependent health, and vision insurance decreased between 2012 and 2017, it increased again between 2018 and 2022. For example, in 2012Q2, 26.4% of employers offered dental insurance. By 2017Q4, only 20.5% of employers offered the benefit, but in 2022Q1, 27.9% did. Similarly, in 2012Q1, 37.5% of employers offered health insurance while in 2017Q4 only 26.7% did. In 2022Q1, 34.4% of employers offered health insurance.

As shown in Table 24 (see page 44) and Figure 11 (see page 45), there was also a decrease in the percentage of workers offered selected health care benefits between 2012 and 2017 before increasing between 2018 and 2022. In 2012Q2, approximately 59.3% of workers were offered dental insurance while only 53.2% were offered the benefit in 2017Q3. In 2022Q1, 60.9% of workers were offered dental insurance. In 2012Q2, 66.6% of workers were offered health insurance. This proportion of workers dropped to 61.3% in 2017Q4 but increased to 65.2% by 2022Q1. The proportion of workers offered vision insurance increased more or less steadily from 47.1% in 2012Q2 to 56.7% in 2022Q1.

Other Benefits (see Tables 27-30 and Figures 16-17, pages 48-51)

The proportion of employers that offered life insurance, long-term disability insurance, short-term disability insurance, and retirement plans increased between 2018 and 2022 (see Table 27, page 48 and Figure 14, page 49). This was most evident for the proportion of employers that offered retirement plans, which increased from 28.0% in 2018Q4 to 38.6% in 2022Q1. The proportion of employers that offered life insurance increased from 19.0% in 2018Q4 to 22.3% in 2022Q1 and the proportion offering long-term disability insurance increased from 10.5% to 14.0% during this time.

The proportion of workers offered life insurance, long-term disability insurance, short-term disability insurance, and retirement plans increased slightly from 2018 to 2022. For example, 55.1% of workers were offered life insurance in 2018Q1 compared to 58.2% in 2022Q1, and 64.6% of workers were offered retirement plans in 2018Q1 compared to 71.3% in 2022Q1.

Paid Leave Benefits Changes Over Time (see Tables 31-34 and Figures 18-21, pages 52-55)

As shown in Table 31 (see page 52) and Figure 18 (see page 53), the proportion of employers offering paid holiday leave, paid sick leave, and paid vacation leave decreased between 2012 and 2022 while the proportion of employers offering paid personal leave increased. Paid personal leave, which is typically leave that a worker can use for either sick or vacation leave, depending on their needs, increased from 17.5% in 2012Q2 to 33.6% in 2022Q2. As noted, the proportion of

employers who offered sick leave decreased from 23.4% in 2012Q to 21.0% in 2022Q2 and the proportion of those offering paid vacation leave decreased from 42.9% to 33.2% in 2022Q2, possibly indicating a shift by employers from separate allotments of leave to one pool of personal leave.

Likewise, the proportion of workers offered paid personal leave also increased between 2012 and 2022 (see Table 32, page 52) and Figure 19, page 53). In 2012Q2, 31.1% of workers were offered paid personal leave, compared to 49.3% in 2022Q1. The proportion of workers offered paid vacation leave and paid sick leave decreased during this time.

Conclusions

Overall, a larger proportion of full-time workers were offered benefits compared to part-time workers, and workers in larger businesses were offered benefits compared to those in smaller companies. Although there was some variation in how many workers were offered benefits by industry, a larger proportion of people working in industries such as natural resources and

mining, education, and state and local government were offered benefits.

Similarly, a larger proportion of employers offered benefits to full-time employees. A larger proportion of employers in larger companies offered benefits to their employees compared to smaller companies. There was also variation in how benefits were offered by industry but larger proportions of employers in natural resources and mining, wholesale trade, and state and local government offered benefits to their employees.

After years of decline, the proportion of workers offered selected benefits, including health, insurance, and leave benefits, showed increases in 2022Q1. Similarly, the proportion of employers offering these benefits increased during this time.

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I. Statewide Benefits

Table 1: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2022Q1

Benefit	Full-Time	Part-Time	Total
Child Care Assistance	2.9	1.7	2.1
Dental Plan	37.7	4.9	27.9
Dependent Health Insurance	40.4	3.7	29.9
Tuition Assistance	18.5	7.4	14.0
Flexible Spending	17.9	4.3	13.7
Hiring Bonus	8.7	4.7	6.8
Life Insurance	29.9	4.0	22.3
Long-Term Disability	19.0	2.9	14.0
Health Insurance	46.2	5.1	34.4
Paid Holidays	58.1	18.6	44.1
Paid Personal Leave	44.2	11.4	33.6
Paid Sick Leave	27.6	6.8	21.0
Paid Vacation Leave	43.8	9.4	33.2
Retirement Plan	51.2	18.5	38.6
Defined Benefit Retirement Plan	4.8	2.0	3.7
Defined Contribution Retirement Plan	49.3	17.6	37.2
Short-Term Disability	19.8	3.0	14.7
Vision Plan	31.4	4.3	23.3

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/23.

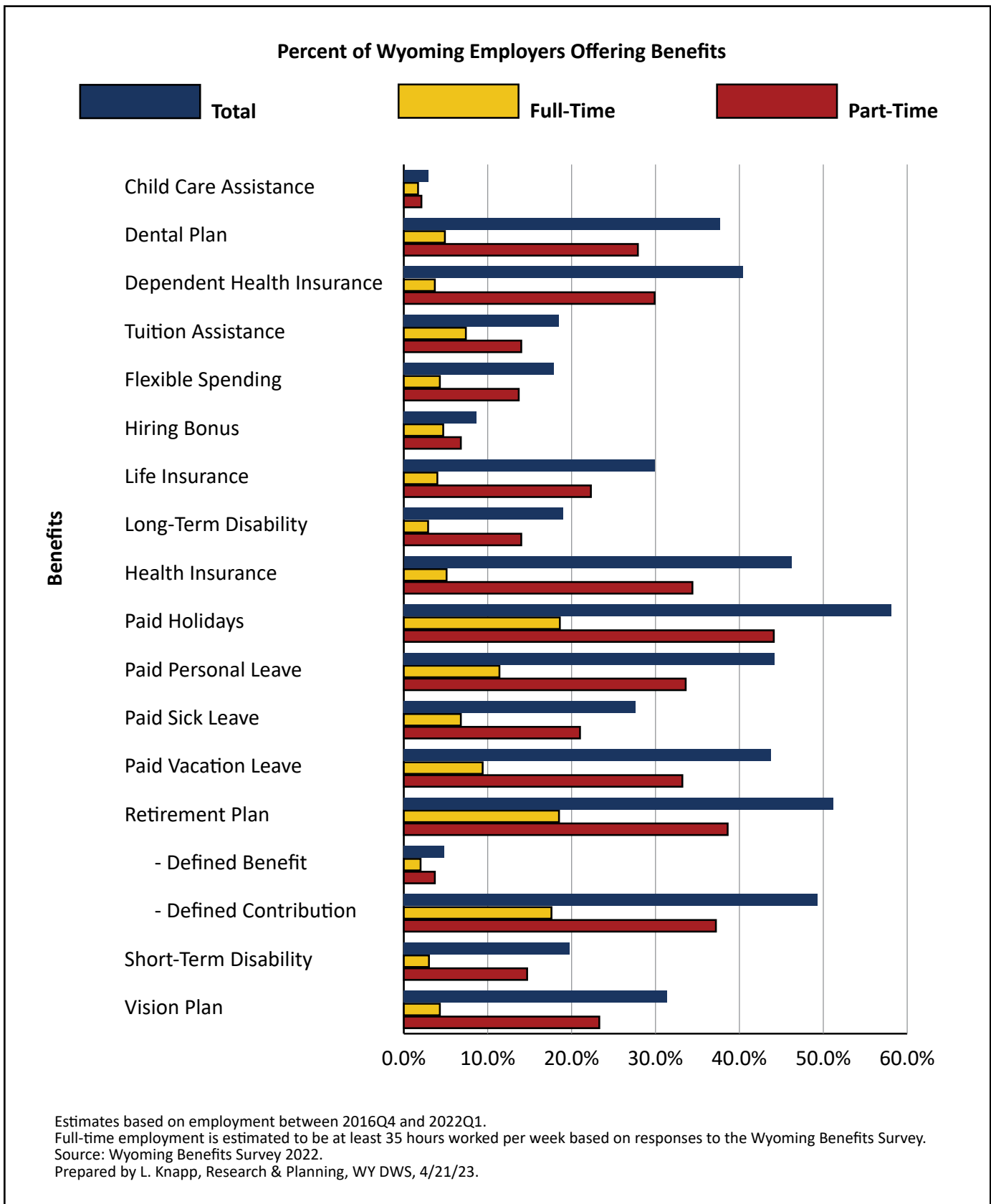


Figure 1: Percent of Wyoming Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2022Q1

Table 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1

Benefit	Full-Time	Part-Time	Total
Child Care Assistance	10.7	4.5	9.1
Dental Plan	76.1	14.8	60.9
Dependent Health Insurance	80.2	11.4	63.2
Tuition Assistance	41.2	14.2	34.5
Flexible Spending	53.7	12.0	43.4
Hiring Bonus	27.5	9.1	22.9
Life Insurance	73.7	11.5	58.2
Long-Term Disability	52.8	6.8	41.4
Health Insurance	82.7	12.0	65.2
Paid Holidays	79.0	21.4	64.7
Paid Personal Leave	58.7	20.8	49.3
Paid Sick Leave	48.0	13.4	39.4
Paid Vacation Leave	67.2	14.1	54.0
Retirement Plan	83.7	33.6	71.3
Defined Benefit Retirement Plan	23.6	8.3	19.8
Defined Contribution Retirement Plan	75.2	30.4	64.1
Short-Term Disability	41.9	8.3	33.6
Vision Plan	70.9	13.6	56.7

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/23.

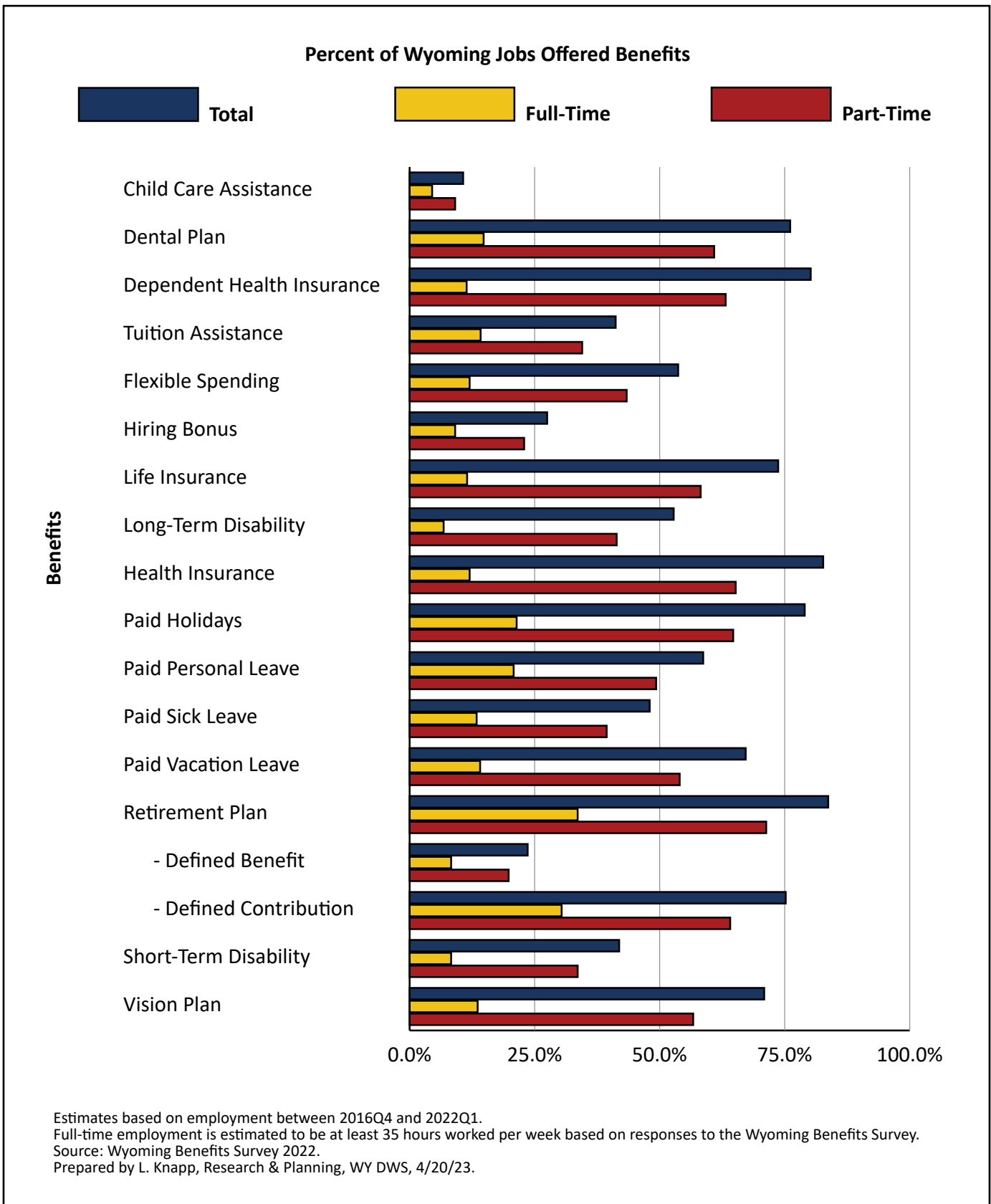


Figure 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1

Table 3: Number of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2022Q1

Benefit	Full-Time	Part-Time	Total
Total Jobs	195,813	64,617	260,430
Child Care Assistance	20,875	2,914	23,789
Dental Plan	149,074	9,560	158,634
Dependent Health Insurance	157,132	7,344	164,476
Tuition Assistance	80,747	9,197	89,944
Flexible Spending	105,163	7,749	112,913
Hiring Bonus	53,865	5,859	59,724
Life Insurance	144,234	7,457	151,691
Long-Term Disability	103,467	4,406	107,873
Health Insurance	162,019	7,776	169,795
Paid Holidays	154,683	13,802	168,485
Paid Personal Leave	115,004	13,470	128,475
Paid Sick Leave	93,964	8,667	102,631
Paid Vacation Leave	131,529	9,093	140,622
Retirement Plan	163,876	21,717	185,593
Defined Benefit Retirement Plan	46,146	5,336	51,482
Defined Contribution Retirement Plan	147,193	19,654	166,847
Short-Term Disability	82,070	5,340	87,410
Vision Plan	138,860	8,815	147,675

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/23.

Table 4: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2022Q1

Benefit	Full-Time	Part-Time	Total
Dental Plan	73.6	11.3	72.5
Dependent Health Insurance	53.7	33.7	53.7
Life Insurance	93.3	21.1	92.6
Long-Term Disability	87.5	91.2	87.6
Health Insurance	73.3	40.0	73.2
Defined Benefit Retirement Plan	99.9	100.0	99.9
Defined Contribution Retirement Plan	69.1	33.4	67.8
Short-Term Disability	83.2	86.6	83.2
Vision Plan	70.2	11.1	69.2

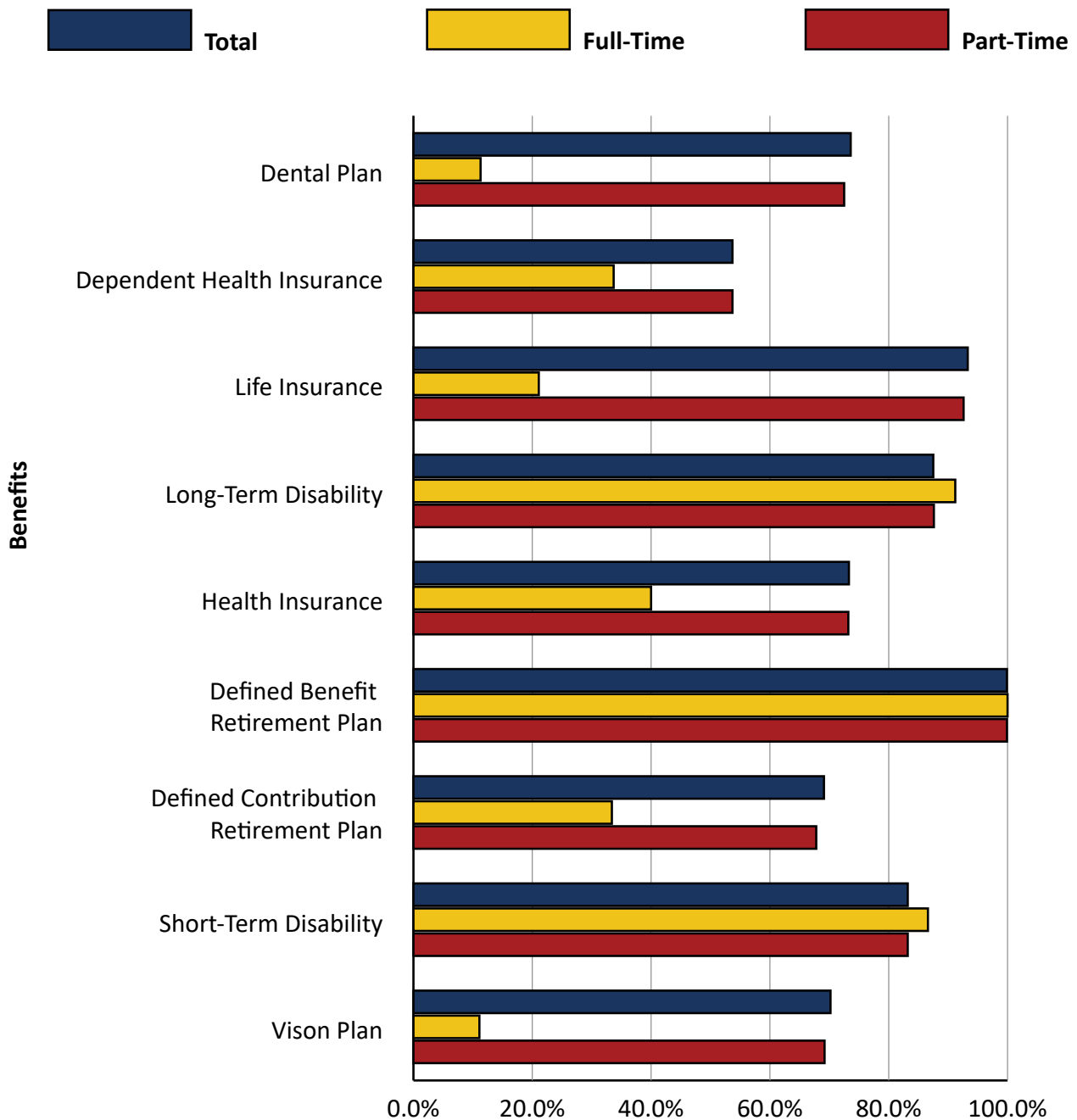
Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/23.

Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits (Take-Up Rate)



Estimates based on employment between 2016Q4 and 2022Q1.
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.
 Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/21/23.

Figure 3: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2022Q1

II. Benefits by Firm Size

Table 5: Percent of Employers Offering Selected Benefits by Firm Size Class, 2022Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.5	2.2	2.9	3.4	7.7	2.1
Dental Plan	17.5	27.5	40.7	63.9	85.7	27.9
Dependent Health Insurance	19.5	29.0	45.0	64.0	86.5	29.9
Tuition Assistance	10.4	13.5	20.0	21.1	40.8	14.0
Flexible Spending	10.1	10.5	15.1	27.2	52.6	13.7
Hiring Bonus	4.7	6.3	8.0	12.7	25.7	6.8
Life Insurance	13.4	19.7	32.7	52.7	83.1	22.3
Long-Term Disability	10.2	9.9	16.6	30.4	54.0	14.0
Health Insurance	23.3	35.9	50.2	69.2	87.5	34.4
Paid Holidays	34.1	53.7	58.8	64.2	74.2	44.1
Paid Personal Leave	25.6	41.2	46.0	48.6	57.7	33.6
Paid Sick Leave	17.7	23.2	22.8	28.3	41.7	21.0
Paid Vacation Leave	24.2	41.3	46.6	50.3	63.7	33.2
Retirement Plan	27.1	42.8	58.0	70.2	82.9	38.6
Defined Benefit Retirement Plan	1.9	3.7	5.1	6.1	22.5	3.7
Defined Contribution Retirement Plan	26.3	41.3	55.7	67.3	77.7	37.2
Short-Term Disability	10.6	11.8	18.8	31.9	45.7	14.7
Vision Plan	15.0	20.8	32.9	54.3	78.0	23.3

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/23.

Table 6: Percent of All Jobs Offered Selected Benefits by Firm Size Class, 2022Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.9	2.3	2.9	3.6	14.3	9.1
Dental Plan	19.8	26.1	38.8	58.4	78.2	60.9
Dependent Health Insurance	21.7	27.0	42.3	58.7	81.1	63.2
Tuition Assistance	11.9	12.9	19.9	21.3	48.4	34.5
Flexible Spending	9.6	9.7	15.4	26.8	64.6	43.4
Hiring Bonus	4.8	5.9	8.7	12.5	34.5	22.9
Life Insurance	14.7	18.6	31.9	49.6	79.4	58.2
Long-Term Disability	10.1	9.4	16.7	29.4	60.1	41.4
Health Insurance	26.1	33.3	45.9	61.9	81.4	65.2
Paid Holidays	40.6	51.9	55.3	60.2	73.8	64.7
Paid Personal Leave	30.3	38.1	41.0	43.8	57.4	49.3
Paid Sick Leave	19.9	21.4	20.7	25.8	53.2	39.4
Paid Vacation Leave	27.8	37.6	41.6	44.4	66.1	54.0
Retirement Plan	31.7	42.2	54.3	67.1	86.8	71.3
Defined Benefit Retirement Plan	2.6	3.4	4.8	6.1	32.2	19.8
Defined Contribution Retirement Plan	30.6	40.8	52.4	64.9	75.2	64.1
Short-Term Disability	10.7	11.0	19.0	31.5	44.4	33.6
Vision Plan	16.5	19.8	31.9	50.5	75.8	56.7

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/23.

Table 7: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2022Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.1	2.5	3.1	4.2	16.2	10.7
Dental Plan	27.6	36.0	53.3	76.0	93.0	76.1
Dependent Health Insurance	30.4	37.6	58.7	77.5	98.2	80.2
Tuition Assistance	14.8	16.5	24.9	26.5	55.7	41.2
Flexible Spending	13.1	13.2	20.8	33.2	77.1	53.7
Hiring Bonus	5.6	7.6	11.2	13.7	40.4	27.5
Life Insurance	20.5	25.8	44.1	64.8	96.0	73.7
Long-Term Disability	14.3	13.0	22.9	38.1	73.7	52.8
Health Insurance	36.1	46.1	63.7	81.5	98.5	82.7
Paid Holidays	53.1	66.4	71.6	75.8	86.7	79.0
Paid Personal Leave	40.5	49.6	53.8	56.3	64.2	58.7
Paid Sick Leave	26.7	28.3	26.5	32.2	62.2	48.0
Paid Vacation Leave	37.3	49.8	54.5	57.2	79.0	67.2
Retirement Plan	40.5	55.3	69.8	82.5	96.8	83.7
Defined Benefit Retirement Plan	3.1	4.4	6.1	7.1	37.0	23.6
Defined Contribution Retirement Plan	39.0	53.4	67.3	79.8	83.6	75.2
Short-Term Disability	15.1	15.4	25.6	41.0	52.8	41.9
Vision Plan	23.2	27.0	43.9	65.4	90.5	70.9

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/23.

Table 8: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2022Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.2	1.8	2.4	2.0	7.3	4.5
Dental Plan	1.8	2.5	4.0	7.8	25.6	14.8
Dependent Health Insurance	1.6	1.4	3.1	4.5	20.2	11.4
Tuition Assistance	5.3	4.2	8.1	6.2	22.8	14.2
Flexible Spending	1.7	1.2	2.3	8.2	20.5	12.0
Hiring Bonus	2.8	1.9	2.9	9.1	13.6	9.1
Life Insurance	1.3	1.2	2.7	5.5	20.5	11.5
Long-Term Disability	0.3	0.6	1.9	4.4	11.7	6.8
Health Insurance	3.3	2.4	3.5	5.2	20.7	12.0
Paid Holidays	12.0	16.8	16.5	15.3	27.8	21.4
Paid Personal Leave	7.1	10.4	10.5	7.8	33.4	20.8
Paid Sick Leave	4.3	4.7	6.6	7.3	21.2	13.4
Paid Vacation Leave	6.0	8.4	10.7	7.3	20.3	14.1
Retirement Plan	11.5	10.8	17.3	22.6	51.5	33.6
Defined Benefit Retirement Plan	1.3	0.8	1.8	3.2	14.9	8.3
Defined Contribution Retirement Plan	11.3	10.4	16.8	21.6	45.6	30.4
Short-Term Disability	0.5	0.4	3.2	4.1	14.4	8.3
Vision Plan	1.0	2.3	3.1	7.6	23.8	13.6

Estimates based on employment between 2016Q4 and 2022Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/23.

Table 9: Number of All Jobs Offered Selected Benefits by Firm Size Class, 2022Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Total	22,508	23,213	29,237	41,972	143,500	260,430
Child Care Assistance	418	534	840	1,519	20,478	23,789
Dental Plan	4,455	6,063	11,339	24,532	112,245	158,634
Dependent Health Insurance	4,873	6,256	12,368	24,634	116,344	164,476
Tuition Assistance	2,682	2,994	5,825	8,925	69,518	89,944
Flexible Spending	2,169	2,247	4,489	11,246	92,762	112,913
Hiring Bonus	1,071	1,372	2,557	5,246	49,479	59,724
Life Insurance	3,306	4,315	9,326	20,805	113,939	151,691
Long-Term Disability	2,268	2,172	4,886	12,341	86,205	107,873
Health Insurance	5,881	7,722	13,432	25,982	116,779	169,795
Paid Holidays	9,148	12,042	16,176	25,266	105,853	168,485
Paid Personal Leave	6,827	8,847	12,000	18,399	82,402	128,475
Paid Sick Leave	4,481	4,959	6,040	10,824	76,326	102,631
Paid Vacation Leave	6,252	8,728	12,158	18,620	94,865	140,622
Retirement Plan	7,141	9,793	15,888	28,155	124,616	185,593
Defined Benefit Retirement Plan	578	778	1,405	2,555	46,166	51,482
Defined Contribution Retirement Plan	6,881	9,466	15,317	27,225	107,958	166,847
Short-Term Disability	2,403	2,559	5,549	13,234	63,665	87,410
Vision Plan	3,712	4,591	9,321	21,209	108,842	147,675

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/23.

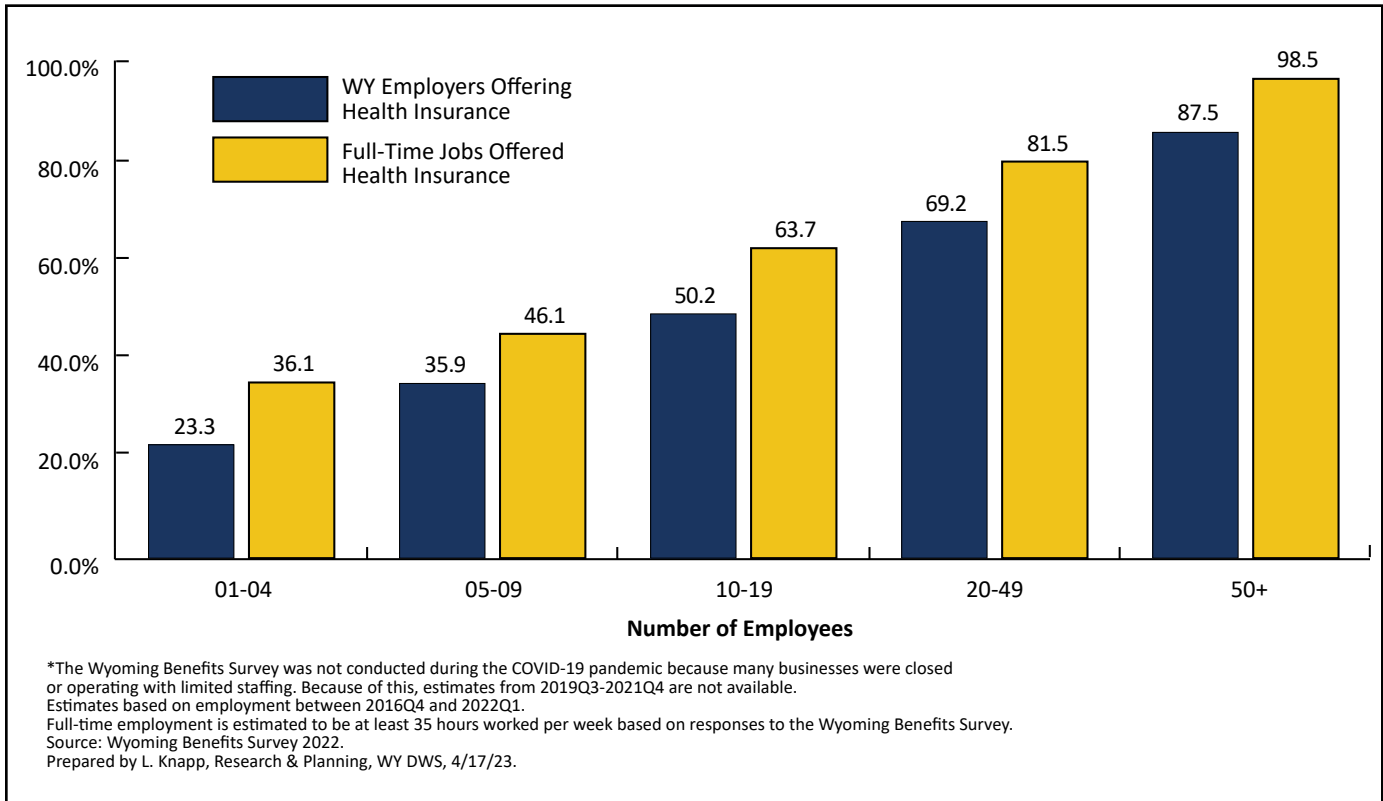


Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Firm Size Class, 2022Q1

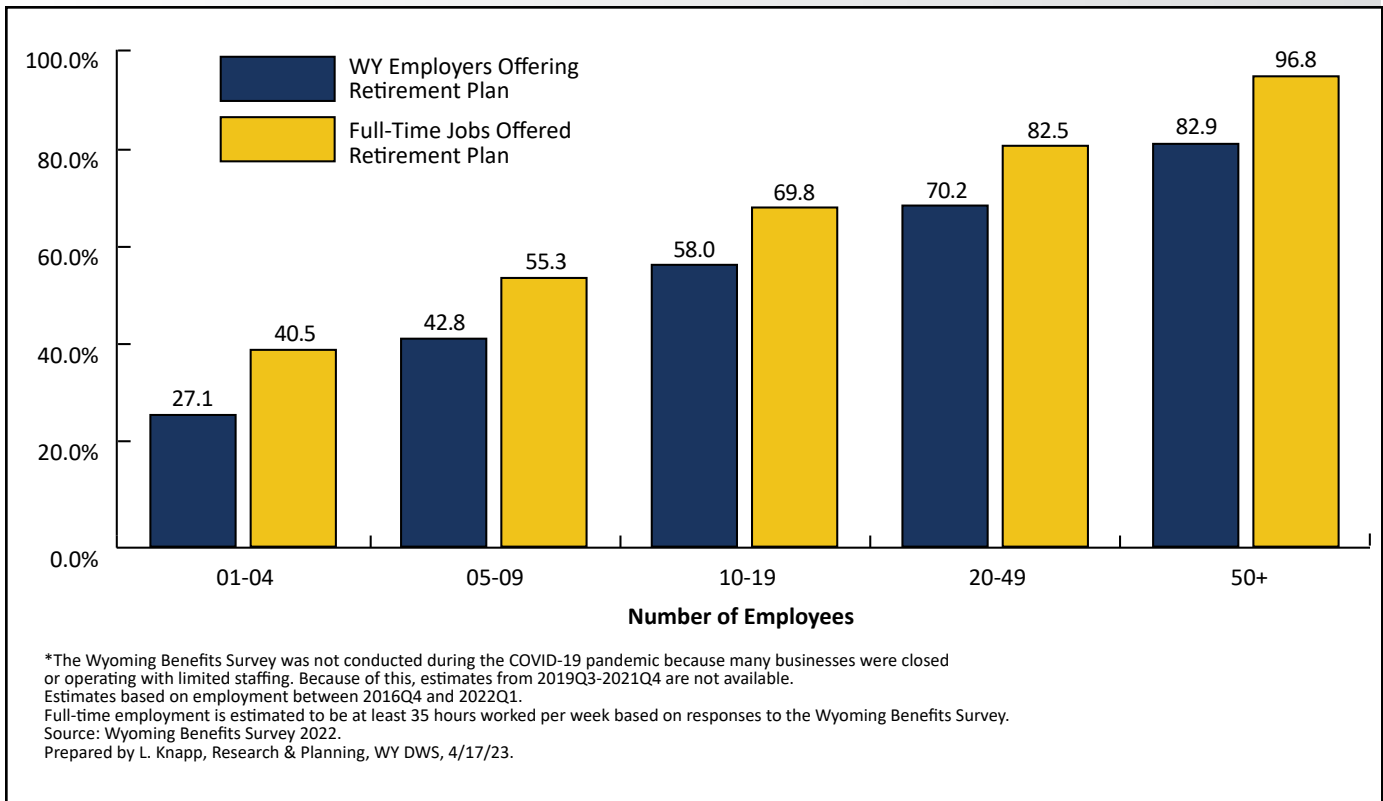


Figure 5: Percent of Wyoming Employers Offering and Percent of Full-time Jobs Offered a Retirement Plan by Firm Size Class, 2022Q1

Table 10: Percent of total jobs enrolled in selected benefits by employer size class, 2022Q1

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Dental Plan	76.5	74.8	62.4	69.7	71.7	72.5
Dependent Health Insurance	60.5	44.1	30.2	53.3	51.9	53.7
Life Insurance	97.7	90.1	78.5	91.2	90.0	92.6
Long-Term Disability	86.9	82.9	74.8	90.6	87.7	87.6
Health Insurance	78.7	71.8	66.1	67.4	73.0	73.2
Defined Benefit Retirement Plan	100.0	100.0	96.1	100.0	100.0	99.9
Defined Contribution Retirement Plan	83.6	77.9	63.1	68.8	47.5	67.8
Short-Term Disability	87.6	83.8	73.2	85.5	70.6	83.2
Vision Plan	73.7	48.6	57.6	68.1	68.1	69.2

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/23.

III. Benefits by Industry

Table 11: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2022Q1

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	1.4	0.7	2.0	5.0	1.5	1.9	4.2	1.3	1.0	8.9	5.4	1.3	2.1	2.0	2.1
Dental Plan	46.4	19.9	32.3	50.2	26.9	30.3	36.5	20.3	27.5	50.4	25.9	17.2	21.9	76.9	27.9
Dependent Health Insurance	51.6	21.6	36.5	58.0	28.3	33.7	46.6	22.3	30.2	50.8	26.4	15.4	22.1	79.7	29.9
Tuition Assistance	9.9	11.8	15.1	24.5	9.5	9.6	19.3	13.8	13.3	37.2	21.9	4.0	11.6	24.8	14.0
Flexible Spending	20.8	9.0	12.5	35.4	10.2	12.4	28.7	12.1	15.3	35.2	11.5	5.6	7.9	28.9	13.7
Hiring Bonus	6.6	4.6	6.0	14.2	5.9	7.7	8.2	5.1	7.8	10.8	8.4	5.9	3.5	4.6	6.8
Life Insurance	41.3	14.8	27.2	50.0	23.9	25.2	33.3	18.2	18.8	48.2	17.9	10.9	14.9	74.9	22.3
Long-Term Disability	24.1	6.6	14.6	37.9	10.6	14.4	25.7	12.4	16.3	34.8	13.6	6.3	7.6	22.6	14.0
Health Insurance	55.8	25.9	39.5	61.2	35.0	36.0	53.8	26.0	33.6	53.6	31.4	20.0	29.0	87.0	34.4
Paid Holidays	51.3	35.6	55.8	63.5	44.5	36.6	66.0	46.7	46.1	48.3	45.5	18.0	43.7	91.0	44.1
Paid Personal Leave	33.7	23.5	37.3	46.2	37.3	24.7	52.5	36.7	32.1	43.9	41.7	21.2	36.3	42.9	33.6
Paid Sick Leave	24.8	9.6	20.3	33.2	18.8	12.9	29.4	25.3	23.7	35.4	19.4	8.1	19.7	83.1	21.0
Paid Vacation Leave	43.2	28.7	40.7	44.6	36.5	27.1	39.5	30.8	30.5	38.9	29.1	23.3	36.8	83.4	33.2
Retirement Plan	52.1	28.4	42.1	61.5	33.6	33.4	49.2	32.2	43.6	54.3	44.0	17.9	31.4	91.1	38.6
Defined Benefit Retirement Plan	3.8	2.0	2.0	2.4	1.8	4.0	1.2	1.7	1.2	22.2	3.7	0.6	3.4	50.8	3.7
Defined Contribution Retirement Plan	51.0	27.2	42.4	61.8	33.8	32.7	50.6	31.9	42.7	45.2	43.2	17.3	29.8	66.9	37.2
Short-Term Disability	25.1	7.9	16.8	36.3	14.4	14.1	23.4	10.6	18.3	25.9	12.8	7.2	9.1	20.1	14.7
Vision Plan	40.1	15.1	27.3	44.2	20.5	27.9	38.2	19.1	22.2	46.1	21.0	13.5	15.2	75.1	23.3

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/23.

Table 12: Percent of All Jobs Offered Selected Benefits by Industry, 2022Q1

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	19.7	1.8	5.5	8.4	0.5	1.8	1.3	3.1	2.3	24.8	22.1	1.7	9.8	6.2	9.1
Dental Plan	88.2	45.4	78.7	67.9	57.1	79.3	61.5	64.8	51.0	69.9	68.1	27.3	35.9	80.9	60.9
Dependent Health Insurance	89.7	49.7	81.3	76.8	54.4	80.3	67.4	66.2	52.4	86.5	67.0	24.4	36.5	82.8	63.2
Tuition Assistance	43.6	21.5	59.5	39.9	21.9	47.7	25.0	32.5	25.1	54.0	53.3	11.0	13.3	35.0	34.5
Flexible Spending	62.2	18.5	55.5	50.1	26.7	58.1	47.6	43.2	24.2	78.0	54.2	8.7	14.0	71.1	43.4
Hiring Bonus	31.5	9.6	18.3	35.2	25.3	24.3	9.5	17.5	14.6	35.6	48.2	9.0	5.1	7.2	22.9
Life Insurance	82.6	37.0	76.3	67.2	56.4	73.4	64.5	60.0	40.6	83.9	61.6	20.3	22.9	83.8	58.2
Long-Term Disability	66.8	18.0	57.9	51.4	23.9	58.7	53.9	53.2	31.1	68.9	49.0	12.8	11.1	53.8	41.4
Health Insurance	90.2	53.2	82.0	79.9	57.2	82.2	71.2	67.9	55.5	86.7	69.6	26.6	41.8	83.4	65.2
Paid Holidays	84.4	53.4	86.3	84.6	62.6	79.7	82.2	79.8	63.0	80.6	59.7	20.0	52.6	87.7	64.7
Paid Personal Leave	59.3	39.7	43.2	59.7	38.3	38.4	68.3	58.0	46.0	86.4	62.8	28.4	41.1	34.6	49.3
Paid Sick Leave	37.0	13.4	41.9	29.7	23.5	32.6	38.2	33.6	27.5	74.8	47.6	12.9	22.2	83.7	39.4
Paid Vacation Leave	77.6	47.3	69.8	45.3	51.1	57.7	48.7	39.8	45.0	78.7	44.4	26.2	42.0	82.4	54.0
Retirement Plan	87.5	55.8	85.8	83.5	73.1	81.6	77.1	73.0	61.0	91.9	81.6	32.3	52.2	83.1	71.3
Defined Benefit Retirement Plan	26.3	4.5	2.0	2.3	0.9	23.7	21.3	14.1	1.0	69.7	6.3	3.7	5.6	63.7	19.8
Defined Contribution Retirement Plan	87.4	53.5	86.5	83.7	73.3	81.6	76.5	72.4	60.4	49.3	78.3	30.8	50.8	67.6	64.1
Short-Term Disability	66.0	21.3	53.6	47.5	38.0	43.4	48.2	30.4	32.2	18.6	43.9	13.5	14.1	37.0	33.6
Vision Plan	82.9	37.6	69.5	61.7	44.8	77.9	43.5	58.3	44.4	80.4	63.1	23.8	26.8	79.9	56.7

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/23.

Table 13: Percent of Full-Time Jobs Offered Selected Benefits by Industry, 2022Q1

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	20.6	2.1	5.7	8.9	0.7	1.9	1.6	3.5	3.0	26.6	24.2	3.6	5.4	7.5	10.7
Dental Plan	92.1	50.8	85.8	75.2	77.6	85.4	74.1	74.4	62.7	78.4	81.8	56.9	51.0	94.8	76.1
Dependent Health Insurance	93.7	55.5	88.7	85.3	80.6	86.4	80.5	76.6	64.8	99.4	80.7	53.8	52.0	97.6	80.2
Tuition Assistance	45.5	24.0	64.5	43.6	24.4	51.5	28.5	36.3	31.5	60.2	59.4	18.5	17.7	38.4	41.2
Flexible Spending	64.9	20.4	60.3	55.5	37.0	62.8	56.0	49.2	31.6	87.6	62.7	16.6	19.8	81.9	53.7
Hiring Bonus	32.9	10.7	19.7	38.6	32.9	25.9	10.4	18.5	18.2	43.8	54.2	10.2	6.0	8.8	27.5
Life Insurance	86.1	41.3	83.2	74.9	75.2	79.0	77.7	69.0	53.3	97.9	74.9	45.9	32.6	98.3	73.7
Long-Term Disability	69.8	20.1	63.3	56.4	32.6	63.4	64.4	61.0	41.0	79.5	60.7	29.4	15.6	64.1	52.8
Health Insurance	94.2	59.0	89.5	88.8	84.7	88.5	84.8	78.3	69.1	99.5	83.4	58.5	59.3	98.3	82.7
Paid Holidays	87.5	58.0	93.5	92.5	83.8	85.1	94.8	88.3	79.2	90.3	68.9	35.0	67.8	99.7	79.0
Paid Personal Leave	61.8	43.6	46.3	65.3	49.2	41.2	80.6	65.9	55.2	94.0	69.5	50.0	57.0	40.4	58.7
Paid Sick Leave	38.5	14.5	45.7	32.8	32.6	35.0	45.3	38.0	34.7	81.7	54.0	25.7	29.6	97.1	48.0
Paid Vacation Leave	80.9	52.2	76.2	49.9	74.2	62.1	58.2	44.1	52.9	92.9	50.5	50.8	57.5	95.9	67.2
Retirement Plan	90.9	60.9	90.2	90.9	83.0	86.1	91.1	80.3	76.7	99.3	91.8	49.1	67.1	96.6	83.7
Defined Benefit Retirement Plan	27.4	5.1	2.2	2.2	1.1	25.4	26.0	16.8	1.3	72.9	7.4	8.1	5.4	72.9	23.6
Defined Contribution Retirement Plan	90.8	58.4	90.7	91.2	83.2	86.2	90.7	79.6	76.0	51.4	88.2	47.5	65.0	78.5	75.2
Short-Term Disability	68.9	23.8	58.5	53.1	49.2	46.9	57.5	35.2	37.7	21.1	53.1	30.6	19.7	42.2	41.9
Vision Plan	86.6	42.1	75.7	68.4	61.8	84.0	52.0	68.3	54.3	92.0	75.4	48.8	38.3	92.6	70.9

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/19/23

Table 14: Percent of Part-Time Jobs Offered Selected Benefits by Industry, 2022Q1

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Child Care Assistance	0.0	0.0	2.9	0.3	4.8	0.4	0.0	1.1	0.4	18.0	14.7	0.3	19.8	1.0	4.5
Dental Plan	0.9	0.6	4.1	18.8	6.2	4.9	5.5	15.0	18.6	37.6	19.1	5.7	1.8	23.2	14.8
Dependent Health Insurance	1.3	2.1	2.9	5.3	4.8	6.4	9.0	12.4	17.6	37.9	18.1	3.0	1.6	21.0	11.4
Tuition Assistance	1.2	0.9	6.7	17.1	8.9	1.5	9.8	12.5	7.3	30.8	31.4	5.5	3.4	20.5	14.2
Flexible Spending	1.4	2.4	5.1	7.5	4.5	2.1	9.9	11.9	3.6	42.0	23.5	3.0	0.7	26.2	12.0
Hiring Bonus	0.0	0.3	3.7	11.2	6.3	4.0	5.5	12.4	4.4	4.5	26.8	8.1	3.0	0.2	9.1
Life Insurance	5.2	1.5	3.6	21.4	2.0	6.2	5.5	13.7	5.0	30.9	13.7	1.6	0.8	23.4	11.5
Long-Term Disability	0.9	0.6	1.3	7.7	9.7	1.5	7.2	12.7	3.4	28.7	7.1	0.7	0.9	11.1	6.8
Health Insurance	1.3	4.7	2.9	5.7	5.1	7.2	10.1	14.2	17.7	38.1	20.1	3.4	2.1	21.2	12.0
Paid Holidays	14.4	15.5	10.1	23.0	18.0	14.8	25.9	35.4	17.5	44.0	26.9	9.0	18.4	37.6	21.4
Paid Personal Leave	3.1	6.8	10.8	17.8	13.2	4.1	13.2	17.0	20.5	57.9	38.8	12.7	5.2	10.2	20.8
Paid Sick Leave	2.7	4.9	2.2	6.5	3.8	3.7	6.6	10.9	7.6	48.7	24.5	3.6	5.6	28.3	13.4
Paid Vacation Leave	6.0	6.6	2.8	8.0	6.2	5.1	6.6	17.3	22.8	24.9	22.8	8.2	7.1	25.9	14.1
Retirement Plan	12.0	13.3	38.9	54.6	21.2	27.0	14.2	35.4	16.9	63.9	45.2	20.1	18.6	26.8	33.6
Defined Benefit Retirement Plan	0.0	0.0	0.0	0.5	2.8	4.0	0.0	0.3	0.0	57.7	2.3	0.6	6.0	25.5	8.3
Defined Contribution Retirement Plan	12.0	13.2	41.8	54.8	20.3	26.5	13.1	34.8	16.8	41.4	42.9	18.6	18.7	22.1	30.4
Short-Term Disability	0.9	0.8	2.2	17.1	0.4	2.3	7.0	5.1	17.1	9.2	10.8	1.1	1.7	15.3	8.3
Vision Plan	0.9	0.2	4.3	13.0	5.9	4.9	5.5	7.1	16.7	36.8	19.1	5.7	0.6	27.2	13.6

Estimates based on employment between 2016Q4 and 2022Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/19/23.

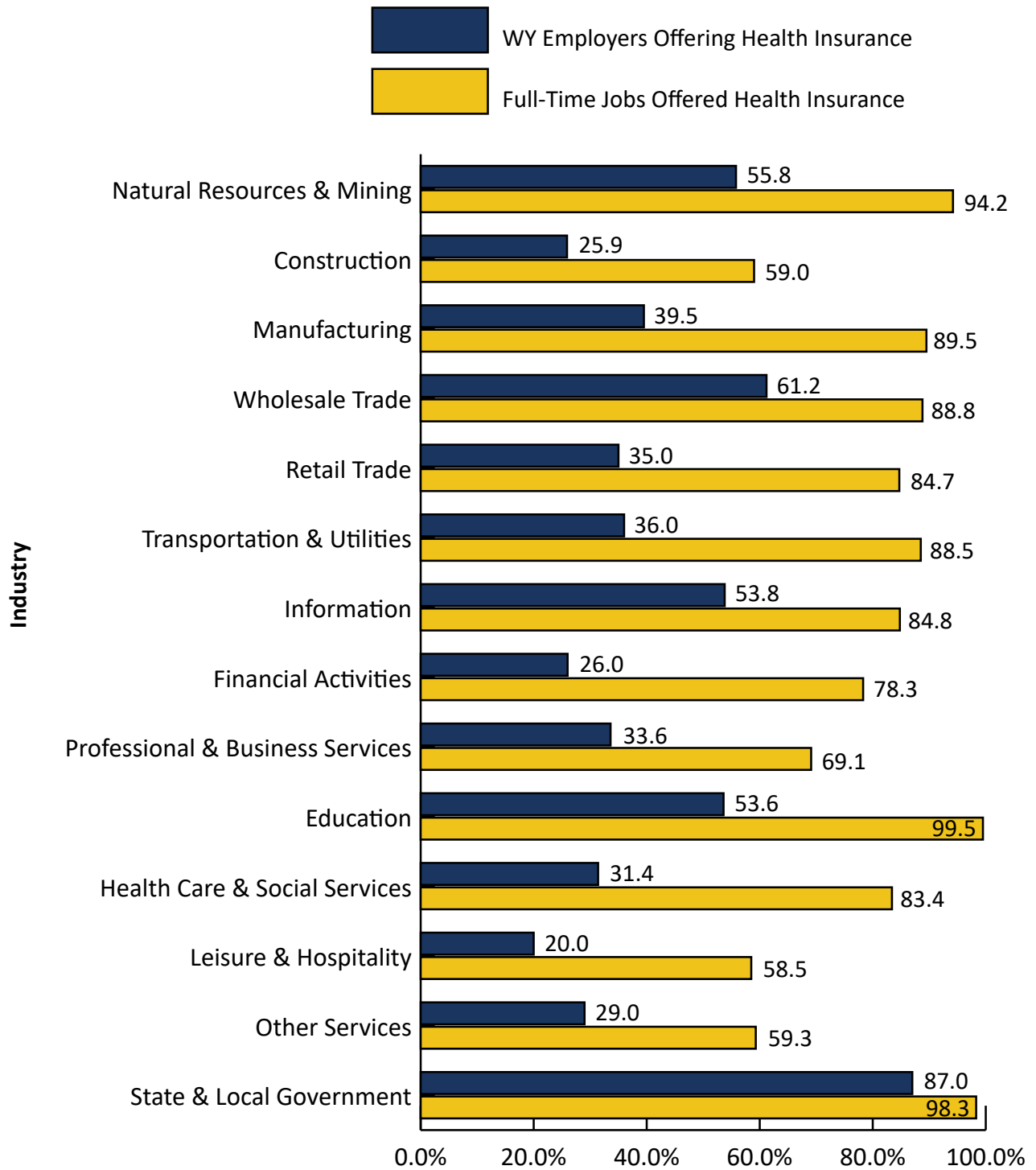
Table 15: Total Number of Jobs and Total Number of Jobs Offered Benefits by Industry, 2022Q1

Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Total Jobs	15,154	19,120	10,228	7,608	30,583	11,374	2,998	11,077	19,714	29,071	35,859	34,700	6,756	26,186	260,430
Child Care Assistance	2,987	351	559	642	163	208	38	342	452	7,213	7,942	597	663	1,633	23,789
Dental Plan	13,361	8,684	8,054	5,167	17,473	9,015	1,845	7,177	10,062	20,309	24,419	9,456	2,424	21,190	158,634
Dependent Health Insurance	13,594	9,512	8,311	5,841	16,625	9,128	2,020	7,331	10,326	25,151	24,034	8,461	2,466	21,676	164,476
Tuition Assistance	6,613	4,111	6,084	3,035	6,690	5,421	751	3,596	4,955	15,706	19,121	3,802	900	9,159	89,944
Flexible Spending	9,424	3,537	5,680	3,809	8,168	6,612	1,426	4,783	4,780	22,682	19,419	3,024	943	18,625	112,913
Hiring Bonus	4,766	1,831	1,871	2,675	7,745	2,758	284	1,938	2,874	10,348	17,300	3,116	343	1,874	59,724
Life Insurance	12,523	7,081	7,808	5,111	17,263	8,345	1,933	6,647	8,001	24,388	22,076	7,027	1,546	21,942	151,691
Long-Term Disability	10,123	3,437	5,922	3,911	7,312	6,674	1,617	5,895	6,124	20,021	17,559	4,436	749	14,094	107,873
Health Insurance	13,672	10,163	8,388	6,082	17,495	9,351	2,134	7,521	10,943	25,192	24,966	9,239	2,822	21,828	169,795
Paid Holidays	12,788	10,215	8,824	6,439	19,143	9,065	2,465	8,835	12,413	23,438	21,419	6,927	3,556	22,956	168,485
Paid Personal Leave	8,982	7,583	4,418	4,545	11,711	4,363	2,048	6,422	9,073	25,132	22,516	9,847	2,779	9,057	128,475
Paid Sick Leave	5,608	2,569	4,290	2,263	7,186	3,711	1,147	3,719	5,426	21,755	17,053	4,472	1,500	21,931	102,631
Paid Vacation Leave	11,766	9,046	7,141	3,444	15,630	6,565	1,461	4,405	8,868	22,874	15,937	9,076	2,841	21,568	140,622
Retirement Plan	13,258	10,663	8,773	6,352	22,364	9,281	2,311	8,089	12,017	26,721	29,269	11,215	3,525	21,755	185,593
Defined Benefit	3,978	867	209	175	275	2,697	637	1,567	188	20,274	2,247	1,301	380	16,685	51,482
Defined Contribution	13,246	10,235	8,843	6,366	22,418	9,281	2,294	8,018	11,901	14,339	28,086	10,687	3,433	17,699	166,847
Short-Term Disability	9,996	4,082	5,480	3,617	11,634	4,940	1,446	3,364	6,358	5,420	15,734	4,690	955	9,693	87,410
Vision Plan	12,570	7,196	7,107	4,697	13,705	8,866	1,305	6,463	8,757	23,378	22,624	8,275	1,807	20,924	147,675

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/19/23.



Estimates based on employment between 2016Q4 and 2018Q3.
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.
 Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/23.

Figure 6: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Industry, 2022Q1

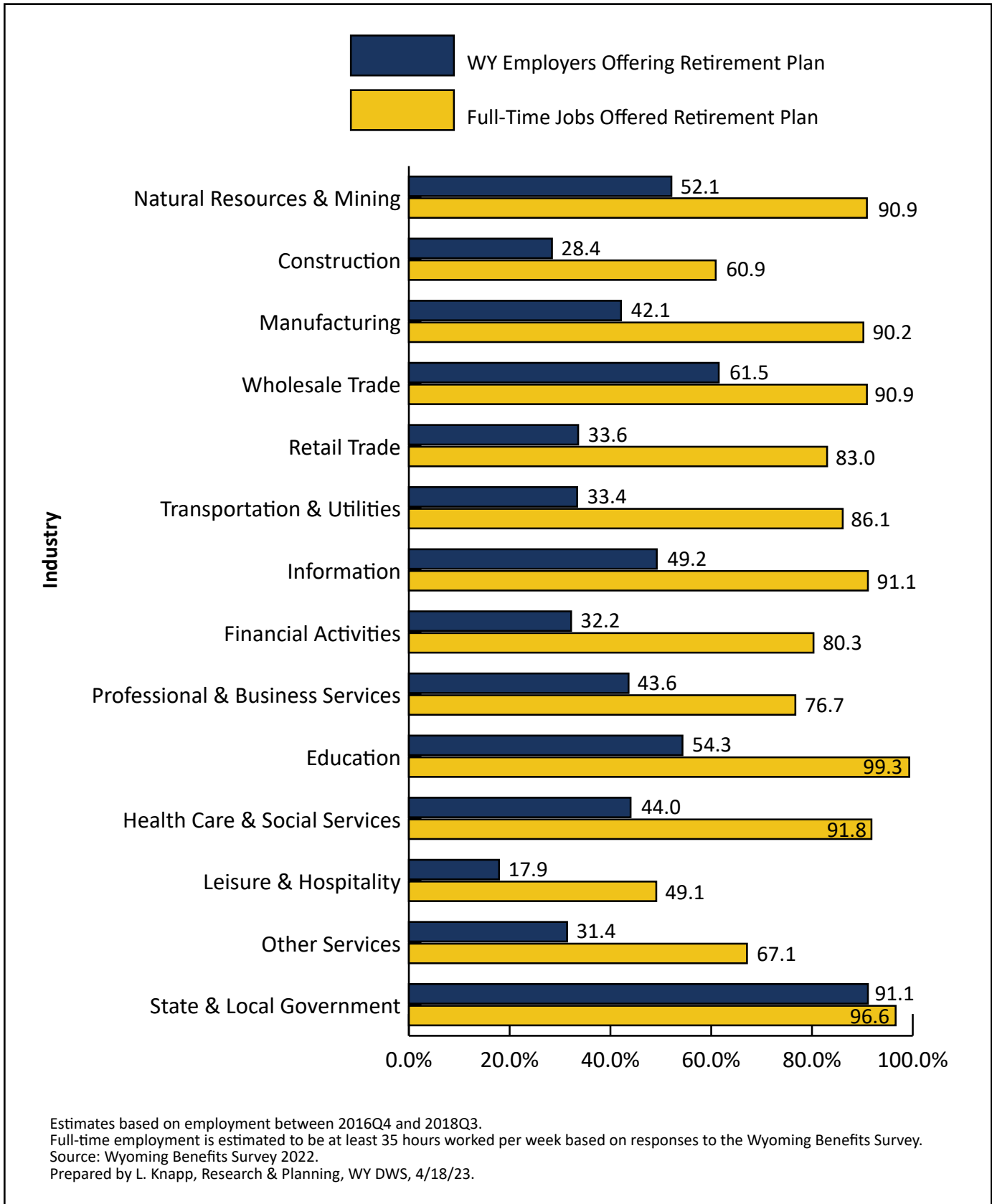


Figure 7: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Industry, 2022Q1

Table 16: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Employer Industry, 2022Q1

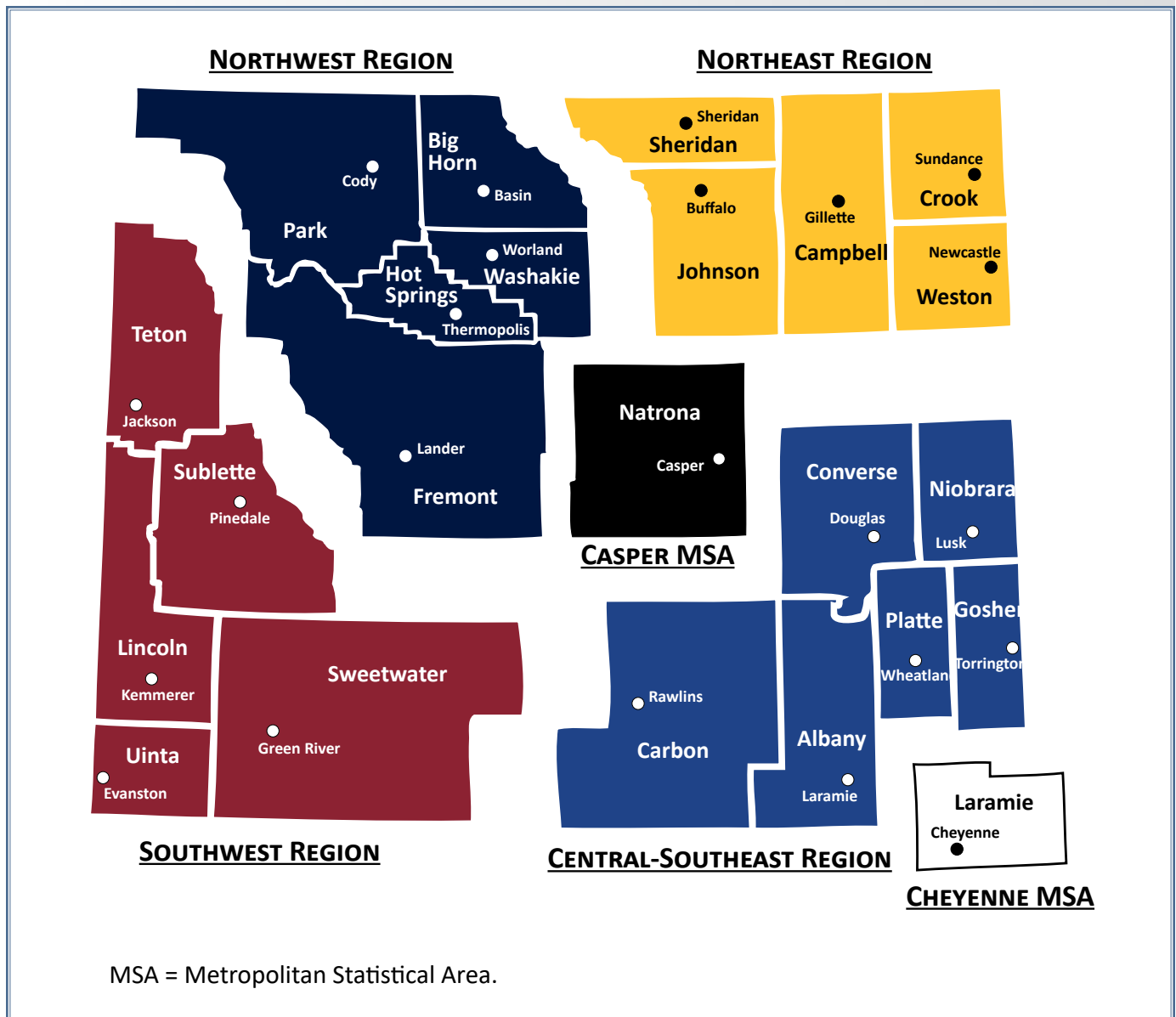
Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Dental Plan	86.3	69.8	69.1	80.9	39.3	63.6	100.0	57.4	60.4	69.9	57.8	39.1	51.1	88.2	72.5
Dependent Health Insurance	69.2	62.2	23.1	67.9	21.7	45.4	40.0	22.5	27.1	50.8	25.5	22.9	26.2	65.4	53.7
Life Insurance	93.9	90.6	95.7	100.0	55.0	76.4	100.0	54.4	97.9	87.2	90.2	68.3	67.1	99.6	92.6
Long-Term Disability	87.6	95.7	100.0	100.0	83.4	100.0	100.0	51.7	33.7	96.9	59.9	58.2	100.0	83.1	87.6
Health Insurance	87.3	67.0	67.8	82.7	54.9	77.4	100.0	54.5	69.5	60.0	58.9	40.1	58.2	86.7	73.2
Defined Benefit Retirement Plan	100.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	95.3	100.0	99.9
Defined Contribution Retirement Plan	78.0	72.5	49.1	85.4	59.9	48.8	100.0	77.3	57.1	22.0	61.1	24.8	58.8	40.0	67.8
Short-Term Disability	85.8	95.7	80.3	100.0	89.5	100.0	40.0	100.0	30.0	95.6	51.2	69.1	0.0	30.0	83.2
Vision Plan	78.7	69.8	63.8	78.2	37.7	66.2	100.0	53.7	52.9	60.3	61.6	17.2	10.6	87.5	69.2

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

IV. Benefits by Substate Region



Map: Wyoming's Substate Regions

Table 17: Percent of Total Wyoming Employers Offered Selected Benefits by Substate Region, 2022Q1

Benefit	Region						State-wide	Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west		
Child Care Assistance	2.3	2.2	2.0	2.0	2.0	1.9	4.0	2.1
Dental Plan	28.4	27.2	25.6	26.5	24.4	25.1	60.1	27.9
Dependent Health Insurance	30.6	29.3	27.5	28.5	26.2	26.9	62.4	29.9
Tuition Assistance	14.5	14.2	12.8	13.0	13.0	12.6	26.4	14.0
Flexible Spending	13.9	13.7	12.2	12.4	11.6	12.2	32.3	13.7
Hiring Bonus	6.8	6.7	6.1	6.2	5.9	6.1	14.9	6.8
Life Insurance	22.6	21.2	20.1	20.8	19.2	19.4	54.0	22.3
Long-Term Disability	14.5	14.0	12.3	12.8	11.8	12.3	34.3	14.0
Health Insurance	35.2	33.8	32.1	33.1	30.7	31.4	66.0	34.4
Paid Holidays	45.5	44.3	41.9	43.0	41.2	41.7	66.5	44.1
Paid Personal Leave	34.9	33.9	32.1	32.8	31.5	32.0	47.6	33.6
Paid Sick Leave	21.2	21.2	20.3	20.1	20.0	19.7	32.4	21.0
Paid Vacation Leave	33.7	32.6	31.9	32.8	31.1	31.5	50.9	33.2
Retirement Plan	39.7	38.8	36.1	37.4	35.2	35.7	67.0	38.6
Defined Benefit Retirement Plan	2.9	3.2	3.8	3.2	4.0	3.1	9.3	3.7
Defined Contribution Retirement Plan	38.7	37.6	34.6	36.1	33.6	34.5	64.4	37.2
Short-Term Disability	15.3	14.8	12.9	13.7	12.2	13.1	32.7	14.7
Vision Plan	23.5	22.6	21.3	21.9	20.4	20.6	53.0	23.3

^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 18: Percent of Total Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1

Benefit	Region						State-wide	Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west		
Child Care Assistance	8.8	9.5	8.7	9.1	9.7	8.5	9.4	9.1
Dental Plan	54.2	56.7	50.3	55.5	52.7	52.2	75.2	60.9
Dependent Health Insurance	57.2	59.6	53.7	57.3	56.4	54.7	76.4	63.2
Tuition Assistance	30.9	33.4	28.7	30.3	31.5	29.0	42.3	34.5
Flexible Spending	36.2	40.4	35.5	36.5	39.2	34.9	55.9	43.4
Hiring Bonus	18.5	22.1	18.3	18.9	19.9	18.4	30.1	22.9
Life Insurance	50.1	53.2	47.7	50.3	50.9	48.2	74.5	58.2
Long-Term Disability	35.0	38.4	33.7	36.4	35.8	34.0	53.1	41.4
Health Insurance	60.0	62.3	56.4	60.0	59.0	57.3	77.2	65.2
Paid Holidays	62.3	62.4	58.5	62.4	61.3	58.0	72.7	64.7
Paid Personal Leave	49.2	50.4	47.5	46.1	48.9	47.3	51.6	49.3
Paid Sick Leave	35.5	39.0	37.0	32.3	40.8	33.8	45.9	39.4
Paid Vacation Leave	49.7	50.8	48.2	51.6	51.3	49.2	61.6	54.0
Retirement Plan	66.5	68.3	62.0	64.8	65.1	62.7	84.0	71.3
Defined Benefit Retirement Plan	15.8	18.2	19.3	14.7	21.4	17.1	24.0	19.8
Defined Contribution Retirement Plan	59.5	60.5	53.2	61.2	55.1	56.1	76.7	64.1
Short-Term Disability	28.2	29.7	24.3	33.2	25.8	27.6	43.9	33.6
Vision Plan	50.1	52.8	47.3	50.2	50.2	48.4	70.3	56.7

^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 19: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	9.5	10.7	10.3	10.6	11.3	10.2	11.1	10.7
Dental Plan	68.3	70.8	65.4	69.6	66.8	67.6	91.4	76.1
Dependent Health Insurance	72.9	75.2	70.6	72.3	72.2	71.7	95.1	80.2
Tuition Assistance	37.1	39.9	35.5	36.6	37.9	35.8	49.2	41.2
Flexible Spending	44.6	49.5	45.1	45.2	48.4	44.4	68.3	53.7
Hiring Bonus	22.2	26.3	22.7	22.5	24.3	22.4	35.5	27.5
Life Insurance	63.8	67.4	63.1	63.6	65.2	63.2	91.5	73.7
Long-Term Disability	44.5	48.9	44.4	46.1	45.8	44.8	66.4	52.8
Health Insurance	76.4	78.4	74.1	75.6	75.5	75.0	96.0	82.7
Paid Holidays	75.9	75.9	73.6	75.8	75.2	72.7	87.2	79.0
Paid Personal Leave	59.4	59.9	59.0	55.8	59.1	58.3	59.2	58.7
Paid Sick Leave	43.0	46.9	46.3	39.2	49.8	42.1	55.3	48.0
Paid Vacation Leave	62.0	62.6	62.0	63.7	64.5	63.0	75.2	67.2
Retirement Plan	79.0	81.1	76.3	77.7	78.2	76.2	94.6	83.7
Defined Benefit Retirement Plan	18.2	21.1	23.1	17.8	25.0	20.9	28.7	23.6
Defined Contribution Retirement Plan	70.7	71.8	65.4	73.6	66.1	68.3	86.1	75.2
Short-Term Disability	35.8	37.1	31.8	41.8	32.8	36.2	52.9	41.9
Vision Plan	63.0	65.7	61.5	62.8	63.5	62.5	85.7	70.9

^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 20: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2022Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	6.7	5.8	4.7	3.9	5.1	3.6	3.9	4.5
Dental Plan	11.1	13.9	11.2	8.2	12.1	10.1	22.8	14.8
Dependent Health Insurance	9.2	12.2	9.9	6.7	10.7	8.3	15.6	11.4
Tuition Assistance	12.0	13.6	11.1	9.2	13.2	10.5	20.1	14.2
Flexible Spending	10.5	12.6	10.6	7.4	12.8	9.1	15.5	12.0
Hiring Bonus	7.3	9.2	6.8	6.5	7.2	7.4	12.6	9.1
Life Insurance	8.4	9.6	8.1	5.7	9.5	7.0	19.2	11.5
Long-Term Disability	5.8	6.7	5.9	3.8	6.8	4.7	9.6	6.8
Health Insurance	10.0	13.1	10.6	7.5	11.6	9.1	15.9	12.0
Paid Holidays	20.5	21.1	19.3	17.2	21.2	18.1	25.5	21.4
Paid Personal Leave	18.2	21.1	17.8	13.5	19.4	17.3	27.2	20.8
Paid Sick Leave	12.6	14.8	12.9	9.2	15.1	11.2	15.4	13.4
Paid Vacation Leave	12.1	14.7	12.6	10.9	13.0	11.7	17.6	14.1
Retirement Plan	28.4	29.3	25.2	21.3	27.3	25.7	49.5	33.6
Defined Benefit Retirement Plan	8.3	9.2	9.3	4.5	11.0	6.7	8.8	8.3
Defined Contribution Retirement Plan	25.3	25.8	21.7	19.8	23.4	22.8	46.0	30.4
Short-Term Disability	5.2	7.3	5.0	4.4	5.4	4.4	14.8	8.3
Vision Plan	10.5	13.4	10.9	7.9	12.0	9.7	20.0	13.6

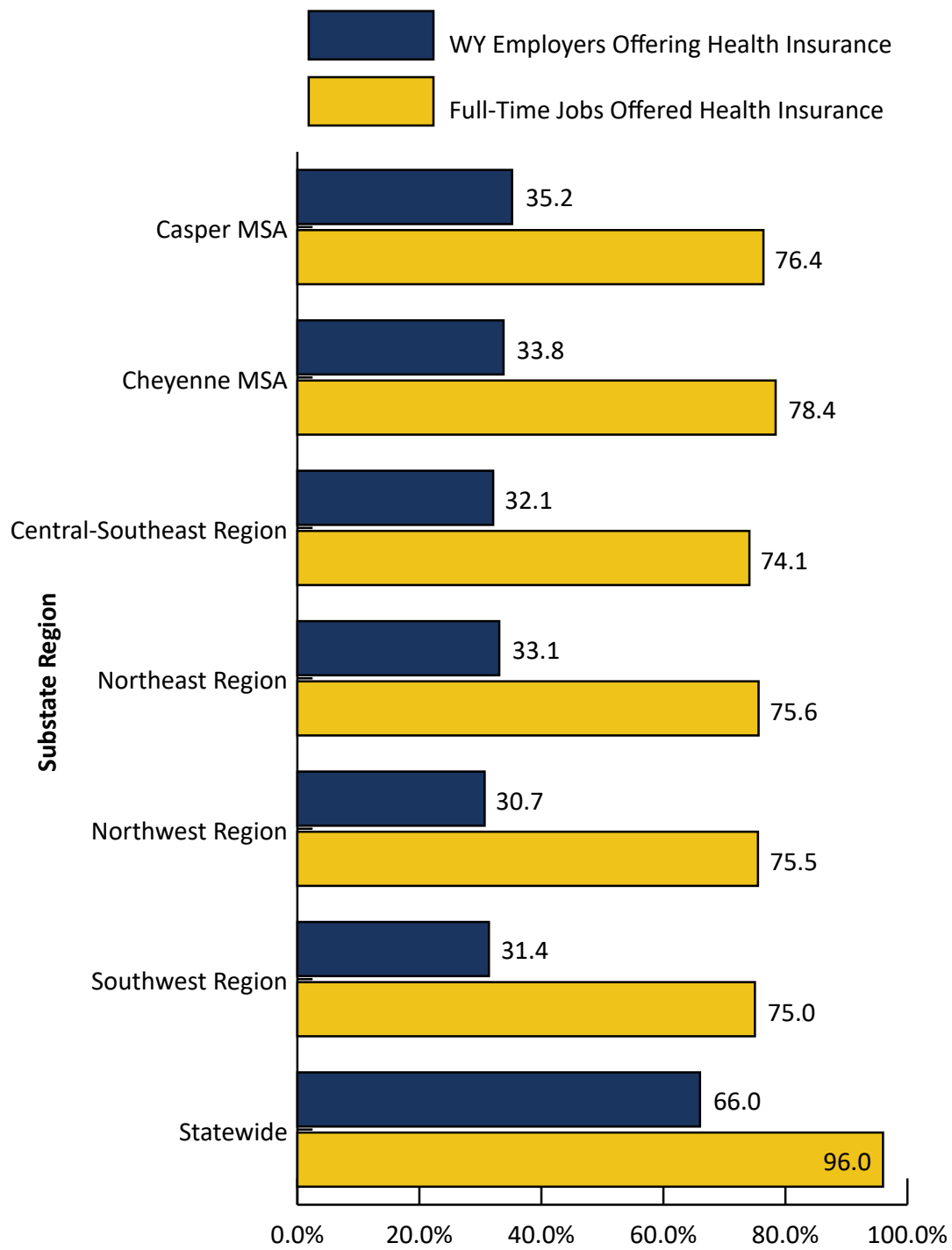
^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.



^aMetropolitan Statistical Area.

^bBusinesses with jobs spread across the state that could not be placed into a single region.

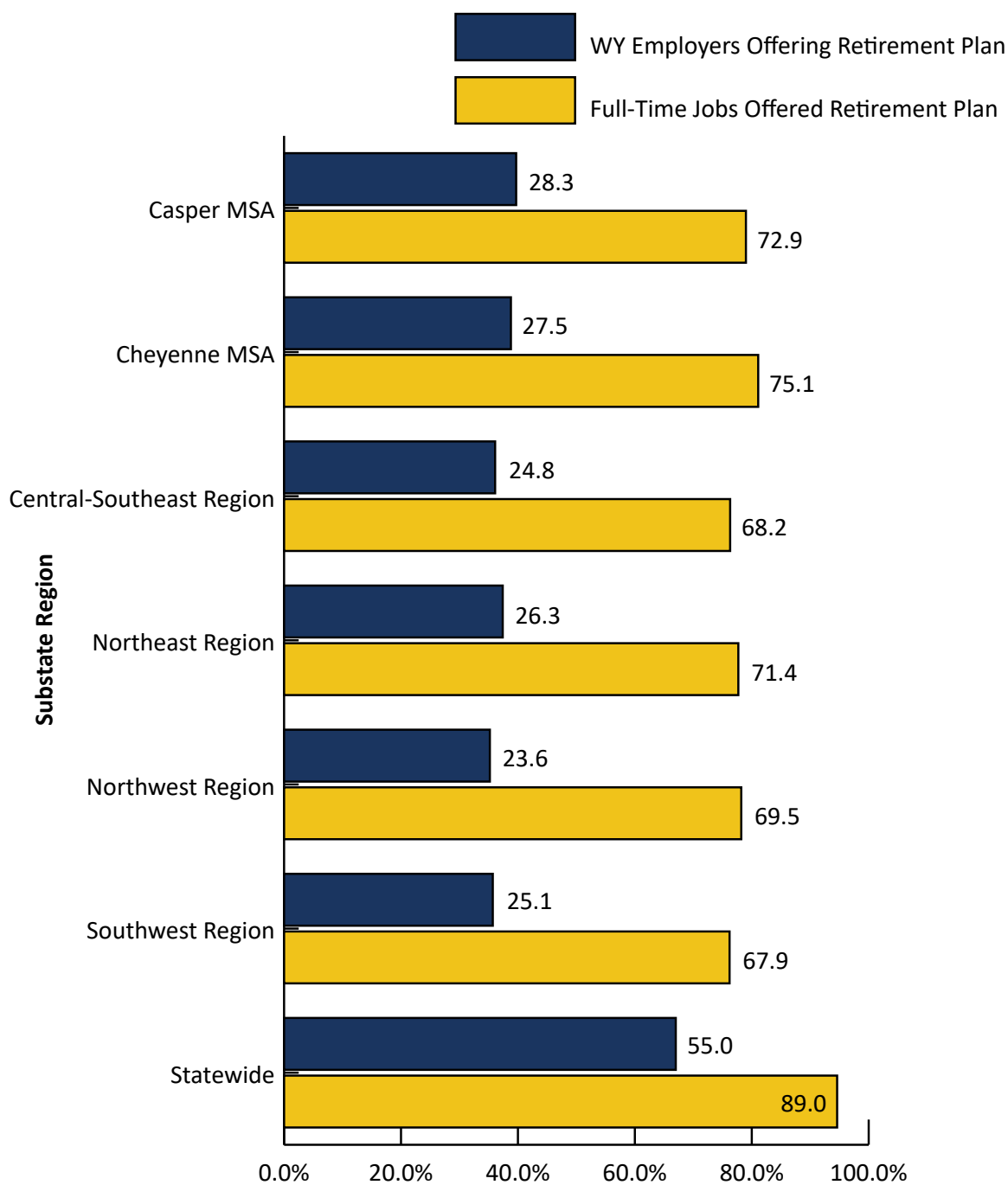
Estimates based on employment between 2016Q4 and 2018Q3.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Health Insurance by Substate Region, 2022Q1



^aMetropolitan Statistical Area.
^bBusinesses with jobs spread across the state that could not be placed into a single region.
 Estimates based on employment between 2016Q4 and 2018Q3.
 Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.
 Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Retirement Benefits by Substate Region, 2022Q1

Table 21: Total Number of Jobs and Number of Full-Time Jobs Offered Selected Benefits by Substate Region, 2022Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Total	25,358	29,055	21,520	28,819	25,687	42,403	87,589	260,430
Child Care Assistance	2,224	2,756	1,873	2,618	2,496	3,588	8,234	23,789
Dental Plan	13,738	16,484	10,820	16,003	13,539	22,145	65,906	158,634
Dependent Health Insurance	14,502	17,325	11,547	16,503	14,476	23,193	66,930	164,476
Tuition Assistance	7,831	9,716	6,175	8,741	8,097	12,304	37,080	89,944
Flexible Spending	9,186	11,726	7,638	10,528	10,070	14,816	48,949	112,913
Hiring Bonus	4,701	6,412	3,936	5,437	5,109	7,796	26,333	59,724
Life Insurance	12,709	15,445	10,271	14,506	13,069	20,422	65,268	151,691
Long-Term Disability	8,867	11,169	7,245	10,484	9,195	14,436	46,477	107,873
Health Insurance	15,218	18,090	12,143	17,295	15,165	24,305	67,579	169,795
Paid Holidays	15,786	18,125	12,579	17,971	15,749	24,609	63,667	168,485
Paid Personal Leave	12,487	14,630	10,215	13,284	12,560	20,062	45,238	128,475
Paid Sick Leave	9,008	11,326	7,959	9,315	10,491	14,325	40,206	102,631
Paid Vacation Leave	12,594	14,748	10,383	14,871	13,168	20,880	53,978	140,622
Retirement Plan	16,871	19,838	13,343	18,670	16,730	26,571	73,570	185,593
Defined Benefit Retirement Plan	4,004	5,275	4,143	4,248	5,503	7,247	21,062	51,482
Defined Contribution Retirement Plan	15,088	17,571	11,447	17,649	14,159	23,780	67,153	166,847
Short-Term Disability	7,158	8,632	5,230	9,576	6,616	11,721	38,476	87,410
Vision Plan	12,695	15,340	10,188	14,476	12,903	20,521	61,552	147,675

^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 22: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Wyoming Substate Region, 2022Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	86.6	68.5	74.6	79.2	69.8	73.1	61.1	72.5
Dependent Health Insurance	53.8	56.7	45.9	65.1	44.8	51.5	41.6	53.7
Life Insurance	90.5	93.2	95.8	98.6	93.5	88.9	78.1	92.6
Long-Term Disability	53.4	75.0	97.2	97.2	71.9	87.2	96.3	87.6
Health Insurance	70.3	68.2	73.1	81.3	75.7	73.5	60.7	73.2
Defined Benefit Retirement Plan	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.9
Defined Contribution Retirement Plan	50.8	73.6	37.0	82.5	62.4	42.7	63.1	67.8
Short-Term Disability	50.1	77.0	86.3	97.3	49.7	65.9	88.4	83.2
Vision Plan	66.3	67.3	67.7	76.7	74.4	68.1	53.3	69.2

^aMetropolitan Statistical Area.

Estimates based on employment between 2016Q4 and 2022Q1.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

V. Benefits Offered Over Time: 2012Q2-2022Q1

Health Care Benefits

Table 23: Percent of Wyoming Employers Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Dependent			
	Dental Plan	Health Insurance	Health Insurance	Vision Insurance
2012Q2	26.4	30.5	37.5	16.8
2012Q3	27.0	30.6	37.3	17.5
2012Q4	26.8	30.6	37.0	17.5
2013Q1	26.5	30.5	36.7	17.8
2013Q2	26.2	30.5	36.6	17.9
2013Q3	26.5	30.5	36.7	18.2
2013Q4	25.8	29.7	35.5	18.0
2014Q1	25.4	29.3	35.2	18.1
2014Q2	25.0	28.5	34.2	17.8
2014Q3	24.8	28.1	34.0	17.6
2014Q4	24.2	27.0	32.9	16.7
2015Q1	23.9	27.2	33.2	16.8
2015Q2	23.8	26.9	32.8	16.7
2015Q3	23.5	26.4	32.2	16.6
2015Q4	22.3	25.0	30.9	15.9
2016Q1	22.0	24.8	30.3	15.9
2016Q2	22.0	24.8	30.3	15.8
2016Q3	21.8	24.6	29.9	15.9
2016Q4	20.6	23.4	28.5	15.5
2017Q1	20.4	22.7	27.5	15.2
2017Q2	20.9	23.0	27.7	15.5
2017Q3	20.6	22.7	27.2	15.5
2017Q4	20.5	22.3	26.7	15.3
2018Q1	20.6	22.2	26.5	15.5
2018Q2	21.0	22.8	27.0	16.2
2018Q3	21.8	23.4	27.4	16.6
2018Q4	22.0	23.7	27.7	17.0
2019Q1	23.1	24.8	28.9	18.1
2019Q2	23.8	25.5	29.8	18.8
2019Q3	24.9	26.7	31.0	19.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	27.9	29.9	34.4	23.3

Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 24: Percent of All Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Dependent			
	Dental Plan	Health Insurance	Health Insurance	Vision Insurance
2012Q2	59.3	63.8	66.6	47.1
2012Q3	59.5	63.7	66.4	46.5
2012Q4	61.6	64.6	67.4	48.2
2013Q1	62.2	64.8	67.4	49.1
2013Q2	62.4	64.7	67.4	49.0
2013Q3	59.7	63.5	66.4	47.5
2013Q4	61.0	65.0	67.8	48.4
2014Q1	59.6	63.6	66.1	51.3
2014Q2	60.0	63.6	64.7	53.5
2014Q3	58.2	61.1	62.0	51.1
2014Q4	59.1	62.5	63.7	52.2
2015Q1	58.2	62.1	63.4	51.4
2015Q2	57.0	60.8	62.6	50.6
2015Q3	57.2	60.0	61.6	49.4
2015Q4	59.0	60.9	62.8	50.9
2016Q1	56.8	60.7	63.3	51.3
2016Q2	52.0	59.3	62.5	49.6
2016Q3	53.1	59.0	62.7	49.7
2016Q4	53.3	58.8	62.2	49.5
2017Q1	54.7	59.2	62.7	50.0
2017Q2	53.7	58.2	61.6	48.5
2017Q3	53.2	56.5	60.0	47.2
2017Q4	55.5	57.8	61.3	49.7
2018Q1	58.1	59.3	61.6	50.8
2018Q2	56.2	58.8	61.2	50.9
2018Q3	56.4	58.5	60.7	50.4
2018Q4	56.9	59.4	62.1	50.9
2019Q1	57.6	60.0	62.7	52.3
2019Q2	58.3	60.6	63.3	53.3
2019Q3	59.1	61.3	64.0	53.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	60.9	63.2	65.2	56.7

Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

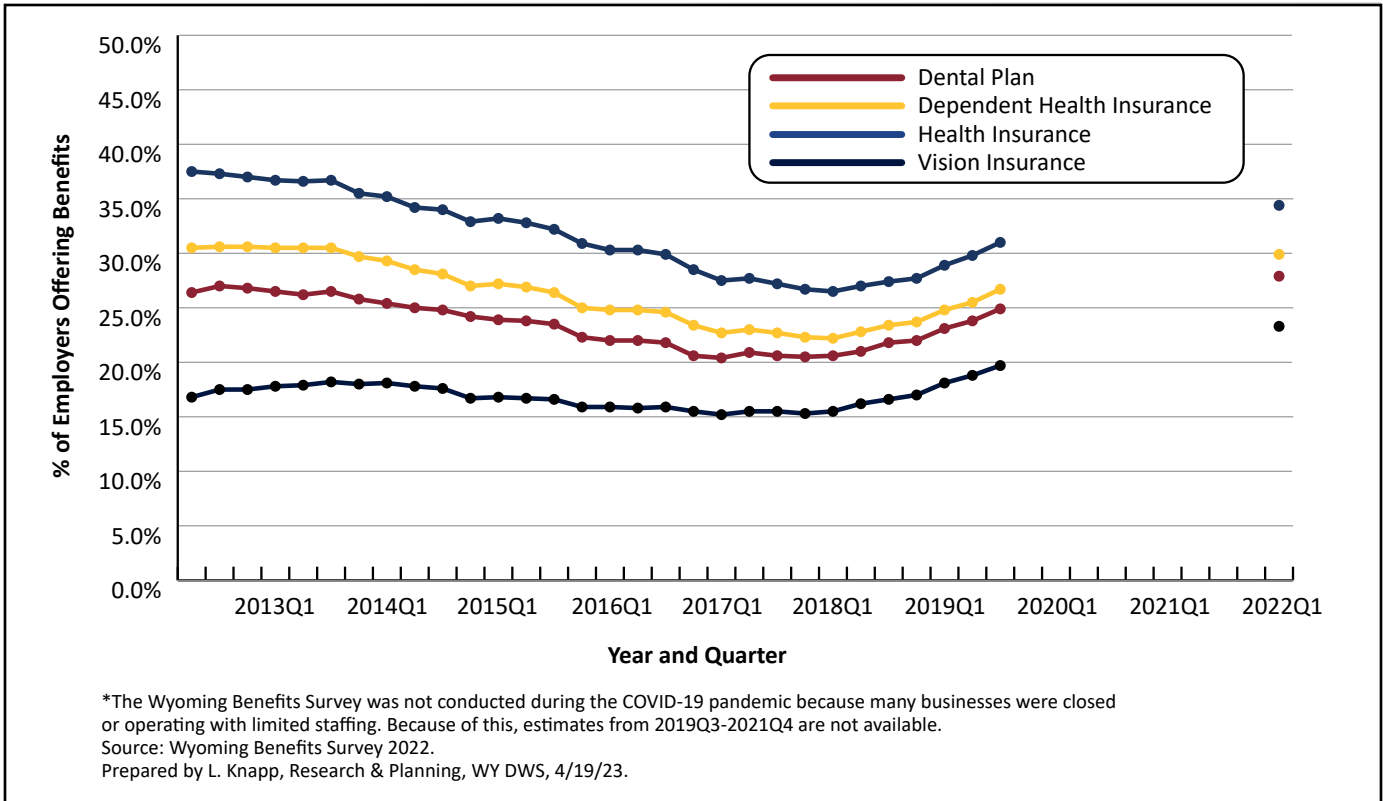


Figure 10: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

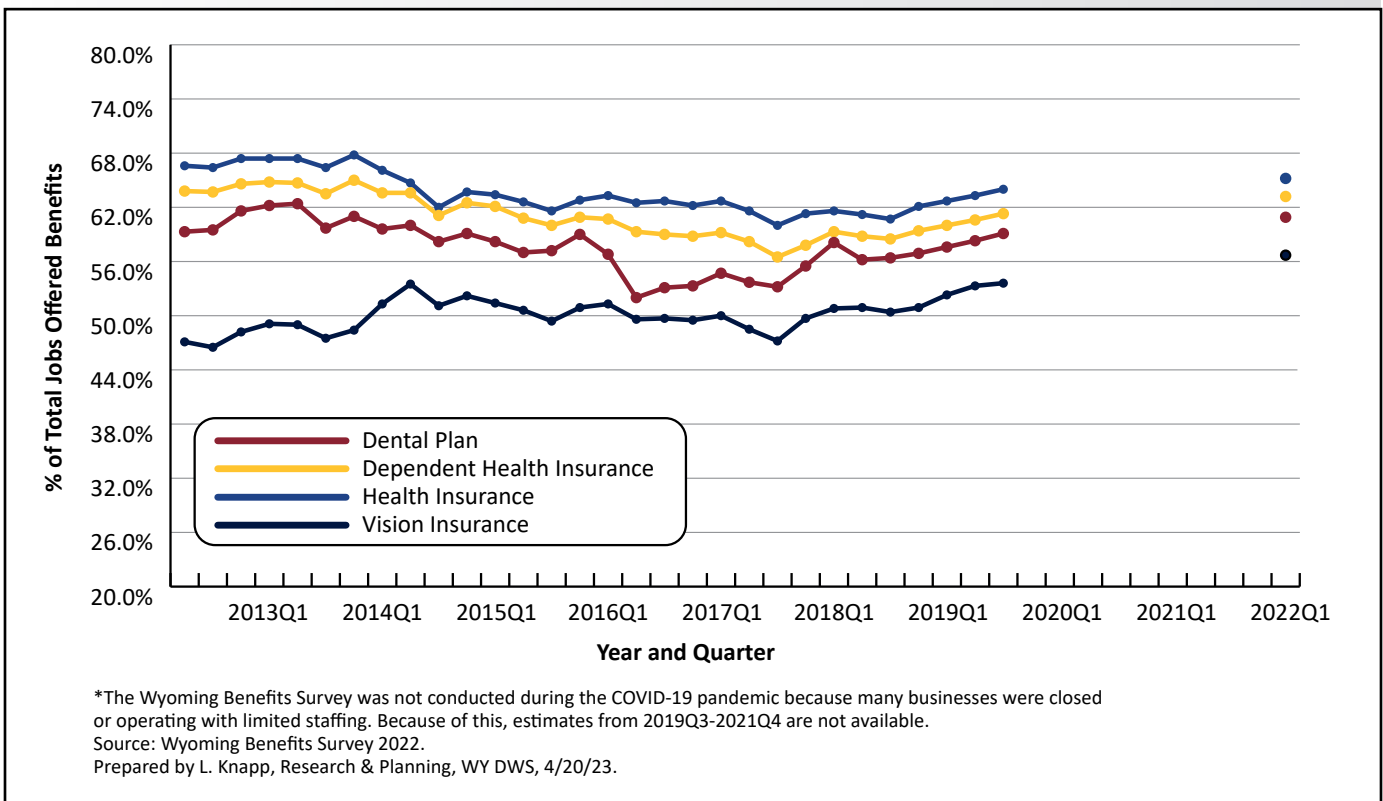


Figure 11: Percent of All Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Table 25: Percent of Full-Time Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Dependent			
	Dental Plan	Health Insurance	Health Insurance	Vision Insurance
2012Q2	73.1	79.1	82.5	58.0
2012Q3	73.5	79.0	82.2	57.4
2012Q4	75.4	79.2	82.5	58.8
2013Q1	76.1	79.3	82.5	59.9
2013Q2	76.3	79.3	82.5	59.9
2013Q3	73.5	78.2	81.9	58.6
2013Q4	74.0	79.1	82.4	58.9
2014Q1	73.6	78.6	81.8	62.9
2014Q2	74.7	79.3	80.5	66.3
2014Q3	73.6	77.9	78.6	64.6
2014Q4	73.3	78.1	79.4	64.6
2015Q1	72.5	77.9	79.6	64.0
2015Q2	71.9	77.2	79.5	63.6
2015Q3	72.9	77.0	79.2	62.7
2015Q4	73.9	77.0	79.7	63.4
2016Q1	71.2	76.5	79.9	63.8
2016Q2	66.3	76.1	80.5	63.0
2016Q3	67.9	76.0	80.7	63.3
2016Q4	68.3	76.2	80.6	63.2
2017Q1	69.7	76.8	81.1	63.8
2017Q2	69.1	76.2	80.4	62.6
2017Q3	68.4	74.0	78.2	60.9
2017Q4	70.0	74.6	79.1	62.8
2018Q1	73.4	76.5	79.5	64.0
2018Q2	71.3	76.4	79.3	64.5
2018Q3	71.2	75.9	78.9	63.8
2018Q4	71.6	76.6	79.6	64.0
2019Q1	73.2	77.6	80.6	65.9
2019Q2	73.9	78.0	81.0	67.0
2019Q3	75.1	79.3	82.4	67.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	76.1	80.2	82.7	70.9

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 26: Percent of Part-Time Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Dependent			
	Dental Plan	Health Insurance	Health Insurance	Vision Insurance
2012Q2	17.8	17.6	18.7	14.2
2012Q3	16.4	16.9	18.0	13.2
2012Q4	19.2	19.6	20.7	15.5
2013Q1	19.1	19.7	20.5	15.6
2013Q2	19.2	19.4	20.1	15.3
2013Q3	18.3	18.7	19.7	14.0
2013Q4	20.6	21.5	22.4	15.8
2014Q1	15.5	16.2	16.8	14.8
2014Q2	13.8	13.8	14.6	12.7
2014Q3	11.9	11.0	12.2	10.6
2014Q4	13.7	12.9	13.4	12.4
2015Q1	13.4	12.7	12.7	12.1
2015Q2	12.4	12.0	12.2	12.0
2015Q3	11.5	10.7	10.9	10.8
2015Q4	16.7	15.4	15.2	15.6
2016Q1	14.6	14.0	14.0	14.2
2016Q2	9.6	9.7	9.3	9.8
2016Q3	10.0	9.6	10.2	10.1
2016Q4	10.6	9.1	9.9	10.3
2017Q1	12.1	9.4	10.7	10.7
2017Q2	11.3	8.6	9.8	9.7
2017Q3	11.8	8.9	10.4	9.9
2017Q4	14.7	10.3	11.4	13.0
2018Q1	18.1	14.0	14.8	16.2
2018Q2	16.8	13.1	14.2	15.6
2018Q3	18.4	13.5	13.8	15.8
2018Q4	17.3	13.5	15.2	16.1
2019Q1	15.7	12.6	14.5	15.9
2019Q2	16.0	13.1	15.1	16.1
2019Q3	15.8	12.6	14.5	15.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	14.8	11.4	12.0	13.6

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

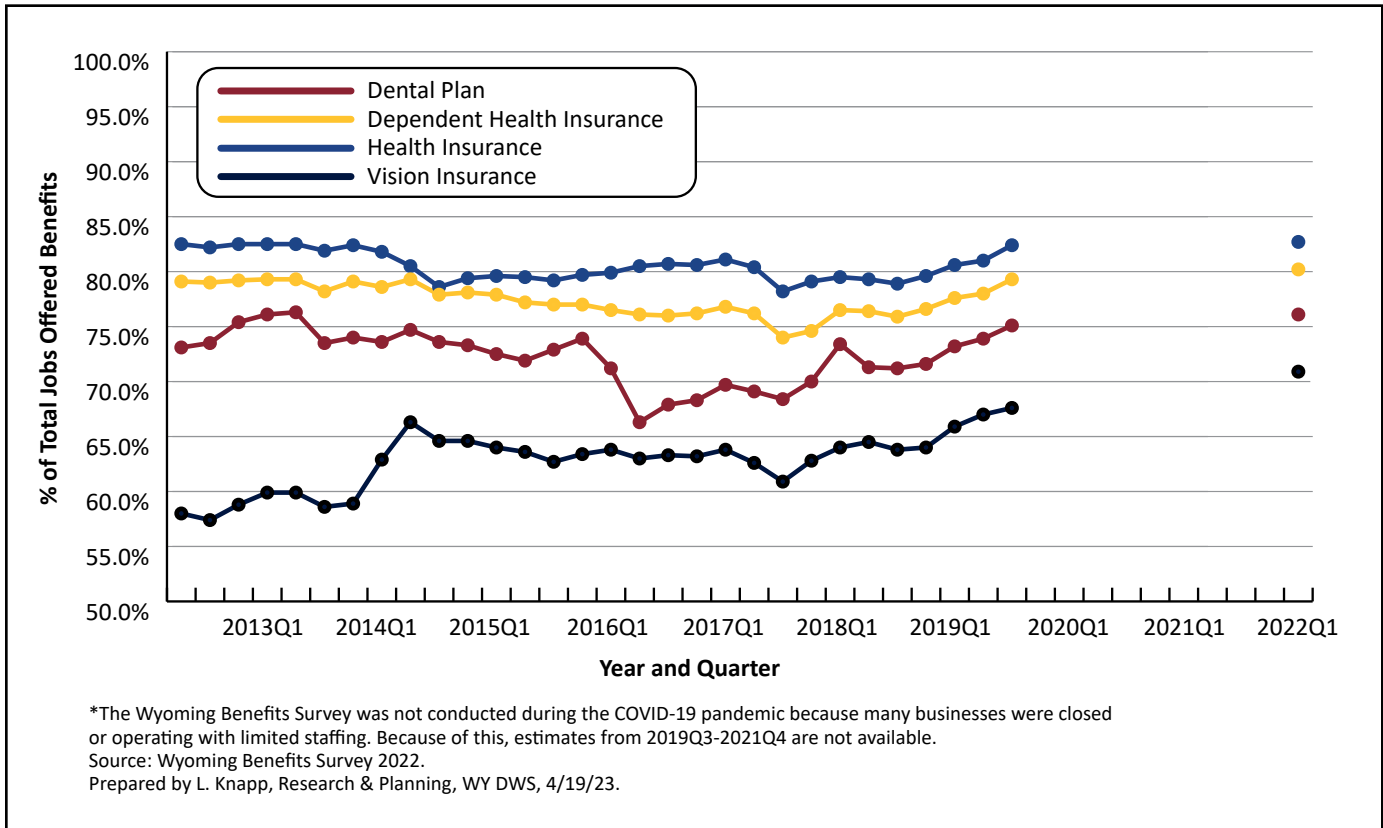


Figure 12: Percent of Full-Time Wyoming Jobs Offered Selected Health Care Benefits, 2012Q2-2022Q1

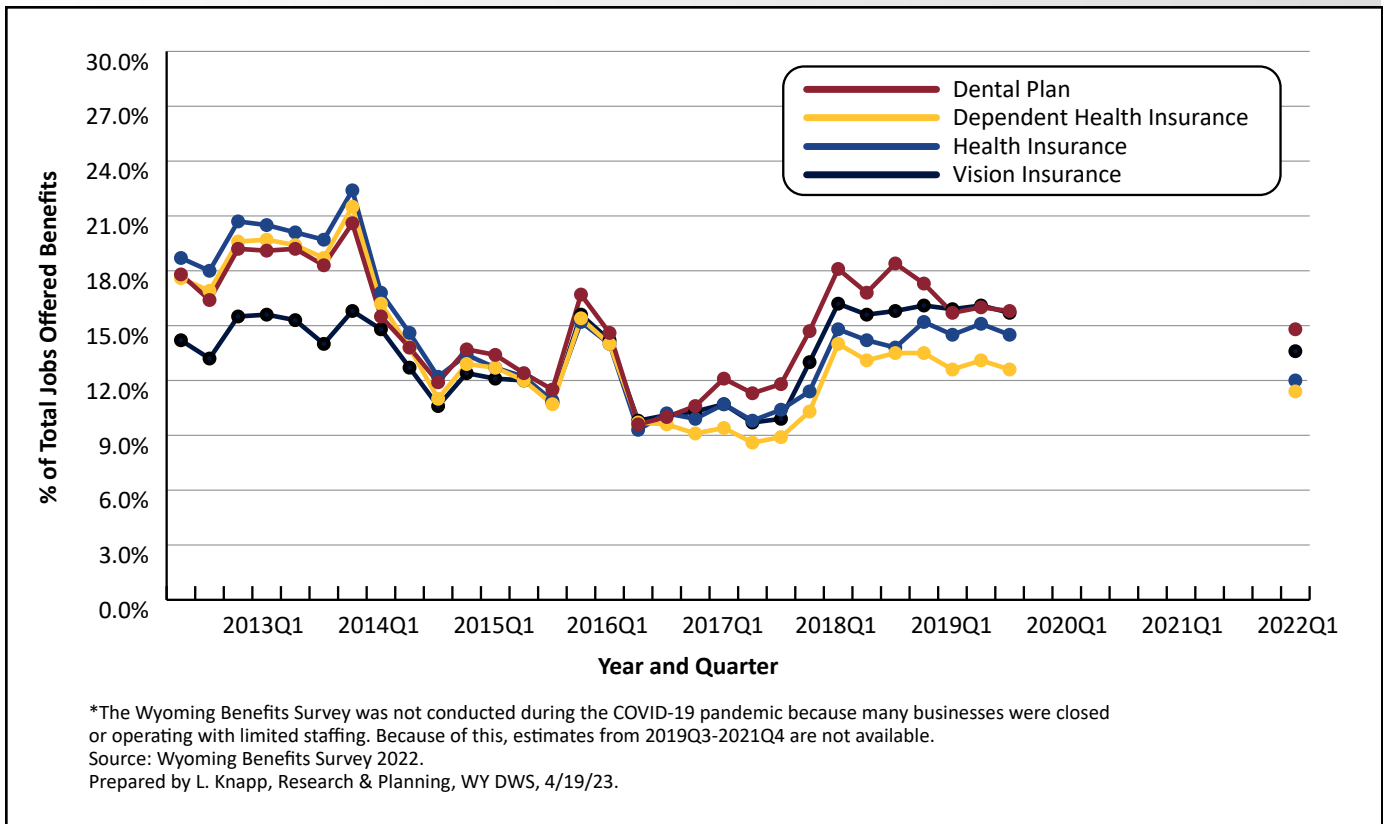


Figure 13: Percent of Part-Time Wyoming Jobs Offered Selected Health Care Benefits, 2008Q4-2018Q3

Table 27: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2012Q2	24.2	11.6	32.7	12.0
2012Q3	24.5	11.8	32.8	12.2
2012Q4	24.3	11.9	32.4	12.3
2013Q1	23.8	11.9	32.0	12.3
2013Q2	23.7	11.7	31.7	12.3
2013Q3	23.6	11.5	32.2	12.1
2013Q4	23.1	11.6	31.7	11.9
2014Q1	22.9	11.7	31.4	11.9
2014Q2	22.2	11.6	30.3	11.5
2014Q3	22.1	11.1	29.6	11.3
2014Q4	21.1	10.4	29.1	11.0
2015Q1	21.4	10.5	29.8	11.0
2015Q2	21.3	10.4	30.0	11.2
2015Q3	21.2	10.8	29.4	11.6
2015Q4	20.2	10.2	28.4	10.9
2016Q1	20.1	10.6	28.1	11.2
2016Q2	20.0	10.6	27.5	11.2
2016Q3	19.7	10.7	27.3	11.2
2016Q4	18.7	10.5	26.3	10.9
2017Q1	18.2	10.5	25.3	10.8
2017Q2	18.5	10.6	25.6	11.0
2017Q3	18.2	10.1	25.5	10.5
2017Q4	17.9	10.1	25.1	10.5
2018Q1	17.9	9.9	25.5	10.3
2018Q2	18.1	9.9	26.6	10.4
2018Q3	18.7	10.4	27.6	10.5
2018Q4	19.0	10.5	28.0	10.7
2019Q1	19.9	11.1	29.6	11.2
2019Q2	20.4	11.6	30.7	11.6
2019Q3	21.3	12.4	32.2	12.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	22.3	14.0	38.6	14.7

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 28: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2012Q2	59.1	41.8	65.4	34.9
2012Q3	58.6	41.8	64.8	35.8
2012Q4	60.1	43.4	66.1	38.5
2013Q1	60.4	44.0	66.1	40.4
2013Q2	60.1	43.3	65.6	42.2
2013Q3	58.9	42.3	65.3	40.1
2013Q4	60.2	44.3	67.2	38.4
2014Q1	59.6	43.8	66.8	35.2
2014Q2	58.3	45.1	64.2	36.3
2014Q3	56.7	41.8	61.4	35.4
2014Q4	58.0	40.7	63.2	35.3
2015Q1	57.7	39.4	63.9	34.2
2015Q2	57.2	39.2	63.5	35.4
2015Q3	56.1	38.4	62.4	35.9
2015Q4	57.1	39.7	61.1	39.7
2016Q1	57.0	40.9	62.0	38.7
2016Q2	55.2	38.5	62.4	30.9
2016Q3	55.0	37.9	64.3	31.5
2016Q4	54.8	38.9	63.7	31.2
2017Q1	55.4	40.5	63.8	31.8
2017Q2	53.9	38.1	62.8	29.2
2017Q3	52.3	35.9	61.8	30.2
2017Q4	54.2	38.5	63.9	30.4
2018Q1	55.1	39.1	64.6	31.3
2018Q2	54.6	39.1	64.8	30.4
2018Q3	53.9	39.4	64.2	31.3
2018Q4	54.0	41.1	65.8	32.5
2019Q1	53.8	41.6	66.9	33.6
2019Q2	54.2	41.6	67.7	34.2
2019Q3	54.3	40.5	69.0	33.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	58.2	41.4	71.3	33.6

Source: Wyoming Benefits Survey 2018.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

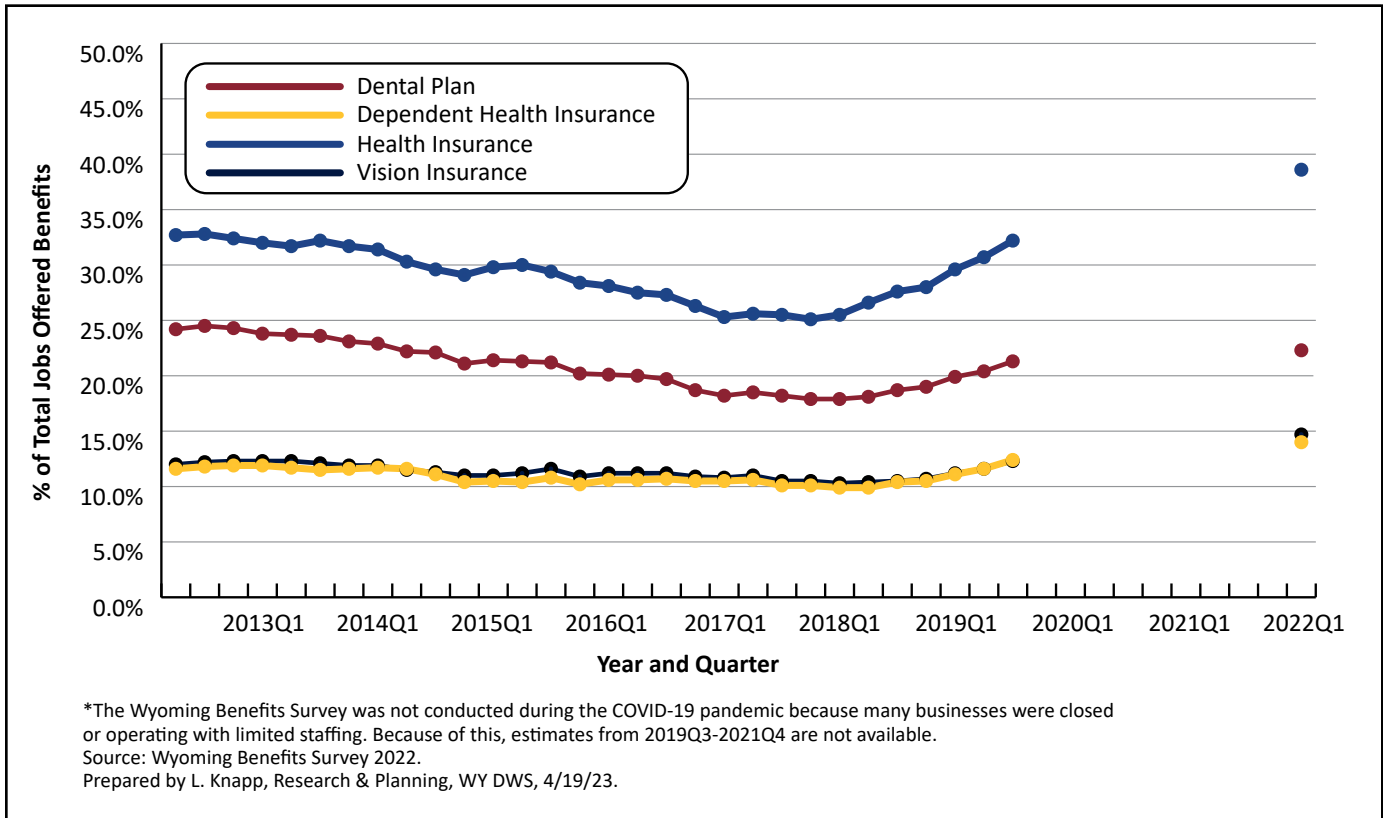


Figure 14: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2012Q2-2022Q1

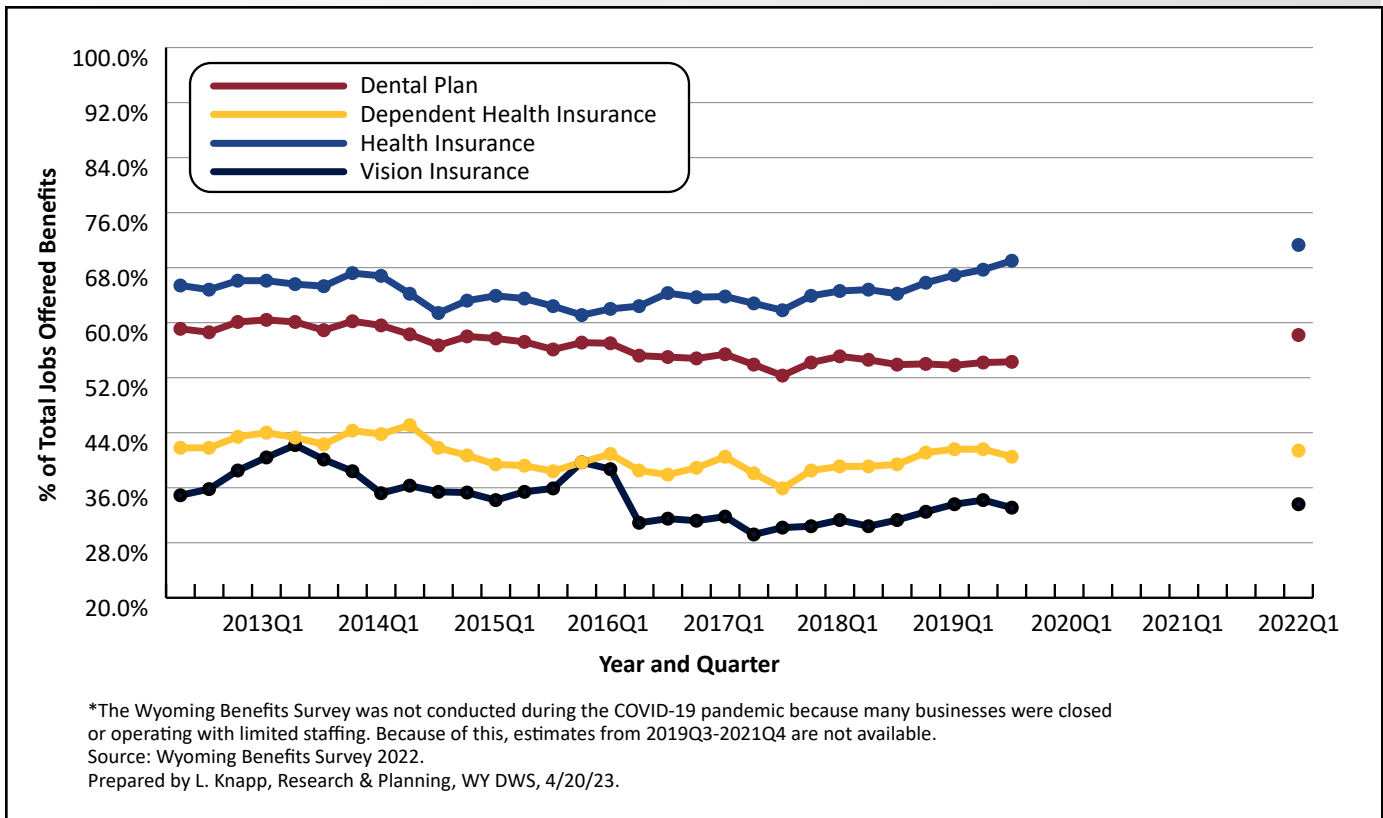


Figure 15: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1

Table 29: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retire-ment Plan	Short-Term Disability
2012Q2	73.0	52.8	77.6	42.8
2012Q3	72.5	52.8	77.0	44.0
2012Q4	73.7	54.2	77.6	47.1
2013Q1	74.2	55.2	77.4	49.6
2013Q2	74.1	54.3	76.8	51.3
2013Q3	73.3	53.7	77.2	49.3
2013Q4	74.5	55.4	78.6	46.5
2014Q1	74.3	55.1	78.0	44.3
2014Q2	72.9	56.2	76.4	44.9
2014Q3	72.2	53.0	74.5	44.4
2014Q4	72.1	49.8	75.7	43.3
2015Q1	72.1	48.6	76.2	42.0
2015Q2	72.1	48.9	76.2	44.0
2015Q3	71.5	48.5	75.6	45.3
2015Q4	71.7	49.1	75.6	48.9
2016Q1	71.6	50.5	75.9	47.6
2016Q2	70.8	48.7	75.1	39.3
2016Q3	70.7	48.3	76.0	40.4
2016Q4	70.7	49.8	76.0	40.3
2017Q1	71.3	51.8	76.3	41.1
2017Q2	70.2	49.3	75.7	38.2
2017Q3	68.0	46.4	74.2	39.2
2017Q4	69.7	49.2	75.9	39.1
2018Q1	70.6	49.4	76.7	39.6
2018Q2	70.4	49.8	77.5	38.8
2018Q3	69.5	50.4	77.0	39.8
2018Q4	69.0	52.2	78.4	41.1
2019Q1	69.1	53.2	80.0	43.0
2019Q2	69.6	53.3	81.0	43.9
2019Q3	70.1	51.8	82.4	42.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	73.7	52.8	83.7	41.9

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 30: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retire-ment Plan	Short-Term Disability
2012Q2	17.0	8.8	28.6	10.9
2012Q3	16.0	8.1	27.4	10.4
2012Q4	17.9	10.1	30.3	12.0
2013Q1	17.9	9.4	31.1	12.1
2013Q2	16.5	8.9	31.1	13.8
2013Q3	15.3	7.6	29.5	12.5
2013Q4	16.0	9.8	32.0	13.3
2014Q1	13.4	8.5	31.6	6.7
2014Q2	12.0	10.2	25.7	9.1
2014Q3	10.1	8.3	22.0	8.5
2014Q4	13.0	11.5	23.2	9.9
2015Q1	12.5	10.8	25.4	9.6
2015Q2	12.5	10.6	25.6	9.9
2015Q3	11.6	9.4	24.2	9.0
2015Q4	15.8	13.2	20.0	13.6
2016Q1	13.8	12.6	21.0	12.5
2016Q2	9.0	8.0	24.6	6.1
2016Q3	9.3	7.8	30.3	5.8
2016Q4	9.6	7.9	28.6	5.1
2017Q1	10.4	8.4	28.3	5.3
2017Q2	9.2	7.3	27.4	4.3
2017Q3	9.6	7.3	28.0	5.7
2017Q4	10.5	8.4	30.4	5.9
2018Q1	14.6	12.2	33.1	9.7
2018Q2	13.7	11.2	31.8	8.6
2018Q3	13.8	11.1	31.1	9.3
2018Q4	13.8	11.2	32.0	9.3
2019Q1	12.7	10.4	31.8	8.5
2019Q2	12.4	9.7	31.6	8.0
2019Q3	11.8	10.1	32.8	8.4
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	11.5	6.8	33.6	8.3

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

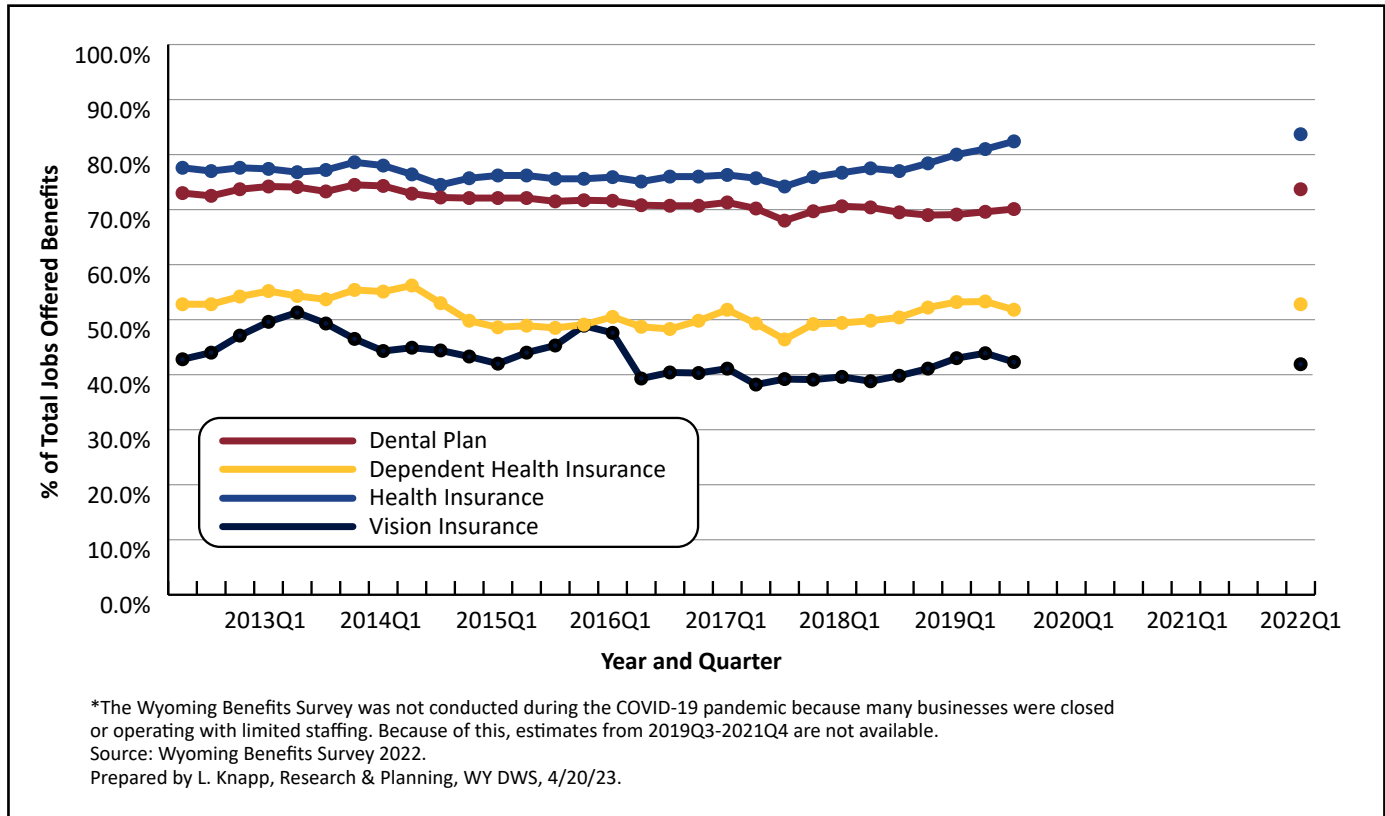


Figure 16: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1

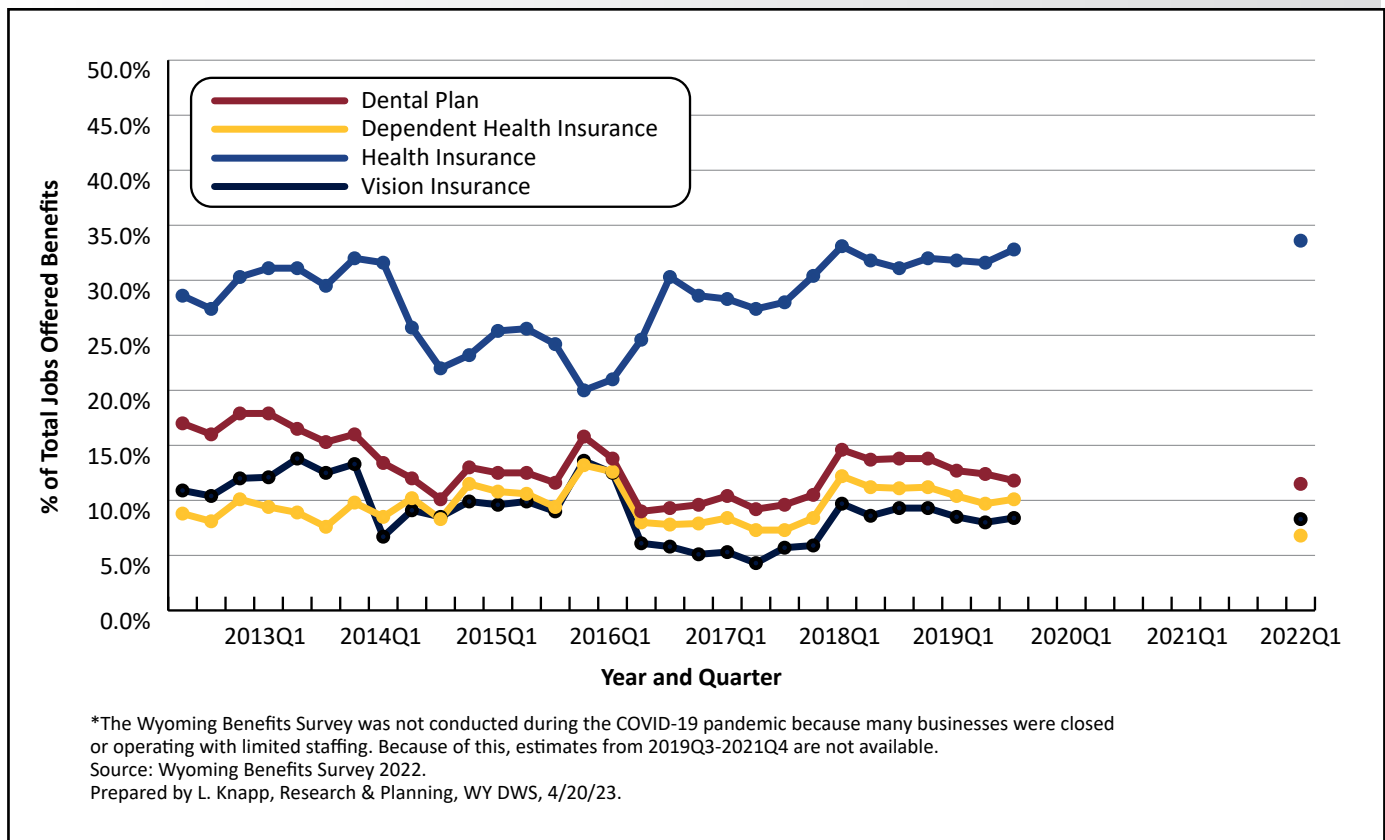


Figure 17: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2012Q2-2022Q1

Table 31: Percent of Employers Offering Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2012Q2	46.5	17.5	23.4	42.9
2012Q3	46.5	18.8	23.4	42.9
2012Q4	45.7	20.2	22.8	41.7
2013Q1	44.2	20.8	22.8	40.8
2013Q2	43.6	21.4	23.0	40.8
2013Q3	43.4	22.1	22.6	40.6
2013Q4	42.0	23.3	21.9	39.3
2014Q1	42.5	24.8	21.9	39.0
2014Q2	42.0	26.1	22.0	39.0
2014Q3	41.3	25.8	21.8	38.3
2014Q4	40.6	25.8	21.4	37.8
2015Q1	41.4	26.6	21.4	37.7
2015Q2	40.9	26.9	20.9	37.4
2015Q3	40.2	26.8	20.3	36.7
2015Q4	39.2	26.2	19.7	35.6
2016Q1	38.7	26.6	19.3	35.0
2016Q2	37.9	26.2	18.7	34.0
2016Q3	37.8	25.8	18.3	33.1
2016Q4	36.6	24.9	17.8	31.8
2017Q1	36.3	24.9	17.9	31.7
2017Q2	36.5	25.1	17.7	31.7
2017Q3	36.6	25.3	17.5	31.3
2017Q4	36.5	25.1	17.1	30.5
2018Q1	36.5	25.3	17.3	30.0
2018Q2	36.9	25.8	17.2	30.1
2018Q3	36.6	26.2	16.7	30.1
2018Q4	36.6	26.5	16.4	29.3
2019Q1	37.0	26.8	16.6	29.3
2019Q2	37.4	27.3	16.6	29.4
2019Q3	37.9	27.8	16.7	30.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	44.1	33.6	21.0	33.2

Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 32: Percent of All Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2012Q2	63.4	31.1	44.6	60.7
2012Q3	62.5	31.2	43.5	59.6
2012Q4	63.5	31.3	44.7	60.0
2013Q1	62.5	32.0	44.7	60.1
2013Q2	62.2	31.8	43.2	59.4
2013Q3	61.2	32.7	40.5	59.8
2013Q4	60.1	39.7	42.5	58.7
2014Q1	61.9	39.7	39.0	56.8
2014Q2	63.6	38.5	44.6	61.1
2014Q3	62.1	34.9	43.9	60.3
2014Q4	63.8	39.4	42.8	58.5
2015Q1	64.2	40.0	42.8	58.5
2015Q2	63.4	39.3	41.9	56.5
2015Q3	62.6	38.6	41.1	56.1
2015Q4	64.1	36.9	41.8	57.4
2016Q1	63.9	38.6	42.9	57.4
2016Q2	63.0	43.0	39.9	54.2
2016Q3	64.1	43.1	39.8	54.1
2016Q4	64.0	45.0	40.5	53.9
2017Q1	65.0	45.1	41.2	55.1
2017Q2	63.7	44.1	40.0	54.9
2017Q3	62.4	42.8	38.7	53.5
2017Q4	63.8	45.4	41.0	54.6
2018Q1	64.1	46.8	40.9	54.0
2018Q2	63.3	45.8	41.1	54.6
2018Q3	61.2	45.3	37.6	52.4
2018Q4	62.2	45.8	39.3	52.9
2019Q1	62.0	47.9	38.9	51.5
2019Q2	62.3	48.5	38.3	50.9
2019Q3	61.9	47.8	36.2	49.2
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	64.7	49.3	39.4	54.0

Source: Wyoming Benefits Survey 2022.
 Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

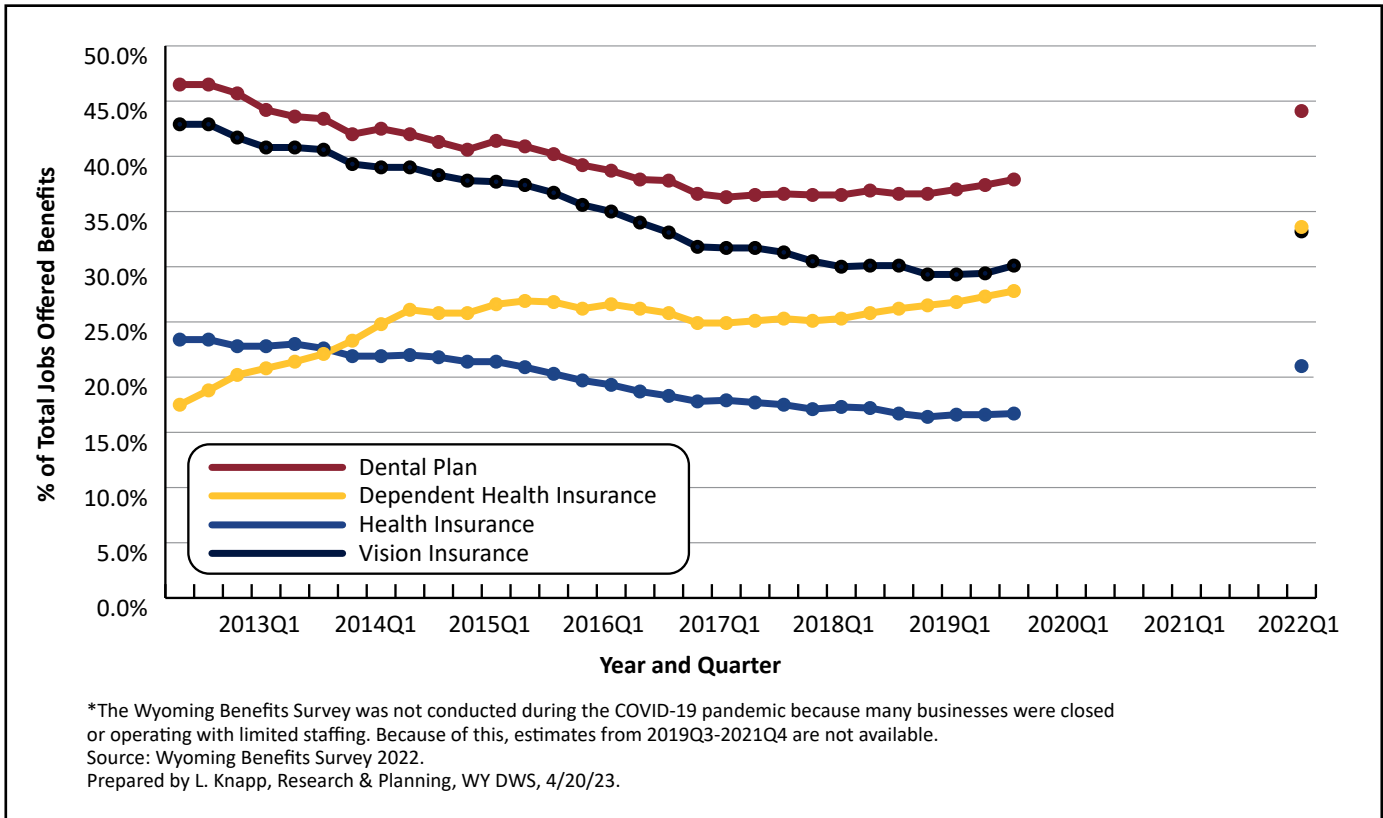


Figure 18: Percent of Employers Offering Selected Paid Work Leave, 2012Q2-2022Q1

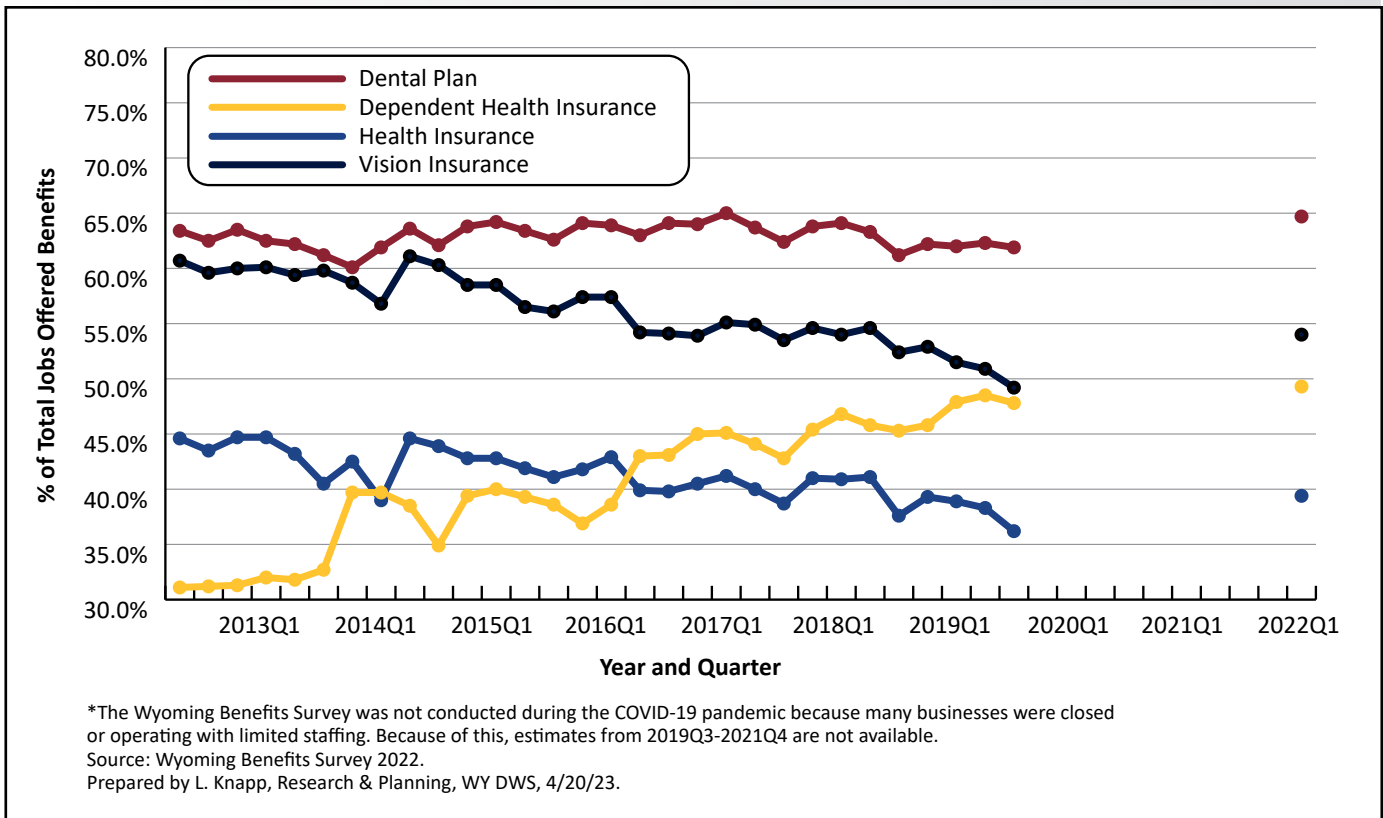


Figure 19: Percent of All Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1

Table 33: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2012Q2	77.8	37.1	54.1	75.0
2012Q3	76.7	37.2	52.7	73.3
2012Q4	78.0	37.0	53.3	73.8
2013Q1	77.0	37.9	53.4	73.8
2013Q2	76.6	37.7	51.5	72.4
2013Q3	75.6	39.3	49.1	72.8
2013Q4	73.6	46.8	50.1	70.6
2014Q1	76.0	46.5	46.6	68.9
2014Q2	77.7	46.3	54.0	74.5
2014Q3	77.0	42.4	54.1	74.0
2014Q4	77.5	46.7	51.5	70.5
2015Q1	78.1	47.5	51.5	70.7
2015Q2	77.9	47.2	50.9	69.2
2015Q3	77.7	47.1	50.4	69.4
2015Q4	78.6	45.5	50.8	70.4
2016Q1	78.2	47.3	52.2	70.5
2016Q2	78.2	52.3	49.2	67.7
2016Q3	79.0	51.7	49.5	67.9
2016Q4	79.1	54.2	50.4	68.0
2017Q1	80.4	54.2	51.6	69.2
2017Q2	79.3	53.6	50.7	69.3
2017Q3	77.4	52.0	49.1	67.2
2017Q4	78.5	54.2	51.3	68.0
2018Q1	78.9	55.8	50.0	66.5
2018Q2	78.2	55.1	50.6	67.9
2018Q3	75.9	55.0	45.9	64.7
2018Q4	77.0	55.0	47.6	65.2
2019Q1	77.3	58.3	47.4	64.2
2019Q2	77.9	58.8	46.3	63.5
2019Q3	78.0	58.0	44.0	61.9
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	79.0	58.7	48.0	67.2

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

Table 34: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1 (40-Quarter/10 Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2012Q2	20.0	12.8	16.0	17.7
2012Q3	18.8	12.6	15.3	17.5
2012Q4	18.8	13.7	18.1	17.2
2013Q1	17.8	13.8	17.7	17.8
2013Q2	17.2	13.7	17.4	18.9
2013Q3	17.9	12.6	14.6	20.8
2013Q4	18.2	17.9	19.1	21.7
2014Q1	17.6	18.3	15.1	18.8
2014Q2	19.0	13.8	14.8	18.8
2014Q3	17.6	12.5	13.4	19.2
2014Q4	19.7	16.1	14.8	20.3
2015Q1	20.8	16.5	15.6	20.4
2015Q2	20.3	15.5	15.2	18.6
2015Q3	18.9	14.1	14.0	17.6
2015Q4	23.1	12.7	16.5	20.6
2016Q1	21.6	12.8	15.2	18.7
2016Q2	17.9	15.3	12.4	13.9
2016Q3	20.7	18.0	11.7	13.8
2016Q4	20.9	18.8	12.1	13.6
2017Q1	21.4	19.1	11.7	15.2
2017Q2	20.7	17.9	10.6	15.4
2017Q3	21.6	17.9	10.6	16.1
2017Q4	22.4	20.7	12.3	17.0
2018Q1	25.5	23.4	17.2	21.3
2018Q2	24.5	21.6	16.1	19.8
2018Q3	23.3	20.4	16.1	20.6
2018Q4	22.6	21.2	17.2	19.9
2019Q1	21.1	20.1	16.2	17.4
2019Q2	20.0	20.4	16.5	16.5
2019Q3	18.1	20.2	14.9	15.0
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	21.4	20.8	13.4	14.1

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/20/23.

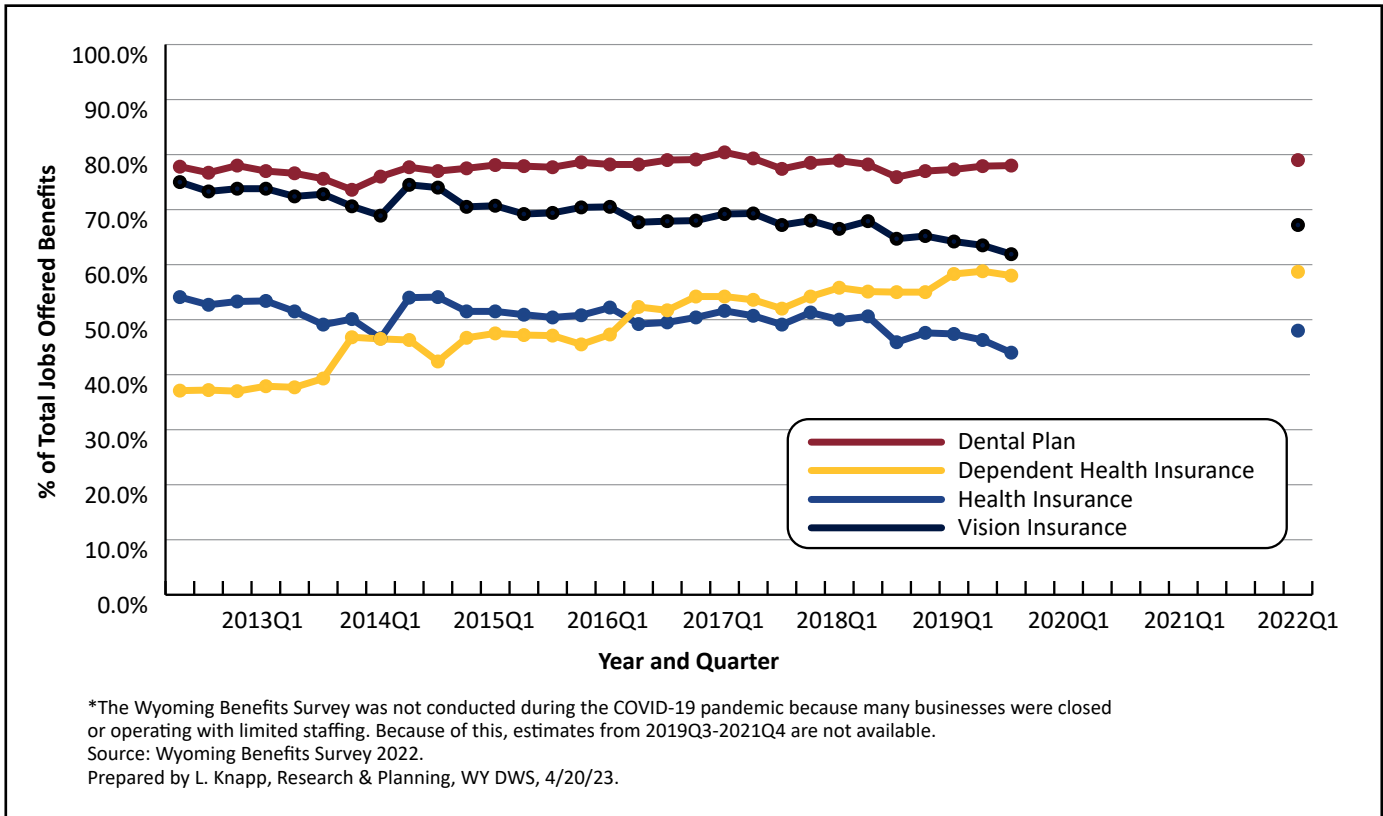


Figure 20: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1

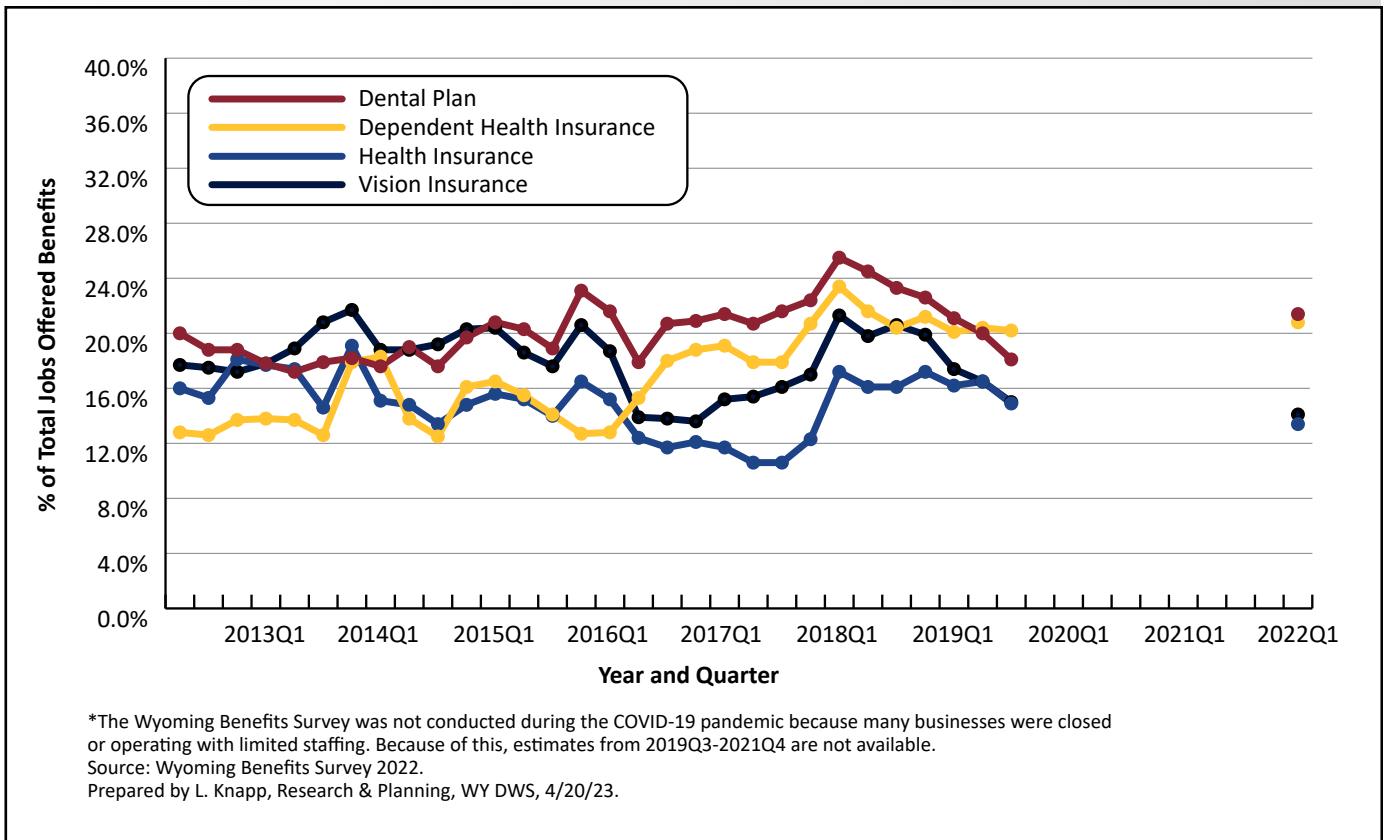


Figure 21: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2012Q2-2022Q1

