

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix B: Other (written) Responses



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



WRITTEN RESPONSES

The seven survey items of questions 2, 3, 25, 35, 37, 41 and 44 provide the survey respondents an opportunity to write in and tell us of any benefits that their firm offers to their employees that are not mentioned in each of these items' list of possible responses. The respondent may do this in addition to checking the "other" option included in each of these question's possible response list. An analysis of the written responses to these seven questions is provided in the following seven tables. These responses are reported by both the percentage of the total firms responding to the question and the percentage of the total firms providing written responses to the question.

TABLE 2AI: Written Responses for "Other" Paid Holidays Offered by All Industries, All Employee Categories and All Firm Sizes. Question 2: "Please check all paid holidays offered by your company."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Easter	5	0.3	20.0
Two Floating Holidays	7	0.4	28.0
Three Floating Holidays	4	0.2	16.0
Day Before Thanksgiving	2	0.1	8.0
Five Floating Holidays	1	0.1	4.0
Anniversary Day	1	0.1	4.0
Misc. Holidays	5	0.3	20.0
Subtotal Written Response	25	1.4	100.0
Non-Written Response	1,756	98.6	—
Total Responding Firms	1,781	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 3W: Written Responses for "Other" Holiday Pay by All Industries, All Employee Categories and All Firm Sizes. Question 3: "What do you pay hourly employees who work on a holiday?"

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Don't Work Holidays	99	6.3	61.1
Holiday Bonus Time	13	0.8	8.0
Compensation Time	11	0.7	6.8
Double Time and a Half	15	1.0	9.3
Triple Time	3	0.2	1.9
According to Union Contracts	2	0.1	1.2
Not Applicable	11	0.7	6.8
Misc. Responses	8	0.5	4.9
Subtotal Written Response	162	10.3	100.0
Non-Written Response	1,404	89.7	—
Total Responding Firms	1,566	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 25AH: Written Responses for "Other" Paid Leave Offered by All Industries, All Employee Categories and All Firm Sizes. Question 25: "Please check all boxes indicating any other paid leave you offer."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Personal Business	11	1.0	19.0
Family Emergency	8	0.7	13.8
Professional Travel	2	0.2	3.4
Subpoenaed Leave	3	0.3	5.2
Marriage Leave	1	0.1	1.7
Family School Leave	1	0.1	1.7
Voting Leave	1	0.1	1.7
Education Leave	1	0.1	1.7
Not Applicable	21	1.9	36.2
Misc. Responses	9	0.8	15.5
Subtotal Written Response	58	5.3	100.0
Non-Written Response	1,035	94.7	—
Total Responding Firms	1,093	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 35AH: Written Responses for "Other" Medical/Health Benefits Offered by All Industries, All Employee Categories and All Firm Sizes. Question 35: "Please checkboxes indicating any additional medical/health benefits your company provides cost assistance."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Supplementary Policies	15	1.2	28.3
Medical Reimbursement	2	0.2	3.8
Optional Life	2	0.2	3.8
Burial Plan	1	0.1	1.9
Medical Fertilization	1	0.1	1.9
Not Applicable	16	1.3	30.2
Misc. Responses	16	1.3	30.2
Subtotal Written Response	53	4.4	100.0
Non-Written Response	1,163	95.6	—
Total Responding Firms	1,216	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 37AH: Written Responses for "Other" Retirement Benefits Offered by All Industries, Employee Categories and All Firm Sizes. Question 37: "Please check boxes indicating retirement benefits you offer."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
SEP - IRA	44	2.3	37.6
Teacher's Retirement	37	1.9	31.6
403(b)	8	0.4	6.8
457 Plan	3	0.2	2.6
IRA	3	0.2	2.6
ESOP	6	0.3	5.1
Not Applicable	8	0.4	6.8
Misc. Responses	8	0.4	6.8
Subtotal Written Response	117	6.1	100.0
Non-Written Response	1,804	93.9	—
Total Responding Firms	1,921	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 41AH: Written Responses for "Other" Flexible Spending Accounts Offered by All Industries, All Employee Categories and All Firm Sizes. Question 41: "Do you offer flexible spending accounts, or cafeteria plan, to your employees?"

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Disability Insurance	8	0.4	7.1
Full Life Insurance	17	0.9	15.2
Supplementary Insurance	20	1.0	17.9
Adult Care	2	0.1	1.8
Vision Care	6	0.3	5.4
Dental Care	15	0.8	13.4
Health/Accident Insurance	21	1.1	18.8
Misc. Responses	23	1.2	20.5
Subtotal Written Response	112	5.7	100.0
Non-Written Response	1,844	94.3	—
Total Responding Firms	1,956	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.

TABLE 44AH: Written Responses for "Other" Additional Miscellaneous Benefits Offered by / Industries, All Employee Categories and All Firm Sizes. Question 44: "Please checkboxes indicating any additional miscellaneous benefits your company offers."

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Pay for Unused Sick Leave	1	0.1	2.7
Call Back Pay	2	0.2	5.4
Mileage Allowance	2	0.2	5.4
Commission	4	0.3	10.8
Employee Discounts	2	0.2	5.4
Incentive Pay	10	0.8	27.0
Safety Bonus	3	0.2	8.1
Uniform Allowance	2	0.2	5.4
Interest Free Payroll Advance	1	0.1	2.7
Free Parking	1	0.1	2.7
Company Vehicles	1	0.1	2.7
Phone & Phone Service	1	0.1	2.7
Misc. Responses	7	0.5	18.9
Subtotal Written Response	37	2.8	100.0
Non-Written Response	1,280	97.2	—
Total Responding Firms	1,317	100.0	—

Note: Percentages may not sum to 100.0%, due to rounding.