

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Public Administration



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



OESC 2004 Benefits Survey

About this Publication:

The Labor Market Information Unit, Economic Research and Analysis Division, Oklahoma Employment Security Commission conducted this survey, collecting the data for the survey in August, September and October of 2003.

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Thanks also go to the Economic and Labor Market Information Bureau of the New Hampshire Employment Security for their permission to use their Benefit Survey Questionnaire, which we modified, adapted and tested for use in Oklahoma.

Special recognition is given for the ten individuals and associated firms for their assistance in the evaluation of our modified survey questionnaire. These individuals and firms are listed in Appendix D, following this report.

PUBLIC ADMINISTRATION

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All types of people and a large variety of groups will find the results of a benefit survey, not only note worthy, but useful. These would include, but are not limited to, business and government officials, employers, employees, educators, community economic development organizations, employment providers, and jobseekers. Extensive statewide benefit surveys have been few in number. Most existing benefit surveys are limited in scope to local surveys, querying a comparatively small number of firms and asking relatively few questions. This may be due to the existent of the range in types and varieties of benefits that can be offered by firms, difficulties in obtaining a comprehensive list of names of firms doing business within a state along with valid firm contact information. The statewide *OESC 2005 Benefit Survey* addresses the pressing need for a more extensive benefit survey.



Taking advantage of the Employment Security Commission's unique and comprehensive list of state employers contained in *Oklahoma's Covered Employment and Wages (QCEW)* database, researchers in the Labor Market Information Unit of the Economic Research and Analysis Division conducted a statewide survey of employers during the months of August, September and October of 2003. The sample was stratified by geographical area, major industry, and firm size. Of the 3,384 employers randomly selected 2,085 (61.6%) responded to the survey. Employers had the option of replying by methods of mailing, faxing, e-mailing, phoning or completing the questionnaire online at our website. The eight-page survey questionnaire contained 45 questions addressing items relating to the number and types of holidays offered, holiday pay, amount and types of paid leave provided, scope and proportional cost of medical/health/dental plans, types and amount of retirement extended, extent and criteria for educational benefits offered, a variety of miscellaneous benefits available, and the proportional cost of employee benefits. Data from the respondents were weighed in order to estimate the number and percentage of Oklahoma employers offering each benefit and the number and percentage of Oklahoma salaried employees, full-time hourly and part-time hourly employees obtaining a particular benefit. For those that are interested, a more detailed description of the methodology used in collecting and reporting this data is contained in Appendix A of this report.

In this benefit survey report, the data for the *OESC 2004 Benefit Survey* is explained by an aggregate of all industries as well as by 10 major industries, illustrated in over 1200 tables and reported according to firm size and employee category. The report is divided into 11 chapters, one for each major industry plus one for the industry aggregate. Provision are made on this website to enable the reader to download this survey report by individual industry chapter, by particular pages in the report or the report in its entirety. The tables contained in this report provide estimates of the number and percentages of Oklahoma employers and employees in each survey question response categories, and also offer adequate and descriptive footnotes providing additional information concerning the estimates given in the tables. An example of information given in table footnotes are the number and percentage of firms responding to the survey question out of all applicable firms. A sample table and instructions for reading and interpreting the information in the tables, follow below.

Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question
(If any)

ALL INDUSTRIES
Full-time Hourly

Employee Category

TABLE 3A: Holiday Pay Offered for Oklahoma Full-time Hourly, All Industries Employees, by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	8,898	50.8	65,969	47.7
Medium Size Firms	958	39.9	49,650	36.9
Large Firms	118	28.2	57,585	27.5
All Size Firms	9,974	49.1	173,204	35.9
TIME AND ONE-HALF				
Small Firms	4,333	24.8	40,209	29.1
Medium Size Firms	661	27.6	39,663	29.5
Large Firms	165	39.4	94,114	44.9
All Size Firms	5,159	25.4	173,986	36.1
DOUBLE TIME				
Small Firms	2,140	12.2	19,979	14.5
Medium Size Firms	562	23.4	35,900	26.7
Large Firms	101	24.1	35,663	17.0
All Size Firms	2,803	13.8	91,542	19.0
OTHER (please describe)				
Small Firms	2,129	12.2	12,056	8.7
Medium Size Firms	218	9.1	9,320	6.9
Large Firms	35	8.4	22,159	10.6
All Size Firms	2,382	11.7	43,535	9.0
Subtotal of Small Firms	17,500	100.0	138,213	100.0
Subtotal of Medium Size Firms	2,399	100.0	134,533	100.0
Subtotal of Large Firms	419	100.0	209,521	100.0
Grand Total	20,318	100.0	482,267	100.0

Response Categories

Example 1.
(see below)

Example 2.
(see below)

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1729 firms, or 82.9% of the firms with full-time hourly employees reported holiday pay.

Description of Applicable Firms

Number and Percentage of Responding Firms

Example 1. The percent of Medium Size Firms that offer time and one half pay is the number of estimated Firms (661) times 100, divided by the Subtotal of Medium Size Firms (2,399), or = 27.6%.

Example 2. The percent of All Size Employees receiving double time pay is the number of estimated employees (91,542), times 100, divided by the Grand Total of all size employees (482,267), or = 19.0%.

PUBLIC ADMINISTRATION

Salaried

TABLE 1AC: Number of Paid Holidays Offered for Oklahoma Salaried Public Administration Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	31	11.0	72	5.8
All Size Firms	31	9.3	72	2.0
SIX HOLIDAYS				
Medium & Large Size Firms	5	10.0	89	3.7
All Size Firms	5	1.5	89	2.5
NINE HOLIDAYS				
Small Firms	22	7.8	35	2.8
All Size Firms	22	6.6	35	1.0
TEN HOLIDAYS				
Small Firms	43	15.2	173	13.9
Medium & Large Size Firms	1	2.0	21	0.9
All Size Firms	44	13.3	194	5.4
ELEVEN HOLIDAYS				
Small Firms	98	34.8	333	26.7
Medium & Large Size Firms	10	20.0	60	4.8
All Size Firms	108	32.5	393	10.8
TWELVE or MORE HOLIDAYS				
Small Firms	88	31.2	633	50.8
Medium & Large Size Firms	34	68.0	2,207	92.9
All Size Firms	122	36.7	2,840	78.4
Subtotal of Small Firms	282	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	50	100.0	2,377	100.0
Grand Total	332	100.0	3,623	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 public administration firms, or 100.0 % of the public administration firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 1AD: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Public Administration Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	31	12.0	50	2.5
All Size Firms	31	10.3	50	1.0
SIX HOLIDAYS				
Medium & Large Size Firms	5	11.6	197	7.0
All Size Firms	5	1.7	197	4.1
NINE HOLIDAYS				
Small Firms	22	8.5	52	2.6
All Size Firms	22	7.3	52	1.1
TEN HOLIDAYS				
Small Firms	43	16.7	676	34.4
Medium & Large Size Firms	1	2.3	158	5.6
All Size Firms		0.0		0.0
ELEVEN HOLIDAYS				
Small Firms	76	29.5	514	26.2
Medium & Large Size Firms	13	30.2	502	17.8
All Size Firms	89	29.6	1,016	21.2
TWELVE or MORE HOLIDAYS				
Small Firms	86	33.3	671	34.2
Medium & Large Size Firms	24	55.8	1,964	69.6
All Size Firms	110	36.5	2,635	55.1
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Medium & Large Size Firms	43	100.0	2,821	100.0
Grand Total	301	100.0	4,784	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 public administration firms, or 90.0 % of the public administration firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 1AE: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Public Administration Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	9	7.4	9	1.0
All Size Firms	9	6.6	9	1.0
SIX HOLIDAYS				
Medium & Large Size Firms	5	33.3	11	12.4
All Size Firms	5	3.6	11	1.2
TEN HOLIDAYS				
Small Firms	22	18.0	173	20.2
All Size Firms	22	16.1	173	18.3
ELEVEN HOLIDAYS				
Small Firms	22	18.0	364	42.4
All Size Firms	22	16.1	364	38.4
TWELVE or MORE HOLIDAYS				
Small Firms	69	56.6	312	36.4
Medium & Large Size Firms	10	66.7	78	87.6
All Size Firms	79	57.7	390	41.2
Subtotal of Small Firms	122	100.0	858	100.0
Subtotal of Medium & Large Size Firms	15	100.0	89	100.0
Grand Total	137	100.0	947	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 10 public administration firms, or 38.5% of the public administration firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Salaried

TABLE 2AC: Holidays Offered for Oklahoma Salaried Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	271	96.1	1,209	97.0
Medium & Large Size Firms	50	100.0	2,377	100.0
All Size Firms	321	96.7	3,586	99.0
MARTIN LUTHER KING DAY				
Small Firms	194	68.8	930	74.6
Medium & Large Size Firms	36	72.0	2,233	93.9
All Size Firms	230	69.3	3,163	87.3
PRESIDENT'S DAY				
Small Firms	198	70.2	939	75.4
Medium & Large Size Firms	42	84.0	2,211	93.0
All Size Firms	240	72.3	3,150	86.9
GOOD FRIDAY				
Small Firms	74	26.2	183	14.7
Medium & Large Size Firms	32	64.0	2,151	90.5
All Size Firms	106	31.9	2,334	64.4
MEMORIAL DAY				
Small Firms	250	88.7	1,174	94.2
Medium & Large Size Firms	50	100.0	2,376	100.0
All Size Firms	300	90.4	3,550	98.0
INDEPENDENCE DAY				
Small Firms	250	88.7	1,174	94.2
Medium & Large Size Firms	50	100.0	2,376	100.0
All Size Firms	300	90.4	3,550	98.0
LABOR DAY				
Small Firms	250	88.7	1,174	94.2
Medium & Large Size Firms	50	100.0	2,376	100.0
All Size Firms	300	90.4	3,550	98.0
COLUMBUS DAY				
Small Firms	87	30.9	608	48.8
Medium & Large Size Firms	7	14.0	436	18.3
All Size Firms	94	28.3	1,044	28.8
ELECTION DAY				
Small Firms	22	7.8	156	12.5
All Size Firms	22	6.6	156	4.3
VETERAN'S DAY				
Small Firms	194	68.8	986	79.1
Medium & Large Size Firms	40	80.0	2,082	87.6
All Size Firms	234	70.5	3,068	84.7

TABLE 2AC: Holidays, Public Administration, Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
THANKSGIVING DAY				
Small Firms	259	91.8	1,212	97.3
Medium & Large Size Firms	50	100.0	2,376	100.0
All Size Firms	309	93.1	3,588	99.0
DAY AFTER THANKSGIVING				
Small Firms	259	91.8	1,212	97.3
Medium & Large Size Firms	45	90.0	2,287	96.2
All Size Firms	304	91.6	3,499	96.6
CHRISTMAS EVE DAY				
Small Firms	228	80.9	1,105	88.7
Medium & Large Size Firms	35	70.0	2,205	92.8
All Size Firms	263	79.2	3,310	91.4
CHRISTMAS DAY				
Small Firms	259	91.8	1,212	97.3
Medium & Large Size Firms	50	100.0	2,376	100.0
All Size Firms	309	93.1	3,588	99.0
NEW YEAR'S EVE DAY				
Small Firms	96	34.0	425	34.1
Medium & Large Size Firms	30	60.0	2,176	91.5
All Size Firms	126	38.0	2,601	71.8
BIRTHDAY				
Medium & Large Size Firms	8	16.0	52	2.2
All Size Firms	8	2.4	52	1.4
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	22	7.8	156	12.5
Medium & Large Size Firms	12	24.0	116	4.9
All Size Firms	34	10.2	272	7.5
OTHER (please name)				
Small Firms	22	7.8	104	8.3
Medium & Large Size Firms	7	14.0	261	11.0
All Size Firms	29	8.7	365	10.1
Offering Holiday(s) Totals				
Subtotal of Small Firms	282	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	50	100.0	2,377	100.0
Grand Total	332	100.0	3,623	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 public administration firms, or 100.0 % of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 2AD: Holidays Offered for Oklahoma Full-time Hourly Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	249	96.5	1,948	99.2
Medium & Large Size Firms	43	100.0	2,821	100.0
All Size Firms	292	97.0	4,769	99.7
MARTIN LUTHER KING DAY				
Small Firms	193	74.8	1,372	69.9
Medium & Large Size Firms	21	48.8	986	35.0
All Size Firms	214	71.1	2,358	49.3
PRESIDENT'S DAY				
Small Firms	175	67.8	1,155	58.8
Medium & Large Size Firms	35	81.4	2,173	77.0
All Size Firms	210	69.8	3,328	69.6
GOOD FRIDAY				
Small Firms	82	31.8	732	37.3
Medium & Large Size Firms	20	46.5	1,744	61.8
All Size Firms	102	33.9	2,476	51.8
MEMORIAL DAY				
Small Firms	227	88.0	1,913	97.5
Medium & Large Size Firms	43	100.0	2,822	100.0
All Size Firms	270	89.7	4,735	99.0
INDEPENDENCE DAY				
Small Firms	227	88.0	1,913	97.5
Medium & Large Size Firms	43	100.0	2,822	100.0
All Size Firms	270	89.7	4,735	99.0
LABOR DAY				
Small Firms	227	88.0	1,913	97.5
Medium & Large Size Firms	43	100.0	2,822	100.0
All Size Firms	270	89.7	4,735	99.0
COLUMBUS DAY				
Small Firms	64	24.8	188	9.6
Medium & Large Size Firms	2	4.7	294	10.4
All Size Firms	66	21.9	482	10.1
ELECTION DAY				
Small Firms	8	3.1	60	3.1
All Size Firms	8	2.7	60	1.3
VETERAN'S DAY				
Small Firms	171	66.3	1,512	77.0
Medium & Large Size Firms	33	76.7	2,583	91.6
All Size Firms	204	67.8	4,095	85.6

TABLE 2AD: Holidays, Public Administration, Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
THANKSGIVING DAY				
Small Firms	236	91.5	1,928	98.2
Medium & Large Size Firms	43	100.0	2,822	100.0
All Size Firms	279	92.7	4,750	99.3
DAY AFTER THANKSGIVING				
Small Firms	236	91.5	1,928	98.2
Medium & Large Size Firms	38	88.4	2,624	93.0
All Size Firms	274	91.0	4,552	95.2
CHRISTMAS EVE DAY				
Small Firms	205	79.5	1,792	91.3
Medium & Large Size Firms	23	53.5	2,010	71.3
All Size Firms	228	75.7	3,802	79.5
CHRISTMAS DAY				
Small Firms	236	91.5	1,928	98.2
Medium & Large Size Firms	43	100.0	2,822	100.0
All Size Firms	279	92.7	4,750	99.3
NEW YEAR'S EVE DAY				
Small Firms	108	41.9	966	49.2
Medium & Large Size Firms	15	34.9	594	21.1
All Size Firms	123	40.9	1,560	32.6
BIRTHDAY				
Medium & Large Size Firms	13	30.2	1,339	47.5
All Size Firms	13	4.3	1,339	28.0
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	22	8.5	69	3.5
Medium & Large Size Firms	12	27.9	726	25.7
All Size Firms	34	11.3	795	16.6
OTHER (please name)				
Small Firms	22	8.5	330	16.8
Medium & Large Size Firms	7	16.3	484	17.2
All Size Firms	29	9.6	814	17.0
Offering Holiday(s) Totals				
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Medium & Large Size Firms	43	100.0	2,821	100.0
Grand Total	301	100.0	4,784	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 public administration firms, or 90.0 % of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 2AE: Holidays Offered for Oklahoma Part-time Hourly Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	112	91.8	849	99.0
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	127	92.7	938	99.0
MARTIN LUTHER KING DAY				
Small Firms	78	63.9	595	69.3
Medium & Large Size Firms	5	33.3	74	83.1
All Size Firms	83	60.6	669	70.6
PRESIDENT'S DAY				
Small Firms	91	74.6	485	56.5
Medium & Large Size Firms	10	66.7	78	87.6
All Size Firms	101	73.7	563	59.5
GOOD FRIDAY				
Small Firms	22	18.0	69	8.0
Medium & Large Size Firms	5	33.3	4	4.5
All Size Firms	27	19.7	73	7.7
MEMORIAL DAY				
Small Firms	112	91.8	849	99.0
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	127	92.7	938	99.0
INDEPENDENCE DAY				
Small Firms	112	91.8	849	99.0
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	127	92.7	938	99.0
LABOR DAY				
Small Firms	112	91.8	849	99.0
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	127	92.7	938	99.0
COLUMBUS DAY				
Small Firms	57	46.7	250	29.1
All Size Firms	57	41.6	250	26.4
VETERAN'S DAY				
Small Firms	100	82.0	493	57.5
Medium & Large Size Firms	10	66.7	78	87.6
All Size Firms	110	80.3	571	60.3

TABLE 2AE: Holidays, Public Administration, Part-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
THANKSGIVING DAY				
Small Firms	121	99.2	857	99.9
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	136	99.3	946	99.9
DAY AFTER THANKSGIVING				
Small Firms	121	99.2	857	99.9
Medium & Large Size Firms	10	66.7	78	87.6
All Size Firms	131	95.6	935	98.7
CHRISTMAS EVE DAY				
Small Firms	112	91.8	849	99.0
Medium Size Firms	5	33.3	5	5.6
All Size Firms	117	85.4	854	90.2
CHRISTMAS DAY				
Small Firms	121	99.2	857	99.9
Medium & Large Size Firms	15	100.0	89	100.0
All Size Firms	136	99.3	946	99.9
NEW YEAR'S EVE DAY				
Small Firms	69	56.6	520	60.6
Medium & Large Size Firms	5	33.3	74	83.1
All Size Firms	74	54.0	594	62.7
BIRTHDAY				
Medium & Large Size Firms	5	4.1	5	0.6
All Size Firms	5	3.6	5	0.5
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	22	18.0	156	18.2
All Size Firms	22	16.1	156	16.5
OTHER (please name)				
Small Firms	22	18.0	364	42.4
Medium & Large Size Firms	5	33.3	74	83.1
All Size Firms	27	19.7	438	46.3
Offering Holiday(s) Totals				
Subtotal of Small Firms	122	100.0	858	100.0
Subtotal of Medium & Large Size Firms	15	100.0	89	100.0
Grand Total	137	100.0	947	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 10 public administration firms, or 38.5% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 3R: Holiday Pay Offered for Oklahoma Full-time Hourly Public Administration Employees by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	55	23.1	115	6.1
Medium & Large Size Firms	10	20.8	1,233	43.6
All Size Firms	65	22.7	1,348	28.5
TIME AND ONE-HALF				
Small Firms	31	13.0	429	22.6
Medium & Large Size Firms	17	35.4	928	32.8
All Size Firms	48	16.8	1,357	28.7
DOUBLE TIME				
Small Firms	130	54.6	1,318	69.4
Medium & Large Size Firms	16	33.3	623	22.1
All Size Firms	146	51.0	1,941	41.1
OTHER (please describe)				
Small Firms	22	9.2	36	1.9
Medium & Large Size Firms	5	10.4	41	1.5
All Size Firms	27	9.4	77	1.6
Subtotal of Small Firms	238	100.0	1,898	100.0
Subtotal of Medium & Large Size Firms	48	100.0	2,825	100.0
Grand Total	286	100.0	4,723	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees reported holiday pay. Size categories with no firms have been omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 3S: Holiday Pay Offered for Oklahoma Part-time Hourly Public Administration Employees by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	21	15.2	50	5.5
Medium & Large Size Firms	25	58.1	972	73.1
All Size Firms	46	25.4	1,022	45.7
TIME AND ONE-HALF				
Small Firms	9	6.5	7	0.8
Medium & Large Size Firms	15	34.9	238	17.9
All Size Firms	24	13.3	245	10.9
DOUBLE TIME				
Small Firms	86	62.3	763	84.0
Medium & Large Size Firms	3	7.0	120	9.0
All Size Firms	89	49.2	883	39.5
OTHER (please describe)				
Small Firms	22	15.9	88	9.7
All Size Firms	22	12.2	88	3.9
Subtotal of Small Firms	138	100.0	908	100.0
Subtotal of Medium & Large Size Firms	43	100.0	1,330	100.0
Grand Total	181	100.0	2,238	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 17 firms, or 65.4% of the public administration firms with part-time hourly employees reported holiday pay. Size categories with no firms have been omitted from this table.

PUBLIC ADMINISTRATION

TABLE 4J: Type of Personal Leave Plan Offered for Oklahoma Utilities Employees by firm size and employee category. Question 4: "Do you combine paid leave time together (vacation, sick leave & misc. time) to be used at the employee's discretion?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	281	100.0	1,246	100.0
	Salaried Medium & Large Size Firms	33	66.0	807	34.0
	Salaried All Size Firms	314	94.9	2,053	56.7
	Yes				
	Salaried Medium & Large Size Firms	17	34.0	1,569	66.0
	Salaried All Size Firms	17	5.1	1,569	43.3
	Subtotal of Salaried Small Firms	281	100.0	1,246	100.0
	Subtotal of Salaried Medium & Large Size Firms	50	100.0	2,376	100.0
	Salaried Grand Total	331	100.0	3,622	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	236	100.0	1,842	100.0
	Full-time Hourly Medium & Large Size Firms	40	95.2	2,370	89.0
	Full-time Hourly All Size Firms	276	99.3	4,212	93.5
	Yes				
	Full-time Hourly Medium & Large Size Firms	2	4.8	294	11.0
	Full-time Hourly All Size Firms	2	0.7	294	6.5
	Subtotal of Full-time Hourly Small Firms	236	100.0	1,842	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	42	100.0	2,664	100.0
	Full-time Hourly Grand Total	278	100.0	4,506	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	130	100.0	864	100.0
	Part-time Hourly Medium & Large Size Firms	37	100.0	419	100.0
	Part-time Hourly All Size Firms	167	100.0	1,283	100.0
	Yes				
	Subtotal of Part-time Hourly Small Firms	130	100.0	864	100.0
	Subtotal of Part-time Hourly Medium & Large Size Firms	37	100.0	419	100.0
	Part-time Hourly Grand Total	167	100.0	1,283	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes public administration firms that have one or more employees that responded to this question. 32 public administration firms, or 100.0% of the public administration firms with employees responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

TABLE 5J: Type of Combined Leave Plans Offered for Oklahoma Public Administration Employees by Employee Category. Question 5: "Are holidays included with vacation, sick leave in this combined leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms				
	Yes				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms				
	Yes				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms				
	Yes				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 6J: Leave Included in Combined Leave Plans for Oklahoma Public Administration Employees by Employee Category. Question 6: "Are other types of paid leave (e. g. jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms				
	Yes				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms				
	Yes				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms				
	Yes				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 7L: Minimum Combined Leave Time for Oklahoma Public Administration Employees by Employee Category.* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms				
	6 to 10 DAYS				
	Salaried All Size Firms				
	11 to 15 DAYS				
	Salaried All Size Firms				
	16 to 29 DAYS				
	Salaried All Size Firms				
	30 or MORE DAYS				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms				
	6 to 10 DAYS				
	Full-time Hourly All Size Firms				
	11 to 15 DAYS				
	Full-time Hourly All Size Firms				
	16 to 29 DAYS				
	Full-time Hourly All Size Firms				
	30 or MORE DAYS				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms				
	6 to 10 DAYS				
	Part-time Hourly All Size Firms				
	11 to 15 DAYS				
	Part-time Hourly All Size Firms				
	16 to 29 DAYS				
	Part-time Hourly All Size Firms				
	30 or MORE DAYS				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 8L: Maximum Combined Leave Time for Oklahoma Public Administration Employees by Employee Category.* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms				
	15 to 24 DAYS				
	Salaried All Size Firms				
	25 to 34 DAYS				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms				
	15 to 24 DAYS				
	Full-time Hourly All Size Firms				
	25 to 34 DAYS				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms				
	15 to 24 DAYS				
	Part-time Hourly All Size Firms				
	25 to 34 DAYS				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 9J: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Public Administration Employees by Employee Category. Question 9: "Does paid leave time Increase with years of service or with seniority?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms				
	Yes				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms				
	Yes				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms				
	Yes				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 10J: Leave Accumulation in Combined Leave Plans for Oklahoma Public Administration Employees by Employee Category. Question10: "Do you allow paid leave days to accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms				
	Yes				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms				
	Yes				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms				
	Yes				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 11L: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Public Administration Employees by Employee Category. Question 11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms				
	11 to 20 DAYS				
	Salaried All Size Firms				
	21 OR MORE DAYS				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms				
	11 to 20 DAYS				
	Full-time Hourly All Size Firms				
	21 OR MORE DAYS				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	10 DAYS or LESS				
	Part-time Hourly All Size Firms				
	11 to 20 DAYS				
	Part-time Hourly All Size Firms				
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION

TABLE 12J: Pay Option in Combined Leave Plans for Oklahoma Public Administration Employees by Employee Category. Question12: "Do you offer a pay option in lieu of paid leave time?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms				
	Yes				
	Salaried All Size Firms				
	Salaried Grand Total				
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms				
	Yes				
	Full-time Hourly All Size Firms				
	Full-time Hourly Grand Total				
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms				
	Yes				
	Part-time Hourly All Size Firms				
	Part-time Hourly Grand Total				

PUBLIC ADMINISTRATION
Salary

TABLE 13AB:Qualifying for One Week's Vacation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 13: "How long must an employee work to to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
3 to 6 MONTHS				
Small Firms	24	11.2	49	2.7
Medium Size Firms	5	18.5	134	14.7
All Size Firms	29	12.0	183	6.6
7 to 11 MONTHS				
Small Firms	9	4.2	238	12.9
Large and Medium Size Firms	5	18.5	197	21.6
All Size Firms	14	5.8	435	15.8
12 MONTHS or MORE				
Small Firms	182	84.7	1,559	84.5
Large and Medium Size Firms	17	63.0	583	63.8
All Size Firms	199	82.2	2,142	77.6
Subtotal of Small Firms	215	100.0	1,846	100.0
Subtotal of Large and Medium Size Firms	27	100.0	914	100.0
Grand Total	242	100.0	2,760	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 24 public administration firms, or 96.0% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 13AC:Qualifying for One Week's Vacation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
3 to 6 MONTHS				
Small Firms	37	17.3	71	3.9
Medium Size Firms	10	28.6	1,218	54.8
All Size Firms	47	18.9	1,289	32.0
7 to 11 MONTHS				
Small Firms	9	4.2	238	13.2
Large and Medium Size Firms	5	14.3	197	8.9
All Size Firms	14	5.6	435	10.8
12 MONTHS or MORE				
Small Firms	168	78.5	1,498	82.9
Large and Medium Size Firms	20	57.1	806	36.3
All Size Firms	188	75.5	2,304	57.2
Subtotal of Small Firms	214	100.0	1,807	100.0
Subtotal of Large and Medium Size Firms	35	100.0	2,221	100.0
Grand Total	249	100.0	4,028	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 22 public administration firms, or 91.7% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 13AD:Qualifying for One Week's Vacation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
Large and Medium Size Firms	7	46.7	90	83.3
All Size Firms	7	6.4	90	9.2
3 to 6 MONTHS				
Small Firms	13	13.8	81	9.3
All Size Firms	13	11.9	81	8.3
7 to 11 MONTHS				
Large and Medium Size Firms	5	33.3	11	10.2
All Size Firms	5	4.6	11	1.1
12 MONTHS or MORE				
Small Firms	74	78.7	701	80.4
Large and Medium Size Firms	10	66.7	97	89.8
All Size Firms	84	77.1	798	81.4
Subtotal of Small Firms	94	100.0	872	100.0
Subtotal of Large and Medium Size Firms	15	100.0	108	100.0
Grand Total	109	100.0	980	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 10 public administration firms, or 58.8% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Salary

TABLE 14AB: Qualifying for Two Week's Vacation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Large and Medium Size Firms	1	2.9	21	2.6
All Size Firms	1	0.3	21	1.0
11 MONTHS or LESS				
Small Firms	34	13.1	343	28.3
Large and Medium Size Firms	5	14.7	30	3.7
All Size Firms	39	13.3	373	18.5
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	96	36.9	487	40.2
Large and Medium Size Firms	15	44.1	493	61.0
All Size Firms	111	37.8	980	48.5
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	86	33.1	225	18.6
Medium Size Firms	8	23.5	234	29.0
All Size Firms	94	32.0	459	22.7
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	22	8.5	87	7.2
All Size Firms	22	7.5	87	4.3
4 or MORE YEARS				
Small Firms	22	8.5	69	5.7
Large and Medium Size Firms	5	14.7	30	3.7
All Size Firms	27	9.2	99	4.9
Subtotal of Small Firms	260	100.0	1,211	100.0
Subtotal of Large and Medium Size Firms	34	100.0	808	100.0
Grand Total	294	100.0	2,019	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 14AC: Qualifying for Two Week's Vacation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
11 MONTHS or LESS				
Small Firms	21	9.7	266	14.7
Large and Medium Size Firms	10	24.4	1,233	52.0
All Size Firms	31	12.1	1,499	35.9
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	100	46.3	717	39.7
Large and Medium Size Firms	15	36.6	518	21.9
All Size Firms	115	44.7	1,235	29.6
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	73	33.8	650	36.0
Medium Size Firms	8	19.5	251	10.6
All Size Firms	81	31.5	901	21.6
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	22	10.2	173	9.6
All Size Firms	22	8.6	173	4.1
4 or MORE YEARS				
Large and Medium Size Firms	8	19.5	368	15.5
All Size Firms	8	3.1	368	8.8
Subtotal of Small Firms	216	100.0	1,806	100.0
Subtotal of Large and Medium Size Firms	41	100.0	2,370	100.0
Grand Total	257	100.0	4,176	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 22 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 14AD:Qualifying for Two Week's Vacation for Oklahoma Public Administratic Part-time Hourly Employees by Firm Size.* Question 14: "How long must an employe work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Large and Medium Size Firms	5	20.0	60	24.8
All Size Firms	5	4.5	60	5.9
11 MONTHS or LESS				
Large and Medium Size Firms	5	20.0	74	30.6
All Size Firms	5	4.5	74	7.2
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	65	74.7	609	77.9
Large and Medium Size Firms	10	40.0	15	6.2
All Size Firms	75	67.0	624	60.9
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	22	25.3	173	22.1
All Size Firms	22	19.6	173	16.9
4 or MORE YEARS				
Large and Medium Size Firms	5	20.0	93	38.4
All Size Firms	5	4.5	93	9.1
Subtotal of Small Firms	87	100.0	782	100.0
Subtotal of Large and Medium Size Firms	25	100.0	242	100.0
Grand Total	112	100.0	1,024	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 15AB: Qualifying for Three Week's Vacation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	85	32.8	348	28.7
Large and Medium Size Firms	7	25.0	91	21.3
All Size Firms	92	32.1	439	26.8
3 YEARS or LESS				
Small Firms	35	13.5	329	27.2
Large and Medium Size Firms	5	17.9	30	7.0
All Size Firms	40	142.9	359	21.9
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	96	37.1	413	34.1
Large and Medium Size Firms	15	53.6	286	66.8
All Size Firms	111	38.7	699	42.6
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	43	16.6	121	10.0
Large and Medium Size Firms	1	3.6	21	4.9
All Size Firms	44	15.3	142	8.7
Subtotal of Small Firms	259	100.0	1,211	100.0
Subtotal of Large and Medium Size Firms	28	100.0	428	100.0
Grand Total	287	100.0	1,639	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 23 public administration firms, or 95.8% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 15AC: Qualifying for Three Week's Vacation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	76	35.3	392	21.7
Large and Medium Size Firms	7	17.5	274	11.6
All Size Firms	83	32.5	666	15.9
3 YEARS or LESS				
Small Firms	22	10.2	503	27.8
Large and Medium Size Firms	5	12.5	1,084	45.7
All Size Firms	27	67.5	1,587	38.0
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	61	28.4	665	36.8
Large and Medium Size Firms	20	50.0	655	27.6
All Size Firms	81	31.8	1,320	31.6
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	56	26.0	247	13.7
Large and Medium Size Firms	8	20.0	357	15.1
All Size Firms	64	25.1	604	14.5
Subtotal of Small Firms	215	100.0	1,807	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,370	100.0
Grand Total	255	100.0	4,177	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 22 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 15AD: Qualifying for Three Week's Vacation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	43	39.4	225	2.9
Large and Medium Size Firms	5	20.0	11	4.5
All Size Firms	48	35.8	236	2.9
3 YEARS or LESS				
Small Firms	22	20.2	173	2.2
All Size Firms	22	88.0	173	2.1
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	44	40.4	7,453	94.9
Large and Medium Size Firms	20	80.0	231	95.5
All Size Firms	64	47.8	7,684	94.9
Subtotal of Small Firms	109	100.0	7,851	100.0
Subtotal of Large and Medium Size Firms	25	100.0	242	100.0
Grand Total	134	100.0	8,093	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 16AB: Qualifying for Four Week's Vacation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	154	61.6	681	56.9
Large and Medium Size Firms	15	51.7	150	35.0
All Size Firms	169	60.6	831	51.2
9 YEARS or LESS				
Small Firms	35	14.0	312	26.1
Large and Medium Size Firms	5	17.2	30	7.0
All Size Firms	40	14.3	342	21.1
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	61	24.4	203	17.0
Large and Medium Size Firms	9	31.0	248	57.9
All Size Firms	70	25.1	451	27.8
Subtotal of Small Firms	250	100.0	1,196	100.0
Subtotal of Large and Medium Size Firms	29	100.0	428	100.0
Grand Total	279	100.0	1,624	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 132 public administration firms, or 82.5% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 16AC: Qualifying for Four Week's Vacation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	154	74.4	1,142	65.4
Large and Medium Size Firms	20	52.6	778	36.2
All Size Firms	174	71.0	1,920	49.3
9 YEARS or LESS				
Large and Medium Size Firms	5	13.2	1,084	50.5
All Size Firms	5	2.0	1,084	27.8
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	53	25.6	604	34.6
Large and Medium Size Firms	8	21.1	151	7.0
All Size Firms	61	24.9	755	19.4
16 or MORE YEARS				
Large and Medium Size Firms	5	13.2	134	6.2
All Size Firms	5	2.0	134	3.4
Subtotal of Small Firms	207	100.0	1,746	100.0
Subtotal of Large and Medium Size Firms	38	100.0	2,147	100.0
Grand Total	245	100.0	3,893	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 20 public administration firms, or 90.9% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 16AD: Qualifying for Four Week's Vacation for Oklahoma Public Administration Part-time Hourly Employees.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	78	71.6	480	56.3
Large and Medium Size Firms	23	82.1	242	98.4
All Size Firms	101	73.7	722	65.8
9 YEARS or LESS				
Small Firms		0.0		0.0
Large and Medium Size Firms	5	17.9	4	1.6
All Size Firms	5	3.6	4	0.4
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	31	28.4	372	43.7
All Size Firms	31	22.6	372	33.9
Subtotal of Small Firms	109	100.0	852	100.0
Subtotal of Large and Medium Size Firms	28	100.0	246	100.0
Grand Total	137	100.0	1,098	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION

TABLE 17J: Vacation Pay Option for Oklahoma Public Administration Employees by Firm Size and Employee Category. Question17: "Do you offer a pay option in lieu of vacation?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	185	78.1	907	80.6
	Salaried Medium & Large Size Firms	19	44.1	542	32.8
	Salaried All Size Firms	204	75.3	1,449	75.0
	Yes				
	Salaried Small Firms	52	21.9	218	19.4
	Salaried Medium & Large Size Firms	15	44.1	265	32.8
	Salaried All Size Firms	67	24.7	483	25.0
	Subtotal of Salaried Small Firms	237	100.0	1,125	100.0
	Subtotal of Salaried Medium & Large Size Firms	34	100.0	807	100.0
	Salaried Grand Total	271	100.0	1,932	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	162	83.9	892	54.6
	Full-time Hourly Medium & Large Size Firms	25	62.5	1,762	74.3
	Full-time Hourly All Size Firms	187	80.3	2,654	66.3
	Yes				
	Full-time Hourly Small Firms	31	16.1	741	45.4
	Full-time Hourly Medium & Large Size Firms	15	37.5	608	25.7
	Full-time Hourly All Size Firms	46	19.7	1,349	33.7
	Subtotal of Full-time Hourly Small Firms	193	100.0	1,633	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	40	100.0	2,370	100.0
	Full-time Hourly Grand Total	233	100.0	4,003	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	100	82.0	683	79.8
	Part-time Hourly Medium & Large Size Firms	25	100.0	242	100.0
	Part-time Hourly All Size Firms	125	85.0	925	84.2
	Yes				
	Part-time Hourly Small Firms	22	18.0	173	20.2
	Part-time Hourly All Size Firms	22	15.0	173	15.8
	Subtotal of Part-time Hourly Small Firms	122	100.0	856	100.0
Subtotal of Part-time Hourly Medium & Large Size Firms	25	100.0	242	100.0	
	Part-time Hourly Grand Total	147	100.0	1,098	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 27 public administration firms, or 96.4% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION

TABLE 18J: Vacation Accumulation for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 18: "Do you allow vacation to accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	117	45.2	332	27.4
	Salaried Medium & Large Size Firms	5	15.2	380	47.0
	Salaried All Size Firms	122	41.8	712	35.2
	Yes				
	Salaried Small Firms	142	54.8	880	72.6
	Salaried Medium & Large Size Firms	28	84.8	428	53.0
	Salaried All Size Firms	170	58.2	1,308	64.8
	Subtotal of Salaried Small Firms	259	100.0	1,212	100.0
	Subtotal of Salaried Medium & Large Size Firms	33	100.0	808	100.0
	Salaried Grand Total	292	100.0	2,020	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	95	44.2	357	19.8
	Full-time Hourly Medium & Large Size Firms	3	7.5	223	9.4
	Full-time Hourly All Size Firms	98	38.4	580	13.9
	Yes				
	Full-time Hourly Small Firms	120	55.8	1,450	80.2
	Full-time Hourly Medium & Large Size Firms	37	92.5	2,147	90.6
	Full-time Hourly All Size Firms	157	61.6	3,597	86.1
	Subtotal of Full-time Hourly Small Firms	215	100.0	1,807	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	40	100.0	2,370	100.0
	Full-time Hourly Grand Total	255	100.0	4,177	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	22	22.0	13	1.6
	Part-time Hourly Medium & Large Size Firms	5	20.0	60	24.8
	Part-time Hourly All Size Firms	27	21.6	73	7.1
	Yes				
	Part-time Hourly Small Firms	78	78.0	775	98.4
	Part-time Hourly Medium & Large Size Firms	20	80.0	182	75.2
	Part-time Hourly All Size Firms	98	78.4	957	92.9
	Subtotal of Part-time Hourly Small Firms	100	100.0	788	100.0
	Subtotal of Part-time Hourly Medium & Large Size Firms	25	100.0	242	100.0
	Part-time Hourly Grand Total	125	100.0	1,030	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 28 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 19AB: Maximum Vacation Accumulation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	55	38.7	367	41.7
Large and Medium Size Firms	15	53.6	171	39.9
All Size Firms	70	41.2	538	41.1
11 TO 30 DAYS				
Small Firms	78	54.9	468	53.2
Large and Medium Size Firms	1	3.6	21	4.9
All Size Firms	79	46.5	489	37.4
31 DAYS OR OVER				
Small Firms	9	6.3	45	5.1
Large and Medium Size Firms	7	25.0	31	7.2
All Size Firms	16	9.4	76	5.8
NO MAXIMUM or LIMIT				
Large and Medium Size Firms	5	17.9	205	47.8
All Size Firms	5	2.9	205	15.7
Subtotal of Small Firms	142	100.0	880	100.0
Subtotal of Large and Medium Size Firms	28	100.0	428	99.8
Grand Total	170	100.0	1,308	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 17 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 19AC: Maximum Vacation Accumulation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	46	38.3	119	8.2
Large and Medium Size Firms	15	40.5	652	30.4
All Size Firms	61	38.9	771	21.4
11 TO 30 DAYS				
Small Firms	65	54.2	1,093	75.4
Large and Medium Size Firms	10	27.0	1,233	57.4
All Size Firms	75	47.8	2,326	64.6
31 DAYS OR OVER				
Small Firms	9	7.5	238	16.4
Large and Medium Size Firms	7	18.9	222	10.3
All Size Firms	16	10.2	460	12.8
NO MAXIMUM or LIMIT				
Large and Medium Size Firms	5	13.5	41	1.9
All Size Firms	5	3.2	41	1.1
Subtotal of Small Firms	120	100.0	1,450	100.0
Subtotal of Large and Medium Size Firms	37	100.0	2,148	100.0
Grand Total	157	100.0	3,598	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 15 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 19AD: Maximum Vacation Accumulation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	40	40.8	403	30.9
11 TO 30 DAYS				
All Size Firms	53	54.1	775	59.5
31 DAYS OR OVER				
All Size Firms	5	5.1	125	9.6
Grand Total	98	100.0	1,303	100.0

Note: Public administration firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 15 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 20AB: Maximum Sick Leave for Oklahoma Public Administration Services Salary Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	22	8.5	87	7.2
Large and Medium Size Firms	3	8.8	29	3.6
All Size Firms	25	8.5	116	5.7
6 to 9 DAYS				
Small Firms	31	11.9	50	4.1
Large and Medium Size Firms	10	29.4	294	36.4
All Size Firms	41	13.9	344	17.0
10 to 14 DAYS				
Small Firms	161	61.9	775	63.9
Large and Medium Size Firms	8	23.5	52	6.4
All Size Firms	169	57.5	827	41.0
15 or MORE DAYS				
Small Firms	46	17.7	300	24.8
Large and Medium Size Firms	13	38.2	432	53.5
All Size Firms	59	20.1	732	36.3
Subtotal of Small Firms	260	100.0	1,212	100.0
Subtotal of Large and Medium Size Firms	34	100.0	807	100.0
Grand Total	294	100.0	2,019	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 24 public administration firms, or 96.0% of the applicable public administration firms responded to this question. Firm sizes with no firms were omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 20AC: Maximum Sick Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	22	10.2	35	1.9
Large and Medium Size Firms	3	7.3	210	8.9
All Size Firms	25	9.8	245	5.9
6 to 9 DAYS				
Small Firms	22	10.2	52	2.9
Large and Medium Size Firms	18	43.9	610	25.7
All Size Firms	40	15.6	662	15.8
10 to 14 DAYS				
Small Firms	112	52.1	1,320	73.0
Large and Medium Size Firms	12	29.3	1,294	54.6
All Size Firms	124	48.4	2,614	62.6
15 or MORE DAYS				
Small Firms	59	27.4	401	22.2
Large and Medium Size Firms	8	19.5	255	10.8
All Size Firms	67	26.2	656	15.7
Subtotal of Small Firms	215	100.0	1,808	100.0
Subtotal of Large and Medium Size Firms	41	100.0	2,369	100.0
Grand Total	256	100.0	4,177	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 23 public administration firms, or 95.8% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 20AD: Maximum Sick Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Large and Medium Size Firms	5	20.0	60	24.7
All Size Firms	5	4.0	60	5.8
6 to 9 DAYS				
Large and Medium Size Firms	15	60.0	179	73.7
All Size Firms	15	12.1	179	17.4
10 to 14 DAYS				
Small Firms	52	52.5	337	42.8
Large and Medium Size Firms	5	20.0	4	1.6
All Size Firms	57	0.0	341	0.0
15 or MORE DAYS				
Small Firms	47	47.5	451	57.2
All Size Firms	47	37.9	451	43.7
Subtotal of Small Firms	99	100.0	788	100.0
Subtotal of Large and Medium Size Firms	25	100.0	243	100.0
Grand Total	124	100.0	1,031	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 11 public administration firms, or 64.7% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION

TABLE 21J: Sick Leave Accumulation for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 21: "Do you allow sick leave to accumulate into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	22	8.5	87	7.2
	Salaried Medium & Large Size Firms	10	30.3	469	58.1
	Salaried All Size Firms	32	11.0	556	27.5
	Yes				
	Salaried Small Firms	237	91.5	1,125	92.8
	Salaried Medium & Large Size Firms	23	69.7	338	41.9
	Salaried All Size Firms	260	89.0	1,463	72.5
	Subtotal of Salaried Small Firms	259	100.0	1,212	100.0
	Subtotal of Salaried Medium & Large Size Firms	33	100.0	807	100.0
	Salaried Grand Total	292	100.0	2,019	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	35	16.3	56	3.1
	Full-time Hourly Medium & Large Size Firms	5	12.5	197	8.3
	Full-time Hourly All Size Firms	40	15.7	253	6.1
	Yes				
	Full-time Hourly Small Firms	180	83.7	1,751	96.9
	Full-time Hourly Medium & Large Size Firms	35	87.5	2,173	91.7
	Full-time Hourly All Size Firms	215	84.3	3,924	93.9
	Subtotal of Full-time Hourly Small Firms	215	100.0	1,807	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	40	100.0	2,370	100.0
	Full-time Hourly Grand Total	255	100.0	4,177	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	13	13.0	5	0.6
	Part-time Hourly Medium & Large Size Firms	10	40.0	71	29.3
	Part-time Hourly All Size Firms	23	18.4	76	7.4
	Yes				
	Part-time Hourly Small Firms	87	87.0	782	99.4
	Part-time Hourly Medium & Large Size Firms	15	60.0	171	70.7
	Part-time Hourly All Size Firms	102	81.6	953	92.6
	Subtotal of Part-time Hourly Small Firms	100	100.0	787	100.0
	Subtotal of Part-time Hourly Medium & Large Size Firms	25	100.0	242	100.0
	Part-time Hourly Grand Total	125	100.0	1,029	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 29 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 22AB: Maximum Sick Leave Accumulation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS	Small Firms	22	69	6.6
	Large and Medium Size Firms	3	29	8.6
	All Size Firms	25	98	7.1
6 to 14 DAYS	Small Firms	22	35	3.4
	All Size Firms	22	35	2.5
30 or MORE DAYS	Small Firms	151	830	80.0
	Large and Medium Size Firms	21	309	91.4
		172	1,139	82.8
NO MAXIMUM or LIMIT	Small Firms	22	104	10.0
	All Size Firms	22	104	7.6
Subtotal of Small Firms	217	100.0	1,038	100.0
Subtotal of Large and Medium Size Firms	24	100.0	338	100.0
Grand Total	241	100.0	1,376	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 20 public administration firms, or 95.2% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 23AC: Bereavement Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	13	5.5	22	1.2
Large and Medium Size Firms	5	12.5	149	6.3
All Size Firms	18	6.5	171	4.1
YES, 1 to 3 DAYS				
Small Firms	180	75.9	1,490	80.9
Large and Medium Size Firms	35	87.5	2,221	93.7
All Size Firms	215	77.6	3,711	88.1
YES, 4 to 7 DAYS				
Small Firms	22	9.3	69	3.7
All Size Firms	22	7.9	69	1.6
YES, 8 DAYS and OVER				
Small Firms	22	9.3	260	14.1
All Size Firms	22	7.9	260	6.2
Subtotal of Small Firms	237	100.0	1,841	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,370	100.0
Grand Total	277	100.0	4,211	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 22AD: Maximum Sick Leave Accumulation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
30 or MORE DAYS				
All Size Firms	75	73.5	585	61.4
NO MAXIMUM or LIMIT				
All Size Firms	27	26.5	368	38.6
Grand Total	102	100.0	953	100.0

Note: Public administration that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no responses and firm sizes are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 23AB: Bereavement Leave for Oklahoma Public Administration Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	44	16.9	327	26.6
All Size Firms	44	14.5	327	10.3
YES, 1 to 3 DAYS				
Small Firms	172	66.2	711	57.9
Large and Medium Size Firms	43	100.0	1,941	100.0
All Size Firms	215	71.0	2,652	83.7
YES, 4 to 7 DAYS				
Small Firms	22	8.5	156	12.7
All Size Firms	22	7.3	156	4.9
YES, 8 DAYS and OVER				
Small Firms	22	8.5	35	2.8
All Size Firms	22	7.3	35	1.1
Subtotal of Small Firms	260	100.0	1,229	100.0
Subtotal of Large and Medium Size Firms	43	100.0	1,941	100.0
Grand Total	303	100.0	3,170	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 24 public administration firms, or 92.3% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 23AC: Bereavement Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	13	5.5	22	1.2
Large and Medium Size Firms	5	12.5	149	6.3
All Size Firms	18	6.5	171	4.1
YES, 1 to 3 DAYS				
Small Firms	180	75.9	1,490	80.9
Large and Medium Size Firms	35	87.5	2,221	93.7
All Size Firms	215	77.6	3,711	88.1
YES, 4 to 7 DAYS				
Small Firms	22	9.3	69	3.7
All Size Firms	22	7.9	69	1.6
YES, 8 DAYS and OVER				
Small Firms	22	9.3	260	14.1
All Size Firms	22	7.9	260	6.2
Subtotal of Small Firms	237	100.0	1,841	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,370	100.0
Grand Total	277	100.0	4,211	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 23AD: Bereavement Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	26	13.1	11	0.7
Large and Medium Size Firms	20	40.0	268	55.4
All Size Firms	46	18.5	279	11.0
YES, 1 to 3 DAYS				
Small Firms	130	65.3	1,252	79.5
Large and Medium Size Firms	30	60.0	216	44.6
All Size Firms	160	64.3	1,468	57.7
YES, 4 to 7 DAYS				
Small Firms	43	21.6	312	19.8
All Size Firms	43	17.3	312	12.3
Subtotal of Small Firms	199	100.0	1,575	100.0
Subtotal of Large and Medium Size Firms	50	100.0	484	100.0
Grand Total	249	100.0	2,543	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 22 public administration firms, or 64.7% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 24AB: Short Term Disability Leave for Oklahoma Public Administration Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	203	85.3	813	74.5
Large and Medium Size Firms	42	87.5	2,211	95.3
All Size Firms	245	85.7	3,024	88.6
YES, 6 WEEKS or LESS				
Small Firms	22	9.2	35	3.2
Large and Medium Size Firms	5	10.4	89	3.8
All Size Firms	27	9.4	124	3.6
YES, 14 to 26 WEEKS				
Small Firms	13	5.5	243	22.3
Large and Medium Size Firms	1	2.1	21	0.9
All Size Firms	14	4.9	264	7.7
Subtotal of Small Firms	238	100.0	1,091	100.0
Subtotal of Large and Medium Size Firms	48	100.0	2,321	100.0
Grand Total	286	100.0	3,412	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 24 public administration firms, or 92.3% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 24AC: Short Term Disability Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	185	89.4	1,556	96.8
Large and Medium Size Firms	35	87.5	2,173	91.7
All Size Firms	220	89.1	3,729	93.7
YES, 6 WEEKS or LESS				
Small Firms	22	10.6	52	3.2
Large and Medium Size Firms	5	12.5	197	8.3
All Size Firms	27	10.9	249	6.3
Subtotal of Small Firms	207	100.0	1,608	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,370	100.0
Grand Total	247	100.0	3,978	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 22 public administration firms, or 91.7% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 24AD: Short Term Disability Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	199	100.0	1,575	100.0
Large and Medium Size Firms	49	83.1	530	96.0
All Size Firms	248	96.1	2,105	99.0
YES, 6 WEEKS or LESS				
Large and Medium Size Firms	10	16.9	22	4.0
All Size Firms	10	3.9	22	1.0
Subtotal of Small Firms	199	100.0	1,575	100.0
Subtotal of Large and Medium Size Firms	59	100.0	552	100.0
Grand Total	258	100.0	2,127	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 26 public administration firms, or 76.5% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 25AB: Other Paid Leave for Oklahoma Public Administration Salary Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	78	45.1	519	63.8
Large and Medium Size Firms	34	70.8	1,712	73.8
All Size Firms	112	50.7	2,231	71.2
JURY DUTY				
Small Firms	164	94.8	768	94.5
Large and Medium Size Firms	48	100.0	2,321	100.0
All Size Firms	212	95.9	3,089	98.6
FAMILY MEDICAL				
Small Firms	81	46.8	490	60.3
Large and Medium Size Firms	30	62.5	1,597	68.8
All Size Firms	111	50.2	2,087	66.6
MATERNITY LEAVE				
Small Firms	47	27.2	417	51.3
Medium Size Firms	35	72.9	1,686	72.6
All Size Firms	82	37.1	2,103	67.1
PATERNITY LEAVE				
Small Firms	26	15.0	383	47.1
Large and Medium Size Firms	27	56.3	1,574	67.8
All Size Firms	53	24.0	1,957	62.4
DOCTOR/DENTAL APPOINTMENT				
Small Firms	133	76.9	674	82.9
Large and Medium Size Firms	35	72.9	1,686	72.6
All Size Firms	168	76.0	2,360	75.3
OTHER (please name)				
Large and Medium Size Firms	7	14.6	31	1.3
All Size Firms	7	3.2	31	1.0
Subtotal of Small Firms	173	100.0	813	100.0
Subtotal of Large and Medium Size Firms	48	100.0	2,321	100.0
Grand Total	221	100.0	3,134	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 21 public administration firms, or 80.8% of the applicable public administration firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 25AC: Other Paid Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	69	46.0	806	53.3
Large and Medium Size Firms	23	57.5	1,771	74.7
All Size Firms	92	48.4	2,577	66.4
JURY DUTY				
Small Firms	133	88.7	1,213	80.2
Large and Medium Size Firms	40	100.0	2,370	100.0
All Size Firms	173	91.1	3,583	92.3
FAMILY MEDICAL				
Small Firms	46	30.7	310	20.5
Large and Medium Size Firms	20	50.0	1,549	65.4
All Size Firms	66	34.7	1,859	47.9
MATERNITY LEAVE				
Small Firms	55	36.7	364	24.1
Medium Size Firms	20	50.0	663	28.0
All Size Firms	75	39.5	1,027	26.5
PATERNITY LEAVE				
Small Firms	13	8.7	22	1.5
Large and Medium Size Firms	12	30.0	356	15.0
All Size Firms	25	13.2	378	9.7
DOCTOR/DENTAL APPOINTMENT				
Small Firms	111	74.0	934	61.8
Large and Medium Size Firms	20	50.0	663	28.0
All Size Firms	131	68.9	1,597	41.1
OTHER (please name)				
Large and Medium Size Firms	7	17.5	222	9.4
All Size Firms	7	3.7	222	5.7
Subtotal of Small Firms	150	100.0	1,512	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,370	100.0
Grand Total	190	100.0	3,882	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 20 public administration firms, or 83.3% of the applicable public administration firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 25AD: Other Paid Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	95	60.9	519	41.1
Large and Medium Size Firms	30	75.0	216	59.2
All Size Firms	125	63.8	735	45.1
JURY DUTY				
Small Firms	156	100.0	1,263	100.0
Large and Medium Size Firms	40	100.0	365	100.0
All Size Firms	196	100.0	1,628	100.0
FAMILY MEDICAL				
Small Firms	26	16.7	162	12.8
Large and Medium Size Firms	20	50.0	194	53.2
All Size Firms	46	23.5	356	21.9
MATERNITY LEAVE				
Small Firms	52	33.3	172	13.6
Medium Size Firms	20	50.0	209	57.3
All Size Firms	72	36.7	381	23.4
PATERNITY LEAVE				
Small Firms	26	16.7	162	12.8
Large and Medium Size Firms	10	25.0	186	51.0
All Size Firms	36	18.4	348	21.4
DOCTOR/DENTAL APPOINTMENT				
Small Firms	95	60.9	901	71.3
Large and Medium Size Firms	20	50.0	209	57.3
All Size Firms	115	58.7	1,110	68.2
OTHER (please name)				
Large and Medium Size Firms	10	25.0	186	51.0
All Size Firms	10	5.1	186	11.4
Subtotal of Small Firms	156	100.0	1,263	100.0
Subtotal of Large and Medium Size Firms	40	100.0	365	100.0
Grand Total	196	100.0	1,628	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 18 public administration firms, or 52.9% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

PUBLIC ADMINISTRATION
Salary

TABLE 26AB: Medical/health Care Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	43	15.4	260	20.9
All Size Firms	43	13.1	260	7.2
YES, EMPLOYEE ONLY				
Small Firms	116	41.4	333	26.7
Large and Medium Size Firms	7	14.6	436	18.5
All Size Firms	123	37.5	769	21.4
YES, EMPLOYEE and DEPENDENTS				
Small Firms	121	43.2	653	52.4
Large and Medium Size Firms	41	85.4	1,918	81.5
All Size Firms	162	49.4	2,571	71.4
Subtotal of Small Firms	280	100.0	1,246	100.0
Subtotal of Large and Medium Size Firms	48	100.0	2,354	100.0
Grand Total	328	100.0	3,600	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 26AC: Medical/health Care Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	43	16.7	399	20.3
Large and Medium Size Firms	5	12.5	149	5.5
All Size Firms	48	16.1	548	11.7
YES, EMPLOYEE ONLY				
Small Firms	107	41.5	789	40.2
Large and Medium Size Firms	2	5.0	294	10.8
All Size Firms	109	36.6	1,083	23.2
YES, EMPLOYEE and DEPENDENTS				
Small Firms	108	41.9	775	39.5
Large and Medium Size Firms	33	82.5	2,269	83.7
All Size Firms	141	47.3	3,044	65.1
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Large and Medium Size Firms	40	100.0	2,712	100.0
Grand Total	298	100.0	4,675	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 26AD: Medical/health Care Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	22	33.3	156	37.3
Large and Medium Size Firms	7	58.3	105	90.5
All Size Firms	29	37.2	261	48.9
YES, EMPLOYEE ONLY				
Small Firms	31	47.0	181	43.3
All Size Firms	31	39.7	181	33.9
YES, EMPLOYEE and DEPENDENTS				
Small Firms	13	19.7	81	19.4
Large and Medium Size Firms	5	41.7	11	9.5
All Size Firms	18	23.1	92	17.2
Subtotal of Small Firms	66	100.0	418	100.0
Subtotal of Large and Medium Size Firms	12	100.0	116	100.0
Grand Total	78	100.0	534	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 7 firms, or 100.0% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 27AB: Types of Medical/health Care Plans Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	22	10.2	35	3.9
Large and Medium Size Firms	15	34.9	1,513	76.6
All Size Firms	37	14.3	1,548	53.9
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	21	9.7	100	11.1
Large and Medium Size Firms	31	72.1	1,858	94.1
All Size Firms	52	20.1	1,958	68.2
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	183	84.7	809	90.0
Large and Medium Size Firms	39	90.7	1,924	97.5
All Size Firms	222	85.7	2,733	95.1
Subtotal of Small Firms	216	100.0	899	100.0
Subtotal of Large and Medium Size Firms	43	100.0	1,974	100.0
Grand Total	259	100.0	2,873	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 22 public administration firms, or 91.7% of the applicable public administration firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 27AC: Types of Medical/health Care Plans Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	22	11.4	35	2.5
All Size Firms	22	9.6	35	0.9
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	28	14.5	327	23.5
Large and Medium Size Firms	16	45.7	683	26.6
All Size Firms	44	19.3	1,010	25.5
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	152	78.8	1,268	91.2
Large and Medium Size Firms	32	91.4	2,195	85.6
All Size Firms	184	80.7	3,463	87.6
Subtotal of Small Firms	193	100.0	1,391	100.0
Subtotal of Large and Medium Size Firms	35	100.0	2,563	100.0
Grand Total	228	100.0	3,954	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 22 public administration firms, or 95.7% of the applicable public administration firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 27AD: Types of Medical/health Care Plans Offered for Oklahoma Public Administration Part-time Hourly Employees.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
HEALTH MAINTENANCE ORGANIZATION (HMO)				
All Size Firms	5	10.2	11	4.0
PREFERRED PROVIDER ORGANIZATION (PPO)				
All Size Firms	49	100.0	273	100.0
Grand Total	49	100.0	273	100.0

*Note: Public administration firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 4 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes are omitted from this table.

PUBLIC ADMINISTRATION

TABLE 28J: Medical/Health Care Plan Choice for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 28: "Can employees choose between medical/health care plans?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	176	74.3	857	86.9
	Salaried Medium & Large Size Firms	16	33.3	515	21.9
	Salaried All Size Firms	192	67.4	1,372	41.1
	Yes				
	Salaried Small Firms	61	25.7	129	13.1
	Salaried Medium & Large Size Firms	32	66.7	1,839	78.1
	Salaried All Size Firms	93	32.6	1,968	58.9
	Subtotal of Salaried Small Firms	237	100.0	986	100.0
	Subtotal of Salaried Medium & Large Size Firms	48	100.0	2,354	100.0
Salaried Grand Total	285	100.0	3,340	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	154	72.0	970	62.0
	Full-time Hourly Medium & Large Size Firms	17	50.0	1,945	80.9
	Full-time Hourly All Size Firms	171	69.0	2,915	73.4
	Yes				
	Full-time Hourly Small Firms	60	28.0	594	38.0
	Full-time Hourly Medium & Large Size Firms	17	50.0	460	19.1
	Full-time Hourly All Size Firms	77	31.0	1,054	26.6
	Subtotal of Full-time Hourly Small Firms	214	100.0	1,564	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	34	100.0	2,405	100.0
Full-time Hourly Grand Total	248	100.0	3,969	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	44	89.8	262	96.0
	Part-time Hourly All Size Firms	44	89.8	262	96.0
	Yes				
	Part-time Hourly Small Firms	5	10.2	11	4.0
	Part-time Hourly All Size Firms	5	10.2	11	4.0
	Subtotal of Part-time Hourly Small Firms	49	100.0	273	100.0
Part-time Hourly Grand Total	49	100.0	273	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 28 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 29AB: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms		0.0		0.0
Large and Medium Size Firms		0.0		0.0
All Size Firms	0	0.0	0	0.0
1% to 25%				
Small Firms		0.0		0.0
Large and Medium Size Firms		0.0		0.0
All Size Firms	0	0.0	0	0.0
26% to 50%				
Small Firms	9	3.8	15	1.5
Large and Medium Size Firms		0.0		0.0
All Size Firms	9	3.2	15	0.4
51% to 75%				
Small Firms		0.0		0.0
Medium Size Firms	23	47.9	1,632	69.3
All Size Firms	23	8.1	1,632	48.8
76% to 99%				
Small Firms	43	18.1	121	12.3
Large and Medium Size Firms	1	2.1	21	0.9
All Size Firms	44	15.4	142	4.3
100%				
Small Firms	185	78.1	850	86.2
Large and Medium Size Firms	24	50.0	702	29.8
All Size Firms	209	73.3	1,552	46.5
Subtotal of Small Firms	237	100.0	986	100.0
Subtotal of Large and Medium Size Firms	48	100.0	2,355	100.0
Grand Total	285	100.0	3,341	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 29AC: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*
Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	13	6.0	22	1.4
All Size Firms	13	5.2	22	0.5
26% to 50%				
Large and Medium Size Firms	5	13.9	197	7.7
All Size Firms	5	2.0	197	4.8
51% to 75%				
Medium Size Firms	3	8.3	210	8.2
All Size Firms	3	1.2	210	5.1
76% to 99%				
Small Firms	8	3.7	60	3.8
Large and Medium Size Firms	1	2.8	158	6.2
All Size Firms	9	3.6	218	5.3
100%				
Small Firms	194	90.2	1,482	94.8
Large and Medium Size Firms	27	75.0	1,998	78.0
All Size Firms	221	88.0	3,480	84.3
Subtotal of Small Firms	215	100.0	1,564	100.0
Subtotal of Large and Medium Size Firms	36	100.0	2,563	100.0
Grand Total	251	100.0	4,127	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. **** public administration firms, or ****% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 29AD: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
51% to 75%				
Medium Size Firms	5	100.0	11	100.0
All Size Firms	5	10.2	11	4.0
100%				
Small Firms	44	100.0	262	100.0
All Size Firms	44	89.8	262	96.0
Subtotal of Small Firms	44	100.0	262	100.0
Subtotal of Large and Medium Size Firms	5	100.0	11	100.0
Grand Total	49	100.0	273	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 4 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 30AB: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	181	71.5	524	53.1
Large and Medium Size Firms	30	90.9	819	34.8
All Size Firms	211	73.8	1,343	40.2
1% to 25%				
Large and Medium Size Firms	2	6.1	1	0.0
All Size Firms	2	0.7	1	0.0
26% to 50%				
Small Firms	9	3.6	45	4.6
All Size Firms	9	3.1	45	1.3
51% to 75%				
Small Firms	15	5.9		0.0
All Size Firms	15	5.2	1,513	45.3
76% to 99%				
Small Firms	13	5.1	140	14.2
Large and Medium Size Firms	1	3.0	21	0.9
All Size Firms	14	4.9	161	4.8
100%				
Small Firms	35	13.8	277	28.1
All Size Firms	35	12.2	277	8.3
Subtotal of Small Firms	253	100.0	986	100.0
Subtotal of Large and Medium Size Firms	33	100.0	2,354	100.0
Grand Total	286	100.0	3,340	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 30AC: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*
Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	150	69.8	1,170	74.8
Large and Medium Size Firms	25	69.4	1,022	39.9
All Size Firms	175	69.7	2,192	53.1
1% to 25%				
Small Firms	21	9.8	82	5.2
Large and Medium Size Firms	2	5.6	76	3.0
All Size Firms	23	9.2	158	3.8
26% to 50%				
Small Firms	9	4.2	238	15.2
All Size Firms	9	3.6	238	5.8
51% to 75%				
Medium Size Firms	3	8.3	223	8.7
All Size Firms	3	1.2	223	5.4
76% to 99%				
Small Firms	13	6.0	22	1.4
Large and Medium Size Firms	6	16.7	1,241	48.4
All Size Firms	19	7.6	1,263	30.6
100%				
Small Firms	22	10.2	52	3.3
All Size Firms	22	8.8	52	1.3
Subtotal of Small Firms	215	100.0	1,564	100.0
Subtotal of Large and Medium Size Firms	36	100.0	2,562	100.0
Grand Total	251	100.0	4,126	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 23 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 30AD: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	31	70.5	181	69.1
Large and Medium Size Firms	5	100.0	11	100.0
All Size Firms	36	73.5	192	70.3
76% to 99%				
Small Firms	13	29.5	81	30.9
All Size Firms	13	26.5	81	29.7
Subtotal of Small Firms	44	100.0	262	100.0
Subtotal of Large and Medium Size Firms	5	100.0	11	100.0
Grand Total	49	100.0	273	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 4 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 31AB: Dental Care Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	159	56.8	623	50.0
Large and Medium Size Firms	5	10.0	89	3.7
All Size Firms	164	49.7	712	19.7
YES, EMPLOYEE ONLY				
Small Firms	52	18.6	136	10.9
Large and Medium Size Firms	9	18.0	262	11.0
All Size Firms	61	18.5	398	11.0
YES, EMPLOYEE and DEPENDENTS				
Small Firms	69	24.6	487	39.1
Large and Medium Size Firms	36	72.0	2,025	85.2
All Size Firms	105	31.8	2,512	69.4
Subtotal of Small Firms	280	100.0	1,246	100.0
Subtotal of Large and Medium Size Firms	50	100.0	2,376	100.0
Grand Total	330	100.0	3,622	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 firms, or 100.0% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 31AC: Dental Care Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	138	53.5	1,148	58.5
Large and Medium Size Firms	5	11.6	197	7.0
All Size Firms	143	47.5	1,345	28.1
YES, EMPLOYEE ONLY				
Small Firms	43	16.7	538	27.4
Large and Medium Size Firms	14	32.6	560	19.9
All Size Firms	57	18.9	1,098	23.0
YES, EMPLOYEE and DEPENDENTS				
Small Firms	77	29.8	277	14.1
Large and Medium Size Firms	24	55.8	2,064	73.2
All Size Firms	101	33.6	2,341	48.9
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Large and Medium Size Firms	43	100.0	2,821	100.0
Grand Total	301	100.0	4,784	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 90.0% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 31AD: Dental Care Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	52	59.8	528	67.5
Large and Medium Size Firms	7	77.8	42	35.6
All Size Firms	59	61.5	570	63.3
YES, EMPLOYEE ONLY				
Small Firms	22	25.3	173	22.1
Large and Medium Size Firms	2	22.2	76	64.4
All Size Firms	24	25.0	249	27.7
YES, EMPLOYEE and DEPENDENTS				
Small Firms	13	14.9	81	10.4
All Size Firms	13	13.5	81	9.0
Subtotal of Small Firms	87	100.0	782	100.0
Subtotal of Large and Medium Size Firms	9	100.0	118	100.0
Grand Total	96	100.0	900	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 8 firms, or 30.8% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION

TABLE 32J: Dental Care Plan Choice for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	78	64.5	519	83.3
	Salaried Medium & Large Size Firms	29	74.4	1,797	97.1
	Salaried All Size Firms	107	66.9	2,316	93.6
	Yes				
	Salaried Small Firms	43	35.5	104	16.7
	Salaried Medium & Large Size Firms	10	25.6	54	2.9
	Salaried All Size Firms	53	33.1	158	6.4
	Subtotal of Salaried Small Firms	121	100.0	623	100.0
	Subtotal of Salaried Medium & Large Size Firms	39	100.0	1,851	100.0
Salaried Grand Total	160	100.0	2,474	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	77	64.2	641	78.7
	Full-time Hourly Medium & Large Size Firms	25	71.4	1,841	84.7
	Full-time Hourly All Size Firms	102	65.8	2,482	83.1
	Yes				
	Full-time Hourly Small Firms	43	35.8	173	21.3
	Full-time Hourly Medium & Large Size Firms	10	28.6	332	15.3
	Full-time Hourly All Size Firms	53	34.2	505	16.9
	Subtotal of Full-time Hourly Small Firms	120	100.0	814	100.0
	Subtotal of Full-time Hourly Medium & Large Size Firms	35	100.0	2,173	100.0
Full-time Hourly Grand Total	155	100.0	2,987	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	35	100.0	254	100.0
	Part-time Hourly All Size Firms	35	100.0	254	100.0
	Subtotal of Part-time Hourly Small Firms	35	100.0	254	100.0
	Part-time Hourly Grand Total	35	100.0	254	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 20 public administration firms, or 90.9% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 33AB: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	31	25.4	50	8.0
All Size Firms	31	18.8	50	1.8
26% to 50%				
Large and Medium Size Firms	15	34.9	1,513	67.8
All Size Firms	15	9.1	1,513	53.0
76% to 99%				
Small Firms	22	18.0	87	13.9
All Size Firms	22	13.3	87	3.0
100%				
Small Firms	69	56.6	487	78.0
Large and Medium Size Firms	28	65.1	718	32.2
All Size Firms	97	58.8	1,205	42.2
Subtotal of Small Firms	122	100.0	624	100.0
Subtotal of Large and Medium Size Firms	43	100.0	2,231	100.0
Grand Total	165	100.0	2,855	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 16 public administration firms, or 94.1% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 33AC: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	22	18.2	52	6.4
Large and Medium Size Firms	3	8.3	223	9.6
All Size Firms	25	15.9	275	8.7
26% to 50%				
Small Firms	13	10.7	22	2.7
All Size Firms	13	8.3	22	0.7
76% to 99%				
Small Firms	8	6.6	60	7.4
All Size Firms	8	5.1	60	1.9
100%				
Small Firms	78	64.5	681	83.6
Large and Medium Size Firms	33	91.7	2,107	90.4
All Size Firms	111	70.7	2,788	88.6
Subtotal of Small Firms	121	100.0	815	100.0
Subtotal of Large and Medium Size Firms	36	100.0	2,330	100.0
Grand Total	157	100.0	3,145	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 17 public administration firms, or 94.4% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 33AD: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
1% to 25%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
Grand Total				

PUBLIC ADMINISTRATION
Salary

TABLE 34AB: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	96	78.7	240	38.5
Large and Medium Size Firms	20	42.6	644	28.9
All Size Firms	116	68.6	884	31.0
1% to 25%				
Large and Medium Size Firms	2	4.3	1	0.0
All Size Firms	2	1.2	1	0.0
26% to 50%				
Large and Medium Size Firms	15	31.9	1,513	67.8
All Size Firms	15	8.9	1,513	53.0
76% to 99%				
Small Firms	13	10.7	140	22.5
Large and Medium Size Firms	5	10.6	21	0.9
All Size Firms	18	10.7	161	5.6
100%				
Small Firms	13	10.7	243	39.0
Large and Medium Size Firms	5	10.6	52	2.3
All Size Firms	18	10.7	295	10.3
Subtotal of Small Firms	122	100.0	623	100.0
Subtotal of Large and Medium Size Firms	47	100.0	2,231	100.0
Grand Total	169	100.0	2,854	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 16 public administration firms, or 94.1% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 34AC: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*

Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	94	78.3	772	94.6
Large and Medium Size Firms	23	63.9	692	29.7
All Size Firms	117	75.0	1,464	46.6
1% to 25%				
Large and Medium Size Firms	2	5.6	76	3.3
All Size Firms	2	1.3	76	2.4
51% to 75%				
Small Firms	13	10.8	22	2.7
All Size Firms	13	8.3	22	0.7
76% to 99%				
Small Firms	13	10.8	22	2.7
Large and Medium Size Firms	6	16.7	1,241	53.3
All Size Firms	19	12.2	1,263	40.2
100%				
Large and Medium Size Firms	5	13.9	320	13.7
All Size Firms	5	3.2	320	10.2
Subtotal of Small Firms	120	100.0	816	100.0
Subtotal of Large and Medium Size Firms	36	100.0	2,329	100.0
Grand Total	156	100.0	3,145	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 17 public administration firms, or 94.4% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 34AD: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
1% to 25%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
Grand Total				

PUBLIC ADMINISTRATION

Salaried

TABLE 35AB: Additional Medical/health Benefits Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	13	6.3	243	28.1
Medium & Large Size Firms	7	14.0	145	6.1
All Size Firms	20	7.8	388	12.0
EMPLOYEE ASSISTANCE PROGRAM				
Medium & Large Size Firms	6	12.0	106	4.5
All Size Firms	6	2.3	106	3.3
Small Firms				
Medium & Large Size Firms	10	20.0	115	4.8
All Size Firms	10	3.9	115	3.5
VISION CARE PROGRAM				
Small Firms	108	51.9	381	44.0
Medium & Large Size Firms	20	40.0	523	22.0
All Size Firms	128	49.6	904	27.9
PRESCRIPTION DRUG PLAN				
Small Firms	199	95.7	851	98.3
Medium & Large Size Firms	26	52.0	459	19.3
All Size Firms	225	87.2	1,310	40.4
MENTAL HEALTH RIDER				
Small Firms	13	6.3	243	28.1
Medium & Large Size Firms	3	6.0	76	3.2
All Size Firms	16	6.2	319	9.8
LIFE INSURANCE				
Small Firms	177	85.1	782	90.3
Medium & Large Size Firms	45	90.0	1,997	84.0
All Size Firms	222	86.0	2,779	85.7
ACCIDENTAL DEATH INSURANCE				
Small Firms	56	26.9	364	42.0
Medium & Large Size Firms	8	16.0	106	4.5
All Size Firms	64	24.8	470	14.5

TABLE 35AB: ADDITIONAL MEDICAL/HEALTH BENEFITS (contrn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	47	22.6	417	48.2
Medium & Large Size Firms	5	10.0	30	1.3
All Size Firms	52	20.2	447	13.8
OTHER (please name)				
Small Firms	22	10.6	87	10.0
Medium & Large Size Firms	1	2.0	21	0.9
All Size Firms	23	8.9	108	3.3
Subtotal of Small Firms	208	100.0	866	100.0
Subtotal of Medium & Large Size Firms	50	100.0	2,376	100.0
Grand Total	258	100.0	3,242	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 22 firms, or 81.5% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 35AC: Additional Medical/health Benefits Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Medium & Large Size Firms	12	31.6	1,575	58.9
All Size Firms	12	5.4	1,575	38.3
EMPLOYEE ASSISTANCE PROGRAM				
Medium & Large Size Firms	7	18.4	727	27.2
All Size Firms	7	3.1	727	17.7
WELLNESS PROGRAM				
Small Firms	8	4.3	60	4.2
Medium & Large Size Firms	10	26.3	649	24.3
All Size Firms	18	8.1	709	17.2
VISION CARE PROGRAM				
Small Firms	112	60.5	286	19.9
Medium & Large Size Firms	15	39.5	529	19.8
All Size Firms	127	57.0	815	19.8
PRESCRIPTION DRUG PLAN				
Small Firms	185	100.0	1,439	100.0
Medium & Large Size Firms	33	86.8	2,486	93.0
All Size Firms	218	97.8	3,925	95.5
MENTAL HEALTH RIDER				
Medium & Large Size Firms	3	7.9	452	16.9
All Size Firms	3	1.3	452	11.0
LIFE INSURANCE				
Small Firms	163	88.1	1,318	91.6
Medium & Large Size Firms	38	100.0	2,673	100.0
All Size Firms	201	90.1	3,991	97.1
ACCIDENTAL DEATH INSURANCE				
Small Firms	56	30.3	785	54.6
Medium & Large Size Firms	16	42.1	1,893	70.8
All Size Firms	72	32.3	2,678	65.1

TABLE 35AC: ADDITIONAL MEDICAL/HEALTH BENEFITS (contrn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Firms in Firm Size
Small Firms	35	18.9	74	5.1
Medium & Large Size Firms	5	13.2	145	5.4
All Size Firms	40	17.9	219	5.3
OTHER (please name)				
Small Firms	22	11.9	35	2.4
Medium & Large Size Firms	1	2.6	158	5.9
All Size Firms	23	10.3	193	4.7
Subtotal of Small Firms	185	100.0	1,439	100.0
Subtotal of Medium & Large Size Firms	38	100.0	2,673	100.0
Grand Total	223	100.0	4,112	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 21 firms, or 70.0% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 35AD: Additional Medical/health Benefits Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Medium & Large Size Firms	12	31.6	1,575	58.9
All Size Firms	12	5.4	1,575	38.3
EMPLOYEE ASSISTANCE PROGRAM				
Medium & Large Size Firms	7	18.4	727	27.2
All Size Firms	7	3.1	727	17.7
WELLNESS PROGRAM				
Small Firms	8	4.3	60	4.2
Medium & Large Size Firms	10	26.3	649	24.3
All Size Firms	18	8.1	709	17.2
VISION CARE PROGRAM				
Small Firms	112	60.5	286	19.9
Medium & Large Size Firms	15	39.5	529	19.8
All Size Firms	127	57.0	815	19.8
PRESCRIPTION DRUG PLAN				
Small Firms	185	100.0	1,439	100.0
Medium & Large Size Firms	33	86.8	2,486	93.0
All Size Firms	218	97.8	3,925	95.5
MENTAL HEALTH RIDER				
Medium & Large Size Firms	3	7.9	452	16.9
All Size Firms	3	1.3	452	11.0
LIFE INSURANCE				
Small Firms	163	88.1	1,318	91.6
Medium & Large Size Firms	38	100.0	2,673	100.0
All Size Firms	201	90.1	3,991	97.1
ACCIDENTAL DEATH INSURANCE				
Small Firms	56	30.3	785	54.6
Medium & Large Size Firms	16	42.1	1,893	70.8
All Size Firms	72	32.3	2,678	65.1

TABLE 35AD: ADDITIONAL MEDICAL/HEALTH BENEFITS (contrn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Firms in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	35	18.9	74	5.1
Medium & Large Size Firms	5	13.2	145	5.4
All Size Firms	40	17.9	219	5.3
OTHER (please name)				
Small Firms	22	11.9	35	2.4
Medium & Large Size Firms	1	2.6	158	5.9
All Size Firms	23	10.3	193	4.7
Subtotal of Small Firms	185	100.0	1,439	100.0
Subtotal of Medium & Large Size Firms	38	100.0	2,673	100.0
Grand Total	223	100.0	4,112	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 4 firms, or 15.4% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 36AB: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Salary Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	22	9.2	156	14.3
All Size Firms	22	7.6	156	4.5
NO WAITING PERIOD REQUIRED				
Small Firms	31	13.0	72	6.6
All Size Firms	31	10.8	72	2.1
YES, 30 DAYS OR LESS				
Small Firms	43	18.1	121	11.1
Medium & Large Size Firms	28	56.0	1,617	68.0
All Size Firms	71	24.7	1,738	50.1
31 to 60 DAYS				
Small Firms	31	13.0	102	9.4
Medium & Large Size Firms	5	10.0	30	1.3
All Size Firms	36	12.5	132	3.8
61 to 90 DAYS				
Small Firms	55	23.1	275	25.2
Medium & Large Size Firms	10	20.0	294	12.4
All Size Firms	65	22.6	569	16.4
MORE THAN 90 DAYS				
Small Firms	43	18.1	121	11.1
Medium & Large Size Firms	7	14.0	436	18.3
All Size Firms	50	17.4	557	16.1
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	13	5.5	243	22.3
All Size Firms	13	4.5	243	7.0
Subtotal of Small Firms	238	100.0	1,090	100.0
Subtotal of Medium & Large Size Firms	50	100.0	2,377	100.0
Grand Total	288	100.0	3,467	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 25 firms, or 92.6% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 36AC: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	22	10.2	69	4.1
All Size Firms	22	8.5	69	1.5
NO WAITING PERIOD REQUIRED				
Small Firms	44	20.5	71	4.3
Medium & Large Size Firms	5	11.6	1,084	38.4
All Size Firms	49	19.0	1,155	25.7
YES, 30 DAYS OR LESS				
Small Firms	22	10.2	330	19.8
Medium & Large Size Firms	13	30.2	700	24.8
All Size Firms	35	13.6	1,030	22.9
31 to 60 DAYS				
Small Firms	29	13.5	563	33.8
Medium & Large Size Firms	5	11.6	134	4.7
All Size Firms	34	13.2	697	15.5
61 to 90 DAYS				
Small Firms	55	25.6	340	20.4
Medium & Large Size Firms	18	41.9	610	21.6
All Size Firms	73	28.3	950	21.2
MORE THAN 90 DAYS				
Small Firms	43	20.0	295	17.7
Medium & Large Size Firms	2	4.7	294	10.4
All Size Firms	45	17.4	589	13.1
Subtotal of Small Firms	215	100.0	1,668	100.0
Subtotal of Medium & Large Size Firms	43	100.0	2,822	100.0
Grand Total	258	100.0	4,490	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 83.3% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 36AD: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	22	33.3	156	37.4
Medium & Large Size Firms	2	16.7	31	26.5
All Size Firms	24	30.8	187	35.0
NO WAITING PERIOD REQUIRED				
Small Firms	9	13.6	7	1.7
All Size Firms	9	11.5	7	1.3
31 to 60 DAYS				
Small Firms	22	33.3	173	41.5
All Size Firms	22	28.2	173	32.4
61 to 90 DAYS				
Small Firms	13	19.7	81	19.4
Medium & Large Size Firms	10	83.3	86	73.5
All Size Firms	23	29.5	167	31.3
Subtotal of Small Firms	66	100.0	417	100.0
Subtotal of Medium & Large Size Firms	12	100.0	117	100.0
Grand Total	78	100.0	534	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 7 firms, or 26.9% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 37AB: Retirement Plans for Oklahoma Public Administration Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	105	37.4	399	32.0
Medium & Large Size Firms	5	10.0	89	3.7
All Size Firms	110	33.2	488	13.5
DEFINED BENEFIT PLAN				
Small Firms	65	23.1	339	27.2
Medium & Large Size Firms	31	62.0	1,645	69.2
All Size Firms	96	29.0	1,984	54.8
DEFINED CONTRIBUTION PLAN				
Small Firms	99	35.2	452	36.3
Medium & Large Size Firms	33	66.0	1,848	77.8
All Size Firms	132	39.9	2,300	63.5
OTHER (please name)				
Small Firms	12	4.3	56	4.5
Medium & Large Size Firms	5	10.0	380	16.0
All Size Firms	17	5.1	436	12.0
Subtotal of Small Firms	281	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	50	100.0	2,376	100.0
Grand Total	331	100.0	3,622	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 firms, or 100.0% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 37AC: Retirement Plans for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	108	41.9	314	16.0
Medium & Large Size Firms	5	11.6	197	7.0
All Size Firms	113	37.5	511	10.7
DEFINED BENEFIT PLAN				
Small Firms	39	15.1	333	17.0
Medium & Large Size Firms	19	44.2	980	34.7
All Size Firms	58	19.3	1,313	27.4
DEFINED CONTRIBUTION PLAN				
Small Firms	99	38.4	1,288	65.6
Medium & Large Size Firms	28	65.1	2,046	72.5
All Size Firms	127	42.2	3,334	69.7
OTHER (please name)				
Small Firms	12	4.7	28	1.4
All Size Firms	12	4.0	28	0.6
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Medium & Large Size Firms	43	100.0	2,822	100.0
Grand Total	301	100.0	4,785	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 90.0% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 37AD: Retirement Plans for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	53	53.5	191	40.4
Medium & Large Size Firms	7	41.2	42	35.0
All Size Firms	60	51.7	233	39.3
DEFINED BENEFIT PLAN				
Small Firms		0.0		0.0
Medium & Large Size Firms		0.0		0.0
All Size Firms	0	0.0	0	0.0
DEFINED CONTRIBUTION PLAN				
Small Firms	35	35.4	254	53.7
Medium & Large Size Firms	10	58.8	78	65.0
All Size Firms	45	38.8	332	56.0
PROFIT SHARING				
Small Firms		0.0		0.0
Medium & Large Size Firms		0.0		0.0
All Size Firms	0	0.0	0	0.0
OTHER (please name)				
Small Firms	12	12.1	28	5.9
Medium & Large Size Firms		0.0		0.0
All Size Firms	12	10.3	28	4.7
Subtotal of Small Firms	99	100.0	473	100.0
Subtotal of Medium & Large Size Firms	17	100.0	120	100.0
Grand Total	116	100.0	593	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 42.3% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 38AB: Defined Contribution Plans for Oklahoma Public Administration Salary Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYER ONLY				
Small Firms	13	7.4	140	16.5
All Size Firms	13	6.0	140	5.1
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	33	18.8	160	18.9
Medium & Large Size Firms	2	5.0	2	0.1
All Size Firms	35	16.2	162	5.9
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	130	73.9	547	64.6
Medium & Large Size Firms	15	37.5	111	5.8
All Size Firms	145	67.1	658	23.9
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Medium & Large Size Firms	23	57.5	1,794	94.1
All Size Firms	23	10.6	1,794	65.1
Subtotal of Small Firms	176	100.0	847	100.0
Subtotal of Medium & Large Size Firms	40	100.0	1,907	100.0
Grand Total	216	100.0	2,754	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 19 public administration firms, or 95.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 38AC: Defined Contribution Plans for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Medium & Large Size Firms	1	2.6	158	6.0
All Size Firms	1	0.5	158	3.4
EMPLOYER ONLY				
Small Firms	13	8.3	22	1.1
Medium & Large Size Firms	5	13.2	149	5.7
All Size Firms	18	9.2	171	3.7
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	41	26.1	418	21.1
Medium & Large Size Firms	10	26.3	1,383	52.7
All Size Firms	51	26.2	1,801	39.1
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	96	61.1	1,210	61.0
Medium & Large Size Firms	15	39.5	599	22.8
All Size Firms	111	56.9	1,809	39.2
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Medium & Large Size Firms	7	18.4	335	12.8
All Size Firms	7	3.6	335	7.3
Subtotal of Small Firms	150	100.0	1,650	100.0
Subtotal of Medium & Large Size Firms	38	100.0	2,624	100.0
Grand Total	188	100.0	4,274	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 20 public administration firms, or 87.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 38AD: Defined Contribution Plans for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYER ONLY				
Small Firms	13	27.7	81	28.7
Medium & Large Size Firms	5	100.0	74	100.0
All Size Firms	18	34.6	155	43.5
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	12	25.5	28	9.9
All Size Firms	12	23.1	28	7.9
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	22	46.8	173	61.3
All Size Firms	22	42.3	173	48.6
Subtotal of Small Firms	47	100.0	282	100.0
Subtotal of Medium & Large Size Firms	5	100.0	74	100.0
Grand Total	52	100.0	356	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 4 public administration firms, or 20.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 39AB: Educational Benefits for Oklahoma Public Administration Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	246	87.5	1,019	81.8
Medium & Large Size Firms	7	15.6	31	1.6
All Size Firms	253	77.6	1,050	32.4
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium & Large Size Firms	1	2.2	21	1.1
All Size Firms	1	0.3	21	0.6
YES, BASED ON COURSE GRADE				
Medium & Large Size Firms	23	51.1	1,679	84.1
All Size Firms	23	7.1	1,679	51.8
YES, MUST BE JOB RELATED				
Small Firms	35	12.5	227	18.2
Medium & Large Size Firms	23	51.1	452	22.6
All Size Firms	58	17.8	679	20.9
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium & Large Size Firms	8	17.8	166	8.3
All Size Firms	8	2.5	166	5.1
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Medium & Large Size Firms	7	15.6	145	7.3
All Size Firms	7	2.1	145	4.5
Subtotal of Small Firms	281	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	45	100.0	1,997	100.0
Grand Total	326	100.0	3,243	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 39AC: Educational Benefits for Oklahoma Public Administration Full-time Employees by Firm Size.* Question 39: "Do you provide education or tuition hourly assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	223	86.4	1,768	90.1
Medium & Large Size Firms	12	28.6	359	13.5
All Size Firms	235	78.3	2,127	46.0
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium & Large Size Firms	3	7.1	223	8.4
All Size Firms	3	1.0	223	4.8
YES, BASED ON COURSE GRADE				
Medium & Large Size Firms	10	23.8	715	26.8
All Size Firms	10	3.3	715	15.5
YES, MUST BE JOB RELATED				
Small Firms	35	13.6	195	9.9
Medium & Large Size Firms	25	59.5	1,221	45.8
All Size Firms	60	20.0	1,416	30.6
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium & Large Size Firms	12	28.6	1,575	59.1
All Size Firms	12	4.0	1,575	34.0
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Medium & Large Size Firms	10	23.8	715	26.8
All Size Firms	10	3.3	715	15.5
Subtotal of Small Firms	258	100.0	1,963	100.0
Subtotal of Medium & Large Size Firms	42	100.0	2,664	100.0
Grand Total	300	100.0	4,627	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 39AD: Educational Benefits for Oklahoma Public Administration Part-time Employees by Firm Size.* Question 39: "Do you provide education or tuition hourly assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	107	89.2	757	90.3
Medium & Large Size Firms	12	63.2	165	65.2
All Size Firms	119	85.6	922	84.5
YES, BASED ON COURSE GRADE				
Medium & Large Size Firms	7	36.8	88	34.8
All Size Firms	7	5.0	88	8.1
YES, MUST BE JOB RELATED				
Small Firms	13	10.8	81	9.7
Medium & Large Size Firms	7	36.8	88	34.8
All Size Firms	20	14.4	169	15.5
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium & Large Size Firms	7	36.8	88	34.8
All Size Firms	7	5.0	88	8.1
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Medium & Large Size Firms	7	36.8	88	34.8
All Size Firms	7	5.0	88	8.1
Subtotal of Small Firms	120	100.0	838	100.0
Subtotal of Medium & Large Size Firms	19	100.0	253	100.0
Grand Total	139	100.0	1,091	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 50.0% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 40AB: Education Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium & Large Size Firms	5	14.7	89	5.1
All Size Firms	5	10.6	89	4.7
26% to 50%				
Medium & Large Size Firms	3	8.8	29	1.6
All Size Firms	3	6.4	29	1.5
51% to 75%				
Medium & Large Size Firms	3	8.8	76	4.3
All Size Firms	3	6.4	76	4.0
100%				
Small Firms	13	100.0	140	100.0
Medium & Large Size Firms	23	67.6	1,566	89.0
All Size Firms	36	76.6	1,706	89.8
Subtotal of Small Firms	13	100.0	140	100.0
Subtotal of Medium & Large Size Firms	34	100.0	1,760	100.0
Grand Total	47	100.0	1,900	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 8 public administration firms, or 72.7% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 40AC: Education Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium & Large Size Firms	5	19.2	197	8.1
All Size Firms	5	12.8	197	8.1
26% to 50%				
Medium & Large Size Firms	3	11.5	210	8.7
All Size Firms	3	7.7	210	8.6
51% to 75%				
Medium & Large Size Firms	3	11.5	452	18.7
All Size Firms	3	7.7	452	18.5
100%				
Small Firms	13	100.0	22	100.0
Medium & Large Size Firms	15	57.7	1,562	64.5
All Size Firms	28	71.8	1,584	64.8
Subtotal of Small Firms	13	100.0	22	100.0
Subtotal of Medium & Large Size Firms	26	100.0	2,421	100.0
Grand Total	39	100.0	2,443	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 9 public administration firms, or 64.3% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 40AD: Education Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
Grand Total				

PUBLIC ADMINISTRATION
Salary

TABLE 41AB: Flexible Spending Accounts for Oklahoma Public Administration Salary Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	207	73.7	907	72.8
Medium & Large Size Firms	15	33.3	198	9.9
All Size Firms	222	68.1	1,105	34.1
YES, FOR HEALTH EXPENSES				
Small Firms	52	18.5	183	14.7
Medium & Large Size Firms	26	57.8	1,594	79.8
All Size Firms	78	23.9	1,777	54.8
YES, FOR CHILDCARE EXPENSES				
Medium & Large Size Firms	11	24.4	256	12.8
All Size Firms	11	3.4	256	7.9
YES, OTHER EXPENSES (please name)				
Small Firms	22	7.8	156	12.5
All Size Firms	22	6.7	156	4.8
Subtotal of Small Firms	281	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	45	100.0	1,997	100.0
Grand Total	326	100.0	3,243	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 41AC : Flexible Spending Accounts for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	176	70.4	1,005	52.8
Medium & Large Size Firms	20	46.5	884	31.3
All Size Firms	196	66.9	1,889	40.0
YES, FOR HEALTH EXPENSES				
Small Firms	52	20.8	828	43.5
Medium & Large Size Firms	18	41.9	1,896	67.2
All Size Firms	70	23.9	2,724	57.7
YES, FOR CHILDCARE EXPENSES				
Medium & Large Size Firms	16	37.2	1,569	55.6
All Size Firms	16	5.5	1,569	33.2
Subtotal of Small Firms	250	100.0	1,903	100.0
Subtotal of Medium & Large Size Firms	43	100.0	2,822	100.0
Grand Total	293	100.0	4,725	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 41AD : Flexible Spending Accounts for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	85	79.4	340	68.5
Medium & Large Size Firms	19	100.0	253	100.0
All Size Firms	104	82.5	593	79.2
YES, OTHER EXPENSES (please name)				
Small Firms	22	20.6	156	31.5
All Size Firms	22	17.5	156	20.8
Subtotal of Small Firms	107	100.0	496	100.0
Subtotal of Medium & Large Size Firms	19	100.0	253	100.0
Grand Total	126	100.0	749	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 50.0% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 42AB: Childcare Assistance for Oklahoma Public Administration Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	269	95.7	1,186	95.2
Medium & Large Size Firms	43	95.6	1,941	97.2
All Size Firms	312	95.7	3,127	96.4
YES, ON-SITE FACILITY				
Medium & Large Size Firms	2	4.4	56	2.8
All Size Firms	2	0.6	56	1.7
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Small Firms	12	4.3	60	4.8
Medium & Large Size Firms	2	4.4	56	2.8
All Size Firms	14	4.3	116	3.6
YES, REFERRAL INFORMATION				
Small Firms		0.0		0.0
Medium & Large Size Firms	2	4.4	56	2.8
All Size Firms	2	0.6	56	1.7
Subtotal of Small Firms	281	100.0	1,246	100.0
Subtotal of Medium & Large Size Firms	45	100.0	1,997	100.0
Grand Total	326	100.0	3,243	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 42AC: Childcare Assistance for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	238	95.2	1,875	98.5
Medium & Large Size Firms	40	95.2	2,370	89.0
All Size Firms	278	95.2	4,245	92.9
YES, ON-SITE FACILITY				
Medium & Large Size Firms	2	4.8	294	11.0
All Size Firms	2	0.7	294	6.4
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Small Firms	12	4.8	28	1.5
Medium & Large Size Firms	2	4.8	294	11.0
All Size Firms	14	4.8	322	7.1
YES, REFERRAL INFORMATION				
Medium & Large Size Firms	2	4.8	294	11.0
All Size Firms	2	0.7	294	6.4
Subtotal of Small Firms	250	100.0	1,903	100.0
Subtotal of Medium & Large Size Firms	42	100.0	2,664	100.0
Grand Total	292	100.0	4,567	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 83.3% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 42AD: Childcare Assistance for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	128	100.0	860	100.0
Medium & Large Size Firms	25	92.6	183	70.4
All Size Firms	153	98.7	1,043	93.1
YES, ON-SITE FACILITY				
Medium & Large Size Firms	2	7.4	76	29.2
All Size Firms	2	1.3	76	6.8
YES, VOUCHERS or OFF-SITE SUBSIDIZED				
Medium & Large Size Firms	2	7.4	76	29.2
All Size Firms	2	1.3	76	6.8
YES, REFERRAL INFORMATION				
Medium & Large Size Firms	2	7.4	76	29.2
All Size Firms	2	1.3	76	6.8
Subtotal of Small Firms	128	100.0	860	100.0
Subtotal of Medium & Large Size Firms	27	100.0	260	100.0
Grand Total	155	100.0	1,120	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 16 firms, or 61.5% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 43AB: Flexible Work Arrangements for Oklahoma Public Administration Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	269	100.0	1,191	100.0
Medium & Large Size Firms	20	46.5	173	8.8
All Size Firms	289	92.6	1,364	43.2
FLEX-TIME				
Medium & Large Size Firms	23	53.5	1,794	91.2
All Size Firms	23	7.4	1,794	56.8
FOUR DAY (ten hour/day) WORK WEEKS				
Medium & Large Size Firms	15	34.9	1,513	76.9
All Size Firms	15	4.8	1,513	47.9
TELECOMMUTING (work at home)				
Medium & Large Size Firms	15	34.9	1,513	76.9
All Size Firms	15	4.8	1,513	47.9
Subtotal of Small Firms	269	100.0	1,191	100.0
Subtotal of Medium & Large Size Firms	43	100.0	1,967	100.0
Grand Total	312	100.0	3,158	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 24 firms, or 88.9% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 43AC: Flexible Work Arrangements for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	238	100.0	1,875	100.0
Medium & Large Size Firms	17	42.5	752	28.8
All Size Firms	255	91.7	2,627	58.5
FLEX-TIME				
Medium & Large Size Firms	18	45.0	1,725	66.0
All Size Firms	18	6.5	1,725	38.4
FOUR DAY (ten hour/day) WORK WEEKS				
Medium & Large Size Firms	5	12.5	134	5.1
All Size Firms	5	1.8	134	3.0
TELECOMMUTING (work at home)				
Medium & Large Size Firms	5	12.5	1,084	41.5
All Size Firms	5	1.8	1,084	24.2
Subtotal of Small Firms	238	100.0	1,875	100.0
Subtotal of Medium & Large Size Firms	40	100.0	2,612	100.0
Grand Total	278	100.0	4,487	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 24 firms, or 80.0% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 43AD: Flexible Work Arrangements for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	108	100.0	810	100.0
Medium & Large Size Firms	7	36.8	42	21.3
All Size Firms	115	90.6	852	84.6
FLEX-TIME				
Medium & Large Size Firms	12	63.2	155	78.7
All Size Firms	12	9.4	155	15.4
Subtotal of Small Firms	108	100.0	810	100.0
Subtotal of Medium & Large Size Firms	19	100.0	197	100.0
Grand Total	127	100.0	1,007	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 12 firms, or 46.2% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 44AB: Miscellaneous Benefits for Oklahoma Public Administration Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	86	76.8	312	44.9
Medium & Large Size Firms	13	86.7	333	99.7
All Size Firms	99	78.0	645	62.7
SHIFT DIFFERENTIAL				
Medium & Large Size Firms	1	6.7	21	6.3
All Size Firms	1	0.8	21	2.0
LONGEVITY PAY				
Small Firms	26	23.2	383	55.1
Medium & Large Size Firms	2	13.3	1	0.3
All Size Firms	28	22.0	384	37.3
Subtotal of Small Firms	112	100.0	695	100.0
Subtotal of Medium & Large Size Firms	15	100.0	334	100.0
Grand Total	127	100.0	1,029	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 12 firms, or 44.4% of the public administration firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 44AC: Miscellaneous Benefits for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	65	83.3	659	96.8
Medium & Large Size Firms	16	88.9	1,036	93.2
All Size Firms	81	84.4	1,695	94.5
SHIFT DIFFERENTIAL				
Medium & Large Size Firms	4	22.2	368	33.1
All Size Firms	4	4.2	368	20.5
LONGEVITY PAY				
Small Firms	13	16.7	22	3.2
Medium & Large Size Firms	5	27.8	300	27.0
All Size Firms	18	18.8	322	18.0
Subtotal of Small Firms	78	100.0	681	100.0
Subtotal of Medium & Large Size Firms	18	100.0	1,112	100.0
Grand Total	96	100.0	1,793	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 11 firms, or 36.7% of the public administration firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 44AD: Miscellaneous Benefits for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	43	76.8	520	86.5
Medium & Large Size Firms	2	100.0	76	100.0
All Size Firms	45	77.6	596	88.0
LONGEVITY PAY				
Small Firms	13	23.2	81	13.5
All Size Firms	13	22.4	81	12.0
Subtotal of Small Firms	56	100.0	601	100.0
Subtotal of Medium & Large Size Firms	2	100.0	76	100.0
Grand Total	58	100.0	677	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 4 firms, or 15.4% of the public administration firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
All Employee Categories

TABLE 45J: Benefit Cost for Oklahoma Public Administration, All Employee Categories, by Firm Size.* Question 45: "What percentage of your total personnel compensation cost consist of fringe benefits (excluding worker's compensation and unemployment insurance)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	82	29.2	779	18.9
Medium & Large Size Firms	7	11.5	724	12.9
All Size Firms	89	26.0	1,503	15.4
16% to 20%				
Small Firms	22	7.8	121	2.9
Medium & Large Size Firms	10	16.4	521	9.3
All Size Firms	32	9.4	642	6.6
21% to 25%				
Small Firms	129	45.9	2,379	57.6
Medium & Large Size Firms	28	45.9	2,318	41.4
All Size Firms	157	45.9	4,697	48.3
26% to 30%				
Small Firms	35	12.5	607	14.7
Medium & Large Size Firms	6	9.8	566	10.1
All Size Firms	41	12.0	1,173	12.1
MORE THAN 30%				
Small Firms	13	4.6	243	5.9
Medium & Large Size Firms	10	16.4	1,475	26.3
All Size Firms	23	6.7	1,718	17.7
Subtotal of Small Firms	281	100.0	4,129	100.0
Subtotal of Medium & Large Size Firms	61	100.0	5,604	100.0
Grand Total	342	100.0	9,733	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees that responded to this question. 30 firms, or 93.8% of the applicable public administration firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix A: Methodology



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SURVEY METHODOLOGY

Sample Design

Information for the *2005 OESC Benefit Survey* comes from a survey of Oklahoma firms conducted in months of August, September and October of 2003. The 3,384 firms sampled for this survey were selected from a universe of firms doing business in three Oklahoma geographic regions of metropolitan Oklahoma City, metropolitan Tulsa and Greater Oklahoma (remainder of state) as determined by the fourth quarter 2002 Oklahoma's Covered Employment and Wages (QCEW) data base of non-farm firms. Firms were selected by a sampling procedure that stratified by the geographical region, industry and firm sized. Firms were randomly selected within each stratum.

As well as the previously mentioned three geographical regions, three firm sizes consisting of small (4 – 49 employees), medium (50 – 249 employees) and large (250 and more employees) and ten major industry sectors as defined by the Standard Industrial Classification Manual (1987) were selected by the stratified sampling procedure. Firms with one to four employees employing a small fraction of 83,377 employees of the total 1.02 million non-farm Oklahoma employees were omitted from the sampling in order to obtain firms representing a maximum portion of Oklahoma employment.

Definitions

Ten major industrial sectors, as defined in the 1987 Standard Industrial Classification (SIC) Manual, were used in both the sampling of Oklahoma firms for this survey and in reporting benefits that they offered to their employees. The definitions for these ten major industrial sectors follow.

Mining

Firms primarily engaged in mining including the extraction of minerals occurring naturally: solids, such as coal and ores; liquids, such as crude petroleum; and gases such as natural gas. Mining also includes quarrying, well operations, milling and other preparation customarily done at the mine site, or as a part of mining activity.

Construction

Firms primarily engaged in construction of buildings and other structures including new work, additions, alterations, reconstruction, installations and repairs.

Manufacturing

Firms engaged in the mechanical or chemical transformation of materials or substances to new products including assembling component parts of manufactured products if the new product is neither a structure nor other fixed improvement.

Wholesale Trade

Firms engaged in selling merchandise to retailers; to industrial, commercial, institutional, farm, construction contractors, or professional business users; or to other wholesalers.

Retail Trade

Firms engaging in selling merchandise for personal or household consumption and rendering services incidental to the sale of the goods.

F.I.R.E. (Finance, Insurance, and Real Estate)

Firms that operate primarily in the fields of finance, insurance and real estate including banks, savings and loans, holding companies, investment companies and brokers; insurance carriers, brokers and agents; and real estate owners, lessors, lessees, buyers, developers and agents.

Services

Firms primarily engaged in providing a wide variety of services to individuals, businesses and government establishments including hotels and other lodging places; firms providing personals, business, repair and amusement services; health, legal, engineering, and other professional services; educational institutions; membership organizations and other miscellaneous services.

Public Administration

Government agencies or government organizations engaged in executive, legislative, judicial, administrative and regulatory activities of Federal, State, local and international governments. Also includes private firms that are also primarily engage in the same activities as government agencies or government organizations.

All Other Industries or Non-classifiable Firms

Firms in this category are ones that cannot be classified into any other industrial sector.

Survey Response Rates

Returns for the *2005 OESC Benefit Survey* have a healthy distribution across the three stratified levels of geographical area, industry sector and firm size. The following five tables demonstrate the survey response rate distribution across these three stratification levels, as a percentage of the total universe of Oklahoma non-farm firms and their employees, and by method of response.

TABLE 47A: Survey Response Rates by Geographical Area.

Geographical Area	Sample	Returned	Response Rate (Percent)
Oklahoma City	1120	657	58.7
Tulsa	1,132	685	60.5
Greater Oklahoma	1,132	743	65.6
Total	3,384	2,085	61.6

Note: Greater Oklahoma is everything outside Oklahoma City and Tulsa metropolitan areas.

TABLE 47B: Survey Response Rates by Firm Size

Firm Size	Sample	Returned	Response Rate (Percent)
Small Firms	1559	1090	69.9
Medium Firms	1,295	740	57.1
Large Firms	530	255	48.1
Totals	3,384	2,085	61.6

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees.

TABLE 47C: Survey Response Rates by Industry.

Geographical Area	Sample	Returned	Response Rate (Percent)
Mining	65	38	58.5
Construction	244	147	60.2
Manufacturing	430	283	65.8
Utilities	173	99	57.2
Wholesale Trade	215	135	62.8
Retail Trade	665	342	51.4
F.I.R.E.	182	111	61.0
Services	1365	877	64.2
Public Administration	39	33	84.6
All Other Industries	6	20	——
Total	3,384	2,085	61.6

* Note: 16 firms returned their survey without address labels or other identifying features rendering industry identification impossible. These 16 firms were added to 4 all other industries returns to make a total response of 20 for that category.

TABLE 47D: Responses by Industry and Firm Size; Population of Oklahoma Non-farm Firms, with State and Federal Government Agencies and Firms Size Less than 5 Employees Excluded.

Industry by Firm Size	Total Number of Firms in Industry	Number of Responding Firms	Percent of Firms Responding	Total Number Employed in Industry	Number Employed by Responding Firms	Percent Employed by Responding Firms
MINING						
Small Firms	687	21	3.1	8,602	390	4.5
Medium Size Firms	59	12	20.3	5,352	1,432	26.8
Large Firms	12	5	41.7	8,483	6,157	72.6
All Size Firms	758	38	5.0	22,437	7,979	35.6
CONSTRUCTION						
Small Firms	3,021	107	3.5	35,347	1,229	3.5
Medium Size Firms	165	36	21.8	13,535	3,534	26.1
Large Firms	14	4	28.6	6,938	1,339	19.3
All Size Firms	3,200	147	4.6	55,820	6,102	10.9
MANUFACTURING						
Small Firms	2,085	116	5.6	30,805	1,898	6.2
Medium Size Firms	379	124	32.7	41,262	13,730	33.3
Large Firms	88	43	48.9	47,278	20,867	44.1
All Size Firms	2,552	283	11.1	119,345	36,495	30.6
UTILITIES						
Small Firms	1,281	53	4.1	17,253	693	4.0
Medium Size Firms	142	30	21.1	13,243	3,104	23.4
Large Firms	41	16	39.0	38,699	23,938	61.9
All Size Firms	1,464	99	6.8	69,195	27,735	40.1
WHOLESALE TRADE						
Small Firms	2,263	86	3.8	29,139	1,191	4.1
Medium Size Firms	175	40	22.9	14,968	3,977	26.6
Large Firms	14	9	64.3	9,294	7,390	79.5
All Size Firms	2,452	135	5.5	53,401	12,558	23.5
RETAIL TRADE						
Small Firms	6,227	229	3.7	82,419	3,665	4.4
Medium Size Firms	528	79	15.0	46,569	7,231	15.5
Large Firms	75	34	45.3	61,980	29,361	47.4
All Size Firms	6,830	342	5.0	190,968	40,257	21.1
F.I.R.E.						
Small Firms	1,818	68	3.7	22,478	1,040	4.6
Medium Size Firms	128	28	21.9	11,891	2,464	20.7
Large Firms	33	15	45.5	21,739	10,701	49.2
All Size Firms	1,979	111	5.6	56,108	14,205	25.3
SERVICES						
Small Firms	9,706	421	4.3	116,333	6,425	5.5
Medium Size Firms	1,311	342	26.1	128,669	36,694	28.5
Large Firms	235	114	48.5	192,895	120,827	62.6
All Size Firms	11,252	877	7.8	437,897	163,946	37.4
PUBLIC ADMINISTRATION						
Small Firms	336	19	5.7	4,893	347	7.1
Medium & Large Firms	63	14	22.2	5,829	1,764	30.3
All Size Firms	399	33	8.3	10,722	2,111	19.7
ALL OTHER INDUSTRIES						
All Size Firms	268	20	7.5	2,342	596	25.4
ALL INDUSTRIES & ALL FIRM SIZES*	31,154	2,085	6.7	1,018,235	311,984	30.6

Small Firms are < 50 employees; Medium Sized Firms are 50 to 249 employees; & Large Firms are 250 and more employees.

*98 of the responding firms reported that they had gone out of business, merged with other firms or currently had no employees.

TABLE 47E: Methods Used for Reponse.

Method of Response	Returned	Response Rate (Percent)
Mail	1834	88.0
Online	219	10.5
FAX	20	1.0
Phone	12	0.6
Totals	2,085	100.0

Survey Questionnaire

The format and most of the items used in the *2005 OESC Benefit Survey* instrument was borrowed from the *1998 New Hampshire Benefit survey* and used with the permission of the Economic and Labor Market Information Bureau of the New Hampshire Employment Security. The appropriateness of questionnaire items and the fitness of their language were appraised and tested by the following three methods: A content analysis of 15 statewide survey conducted by other state’s Labor Market Information Units and of one County benefit survey conducted by a municipal Chamber of Commerce was completed. A participant study was conducted with the cooperation of ten Human Resource Personal in ten Oklahoma firms of varying sizes and industries (see Appendix D). A pilot study of a random sample of 120 Oklahoma firms tested the fitness of the instrument.

The results of the participant study participated the addition of eight items to the questionnaire to address combined paid leave time. The pilot study was invaluable in determining some required question language refinement.

Survey Reporting Notes

1. Weights were calculated for the firms in each stratification level of geographical area, industry and firms size in order to make estimates of the number and percentages of firms in aggregates of different segments of the populations. A second set of weights was also calculated in order to make accurate estimates of the number and percentage of employees employed by these firms. Both weights were appropriately adjusted for changes in the dimensions and characteristics of the universe population of Oklahoma firms, as determined by the survey returns. For examples, adjustments were made for firms that had gone out of business or firms that had added or subtracted the number employed so that their firm size changed.
2. In some reporting situations where response was unusually low, two or more firm sizes were collapsed together into one size. For example, in some cases response was not sufficient to report the response of an industry by three firms sizes. In that situation, either two firms sizes were collapsed together or the responses were not reported by firm size. It should also be note that no large construction firms that employed part-time hourly employees responded to this survey.
3. In the original sampling, firms with less than five employees with a small fraction of 83,377 employees out of the total 1.02 million non-farm Oklahoma State employees were eliminated from selection. However, due to firm size change a portion of the remaining firms in our sample downsized so that at the time of the survey they had less than five employees. This was addressed by reporting the three firm sizes as: less than 50 employees; 50 – 249 employees; and 250 or more employees. State and Federal agencies were also excluded from this survey.

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.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix C: Questionnaire



Vacation & Holiday

Health & Medical



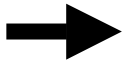
Retirement, Bonuses
& Profit sharing



2003 OESC EMPLOYER BENEFITS SURVEY
A Survey of Benefits Offered to Oklahoma Employees

1. Please tell us your contact person: _____

Telephone: (____) _____ EMAIL _____

	Full- Time Hourly	Part- Time Hourly	All Employees
HOLIDAYS			
2. Please check all paid holidays offered by your company:			
a. New Year's Day.....			
b. Martin Luther King Day (January)			
c. Presidents' Day (February)			
d. Good Friday.....			
e. Memorial Day.....			
f. Independence Day			
g. Labor Day			
h. Columbus Day (October)			
i. Election Day (November)			
j. Veterans' Day (November)			
k. Thanksgiving Day			
l. Day after Thanksgiving			
m. Christmas Eve Day			
n. Christmas Day			
o. New Year's Eve Day			
p. Birthday.....			
q. One floating holiday or personal leave day			
r. Other (please name) _____			
3. What do you pay hourly employees who work on a holiday?			
a. Straight time	<input type="checkbox"/>		
b. Time and one-half	<input type="checkbox"/>		
c. Double time	<input type="checkbox"/>		
d. Other (please describe) _____	<input type="checkbox"/>		
PERSONAL LEAVE			
4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion?			
a. No (If no for all categories, skip to question #13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Are holidays included with vacation, and sick leave in this combined paid leave time?			
a. No.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PLEASE TURN TO PAGE TWO			
Page 1			

OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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PERSONAL LEAVE (continued)

6. Are other types of paid leave time (e. g., jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?

- a. No.....
- b. Yes.....

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7. What is the minimum number of paid leave time days offered to any employee in each category per year?

- a. 5 days or less
- b. 6 to 10 days.....
- c. 11 to 15 days.....
- d. 16 to 29 days
- e. 30 or more days.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. What is the maximum number of paid leave days offered to any employee in each category per year?

- a. 14 days or less.....
- b. 15 to 24 days.....
- c. 25 to 34 days
- d. 35 or more days.....

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9. Does paid leave time increase with years of service or with seniority?

- a. No.....
- b. Yes.....

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10. Do you allow paid leave days to accumulate or carry over into the following year?

- a. No (If no on all categories, skip to question #12).....
- b. Yes.....

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11. If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?

- a. 10 or less days.....
- b. 11 to 20 days.....
- c. 21 or more days.....
- d. No maximum or limit.....

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Do you offer a pay option in lieu of paid leave time?

- 12. a. No.....
- b. Yes.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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VACATION (If you combine sick leave, and vacation together to be used at the employees discretion, skip to question #23).

13. How long must an employee work to qualify for one week of paid vacation?

- a. No paid vacation offered (If no, skip to question #20).....
- b. less than 1 month.....
- c. 1 to 2 months.....
- d. 3 to 6 months.....
- e. 7 to 11 months.....
- f. 12 months or more.....

14. How long must an employee work to qualify for two weeks of paid vacation?

- a. Do not offer two weeks of paid vacation.....
- b. 11 months or less.....
- c. 1 year to 1 year & 11 months.....
- d. 2 years to 2 years & 11 months.....
- e. 3 years to 3 years & 11 months.....
- f. 4 or more years.....

15. How long must an employee work to qualify for three weeks of paid vacation?

- a. Do not offer three weeks of paid vacation.....
- b. 3 years or less.....
- c. 4 years to 7 years & 11 months.....
- d. 8 years to 11 years & 11 months.....
- e. 12 or more years.....

16. How long must an employee work to qualify for four weeks of paid vacation?

- a. Do not offer four weeks of paid vacation.....
- b. 9 years or less.....
- c. 10 years to 15 years & 11 months.....
- d. 16 or more years.....

17. Do you offer a pay option in lieu of vacation?

- a. No.....
- b. Yes.....

18. Do you allow vacation days to accumulate or carry over into the following year?

- a. No (If no for all categories, skip to question #20).....
- b. Yes.....



OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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VACATION (continued)

19. If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?
- a. 10 days or less.....
 - b. 11 to 30 days.....
 - c. 31 days or over.....
 - d. No maximum or limit.....

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SICK LEAVE

20. What is the maximum number of paid sick leave days offered to any employee in each category a year?
- a. None (If none in all categories, skip to question #23)....
 - b. 5 days or less.....
 - c. 6 to 9 days.....
 - d. 10 to 14 days.....
 - e. 15 or more days.....

<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		

21. Do you allow sick leave to accumulate into the following year?
- a. No (If no for all categories, skip to question #23).....
 - b. Yes.....

<input type="checkbox"/>		
<input type="checkbox"/>		

22. If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?
- a. 5 days or less.....
 - b. 6 to 14 days.....
 - c. 15 to 29 days.....
 - d. 30 or more days.....
 - e. No maximum or limit.....

<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		

OTHER PAID LEAVE (If you combine all types of paid leave to be used at the employee's discretion, skip to question #26).

23. Do you offer paid bereavement leave?
- a. No.....
 - b. Yes, 1 to 3 days.....
 - c. Yes, 4 to 7 days.....
 - d. Yes, 8 days and over.....

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24. Do you offer short term paid disability leave?
- a. No.....
 - b. Yes, 6 weeks or less.....
 - c. Yes, 7 to 13 weeks.....
 - d. Yes, 14 to 26 weeks.....
 - e. More than 26 weeks.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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PAID LEAVE (continued)

25. Please check boxes indicating any other <u>paid</u> leave you offer.				
a. Military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Jury duty.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Family medical.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Maternity leave.....				
e. Paternity leave.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Doctor/Dental appointment.....				
g. Other (please name)_____				

MEDICAL/HEALTH/DENTAL

26. Do you offer medical/health care plans to your employees?				
a. No (If no in all categories, skip to question #31).....				
b. Yes, Employee only.....				
c. Yes, Employee and dependents.....				
27. What types of medical/health care plans do you offer? (Check all that apply)				
a. Traditional fee-for-service.....				
b. Health Maintenance Organization (HMO).....				
c. Preferred Provider Organization (PPO).....				
28. Can employees choose between medical/health care plans?				
a. Yes.....				
b. No.....				
29. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?				
a. None.....				
b. 1% to 25%.....				
c. 26% to 50%.....				
d. 51% to 75%.....				
e. 76% to 99%.....				
f. 100%.....				
30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?				
a. None.....				
b. 1% to 25%.....				
c. 26% to 50%.....				
d. 51% to 75%.....				
e. 76% to 99%.....				
f. 100%.....				

OESC EMPLOYER BENEFITS SURVEY

	Full- Time Salary	Part- Time Hourly	All Employees
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MEDICAL/HEALTH/DENTAL (continued)

36. Does your company require a waiting period for new hire Medical/Health/Dental benefit eligibility?
- a. Do not offer any Medical/Health/Dental benefits.....
 - b. No waiting period required.....
 - c. Yes, 30 days or less.....
 - d. 31 to 60 days.....
 - e. 61 to 90 days.....
 - f. More than 90 days.....
 - g. Varies, according to plans and/or union contract.....

<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		

RETIREMENT

37. Please check **boxes** indicating retirement benefits you offer.
- a. No retirement plan offered (If no, skip to question #39) ..
 - b. Defined benefit pension plan.....
 - c. Defined contribution plan [e. g., 401(k)].....
 - d. Profit sharing.....
 - e. Other (please name) _____

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38. If a defined contribution plan is offered, who funds the plan?
- a. Employee only.....
 - b. Employer only.....
 - c. Employer and employee each contribute half.....
 - d. Employer contributes larger share.....
 - e. Employee contributes larger share.....

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EDUCATIONAL BENEFITS

39. Do you provide any education or tuition assistance?
(Please check all **boxes** that apply)
- a. No assistance offered (If no, skip to question #41)
 - b. Yes, based on seniority/years of service.....
 - c. Yes, based on course grade.....
 - d. Yes, must be job related.....
 - e. Yes, as long as the institution is accredited.....
 - f. Yes, depending on employee's work performance.....

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40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?
- a. 1% to 25%.....
 - b. 26% to 50%.....
 - c. 51% to 75%.....
 - d. 76% to 99%.....
 - e. 100%.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time	Part- Time	All
	Salary	Hourly	Hourly
			Employees

MISCELLANEOUS BENEFITS

41. Do you offer flexible spending accounts, or a cafeteria plan, to your employees? (Please check all that apply)
- a. No.....
 - b. Yes, for health expenses.....
 - c. Yes, for childcare expenses.....
 - d. Yes, other expenses (please name)_____

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42. Do you offer childcare assistance? (Please check all that apply)
- a. No.....
 - b. Yes, on-site facility.....
 - c. Yes, vouchers or off-site subsidized.....
 - d. Yes, referral information.....

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43. Do you offer flexible work arrangements? (Check all that apply)
- a. None.....
 - b. Flex-time.....
 - c. Four day (ten hour/day) work weeks.....
 - d. Telecommuting (work at home).....

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44. Please check **boxes** indicating any additional miscellaneous benefits your company offers.
- a. Bonuses.....
 - b. Shift differential.....
 - c. Longevity pay.....
 - d. Stock options.....
 - e. Other (please name)_____

	<input type="checkbox"/>	
	<input type="checkbox"/>	

We realize that the next two questions may not be easy ones. However, your responses are very important to us for our analysis. Feel free to take the necessary response time and consult with others, if you need to do so. Approximations of the numbers in each category are O. K.

45. What percentage of your total personnel compensation cost consists of fringe benefits (excluding worker's compensation and unemployment insurance)?
- a. 15% or less.....
 - b. 16% to 20%.....
 - c. 21% to 25%.....
 - d. 26% to 30%.....
 - e. More than 30%.....

All Employees

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46. On August 1, 2003, how many salary people were employed in your Oklahoma Facilities: _____
- How many employees were full-time hourly: _____
- (Please respond for all three categories & the Total)** How many employees were Part-time hourly: _____
- What was your Oklahoma Facilities' employee Total: _____

THANK YOU FOR YOUR COOPERATION

END OF SURVEY

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix D: Special Recognition



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SPECIAL RECOGNITION
AND
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