

New Hampshire

Economic Conditions



November 2008

Volume 108, Number 11

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Published by New Hampshire
 Employment Security's Economic
 and Labor Market Information
 Bureau

Benefits Offered by New Hampshire Employers 2007 Benefits Survey Results

The results from a recent benefits survey showed full time employees were more likely to be offered benefits than part time employees. For most benefits, employees were more likely to have benefits available as the size of firm increased. The survey also found a positive relationship between industry average weekly wage and the availability of specific benefits.

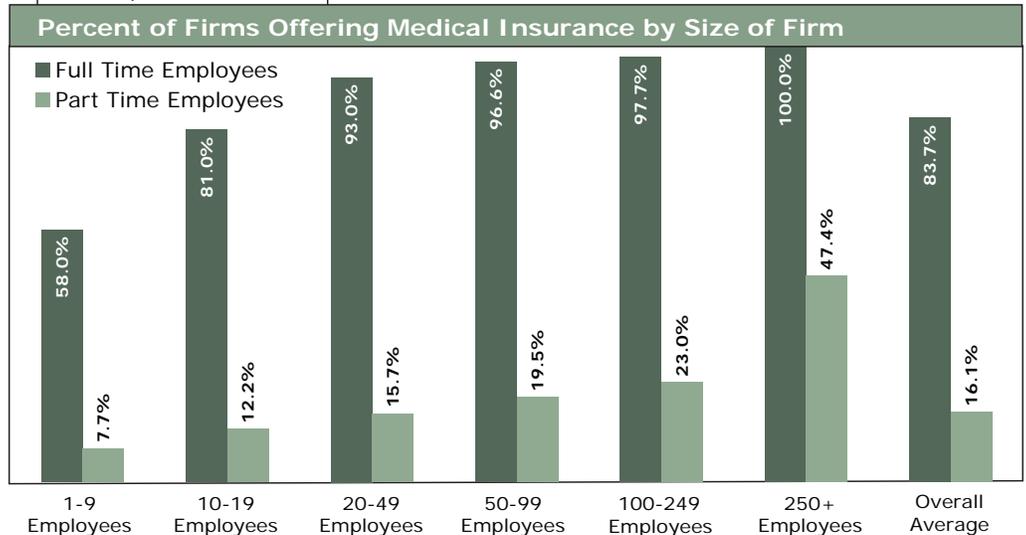
In September of 2007, survey questionnaires were sent to businesses with employees in New Hampshire. Responses have been tabulated and the results published. Information was organized to separately represent results by *firm size, geography, and industry*. The survey forms also broke out responses for full time and part time workers.

The thought that businesses in more rural areas of the state offer fewer benefits parallels the theory of supply and demand. Areas with meager business populations may have less competition for workers and may not offer more competitive benefit packages. Because the survey was based on a simple random sample of each location, results for individual counties may tend to favor small firm responses. But some results supported the theory that higher concentrations of firms in the southern tier of the state provide more benefits.

Medical Benefits

Many businesses use health insurance benefit programs to recruit and compete for skilled workers. A competitive strategy used by businesses in recruiting skilled workers is promoting the availability of health insurance. Comparing the

Firms by Size: Chart 1.a



2007 results to those from the 2004 New Hampshire Benefits survey, there was a slight decline in the share of firms making medical insurance available to employees.

Results indicated that the larger the firm size, the more likely both full time and part time employees were to be offered medical benefits. An average of almost 84 percent of firms make medical insurance available to full time employees. Barely 16 percent of firms have it available for part time employees.

...almost 84 percent of firms make medical insurance available to full time employees.

Firms in the three counties on the Massachusetts border were most likely to offer medical benefits to full time employees, with close to 70 percent offering the benefit. Those counties had the largest shares of New Hampshire firms. The three counties with the smallest share of firms, Carroll, Sullivan and Coös counties, had the smallest shares of firms offering medical benefits to full time employees.

Over 80 percent of firms in *Management companies*, *Utilities*, *Wholesale* and *Finance* offered medical insurance to full time employees. These industries have some of the highest average weekly wages in the state.

Overall, the smaller the firm size, the less likely the firm was to make any financial contribution toward medical insurance premiums. Among the smallest firms that did pay, the average portion of the premium paid was over 90 percent.

Dental insurance was made available by almost 60 percent of firms to full time employees, but less than 15 percent of firms to part time employees.

Among firms with dental insurance available roughly 90 percent of full time employees and about 60 percent of part time employees were offered the coverage.

More than two of every five firms in Hillsborough County had dental insurance available for full time employees. Around a third of firms in five other counties had

dental insurance available for full time workers. Of those firms with dental insurance available for part time employees, the highest shares were in Hillsborough and Rockingham counties, with close to ten percent of firms offering dental insurance.

At least three of every five firms in *Utilities*, *Management companies*, and *Finance* offered dental insurance to full time employees.

Retirement and Other Benefits

Another draw offered by businesses is the employer-sponsored retirement account. The survey asked employers about the availability and type of retirement plans offered to their employees. About two-thirds of firms had a retirement plan available for full time employees while barely a third had a plan available for part time employees.

Roughly two of every five firms offered a retirement plan to full time workers and around one of five firms offered a plan to part time employees.

Medical Insurance by Size of Firm

Number of Employees	Full Time Employees					Part Time Employees				
	Offered Medical		Enrolled in Medical			Offered Medical		Enrolled in Medical		
	% of Firms	Eligible Employees	% of Eligible Employees	Single Plan	Family Plan	% of Firms	Eligible Employees	% of Eligible Employees	Single Plan	Family Plan
1-9	58.0%	89.6%	70.0%	55.4%	43.4%	7.7%	65.4%	41.2%	85.7%	14.3%
10-19	81.0%	93.5%	67.2%	56.4%	42.3%	12.2%	73.5%	28.0%	50.0%	46.2%
20-49	93.0%	91.1%	66.6%	54.9%	34.9%	15.7%	59.5%	18.4%	51.4%	37.1%
50-99	96.6%	97.1%	72.1%	51.2%	41.1%	19.5%	66.7%	32.4%	53.6%	42.4%
100-249	97.7%	95.5%	73.6%	46.5%	44.2%	23.0%	45.7%	33.6%	60.1%	39.5%
250+	100.0%	99.1%	93.6%	35.6%	42.4%	47.4%	66.1%	55.4%	39.3%	56.1%
Overall Average	83.7%	96.8%	81.6%	42.5%	42.0%	16.1%	62.4%	48.3%	42.5%	53.4%

Overall, roughly 80 percent of firms among all industries offer vacation time to full time employees. Only two industry sectors, Health/social services and Professional services, had more than half of firms with vacation time available to part time employees.

About three of every four firms in Management companies, Utilities and Finance offered a retirement plan to full time employees. These three industry sectors also have the highest weekly wages.

There are many forms of paid leave, including vacation time, paid holidays,

and sick time. Almost 85 percent of firms of all size groups have paid vacations for full time employees, while less than a third of firms have it for part time workers.

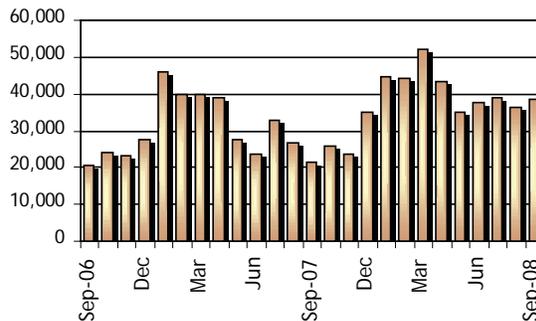
Full time employees had life insurance available from over half the firms while barely more than ten percent offered it to part time employees.

These results and more can be found in the published version of 2007 Benefits offered by New Hampshire employers on our web site at <http://www.nh.gov/nhes/elmi/>.

Anita Josten

Unemployment Compensation Claims Activity

Total Regular Unemployment Compensation Programs:				Change from Previous			
				Month		Year	
	Sep-08	Aug-08	Sep-07	Net	Percent	Net	Percent
Initial Claims	4,520	4,210	2,767	310	7.4%	1,753	63.4%
Continued Weeks	38,392	36,477	21,443	1,915	5.2%	16,949	79.0%



Claims Activity

Continued Weeks Claimed

September 06 to September 08

Unemployment Compensation Fund

Unemployment compensation fund balance at the end of September	\$200,719,635.09
Average payment for a week of total unemployment:	\$280.75
Net benefits paid:	\$9,982,421.37
Net contributions received during the month:	\$79,996.04
Interest Received:	\$2,461,555.35
Reed Act Distribution:	\$0.00
Reed Act Withdrawn for Administrative Costs:	\$0.00

Trust Fund

			Change from Previous	
Sep-08	Aug-08	Sep-07	Month	Year
218.783	219.086	208.490	-0.1%	4.9%

United States
All Urban Areas (CPI-U)
(1982-1984=100)

Consumer Price Index