

MISCELLANEOUS BENEFITS PERCENTAGES

Population	Offer Childcare Benefits	Offer Child Tuition Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends
Overall Percentages	0.00%	0.81%	12.20%	58.54%	14.63%	8.13%
Over 20,000	0.00%	0.00%	8.33%	50.00%	16.67%	0.00%
10,000 to 19,999	0.00%	0.00%	0.00%	91.67%	8.33%	0.00%
5,000 to 9,999	0.00%	0.00%	9.09%	36.36%	9.09%	9.09%
1,000 to 4,999	0.00%	2.38%	11.90%	59.52%	11.90%	4.76%
1 to 999	0.00%	0.00%	17.39%	56.52%	19.57%	15.22%
Overall Count	0/123	1/123	15/123	72/123	18/123	10/123
Over 20,000	0/12	0/12	1/12	6/12	2/12	0/12
10,000 to 19,999	0/12	0/12	0/12	11/12	1/12	0/12
5,000 to 9,999	0/11	0/11	1/11	4/11	1/11	1/11
1,000 to 4,999	0/42	1/42	5/42	25/42	5/42	2/42
1 to 999	0/46	0/46	8/46	26/46	9/46	7/46

Population	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Overall Percentages	9.76%	8.94%	8.94%	8.94%	15.45%
Over 20,000	8.33%	16.67%	16.67%	16.67%	0.00%
10,000 to 19,999	16.67%	0.00%	0.00%	8.33%	8.33%
5,000 to 9,999	0.00%	9.09%	9.09%	9.09%	18.18%
1,000 to 4,999	11.90%	9.52%	4.76%	9.52%	16.67%
1 to 999	8.70%	8.70%	13.04%	6.52%	19.57%
Overall Count	12/123	11/123	11/123	11/123	19/123
Over 20,000	1/12	2/12	2/12	2/12	0/12
10,000 to 19,999	2/12	0/12	0/12	1/12	1/12
5,000 to 9,999	0/11	1/11	1/11	1/11	2/11
1,000 to 4,999	5/42	4/42	2/42	4/42	7/42
1 to 999	4/46	4/46	6/46	3/46	9/46

MISCELLANEOUS BENEFITS PERCENTAGES *cont'd*

Population	Offer Childcare Benefits	Offer Child Tuition Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends
Overall Percentages	0.00%	0.81%	1.63%	35.77%	7.32%	1.63%
Over 20,000	0.00%	0.00%	0.00%	33.33%	8.33%	0.00%
10,000 to 19,999	0.00%	0.00%	0.00%	58.33%	0.00%	0.00%
5,000 to 9,999	0.00%	0.00%	9.09%	36.36%	0.00%	0.00%
1,000 to 4,999	0.00%	2.38%	2.38%	30.95%	7.14%	0.00%
1 to 999	0.00%	0.00%	0.00%	34.78%	10.87%	4.35%
Overall Count	0/123	1/123	2/123	44/123	9/123	2/123
Over 20,000	0/12	0/12	0/12	4/12	1/12	0/12
10,000 to 19,999	0/12	0/12	0/12	7/12	0/12	0/12
5,000 to 9,999	0/11	0/11	1/11	4/11	0/11	0/11
1,000 to 4,999	0/42	1/42	1/42	13/42	3/42	0/42
1 to 999	0/46	0/46	0/46	16/46	5/46	2/46

Population	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Overall Percentages	0.81%	1.63%	3.25%	2.44%	14.63%
Over 20,000	8.33%	8.33%	8.33%	0.00%	25.00%
10,000 to 19,999	0.00%	8.33%	0.00%	0.00%	16.67%
5,000 to 9,999	0.00%	0.00%	0.00%	0.00%	9.09%
1,000 to 4,999	0.00%	0.00%	0.00%	0.00%	14.29%
1 to 999	0.00%	0.00%	6.52%	6.52%	13.04%
Overall Count	1/123	2/123	4/123	3/123	18/123
Over 20,000	1/12	1/12	1/12	0/12	3/12
10,000 to 19,999	0/12	1/12	0/12	0/12	2/12
5,000 to 9,999	0/11	1/11	0/11	0/11	1/11
1,000 to 4,999	0/42	0/42	0/42	0/42	6/42
1 to 999	0/46	0/46	3/46	3/46	6/46