RAPID CITY REGION



BENEFITS BENCHMARKING

2026

The 2026 Rapid City Region Benefits Benchmarking Survey included employers across a range of industries and sizes. A total of 78 employers participated, collectively representing at least 8,957 employees. 96% of respondents primarily operate in Pennington County.

SURVEY SNAPSHOT

Financial services and nonprofit organizations each represented 13% of respondents, followed by manufacturing at 10% and healthcare at 9%.

Employers with 10 or fewer full-time employees represented nearly one-quarter of respondents. The second-largest group represented employers with 250–499 employees.

KEY FINDINGS

- **62%** of responding employers offer two or more types of **insurance coverage.** Employer-paid health insurance is the most common offering, available from 83% of responding employers.
- **85%** of responding employers offer an **employer-sponsored retirement savings plan**. Among employers that reported their plan type, two-thirds offer a traditional 401(k).
- **94%** of responding employers offer some form of **paid time off**, and nearly two-thirds of employers offer between nine and fifteen paid holidays.
- **70%** of employers review **base pay structure** for their employees on an annual basis, and 45% expect to award a 3-4% increase in base pay for employees in 2026.

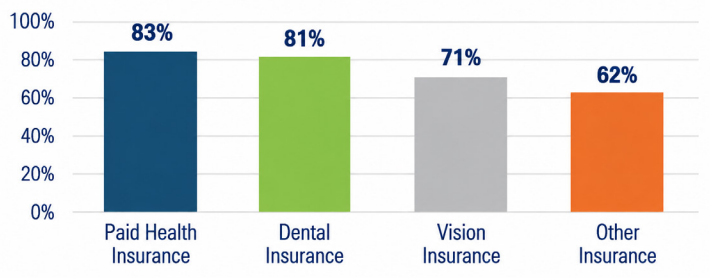
The full report provides additional detail on how benefits vary by employer size and industry, including contribution levels, leave amounts and structures, flexible work arrangements, pay review practices, fringe benefits and projected pay increases.

Percentages reflect employers who answered each question. Response counts varied by topic.

ELEVATE RAPID CITY

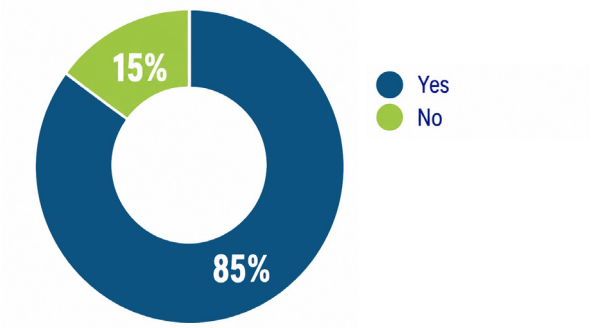
INSURANCE

INSURANCE TYPES OFFERED BY EMPLOYER



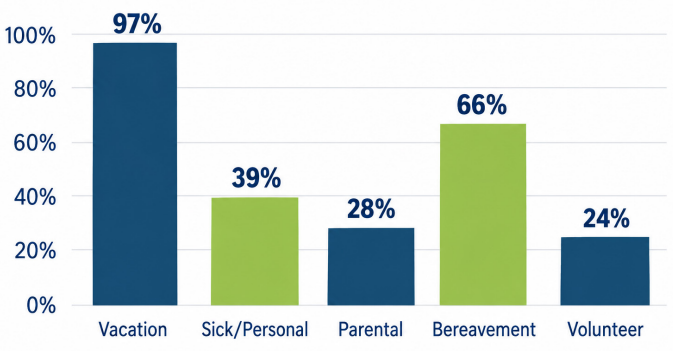
RETIREMENT

EMPLOYER-SPONSORED RETIREMENT

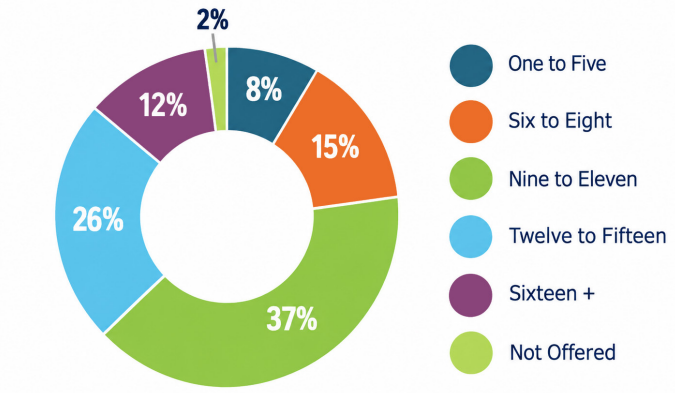


LEAVE

DEDICATED LEAVE OFFERED

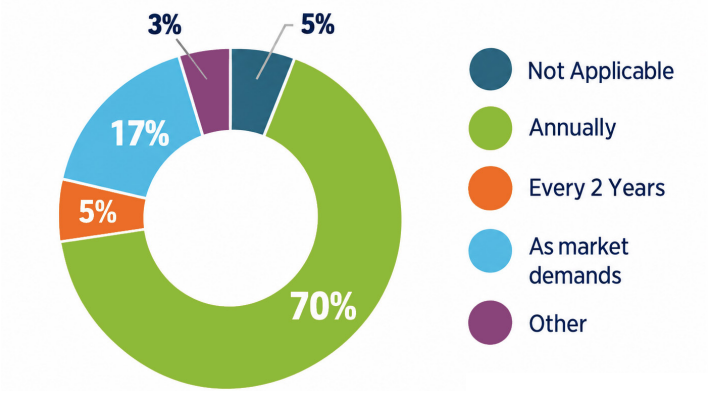


PAID HOLIDAYS OFFERED



COMPENSATION

BASE PAY REVIEW



2026 PAY INCREASE

