



ANNUAL REPORT · 2026 EDITION

Hamilton County Benefits Landscape.

What employers in this market offer — and what it means.

Geography: Hamilton County, Indiana · Indianapolis MSA · Indiana statewide · National peers

Reference period: 2024 (BLS) / Q1 2026 (Lightcast) / 2023 plan year (IRS 5500)

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Cell coverage: 1242 of 2484 (1242 suppressed for compliance)

WHERE INSIGHT BECOMES ACTION

Headline Findings

- Highest market saturation in Indianapolis MSA: Paid vacation (98% of postings in NAICS 54)
- Largest MSA-vs-national gap: pension_db runs 22pp above national rate

~40

BENEFITS IN THE V1 TAXONOMY

6

NAICS 2-DIGIT INDUSTRIES COVERED

4

FEDERAL + LICENSED DATA SOURCES

10 / 20%

ANTITRUST FLOOR (EMPLOYERS /
CONCENTRATION)

The Industries That Matter Most to Hamilton County

Hamilton County's labor market is concentrated in five industries above their statewide share: Professional, Scientific and Technical Services (NAICS 54), Health Care and Social Assistance (62), Finance and Insurance (52), Real Estate, Rental and Leasing (53), and Manufacturing (33). What follows is the benefits landscape for each, focused on the four most consequential benefit categories: medical, retirement, paid leave, and workplace flexibility.

NAICS 54 — Professional, Scientific, Technical Services

Hamilton County's largest knowledge-economy concentration. Postings here drive the regional benefits frontier — workplace flexibility, mental health, and family care are most prevalent here.

Benefit	MSA Incidence	National (NCS)	Cost / hour (ECEC)	Antitrust floor
Medical insurance <i>Healthcare</i>	94%	92%	\$4.45	88 emps · 4250 postings
401(k) employer match <i>Retirement</i>	84%	82%	\$4.05	88 emps · 4250 postings
Paid parental leave <i>Paid Time Off</i>	62%	55%	\$4.55	88 emps · 4250 postings
Dependent Care FSA <i>Family Care</i>	65%	62%	—	88 emps · 4250 postings
Mental health visits <i>Behavioral Health & Wellness</i>	62%	55%	—	88 emps · 4250 postings
Tuition reimbursement <i>Education & Development</i>	71%	66%	—	88 emps · 4250 postings
Remote work <i>Workplace Flexibility</i>	72%	65%	—	88 emps · 4250 postings
Hybrid work <i>Workplace Flexibility</i>	78%	72%	—	88 emps · 4250 postings

NAICS 62 — Health Care & Social Assistance

Largest employment base in Hamilton County. Structurally constrained on remote/hybrid work; over-indexes on paid sick leave and tuition reimbursement.

Benefit	MSA Incidence	National (NCS)	Cost / hour (ECEC)	Antitrust floor
Medical insurance <i>Healthcare</i>	92%	86%	\$3.10	64 emps · 6890 postings
401(k) employer match <i>Retirement</i>	74%	68%	\$2.30	64 emps · 6890 postings
Paid parental leave <i>Paid Time Off</i>	45%	38%	\$2.95	64 emps · 6890 postings
Dependent Care FSA <i>Family Care</i>	52%	45%	—	64 emps · 6890 postings
Mental health visits <i>Behavioral Health & Wellness</i>	66%	62%	—	64 emps · 6890 postings
Tuition reimbursement <i>Education & Development</i>	62%	55%	—	64 emps · 6890 postings
Remote work <i>Workplace Flexibility</i>	15%	18%	—	64 emps · 6890 postings
Hybrid work <i>Workplace Flexibility</i>	18%	22%	—	64 emps · 6890 postings

NAICS 52 — Finance & Insurance

Highest medical insurance and retirement match rates in the MSA; performance bonus near-universal in the 250+ FTE size band.

Benefit	MSA Incidence	National (NCS)	Cost / hour (ECEC)	Antitrust floor
Medical insurance <i>Healthcare</i>	97%	95%	\$4.65	42 emps · 2180 postings
401(k) employer match <i>Retirement</i>	91%	88%	\$4.35	42 emps · 2180 postings
Paid parental leave <i>Paid Time Off</i>	72%	62%	\$4.85	42 emps · 2180 postings
Dependent Care FSA <i>Family Care</i>	71%	65%	—	42 emps · 2180 postings
Mental health visits <i>Behavioral Health & Wellness</i>	65%	—	—	42 emps · 2180 postings
Tuition reimbursement <i>Education & Development</i>	78%	72%	—	42 emps · 2180 postings
Remote work <i>Workplace Flexibility</i>	45%	45%	—	42 emps · 2180 postings
Hybrid work <i>Workplace Flexibility</i>	71%	62%	—	42 emps · 2180 postings

NAICS 33 — Manufacturing

Hamilton County's industrial base. Strong on insurance and retirement; below-MSA on family care and workplace flexibility.

Benefit	MSA Incidence	National (NCS)	Cost / hour (ECEC)	Antitrust floor
Medical insurance Healthcare	92%	91%	\$4.20	52 emps · 2640 postings
401(k) employer match Retirement	82%	81%	\$3.15	52 emps · 2640 postings
Paid parental leave Paid Time Off	42%	35%	\$3.50	52 emps · 2640 postings
Dependent Care FSA Family Care	45%	42%	—	52 emps · 2640 postings
Mental health visits Behavioral Health & Wellness	55%	—	—	52 emps · 2640 postings
Tuition reimbursement Education & Development	62%	55%	—	52 emps · 2640 postings
Remote work Workplace Flexibility	—	—	—	52 emps · 2640 postings
Hybrid work Workplace Flexibility	—	—	—	52 emps · 2640 postings

NAICS 53 — Real Estate, Rental & Leasing

Smaller employer footprint; benefits package generally tracks NAICS 54 but with less DCFSA and parental leave penetration.

Data suppressed for antitrust compliance – insufficient employer count or excessive concentration in this NAICS at Hamilton County / MSA grain.

NAICS 51 — Information

Smallest of the six highlighted industries by employment but the most remote-work-friendly: 85% of MSA postings in this NAICS at 50–249 size mention remote work.

Data suppressed for antitrust compliance – insufficient employer count or excessive concentration in this NAICS at Hamilton County / MSA grain.

The Emerging Benefits

Five benefit categories have shifted dramatically in the post-pandemic Indianapolis MSA hiring market. The Lightcast posting language tells the story:

WORKPLACE FLEXIBILITY

Remote and hybrid work are now mentioned in **72% of NAICS 54 (Professional, Scientific, Technical) postings** for the 250–999 employee size band in the Indianapolis MSA. Five years ago, this category was a marginal mention. Today it is the single most-asked-about benefit by candidates in technical occupations. Employers in Healthcare (NAICS 62) – where remote work is structurally constrained – must compensate with other categories to remain competitive.

BEHAVIORAL HEALTH AND WELLNESS

Mental health benefit mentions in postings have grown by an order of magnitude since 2019. EAP – long a baseline benefit at large employers – has expanded into structured therapy access (e.g., 12 mental-health visits per year above the EAP layer) and wellness stipends. Hamilton County's behavioral health workforce shortage (HPSA Mental Health Score 19 of 25) is the supply-side counterpart to this demand: employers want to offer mental health benefits, but the local provider network limits what they can promise.

FAMILY CARE

Childcare benefits are the fastest-growing benefit category in Hamilton County postings, driven by OBBBA's October 2025 §45F revisions (40%/50% employer credit with \$500K/\$600K caps, up from 25% / \$150K). DCFSA mentions in NAICS 54 postings are at 65% (250–999 size band). Reserved-slot arrangements with local providers are emerging; Tri-Share remains in coalition-scoping in Indiana but Michigan and Indiana pilot data suggest viable cost envelopes for mid-size employers.

FINANCIAL WELLNESS

Student loan repayment – extended through 2026 under §127 with up to \$5,250/year tax-free – has surged in postings to college-degreed workforces. NAICS 51 (Information) and NAICS 52 (Finance, Insurance) lead at 28% and 22% mention rate respectively in the Indianapolis MSA at the 1000+ employee size band.

IDENTITY AND INCLUSION

Fertility / IVF coverage and gender-affirming care are mentioned in 38–55% of NAICS 54 (Professional Services) and 51 (Information) postings. The categorical politics around these benefits are real; the data is descriptive. Employers in regulated industries should consult counsel on implementation; employers competing for high-credential talent are increasingly expected to make a clear position visible in their posting language.

How to Use This Report

For HR leaders

This document is the public reference. For an employer-specific gap analysis comparing your package against the relevant slices of this landscape, request a **Gap Report** from Invest Hamilton County. Gap reports are confidential, employer-specific, and free of charge to Hamilton County employers.

For site selectors and corporate real estate teams

This report is the citation source for any prospective Hamilton County site project. Custom Site Intelligence integrations pair this benefits landscape with wage curves (BLS OES), career ladders (Lightcast Q1 2026), and commercial real estate inventory.

For researchers, journalists, and policy analysts

Aggregate data slices used in this report are available on request as a **Research Brief** – citable, with full methodology disclosure. Antitrust floor enforced; per-employer disclosure is never permitted.

For policymakers

Where the landscape shows large gaps from national rates – e.g., behavioral health benefits constrained by provider supply, or childcare benefits constrained by local provider capacity – there is policy leverage: public investment in supply-side capacity can move the landscape in ways no single employer can. The Childcare Action Dashboard (currently Hamilton-County-only, with sub-licensing scoping in progress) is one operational example.

Methodology Summary

This report aggregates four data sources under Invest Hamilton County's operational antitrust compliance floor. Full methodology in the *Benefits Intelligence Methodology Whitepaper*.

- **BLS National Compensation Survey (NCS) – March 2024 release.** National benefits incidence rates by NAICS 2-digit. Federal aggregate; no antitrust concerns.
- **BLS Employer Costs for Employee Compensation (ECEC) – Q4 2024.** Employer cost per hour worked by category and NAICS. Federal aggregate; no antitrust concerns.
- **Lightcast Q1 2026 Job Posting Analytics – Indianapolis MSA.** Posting language analysis at NAICS × employer-size grain. Antitrust floor enforced at every cell.
- **IRS Form 5500 / DOL EFAST – 2023 plan year.** Retirement and welfare plan filings; aggregate Indiana / Hamilton County only.

Antitrust posture: Operational floor is more conservative than the DOJ/FTC 1996 Statement 6 safe harbor. Minimum 10 employers per cell, maximum 20% single-employer concentration, minimum 6-month data lag on postings (12-month on IRS 5500 cross-tabs), no employer-level disclosure. Every query is audit-logged to `audit-log/queries.jsonl`.

Suppression summary: Of 2484 cells evaluated for this report, 1242 passed the floor and are reflected in the analysis above; 1242 were suppressed. Primary suppression reasons: CONCENTRATION_TOO_HIGH=276.

Compliance Statement

This community landscape report aggregates federal data sources (BLS NCS, BLS ECEC, IRS Form 5500) with Lightcast Job Posting Analytics under Invest Hamilton County's operational antitrust compliance floor. Cells with insufficient employer count, excessive concentration, or insufficient data age are suppressed. This report is published for community awareness and individual decision-making; it is not a collective recommendation to any group of employers.

SOURCE MATERIALS

- BLS National Compensation Survey (NCS) – annual
- BLS Employer Costs for Employee Compensation (ECEC) – quarterly
- Lightcast Job Posting Analytics – Indianapolis MSA, 7-year trailing
- IRS Form 5500 (DOL EFAST) – annual, retirement + welfare plan filings

Methodology reference: *Benefits Intelligence Methodology Whitepaper*, v1.0, Invest Hamilton County, 2026.

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