IBI Benchmarking Tables for Stakeholder Members

https://www.ibiweb.org/research-resources/expanded-leave-and-disability-benchmarks

IBI Stakeholder tables produce claim-level outcomes and employer-level incidence rates for every reportable combination of data dimensions. The current files include results from 2019-2021. As you review the results, please note, there are differences between what is shown in the static downloaded tables and the online interactive version of the benchmarking. Drivers of differences include:

- Displaying percentiles in the tables and banding in the online tool (see the methodology glossary for a full description of banding
- Application of de-identification thresholds in an interactive format
- Inclusion of an "other" catch-all category for online reporting
- Application of filters which may be defined slightly differently

The differences are expected and can be considered immaterial to the overall comparisons and messaging.

Claim-Level Outcomes

Claim-level outcomes are provided in comma-separated values (CSV) files. These files are too large to be used in Excel and should be opened using database management tools or statistical packages. We provide a rolling three years of data presented in individual annual files.

For claim-level outcomes, the dimensions include:

- Data year
- Industry code (SIC)
- Company size
- Region (U.S Census Division)
- Claimant sex
- Claimant age categories
- Reason for leave category (FMLA only)
- Continuous or intermittent leave (FMLA only)
- Standalone or concurrent leave category (FMLA only)
- ICD-10 diagnosis category (STD and LTD only)
- Claimant wage category (STD and LTD only)
- Claimant wage replacement rate category (STD and LTD only)
- Elimination period category (STD and LTD only)
- Maximum benefit duration category (STD only)
- Fully-or self-insured (STD only)

Except for industry (which are text fields), the data dimension categories are numbered. The metrics, dimensions, and numeric values assigned to each dimension category are described in detail in the

variable and category definition Excel files downloadable from: https://www.ibiweb.org/research-resources/expanded-leave-and-disability-benchmarks

The statistics reported for each claim-level metric include the mean value and the count of observations. Statistics are not reported if data were provided for fewer than 3 employer groups.

Employer Incidence Outcomes

Employer Incidence outcomes are provided in Excel formatted files. We provide a rolling three years of data presented in a single file which includes data year as a column.

The metrics reported for the claim outcomes include lost work time and payments information (where applicable), with some additional outcomes relevant to each program (e.g., % of STD claims converting to LTD, % of LTD claims awarded SSDI).

For employer-level incidence rate outcomes, the dimensions include:

- Data year
- Industry code (SIC)
- Company size (as measured by number of employees)

The dimensions are labeled within the Excel workbooks. The metrics reported for employer level incidence rates include new and active claims per 100 covered lives. Each outcome is reported in a separate worksheet (STD & LTD Only).

The statistics reported for each employer-level incidence outcome include the mean, median, 10th, 25th, 75th, and 90th percentiles, and claim and employer counts. Statistics are not reported if data were provided for fewer than 3 employer groups.