

PAID TIME OFF

Leave Benchmarking Survey

In August 2023, IBI surveyed more than 400 employers about their paid time off benefits. Respondents were instructed to focus on standalone employer-sponsored paid time off benefits. The questions differentiate between three different PTO programs: accrued, bank of time, and unlimited.

BENEFIT OFFERED

Of employers who offer paid time off:

58%

of employers offer PTO to the majority of their employees that is **accrued based on hours worked**

33%

of employers offer PTO to the majority of their employees as a **bank of time** at the start of a period

9%

of employers offer **unlimited PTO** (not based on days accrued and no maximum on days)

ACCRUED OR BANK OF TIME

65%

of employers who offer a **bank of time** offer more than 40 hours of PTO

76%

of employers who offer an **accrued** leave benefit have a maximum number of PTO hours per year -- a majority offer more than 40 hours

38%

of employers who offer either accrued or bank of time pay 100% of hourly rate for those who leave the organization

75%

of employers who offer either accrued or bank of time allow employees to carry over unused PTO hours into the next year

UNLIMITED PTO

WHAT IS THE COMPANY'S GOAL WITH OFFERING UNLIMITED PTO? (Select all that apply)

87% Employee wellbeing

63% Reducing unplanned absences

57% Retention

46% Recruitment

54%

of employers who offer unlimited PTO state that there is a waiting period before an employee is eligible

49%

of employers who offer unlimited PTO state that employees take 2-3 weeks of PTO on average per year

For more information visit <https://bit.ly/43zm0q3>

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