



IBI's Health and Productivity Benchmarking

Includes Nationally Standardized Metric Definitions

FAMILY AND MEDICAL LEAVE PROGRAM

Calendar-Year Data: 2008

SIC Division: Sample (SIC code S)

REPORT CONTENTS

EMPLOYER-LEVEL EXPERIENCE AS BASIS FOR METRIC CALCULATION

Section I: Results by Metric

Glossary. Terminology and Metric Calculation

SAMPLE ONLY -- Not actual participant results

PREPARED BY

Integrated Benefits Institute
595 Market St., Suite 810
San Francisco, CA 94105
415-222-7280

benchmark@ibiweb.org



	Group Average	Group Median	10th Percentile	25th Percentile	75th Percentile	90th Percentile	N ERs	N Claims	All Group Median*
Claims Experience -- How well is the program working?									
How often is the program used by employees?									
Approved and used claims per 100 eligible employees (incl. those concurrent with other benefits programs)	17.7	15.0	5.0	7.0	33.7	37.3	106	377005	15.0
What share of FML lost time is run concurrent with other benefits programs?									
Concurrent lost workdays as a percentage of total lost workdays	67.7%	73.5%	37.0%	57.3%	76.1%	100.0%	353	365555	73.5%
How much lost work time does the program generate?									
Non-concurrent lost workdays per 100 eligible employees	55.0	33.7	0.0	0.0	56.1	130.7	106	377005	33.7
Non-concurrent lost workdays per non-concurrent claim	15.7	15.5	7.7	11.6	17.3	35.0	315	115615	15.5
Lost workdays for continuous claims as a percentage of all lost workdays	73.7%	76.7%	75.3%	73.7%	77.7%	77.7%	515	530605	76.7%
Lost workdays for intermittent claims as a percentage of all lost workdays	6.7%	3.7%	0.0%	0.7%	6.6%	13.6%	515	530605	3.7%
What share of the claims burden is for the employee's own medical condition?									
Claims for employee's own medical condition as percent of total non-concurrent claims	53.5%	55.7%	0.0%	16.1%	63.3%	70.0%	353	153366	55.7%
What share of FML lost time is for the employee's own medical condition?									
Lost workdays for employee's own medical condition as a percentage of all non-concurrent lost days	56.5%	60.0%	15.1%	50.0%	76.5%	77.7%	315	353765	60.0%

* The median for all employers, all SIC divisions in The IBI database

Note: metrics with few employers are less reliable and more variable



TERM	DEFINITION
Employer demographics	
Covered lives	Number of full time equivalent (FTE) employees covered under the Family and Medical Leave Act (FMLA), averaged over the year. A full-time worker is counted as an FTE of 1.0 , while a half-time employee would count as an FTE of 0.5.
Timing of claim	
Approved and used claims	Claims that were open at any point in the calendar year, including those concurrent with other benefits programs.
Continuous claims	Claims where absence from work occurs in one uninterrupted leave episode.
Intermittent claims	Claims where absence from work occurs in one uninterrupted leave episode.
Claim type	
For employee's own medical condition only	Claims where leave is for an employee's own health condition. Caring for a close relative, adoption, and the birth of a child are excluded.
For family medical condition	Claims where leave is for care of a close relative, adoption, or the birth of a child.
Concurrent claims	Claims where leave occurs concurrently with another benefits program (such as STD or WC).
Non-concurrent claim	Claims where leave does not occur concurrently with another benefits program (such as STD or WC). A non-concurrent FML claim may be considered under an organization's policy for identical sick leave (paid or unpaid) and/or vacation/paid time off.
Lost time	
Lost workdays	Lost workdays claimed during the calendar year.



METRIC	NUMERATOR	DENOMINATOR
Claims Experience -- How well is the program working?		
How often is the program used by employees?		
Approved and used claims per 100 eligible employees (incl. those concurrent with other benefits programs)	Number of approved and used claims for own and family medical, incl. those concurrent with other benefits programs, multiplied by 100	Average number of covered lives
How severe are the cases?		
Concurrent lost workdays as a percentage of total lost workdays	Number of workdays absent concurrently with other benefits programs for own medical conditions	Number of workdays absent for claims for own and family medical, concurrent and not concurrent with other benefits programs
How much lost work time does the program generate?		
Non-concurrent lost workdays per 100 eligible employees	Number of workdays absent for own and family medical for claims not concurrent with other benefits programs	Average number of covered lives
Non-concurrent lost workdays per non-concurrent claim	Number of workdays absent for own and family medical claims not concurrent with other benefits programs	Number of approved and used claims for own and family medical, not concurrent with other benefits programs
Lost workdays for continuous claims as a percentage of all lost workdays	Number of continuous workdays absent for own and family medical conditions, including those concurrent with other benefits programs	Number of workdays absent for own and family medical conditions, including those concurrent with other benefits programs
Lost workdays for intermittent claims as a percentage of all lost workdays	Number of intermittent workdays absent for own and family medical conditions, including those concurrent with other benefits programs	Number of workdays absent for claims for own and family medical, including those concurrent with other benefits programs
How successful is the company at returning employees to work?		
Claims for employee's own medical condition as a percent of total non-concurrent claims	Number of approved and used claims for own medical conditions, not concurrent with other benefits programs	Number of approved and used claims for own and family medical, not concurrent with other benefits programs
How successful is the company at returning employees to work?		
Lost workdays for employee's own medical condition as a percentage of all non-concurrent lost days	Number of workdays absent for own medical conditions for claims not concurrent with STD or WC	Number of workdays absent for own and family medical conditions for claims not concurrent with other benefits programs