IBI Benchmarking tables for Stakeholder members

https://www.ibiweb.org/archive\_page\_header/expanded-disability-and-leave-benchmarks/

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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 2018-2020.

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.

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:

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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 30 employers for STD and LTD, and fewer than 10 employers for FMLA.

Employer incidence outcomes

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

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.

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 30 employers for STD and LTD, and fewer than 10 employers for FMLA.