



2022 DMEC Absence Plan Design and Practices Benchmarking Report

REPORT CRITERIA

SIZE ALL SIZES

INDUSTRY ALL INDUSTRIES



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ABOUT THIS REPORT

The benchmarking report is based on the DMEC Absence Plan Design and Practices Benchmarking Survey and focuses on plan design benchmarking questions for all sizes and all industries.

The report contains information from both the 2021 and 2022 surveys. The 2021 survey was released at the 2021 DMEC Virtual Annual Conference and closed on Dec. 31, 2021. The 2022 survey was released April 25, 2022, and closed on Dec. 31, 2022.

Between the two survey distributions, data was completed by 1,101 unique employers who collectively represent all organizational sizes, U.S. states, and a broad range of industries.

UNDERSTANDING THE DATA

The data in this report is not weighted, thus the “n” size shown in the tables and charts represents the actual number of responses. Any interpretation of the data represented in this report should be considered within this context. Any differences between your organization’s figure and the comparative figure are not necessarily favorable or unfavorable; they are simply an indication that additional analyses may be needed.

The information in this report is designed to be a tool for decision making rather than an absolute standard. When reviewing the data, it is important to recognize that plans and policies are influenced by many factors, such as business strategy, organization culture, and market pressures. Therefore, benchmarking measures should not be completed in isolation.



WORKER'S COMPENSATION

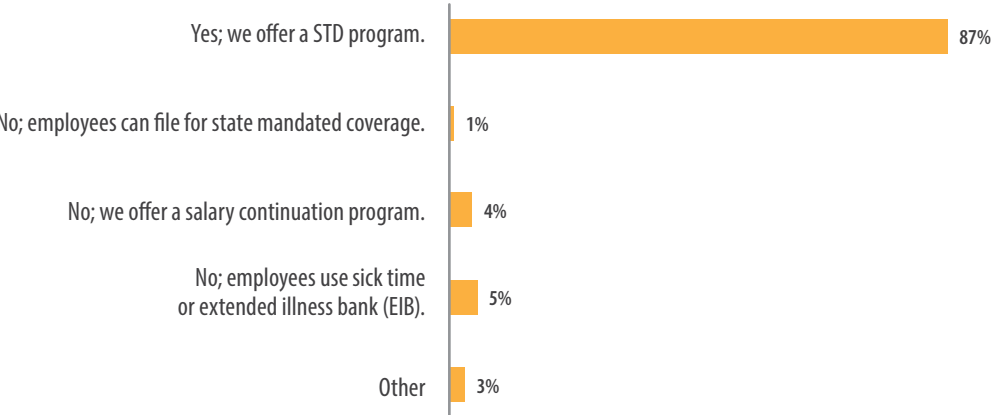
WORKERS' COMPENSATION FUNDING	TOTAL (n=998)
Fully insured through an insurance carrier	55%
Self-insured through an insurance carrier	14%
Self-insured through a third-party administrator (TPA)	17%
Self-insured and self-administered	5%
Managed through state fund	4%
A combination	5%

ALLOW USE OF ACCRUED PTO TIME TO SUPPLEMENT WC BENEFIT



SHORT-TERM DISABILITY (STD)

DOES YOUR ORGANIZATION OFFER STD TO YOUR EMPLOYEES? (n=1,011)



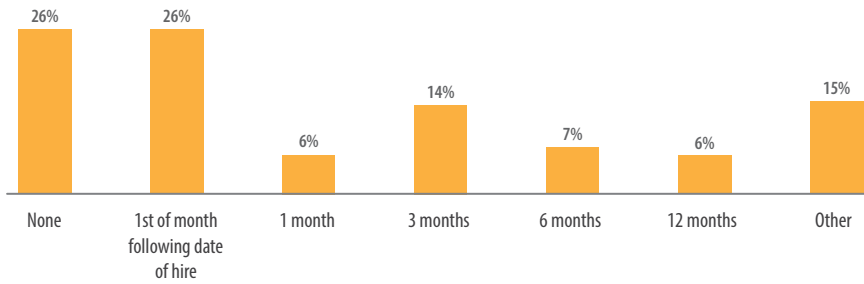
SHORT-TERM DISABILITY FUNDING	TOTAL (n=716)
Fully insured	54%
Self-insured through an insurance company	10%
Self-insured and self-administered	8%
Self-insured through a third-party administrator (TPA)	17%
Managed through a state fund	1%
A combination	10%

SHORT-TERM DISABILITY SELF-INSURED ADMINISTRATION	TOTAL (n=351)
Self-insured where vendor advises what to pay	52%
Self-insured where vendor cuts the check	38%
A combination	10%

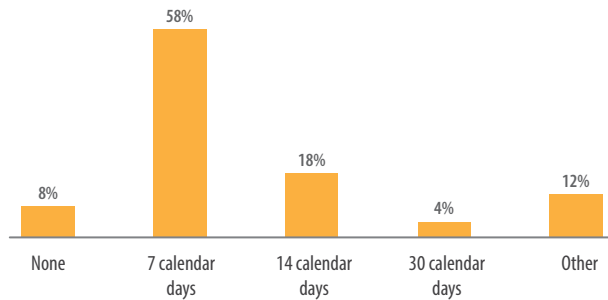
IS YOUR STD PROGRAM CONTRIBUTORY?



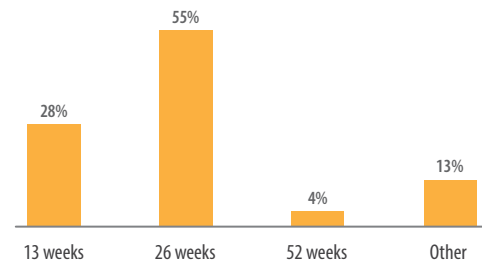
STD WAITING PERIODS (n=1,009)



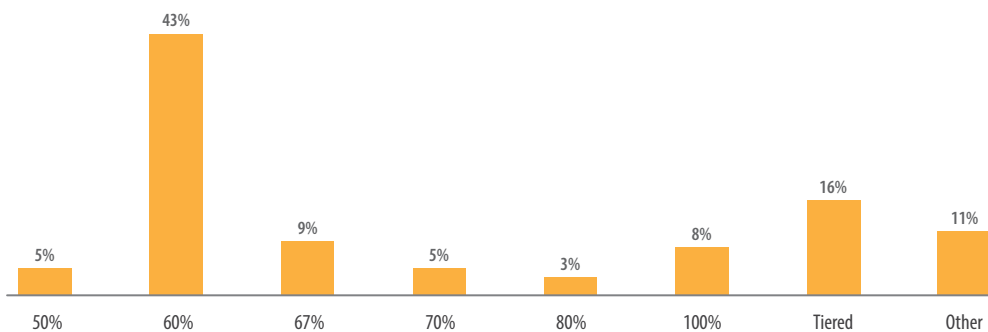
STD ELIMINATION PERIOD (n=998)



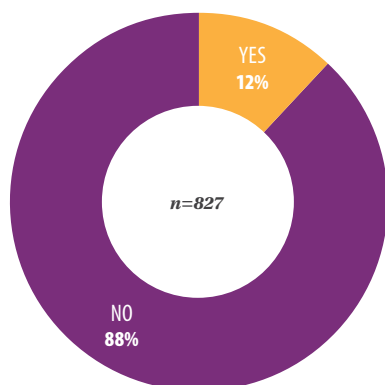
STD MAXIMUM BENEFIT DURATION (n=1,000)



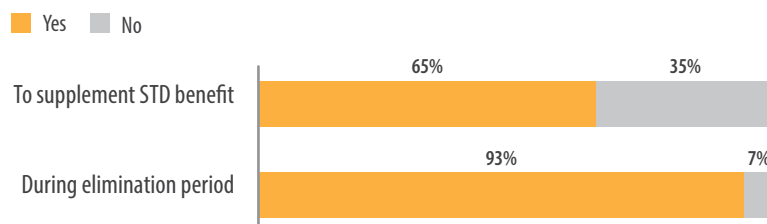
STD BENEFIT AMOUNT (% OF SALARY) (n=997)



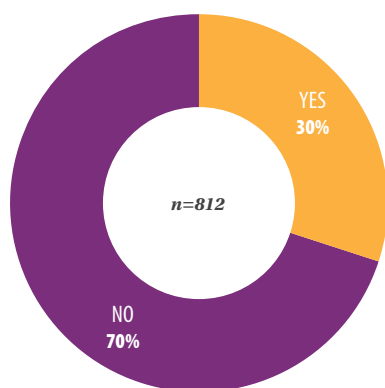
STD PROGRAM INCLUDES A BUY-UP



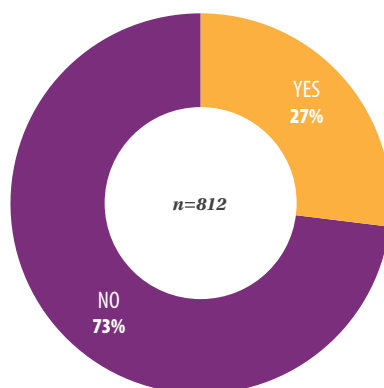
ALLOW USE OF ACCRUED PTO TIME (n=423)



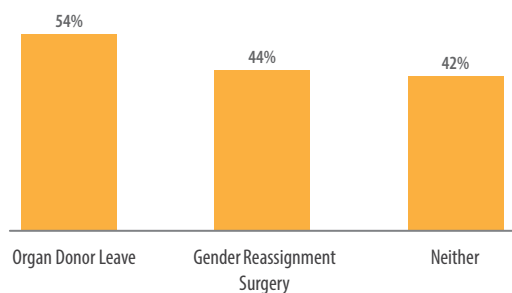
STD PROGRAM PRE-EXISTING CONDITION EXCLUSION



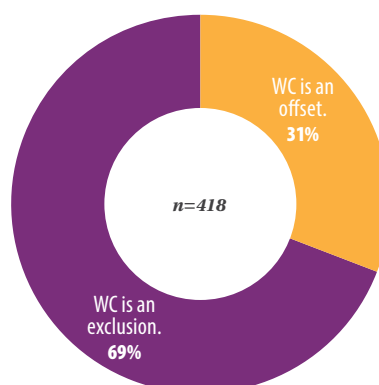
STD EARNING DEFINITION INCLUDES BONUSES, COMMISSIONS, OVERTIME PAY, ETC.



STD PROGRAM COVERAGE (n=394)



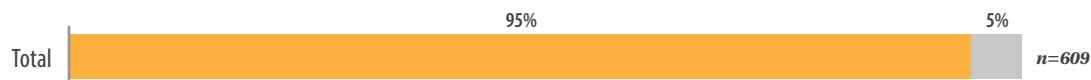
HOW IS WORKERS' COMPENSATION TREATED UNDER STD POLICY?



LONG-TERM DISABILITY (LTD)

DOES YOUR ORGANIZATION OFFER LTD TO YOUR EMPLOYEES?

Yes No



LONG-TERM DISABILITY FUNDING

TOTAL
(n=815)

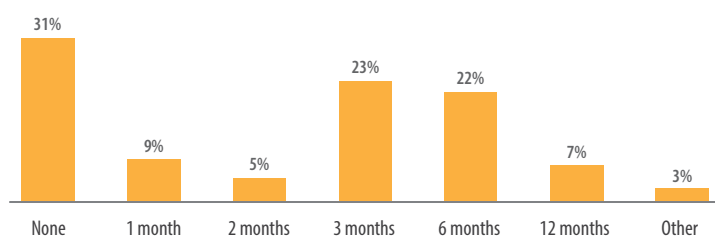
Fully insured	83%
Self-insured through an insurance company	6%
Self-insured and self-administered	2%
Self-insured through a third-party administrator (TPA)	6%
Managed through a state fund	1%
A combination	2%

LONG-TERM DISABILITY SELF-INSURED ADMINISTRATION

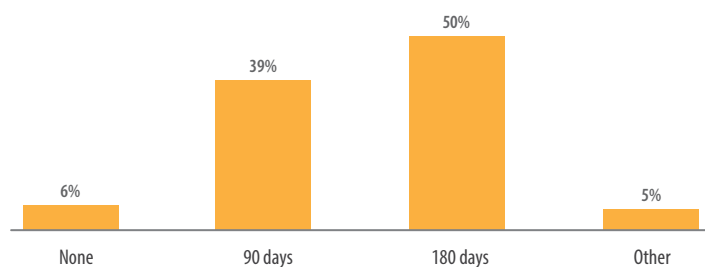
TOTAL
(n=199)

Self-insured where vendor advises what to pay	21%
Self-insured where vendor cuts the check	77%
Other	2%

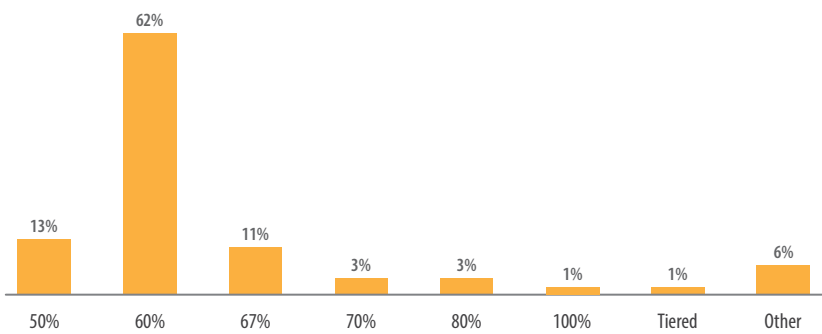
BASE LTD WAITING PERIOD (n=1,008)



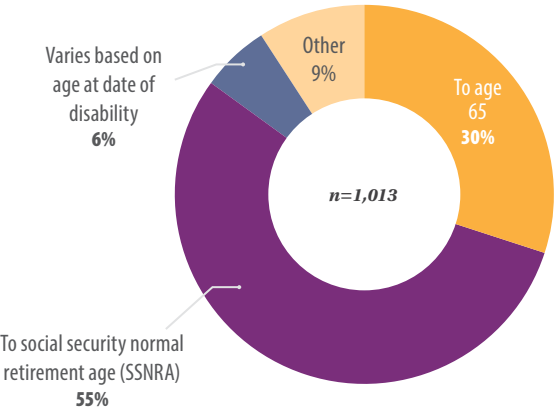
BASE LTD ELIMINATION PERIOD (n=962)



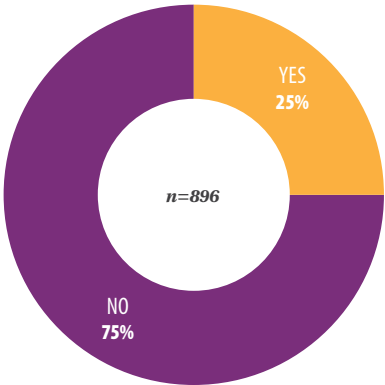
BASE LTD BENEFIT AMOUNT (% OF SALARY) (n=1,039)



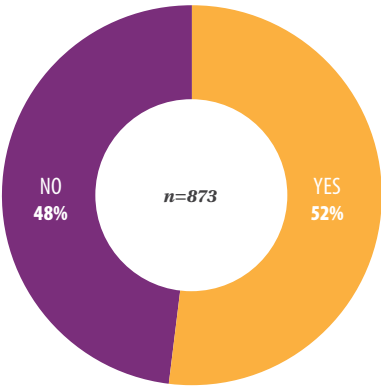
BASE LTD MAXIMUM BENEFIT DURATION



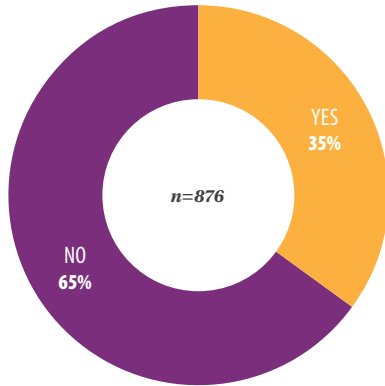
LTD PROGRAM INCLUDES BUY-UP



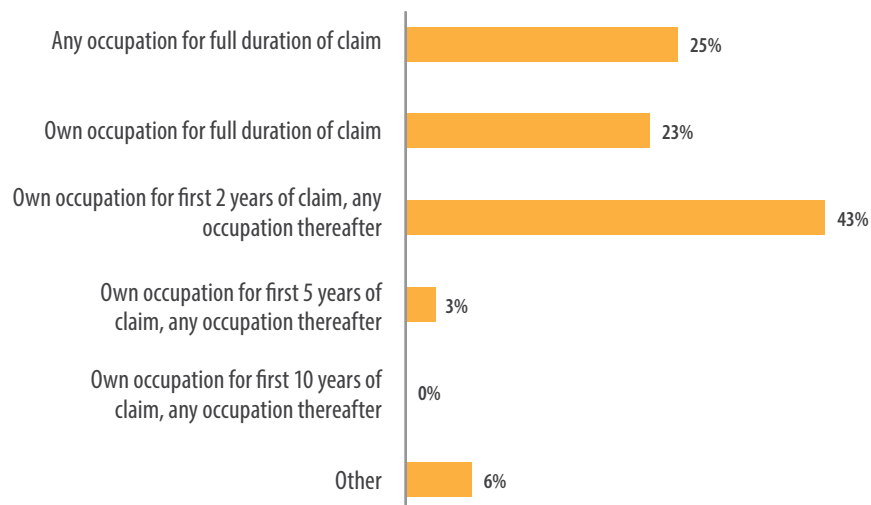
LTD INCLUDES PRE-EXISTING CONDITION EXCLUSION CLAUSE



LTD EARNINGS DEFINITION INCLUDES BONUSES, COMMISSION, OVERTIME PAY, ETC.

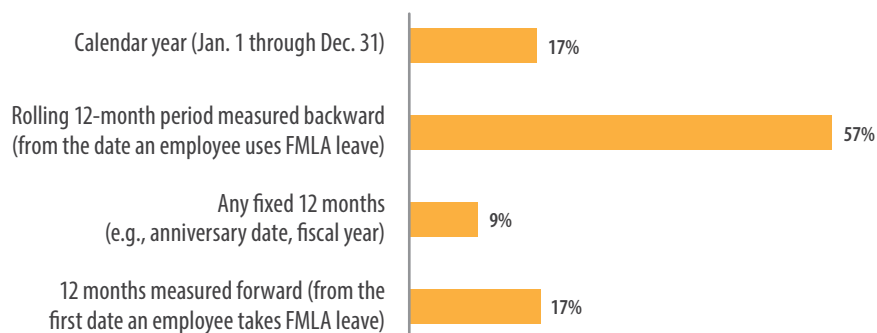


LTD POLICY'S DEFINITION OF DISABILITY (n=485)

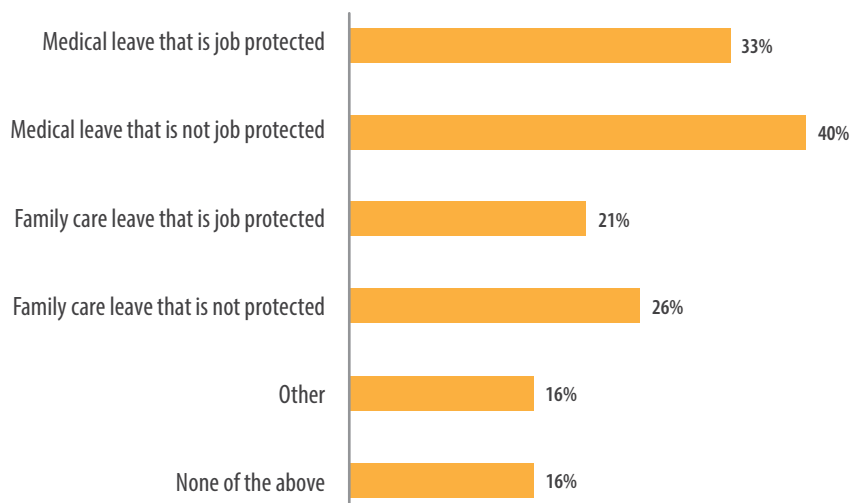


FAMILY AND MEDICAL LEAVE ACT (FMLA)

METHOD TO ESTABLISH THE 12-MONTH PERIOD FOR THE FMLA (n=990)



FOR EMPLOYEES WHO ARE NOT ELIGIBLE FOR FMLA LEAVE, DO YOU OFFER ANY OF THE FOLLOWING (NON-MANDATED) COMPANY LEAVES? (n=532)

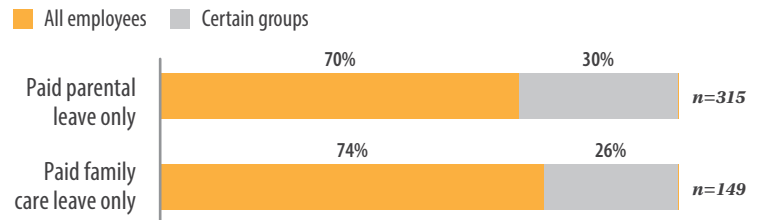


PAID LEAVE

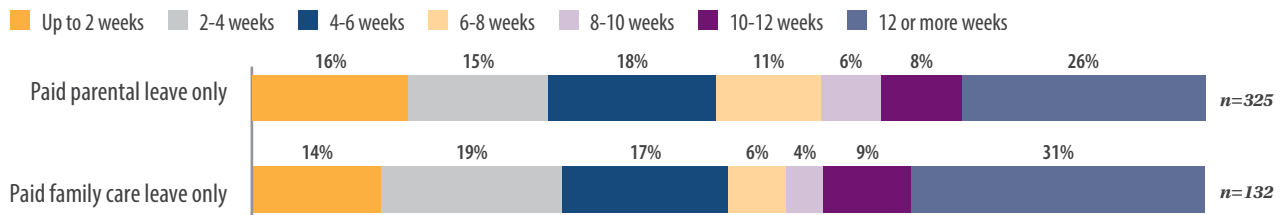
COMPANY SPONSORED PAID PARENTAL AND/OR PAID FAMILY CARE LEAVE OFFERING

	TOTAL (n=1,028)
Paid parental leave only	29%
Paid family care leave only	4%
Both paid parental and family care leave	20%
Do not offer	47%

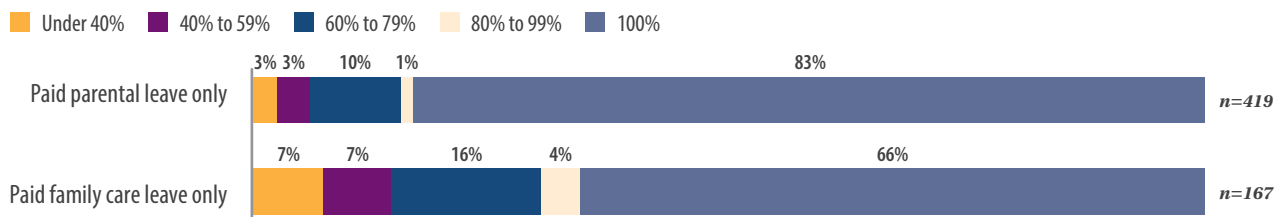
PAID PARENTAL AND/OR PAID FAMILY CARE LEAVE ELIGIBILITY



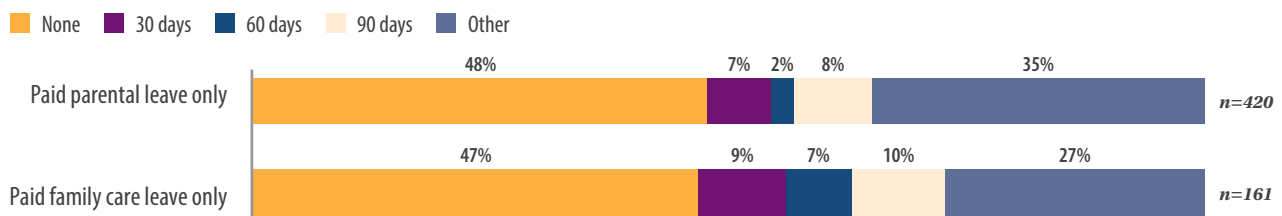
PAID PARENTAL AND/OR PAID FAMILY CARE LEAVE DURATION



PAID PARENTAL AND/OR PAID FAMILY CARE LEAVE PERCENTAGE OF PAY



PAID PARENTAL AND/OR PAID FAMILY CARE LEAVE WAITING PERIOD



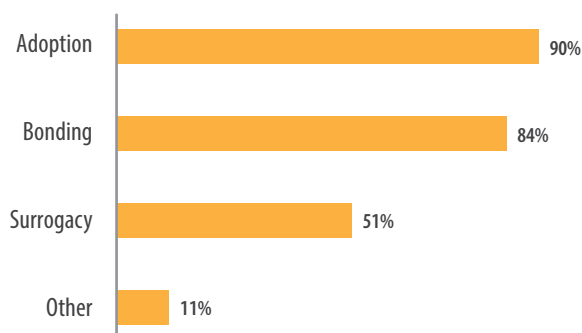
UNDER YOUR ORGANIZATION'S PARENTAL LEAVE POLICY, ARE EMPLOYEES ALLOWED TO TAKE TIME INTERMITTENTLY?



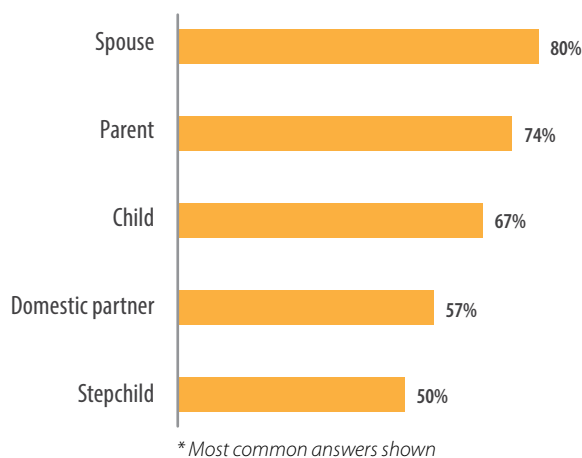
DOES YOUR PAID PARENTAL LEAVE POLICY DISTINGUISH BETWEEN BIRTH AND NON-BIRTH PARENTS?



PAID PARENTAL LEAVE POLICY COVERAGE (n=318)



PAID FAMILY CARE LEAVE POLICY DEFINITION OF FAMILY MEMBER* (n=152)



DO YOU REQUIRE EMPLOYEES TO FILE FOR STATE-MANDATED PFML IN ORDER TO BE ELIGIBLE FOR COMPANY-SPECIFIC BENEFITS?

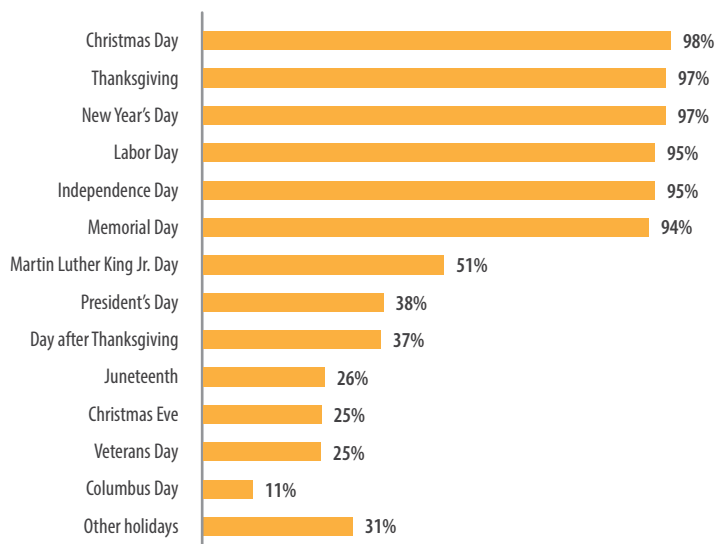


OFFSETTING COMPANY STD WITH STATE-MANDATED PFML AND/OR STATUTORY DISABILITY

	TOTAL (n=253)
Subject to proof from the employee	40%
Automatically offset the amount	34%
Other	26%

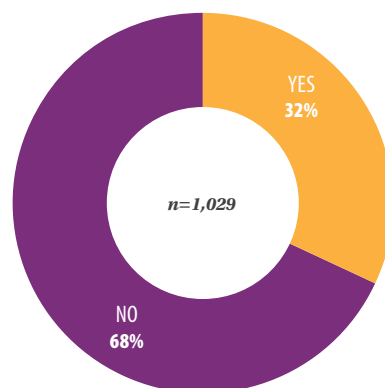
TIME OFF: PTO, SICK, VACATION, PERSONAL, BEREAVEMENT

FEDERAL HOLIDAYS OFFERED† (n=902)



† Although Day After Thanksgiving and Christmas Eve are not federal holidays, many respondents indicate these as paid holidays.

DOES THE NUMBER OF TIME OFF DAYS DIFFER BY SALARIED VS. HOURLY EMPLOYEES? (n=1,029)



DO EMPLOYEES RECEIVE HOLIDAY PAY WHEN ON LEAVE DURING A HOLIDAY? (n=433)



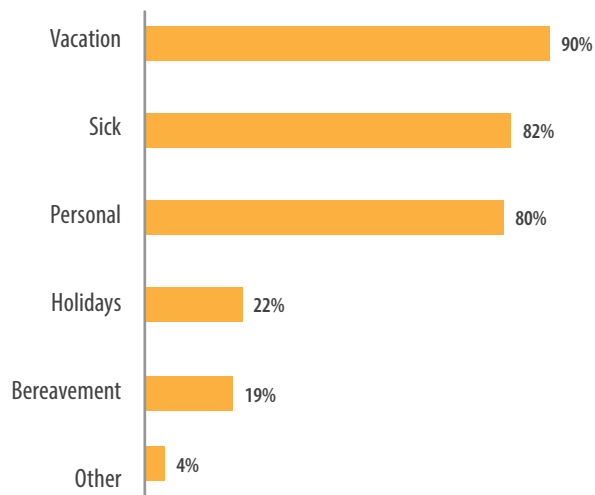
NUMBER OF TIME OFF DAYS BY YEARS OF SERVICE

	NEW HIRE	1-5 YEARS	6-9 YEARS	10+ YEARS	n
PTO Bank (combined)	Average: 16 Most Common: 15	Average: 21 Most Common: 20	Average: 26 Most Common: 25	Average: 30 Most Common: 30	169
PTO Bank (not including sick)	Average: 14 Most Common: 15	Average: 17 Most Common: 15	Average: 20 Most Common: 20	Average: 22 Most Common: 20	168
Sick	Average: 8 Most Common: 5	Average: 9 Most Common: 5	Average: 9 Most Common: 5	Average: 9 Most Common: 5	323
Vacation	Average: 11 Most Common: 10	Average: 13 Most Common: 10	Average: 17 Most Common: 15	Average: 20 Most Common: 20	365

WHEN NEW HIRES CAN TAKE TIME OFF

	IMMEDIATELY	AFTER 3 MONTHS OF HIRE DATE	AFTER 6 MONTHS OF HIRE DATE	SOMETIME AFTER THEY HAVE WORKED 12 MONTHS	OTHER	<i>n</i>
PTO Bank (combined)	57%	33%	3%	4%	3%	142
PTO Bank (not including sick)	48%	34%	4%	4%	10%	372
Sick	64%	23%	5%	2%	6%	549
Vacation	48%	26%	12%	8%	6%	554
Personal	55%	28%	8%	4%	5%	362
Bereavement	86%	9%	2%	1%	2%	803
Holidays	84%	9%	3%	2%	2%	413

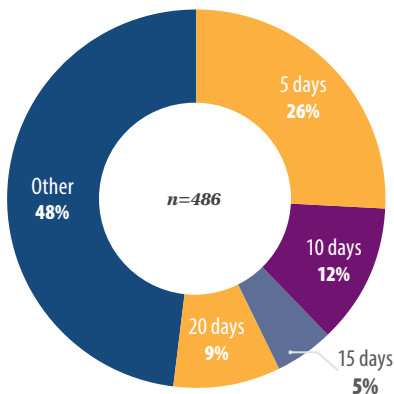
ABSENCE TYPES INCLUDED IN PTO BANK *(n=589)*



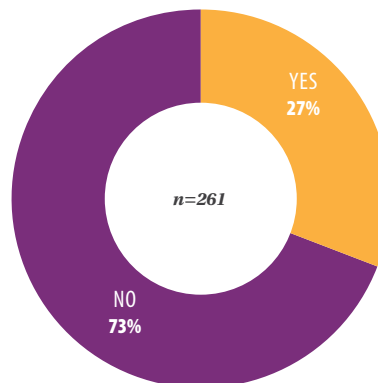
ROLLOVER OF UNUSED PTO DAYS

	TOTAL <i>(n=710)</i>
Yes; for all employees	59%
Yes; for certain employee groups other than required by law	7%
Yes; only what is required by law	8%
No	26%

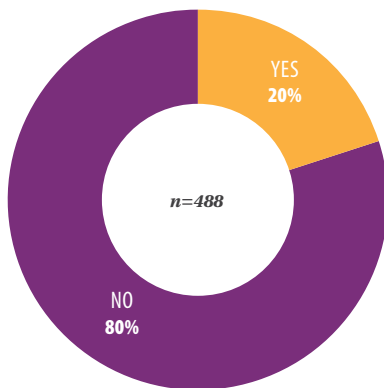
MAXIMUM NUMBER OF ROLLOVER PTO DAYS



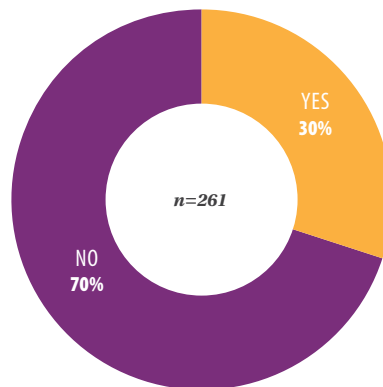
PTO BUY OUT



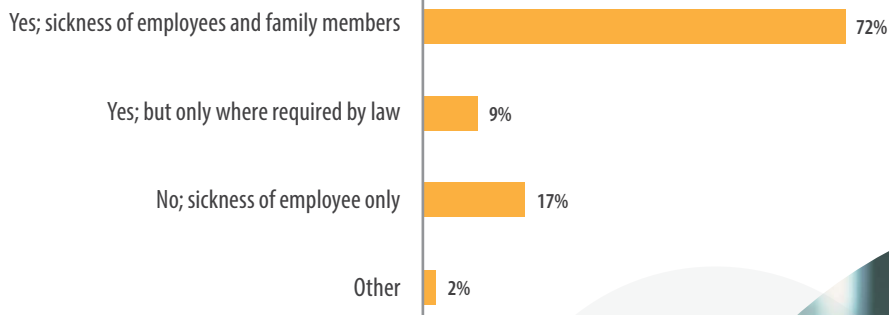
**DOES THE NUMBER OF PTO ROLLOVER DAYS
DIFFER BY EMPLOYEE GROUP?**



**DOES YOUR ORGANIZATION ALLOW FOR
PTO DONATION TO OTHER EMPLOYEES?**

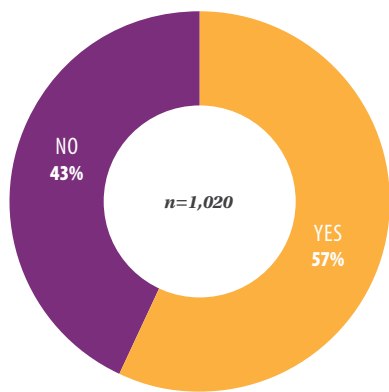


SICK POLICY COVERAGE (n=270)

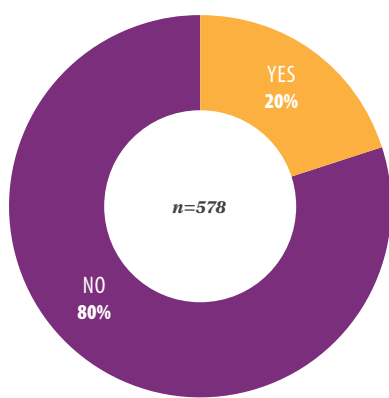


OTHER POLICIES

FORMAL ATTENDANCE POLICY



ATTENDANCE POLICY DIFFERS BY LOCATION

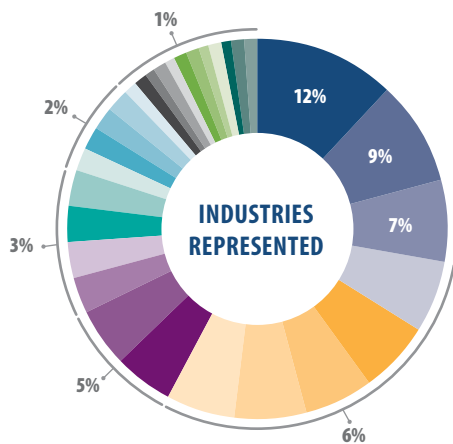
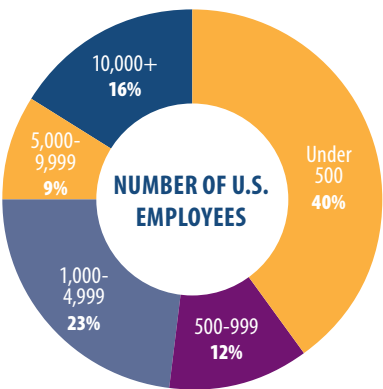


ATTENDANCE POLICY PLAN DESIGN*

	TARDY	ABSENCE WITH NOTICE (I.E., UNSCHEDULED ABSENCE)	ABSENT WITH NO NOTICE (I.E., “NO SHOW”	EARLY DEPARTURE
1st offense	<ul style="list-style-type: none"> • Verbal Warning 	<ul style="list-style-type: none"> • Verbal Warning 	<ul style="list-style-type: none"> • Verbal Warning • Written Warning 	<ul style="list-style-type: none"> • Verbal Warning
2nd offense	<ul style="list-style-type: none"> • 2nd Verbal Warning • Written Warning 	<ul style="list-style-type: none"> • 2nd Verbal Warning • Written Warning 	<ul style="list-style-type: none"> • 2nd Written Warning 	<ul style="list-style-type: none"> • 2nd Verbal Warning • Written Warning
3rd offense	<ul style="list-style-type: none"> • Final Written Warning • Suspension • Termination 	<ul style="list-style-type: none"> • Final Written Warning • Suspension • Termination 	<ul style="list-style-type: none"> • Final Written Warning • Suspension • Termination 	<ul style="list-style-type: none"> • Final Written Warning • Termination
n	266	244	293	144

APPENDIX | SURVEY DESIGN AND RESPONDENT PROFILE

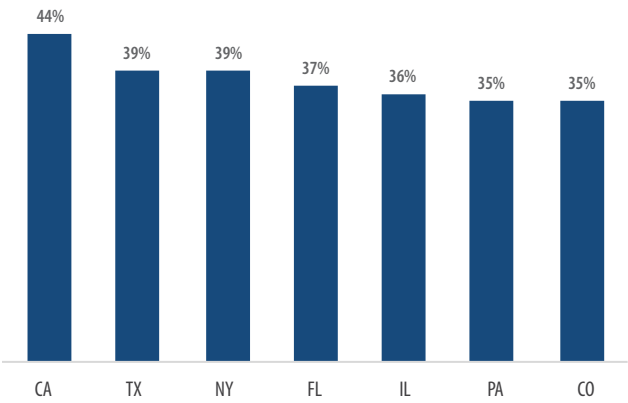
Participants were recruited primarily from the DMEC membership, but also from an expanded population of employers who have integrated absence and disability management programs already in place or are considering this option. As such, the 1,101 respondents represented a full range of employer sizes, industries, and geographic locations.



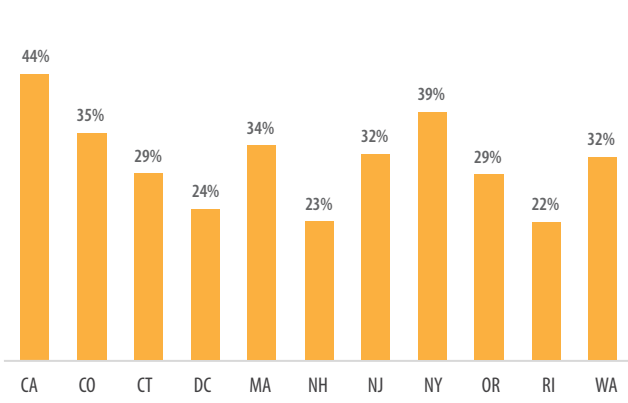
- Manufacturing
- Healthcare – Other
- Insurance
- Non-Profit
- Retail & Wholesale
- Education
- Banking/Financial Services
- Government
- Healthcare – Hospital System
- Technology
- Construction/Architecture
- Services
- Utilities/Energy
- Transportation/Warehousing
- Professional/Scientific/Technical
- Food & Beverage
- Law/Legal Services
- Real Estate
- Agriculture/Forestry/Fishing/Hunting
- Engineering
- Hospitality/Restaurants/Tourism
- Communications/Media/Public Relations
- Association
- Biotechnology
- Entertainment/Recreation
- Pharmaceutical
- Telecommunications
- Environmental
- Electronics
- Information Management

When asked what state(s) and/or U.S. territories the company is located in, California and Texas were the most mentioned, with 15% selecting all 50 U.S. states. Nearly half of the respondents have a location in at least one of the paid family and medical leave states/territories.

MOST COMMON STATES



RESPONDENTS IN PFML STATES





The Disability Management Employer Coalition (DMEC) is the only association dedicated to providing focused education, knowledge, and networking for absence and disability professionals. Through its education programs, DMEC delivers trusted strategies, tools, and resources to minimize lost work time, improve workforce productivity, and maintain legally compliant absence and disability programs.



Focused Education for Absence and Disability Professionals

800.789.3632
www.dmec.org