Benefit Data Tracked by Bnchmrk

See the specific data points Bnchmrk collects across major benefit types—medical, dental, vision, disability, and more.

What Data Does Bnchmrk Track?

Bnchmrk collects structured, validated data across a wide range of employer-sponsored benefits. Each data point is designed to support clear, apples-to-apples benchmarking.

This guide outlines the core benefit categories currently benchmarked—plus a preview of what's coming soon.

Medical

Tracked for both fully-insured and self-funded plans:

- Plan type (PPO, HDHP, HMO, etc.)
- Employee-only and family deductibles
- Out-of-pocket maximums
- Employer and employee premium contributions
- Tier structure (Employee, EE+Spouse, EE+Child, Family)
- Funding model (Fully-insured, Level-funded, Self-funded)
- Carrier and network (optional)
- Total enrolled lives

Dental

- Plan type (PPO, DHMO, etc.)
- Deductibles and annual maximums
- Employer and employee contributions
- Orthodontia coverage and lifetime max
- Waiting periods and network options

Vision

- Coverage frequency (exam, lenses, frames)
- Contribution structure
- Copays and allowances
- Bundled vs. standalone plans

Life Insurance

- Coverage basis (flat dollar, multiplier of salary)
- AD&D inclusion
- Employer-paid vs. voluntary
- Age reductions
- Maximum benefit caps

Disability

Short-Term Disability (STD):

- Weekly benefit % and cap
- Elimination period
- Benefit duration
- Premium contribution split

Long-Term Disability (LTD):

- Monthly benefit % and max
- Elimination period
- Integration with Social Security
- Premium responsibility

Stop Loss (Self-Funded Plans Only)

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- Specific deductible (with optional laser details)

- Specific premium rates (employee and family)

- Aggregate attachment point and rate

- Carrier (optional)

Data in Development

We're actively collecting and preparing to benchmark:

Supplemental Health Plans

- Critical illness

- Accident

- Hospital indemnity

Paid Leave & PTO

- Annual PTO structure by tenure

- Sick time and carryover policies

- Paid parental leave by type and duration

Retirement

- Employer match formulas

- Vesting schedules

- Automatic enrollment policies

If you have this data available today, you can still upload it—it helps us accelerate coverage and establish robust benchmarks.

Data Quality & Validation

All data collected by Bnchmrk passes through a multi-step validation process, including:

- Required field checks

- Format and value ranges

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- Internal consistency rules (e.g., contribution sums)
- Manual reviews for complex plans

Only verified plans are included in benchmarks.

Need help mapping your internal data to our system? Contact **support@bnchmrk.com** and we'll walk you through it.

Questions about this guide? Contact our team at sales@bnchmrk.com or call (800) 215-2916