

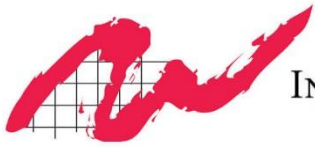
## Cost Estimates for Parental and Family Leave Insurance in Vermont (2019)

	6 Weeks Parental & Family Care	8 Weeks Parental & Family Care	8 Weeks Parental & 6 Weeks Family Care
Number of Leaves Taken			
Parental	6,341	6,383	6,300
Family Care	12,537	12,466	12,426
Total	18,878	18,849	18,726
Number Receiving Program Benefits			
Parental	4,346	4,409	4,328
Family Care	1,775	1,784	1,797
Total	6,121	6,193	6,125
Weeks Receiving Program Benefits			
Parental	4.8	6.1	6.1
Family Care	3.0	3.5	3.0
Overall	4.2	5.3	5.1
Average Weekly Benefit	\$651	\$653	\$649
Benefit Cost (millions)			
Parental	\$13.0	\$16.9	\$16.6
Family Care	\$2.9	\$3.5	\$2.9
Total Benefit Cost (millions)	\$15.9	\$20.4	\$19.5
Administrative (7.5 percent, millions)	\$1.2	\$1.5	\$1.5
Total Cost (millions)	\$17.1	\$21.9	\$21.0
Cost as a Percent of Total Payroll*	0.124%	0.159%	0.153%
Cost as a Percent of Payroll Up to \$200K*	0.135%	0.173%	0.166%
Cost as a Percent of Payroll Up to \$250K*	0.132%	0.170%	0.162%

Source: Benefit cost estimates based on IWPR-ACM Family Medical Leave Simulation Model (19 April 2017).

\* Total payroll for Vermont (VDOL) in 2016 inflated to 2019 at 1.5 percent annually are equal to \$13,755.3 million. Payroll up to \$200,000 estimated as 92 percent of total payroll; Payroll up to \$250,000 estimated as 94 percent of total payroll.

Benefit costs have also been inflated from 2014 to 2019 using an estimate of 1.5 percent annual inflation.



## Confidence Intervals for Cost Estimates of Parental and Family Leave Insurance in Vermont (2019)

	Estimated Total Benefit Cost (millions)	Confidence Interval	
		10th Percentile (N=200)	90th Percentile (N=200)
	Mean (N=200)		
<b>6 Weeks Parental &amp; Family Care</b>	\$15.9	\$13.2	\$16.4
Cost as a Percent of Total Payroll*	0.124%	0.103%	0.129%
Cost as a Percent of Payroll Up to \$200K*	0.135%	0.112%	0.140%
Cost as a Percent of Payroll Up to \$250K*	0.132%	0.109%	0.137%
<b>8 Weeks Parental &amp; Family Care</b>			
	\$20.4	\$16.7	\$21.1
Cost as a Percent of Total Payroll*	0.159%	0.130%	0.165%
Cost as a Percent of Payroll Up to \$200K*	0.173%	0.142%	0.180%
Cost as a Percent of Payroll Up to \$250K*	0.170%	0.139%	0.176%
<b>8 Weeks Parental &amp; 6 Weeks Family Care</b>			
	\$19.5	\$16.0	\$20.4
Cost as a Percent of Total Payroll*	0.153%	0.125%	0.160%
Cost as a Percent of Payroll Up to \$200K*	0.166%	0.136%	0.174%
Cost as a Percent of Payroll Up to \$250K*	0.162%	0.133%	0.170%

Source: Benefit cost estimates based on IWPR-ACM Family Medical Leave Simulation Model (19 April 2017).

\* Total payroll for Vermont (VDOL) in 2016 inflated to 2019 at 1.5 percent annually are equal to \$13,755.3 million. Payroll up to \$200,000 estimated as 92 percent of total payroll; Payroll up to \$250,000 estimated as 94 percent of total payroll.

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