


Workers' Comp. Premium Components

W/C Code Rate
Payroll
Loss Experience




Premium Determination

- Code Rate x Payroll = Manual Premium
- Manual Premium x Exp. Mod. = Standard Premium
- Standard Premium + – credit/debit = Net Premium





Manual Premium Calculation

Code	Description	Payroll	Rate	Premium
8868	Teachers	3,500,000	.72	\$25,200
9101	C&C	475,000	4.15	\$19,713
7382	Drivers	104,000	5.93	\$6,167
8385	Mech.	82,000	5.28	<u>\$4,330</u>
				\$55,410



Experience Mod. Years

- 2009-2010 Current
- 2008-2009 Previous/Green
- 2007-2008 →
- 2006-2007 →
- 2005-2006 →


Primary and Excess

What costs you more?

10 claims of \$5,000 = \$50,000

1 claim of \$50,000 = \$50,000

Individual claims up to \$5,000 are entered into the formula at the actual value, claims over \$5,000 are manipulated down based on your premium's W-factor.



Exp. Mod. Factor Influence


Premium \$30,000	.75 Mod	\$22,500
	1.25 Mod	\$37,500
Premium \$75,000	.75 Mod	\$56,250
	1.25 Mod	\$93,750
Premium \$150,000	.75 Mod	\$112,500
	1.25 Mod	\$187,500

\$15,000

\$37,500

\$75,000

Experience Mod. Factor changes every year



The HIDDEN Costs of Accidents

Direct Costs

- Medical
- Compensation

Indirect & Hidden Costs of Accidents

- Time lost from work by injured
- Economic loss to injured's family
- Loss of efficiency for work team
- Cost of training new person
- Damage to tools & equipment
- Loss of production
- Misc. -- there are at least 100 other items of cost that appear one or more times with every accident.

Premium or Experience Modification

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It's the Facts

- For every 330 exposures (each time a person is exposed to an accident)
- 29 of those exposed will require FIRST AID
- 1 of those exposures will require hospital care and will result in Loss Time from Work

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Causes of Accidents

- **88% Unsafe Acts**
- **10% Unsafe Condition**
- **2% Acts of Nature**

This means that somebody did something they were not suppose to do or didn't do something they should have done.

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Cost Containment

- Loss Prevention
- Injury Management

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Loss Prevention

- Pre-Hire
 - Job descriptions with physical requirements
 - R-33 workability form
- Physical
- Safety Rules
- Safety Training

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Loss Prevention cont.

- Self-inspection
 - Hazard Identification
- Accident Investigation
 - Supervisors Report of Accident (SRA)
 - Who, What, When, Where & Why
 - Report Only Incidents
- Claim/Loss Run Review
- E-Tools

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Slips & Falls

- Remove snow and ice
- Wear appropriate footwear
- Clean-up spills immediately
- Utilize carts rather than carrying items
- Avoid standing on chairs, desks & tables
- Provide step stools/ladders

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Paraprofessional

- Explain physical demands to employee
- Match employee with student
- Detailed (IEP) individual education plan
- Train on behavior triggers
- Crisis Prevention & Intervention training
- Adjustable changing table
- Transfer equipment

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Custodial Staff

- Material handling equipment
 - Desk movers
 - Carts & dollies
 - Trash can carts
 - Motorized pallet jack
 - Fork Lift
- Smaller garbage cans in kitchen
- Trash can lifts

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Custodial Staff

- Automated equipment
 - Riding floor scrubbers
 - Motorized bleachers

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Injury Management

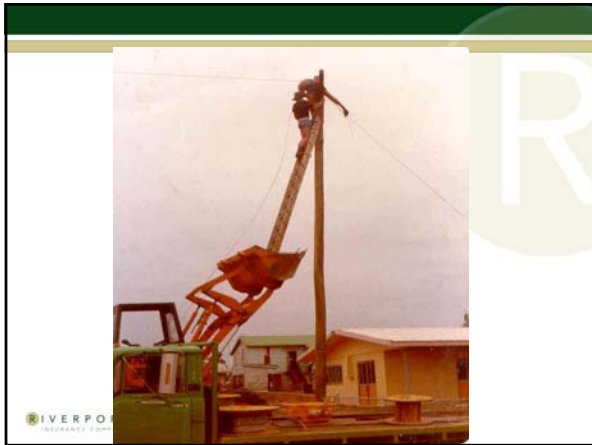
- Timely Filing
- Designated Medical Facility/Provider
- Detailed Workability Form
- Continual Claim Reviews w/Examiner

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Injury Management cont.

- Temporary Duty Assignment (RTW)
 - Physical requirements
 - Supervision
 - List of potential tasks
 - Continual updates
 - Do not turn temporary duty into permanent position with no end point

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Any Questions



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