



Council of Petroleum Accountants Societies

2016 Workers' Compensation Insurance Manual Rates

Many Operators are self-insured, making it difficult to determine the amount the Operator should charge for this assumption of risk, and difficult for auditors to verify. COPAS enlisted the services of an actuarial firm to provide manual rates, which form the upper limit for self-insurance.

Model Form Interpretation #31 states that COPAS will publish, on an annual basis, Workers' Compensation Insurance Manual Rates for certain job classifications. The following rates were calculated by a third party, on behalf of COPAS. COPAS believes these rates were compiled in accordance with MFI-31, and are published only as a convenience to the industry. However, COPAS or its agents accept no responsibility for the accuracy of the rates or how the rates are actually utilized by various companies in their billing practices.

2016 Workers' Compensation Manual Rates Provided by Sound Actuarial Consulting, LLC

Subject to COPAS Approval

April 1, 2016

	CLASS CODES				USL&HW FACTOR
	Rates are per \$100 of payroll*				
	1320	6235 ¹	8227	8810	
Alabama	\$ 2.44	\$ 10.65	\$ 8.76	\$ 0.28	2.11
Alaska	\$ 1.48	\$ 5.34	\$ 5.72	\$ 0.57	1.30
Arizona	\$ 3.92	\$ 7.29	\$ 7.74	\$ 0.23	1.10
Arkansas	\$ 1.20	\$ 4.29	\$ 3.55	\$ 0.14	1.66
California	\$ 2.43	\$ 7.02	\$ 8.61	\$ 0.60	N/A
Colorado	\$ 2.00	\$ 7.08	\$ 4.17	\$ 0.19	1.41
Florida	\$ 2.23	\$ 11.66	\$ 7.40	\$ 0.23	2.20
Georgia	\$ 4.09	\$ 13.75	\$ 10.14	\$ 0.22	1.46
Idaho	\$ 2.05	\$ 7.66	\$ 3.77	\$ 0.28	1.18
Illinois	\$ 14.36	\$ 37.42	\$ 9.74	\$ 0.19	1.29
Indiana	\$ 4.65	\$ 6.54	\$ 2.97	\$ 0.16	1.61
Iowa	\$ 2.64	\$ 10.02	\$ 6.80	\$ 0.30	2.01
Kansas	\$ 4.28	\$ 14.96	\$ 3.72	\$ 0.17	1.54
Kentucky	\$ 5.65	\$ 20.68	\$ 4.97	\$ 0.18	1.31
Louisiana	\$ 2.67	\$ 10.53	\$ 5.94	\$ 0.34	2.09
Maryland	\$ 4.92	\$ 9.49	\$ 9.64	\$ 0.18	1.47
Michigan	\$ 1.13	\$ 13.54	\$ 3.77	\$ 0.11	1.67
Mississippi	\$ 2.67	\$ 15.49	\$ 5.94	\$ 0.33	1.88

¹ Comparable classification code for Pennsylvania is class 607

CLASS CODES					USL&HW FACTOR
Rates are per \$100 of payroll*					
	1320	6235 ¹	8227	8810	
Missouri	\$ 3.06	\$ 10.85	\$ 5.38	\$ 0.22	1.42
Montana	\$ 4.22	\$ 10.00	\$ 6.43	\$ 0.58	2.24
Nebraska	\$ 4.97	\$ 10.99	\$ 3.92	\$ 0.20	1.77
Nevada	\$ 3.84	\$ 13.55	\$ 9.98	\$ 0.37	1.21
New Jersey	\$ 4.40	\$ 9.44	\$10.34	\$ 0.32	1.50
New Mexico	\$ 1.79	\$ 9.54	\$ 5.84	\$ 0.40	1.63
New York	\$14.39	\$ 14.96	\$18.34	\$ 0.26	1.502
North Carolina	\$ 3.27	\$ 10.25	\$ 6.27	\$ 0.22	1.91
North Dakota +	\$ 4.70	\$ 8.23	\$ 3.76	\$ 0.32	N/A
Ohio +	\$ 2.97	\$ 5.61	\$ 2.02	\$ 0.23	N/A
Oklahoma	\$ 2.27	\$ 8.23	\$ 4.19	\$ 0.31	1.95
Oregon	\$ 2.72	\$ 7.12	\$ 3.49	\$ 0.18	1.93
Pennsylvania	\$ 5.04	\$ 7.80	\$ 5.04	\$ 0.23	1.7746
South Carolina	\$ 2.97	\$ 11.28	\$ 7.42	\$ 0.27	1.67
South Dakota	\$ 2.10	\$ 6.89	\$ 5.26	\$ 0.29	1.46
Tennessee	\$ 3.21	\$ 13.86	\$ 4.98	\$ 0.19	2.43
Texas	\$ 1.35	\$ 7.02	\$ 2.78	\$ 0.13	1.61
Utah	\$ 1.90	\$ 7.16	\$ 3.48	\$ 0.15	1.60
Virginia	\$ 3.30	\$ 19.17	\$ 5.07	\$ 0.12	1.71
Washington +	\$ 1.7482	\$3.8130	\$ 1.7482	\$0.1449	N/A
West Virginia	\$ 2.84	\$ 10.47	\$ 6.66	\$ 0.21	1.78
Wyoming +	\$ 0.86	\$ 3.53	\$ 2.69	\$ 0.37	N/A

+ Indicates Monopolistic State

*Rates include the following employer's liability coverage:

Bodily Injury by Accident: \$100,000 - each accident
 Bodily Injury by Disease: \$100,000 - each employee
 Bodily Injury by Disease: \$500,000 - policy limit

Remarks:

- A** - California does not promulgate a USL&HW percentage, but rather leaves that to the discretion of each insurer.
- B** - Kentucky rates include a 5.51% provision for the assessment for the Special Fund, which is outside of the manual rate.
- C** - Maryland rates include assessment of 2.15 cents per \$100 of payroll.
- D** - Michigan approved loss costs do not include trend; the adjustment factor reflects an annual trend factor of -1.5%.
- E** - Missouri - NCCI loss costs including trend were used.
- F** - New Jersey lists codes 1320 and 6235 as "F" classifications.
- G** - North Dakota - Cap of \$35,600 on wages applies.
- H** - Ohio - The fully loaded rates include adjustments for administrative costs (14.66%) and for the DWRF (.01% plus \$0.10 is added to each base rate).
- I** - Washington rates are per man hour. Private insurance is required for USL&HW coverage.
- J** - Wyoming - Code 211000: Oil and Gas Extraction, code 213111: Drilling Oil & Gas Wells, code 213112: Support Activities for Oil and Gas Operations, code 000010: Clerical Office Occupations