



Council of Petroleum Accountants Societies

2023 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.

Based on a Joint Interest Committee survey, rates for ten states were discontinued. These states are noted in the list below.

2023 Workers' Compensation Manual Rates
Provided by Sound Actuarial Consulting, LLC
Subject to COPAS Approval
April 1, 2023

| Monopolistic | CLASS CODES | | | | | USL&HW |
|--------------|---------------------------------|----------|---------|---------|--------|--------|
| | Rates are per \$100 of Payroll* | | | | | |
| | 1320 | 6235 | 8227 | 8810 | Factor | |
| Alabama | \$ 1.48 | \$ 5.19 | \$ 4.20 | \$ 0.14 | 1.31 | |
| Alaska | \$ 0.72 | \$ 2.59 | \$ 2.72 | \$ 0.21 | 1.31 | |
| Arkansas | \$ 0.85 | \$ 2.12 | \$ 1.61 | \$ 0.07 | 1.84 | |
| California | \$ 2.00 | \$ 5.88 | \$ 4.72 | \$ 0.31 | N.A. | |
| Colorado | \$ 0.82 | \$ 3.56 | \$ 2.39 | \$ 0.08 | 1.84 | |
| Florida | \$ 1.44 | \$ 4.87 | \$ 4.38 | \$ 0.14 | 1.58 | |
| Idaho | \$ 1.21 | \$ 4.48 | \$ 3.26 | \$ 0.13 | 1.80 | |
| Illinois | \$ 4.68 | \$ 15.46 | \$ 5.64 | \$ 0.10 | 1.50 | |
| Indiana | \$ 1.32 | \$ 3.33 | \$ 2.12 | \$ 0.10 | 2.08 | |
| Kansas | \$ 2.62 | \$ 8.59 | \$ 2.27 | \$ 0.10 | 2.10 | |
| Kentucky | \$ 2.27 | \$ 5.06 | \$ 2.66 | \$ 0.12 | 1.50 | |

| | | | | | | | | | | |
|---------------|---|----|------|----|------|----|-------|----|------|-------|
| Louisiana | | \$ | 2.58 | \$ | 6.61 | \$ | 3.97 | \$ | 0.19 | 1.23 |
| Michigan | | \$ | 0.84 | \$ | 2.21 | \$ | 1.52 | \$ | 0.06 | 1.65 |
| Mississippi | | \$ | 1.08 | \$ | 4.15 | \$ | 3.02 | \$ | 0.17 | 1.81 |
| Montana | | \$ | 1.25 | \$ | 5.05 | \$ | 3.63 | \$ | 0.22 | 1.84 |
| Nebraska | | \$ | 3.35 | \$ | 4.39 | \$ | 2.83 | \$ | 0.15 | 1.58 |
| Nevada | | \$ | 2.84 | \$ | 8.98 | \$ | 4.40 | \$ | 0.23 | 1.31 |
| New Mexico | | \$ | 1.30 | \$ | 4.05 | \$ | 3.06 | \$ | 0.18 | 1.58 |
| New York | | \$ | 5.57 | \$ | 8.96 | \$ | 14.25 | \$ | 0.15 | 1.766 |
| North Dakota | Y | \$ | 2.56 | \$ | 3.46 | \$ | 2.49 | \$ | 0.20 | N.A. |
| Ohio | Y | \$ | 1.17 | \$ | 2.50 | \$ | 1.64 | \$ | 0.08 | N.A. |
| Oklahoma | | \$ | 1.47 | \$ | 5.11 | \$ | 2.68 | \$ | 0.14 | 1.75 |
| Pennsylvania | | \$ | 2.27 | \$ | 2.75 | \$ | 2.27 | \$ | 0.12 | 1.73 |
| South Dakota | | \$ | 1.78 | \$ | 4.38 | \$ | 3.77 | \$ | 0.16 | 1.50 |
| Tennessee | | \$ | 1.05 | \$ | 3.29 | \$ | 2.24 | \$ | 0.10 | 2.10 |
| Texas | | \$ | 0.65 | \$ | 3.62 | \$ | 1.05 | \$ | 0.06 | 2.10 |
| Utah | | \$ | 1.05 | \$ | 2.40 | \$ | 1.83 | \$ | 0.07 | 1.82 |
| Virginia | | \$ | 1.52 | \$ | 3.58 | \$ | 2.11 | \$ | 0.07 | 1.32 |
| West Virginia | | \$ | 1.61 | \$ | 3.62 | \$ | 2.33 | \$ | 0.10 | 2.10 |
| Wyoming | Y | \$ | 0.57 | \$ | 2.57 | \$ | 1.92 | \$ | 0.34 | N.A. |

| Class | Description |
|-------|--|
| 1320 | Oil or Gas Lease Operator – All Operations & Drivers |
| 6235 | Oil or Gas Well - Drilling or Redrilling & Drivers |
| 8227 | Construction or Erection Permanent Yard |
| 8810 | Clerical Office Employees NOC |

* Rates include the following employers liability coverage:

| <u>Injury</u> | <u>Coverage Limit</u> |
|---------------------------|---------------------------|
| 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:

California does not promulgate a USL&HW percentage, but rather leaves that to the discretion of each insurer.

Kentucky rates include a 6.94% provision for the assessment for the Special Fund, which is outside of the manual rate.

Michigan - the approved loss costs do not include trend; the adjustment factor reflects an annual trend factor of -4.5%

North Dakota - Cap of \$38,400 on wages applied

Ohio - The fully loaded rates include adjustments for administrative costs (31.59%)

Wyoming - Code 211000: Oil & Gas Extraction, Code 213111: Drilling Oil & Gas Wells, Code 213112: Support Activities for Oil and Gas Operations, Code 000010: Clerical Office Occupations