



Economic Factor Summary

Proposed 2025 COPAS Economic Factors

These rates are not official until approved by Standing Committees and published on the COPAS website (on or about April 28, 2025). Visit <https://copas.org/resources/economic-factors/> to check the status.

The following COPAS Economic Factors have been proposed, all with an effective date of April 1, 2025.

Audit Per Diem Rate

Proposed 2025 rate: \$1,225.00

Overhead Adjustment

Proposed 2025 rate: positive 6.3%

Loading/Unloading Costs

Proposed 2025 rate: \$1.12 per hundred weight

Worker's Compensation Insurance Manual Rates

As per the attached schedule

Excluded Amount

Proposed 2025 rate: \$2,700

Vehicle Rates

Proposed 2025 rates:

Vehicle Type	Rate per Mile
Passenger cars	\$.59
1/2-ton pickups (2WD)	.71
1/2-ton pickups (4WD)	.77
3/4-ton pickups (2WD)	.70
3/4-ton pickups (4WD)	.79
One-ton pickups (2WD)	.72
One-ton pickups (4WD)	.80
SUV (2WD)	.87
SUV (4WD)	.91

Audit Per Diem Rate



March 9, 2025

To: COPAS Officers, Directors, Standing & Special Committee Chairpersons, Society Presidents, and Council Representatives

Subject: Audit Per Diem Rate effective April 1, 2025

We respectfully submit the following for COPAS Council approval.

Based on annual percentage change in the Professional and Technical Index (CEU6054000030) published by the Bureau of Labor Statistics, the proposed Domestic Audit Per Diem Rate effective April 1, 2025, will be \$1,225. This rate was calculated as:

2023 Index	1,595.39
2024 Index	<u>1,648.06</u>
Percentage Change	3.301%
2024 Rate	\$1,185.00
Adjustment	<u>\$39.12</u>
Calculated 2025 Rate	\$1,224.12
2025 Rate	\$1,225.00 Rounded to nearest \$5

Historically, the Audit Per Diem Rate was adjusted annually utilizing the same index used to adjust overhead rates. That changed beginning in 2005 when the Audit Committee voted to use the above-referenced index as a more accurate representation of the actual costs of performing audits.

There is no recommended International Audit Per Diem Rate for 2025. In 2004, the Audit Committee decided to cease publishing an International Per Diem Rate.

Note: While some contract auditors and audit firms may use the audit per diem rate as a benchmark to establish their rates and fees, per the requirements of the COPAS Antitrust policy, COPAS does not officially endorse using the audit per diem rate in this way.

Cecil Sprague
Audit Committee Chair

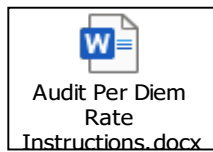
Employment, Hours, and Earnings from the Current Employment Statistics survey (National)
Original Data Value

Series Id: CEU6054000030
 Not Seasonally Adjusted
 Series Title: Average weekly earnings of production and nonsupervisory
 Super Sector: Professional and business services
 Industry: Professional and technical services
 NAICS Code: 54
 Data Type: AVERAGE WEEKLY EARNINGS OF PRODUCTION AND
 Years: 1990 to 2024

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
1990	488.02	494.13	493.41	505.81	500.09	504.68	512.59	505.76	518.00	507.29	509.43	522.37	505.10
1991	502.68	509.37	509.76	511.18	515.51	528.88	516.20	520.19	532.11	523.01	525.86	536.35	519.20
1992	516.25	535.76	533.52	526.98	535.57	535.21	537.00	550.31	538.63	541.65	553.86	541.48	537.18
1993	531.88	537.29	536.05	537.83	560.27	548.81	549.89	562.19	553.22	559.20	557.28	557.50	549.25
1994	558.92	551.92	552.28	555.97	577.03	562.78	566.00	565.28	569.77	585.72	571.38	574.41	565.96
1995	575.48	567.99	565.87	585.35	577.23	578.70	594.21	582.82	588.11	602.87	590.96	594.52	583.73
1996	577.94	587.27	591.55	592.98	599.15	622.44	602.79	610.39	630.24	616.54	621.18	638.93	607.70
1997	613.89	639.55	641.42	632.47	637.94	655.54	639.74	647.62	650.15	653.38	674.89	663.84	646.03
1998	652.90	673.40	675.54	665.59	676.08	679.76	679.32	698.33	685.57	693.48	712.60	699.98	682.87
1999	689.93	698.66	698.04	701.06	725.62	709.92	714.59	732.17	718.92	727.62	728.86	730.08	714.70
2000	737.98	725.97	727.20	749.78	736.67	740.29	755.55	742.94	751.96	769.06	756.36	758.21	746.12
2001	743.63	762.49	759.48	778.48	760.42	766.12	779.04	762.55	787.32	769.60	772.84	796.76	769.79
2002	758.80	767.83	766.76	774.69	774.20	809.54	776.95	781.78	808.71	787.75	792.81	811.53	784.06
2003	770.70	803.95	806.47	783.66	793.90	819.93	792.84	797.33	802.52	804.64	835.86	800.98	801.05
2004	794.66	829.82	801.81	809.90	849.78	820.41	824.31	852.15	830.48	839.45	840.87	839.33	827.82
2005	855.62	838.02	834.02	849.53	880.64	854.76	857.33	856.89	864.72	905.20	877.15	873.66	862.36
2006	894.86	879.84	877.10	918.53	888.92	893.93	927.83	899.28	913.92	950.10	919.55	925.13	907.59
2007	905.93	926.15	926.15	964.48	942.84	951.71	980.98	954.58	991.13	963.38	967.67	998.28	956.34
2008	940.56	960.49	999.37	973.90	984.61	1025.03	991.39	999.54	997.22	1008.88	1051.20	1012.44	995.27
2009	999.33	1040.36	1038.24	1012.11	1019.52	1022.40	1022.64	1067.61	1031.47	1044.50	1088.43	1047.13	1035.98
2010	1036.41	1044.50	1045.30	1053.86	1110.81	1062.66	1068.71	1112.01	1078.65	1096.36	1088.49	1084.74	1073.43
2011	1114.35	1084.32	1072.21	1086.25	1119.72	1080.23	1080.28	1076.51	1083.67	1135.04	1087.07	1084.73	1091.98
2012	1113.32	1080.64	1079.93	1130.13	1088.08	1092.62	1126.94	1095.48	1147.42	1101.70	1103.60	1150.91	1109.29
2013	1094.30	1118.16	1110.75	1117.08	1113.48	1164.02	1108.31	1118.64	1169.36	1126.63	1137.96	1176.86	1129.69
2014	1129.94	1190.17	1195.24	1161.24	1158.84	1204.64	1154.55	1163.83	1164.59	1167.84	1222.32	1167.84	1173.49
2015	1164.57	1215.77	1215.40	1180.84	1184.76	1183.74	1182.60	1239.11	1186.20	1202.93	1257.01	1200.69	1201.23
2016	1201.32	1205.46	1201.48	1217.58	1260.59	1213.79	1220.54	1217.04	1223.43	1276.33	1226.68	1222.75	1223.94
2017	1262.61	1228.27	1223.07	1284.32	1232.28	1237.83	1280.20	1237.51	1250.14	1302.37	1255.78	1255.32	1254.18
2018	1245.93	1267.81	1261.57	1323.96	1272.53	1279.94	1325.58	1284.66	1344.90	1289.74	1291.98	1345.15	1294.63
2019	1285.94	1294.46	1295.91	1308.53	1302.49	1360.24	1299.22	1321.32	1371.96	1322.75	1322.70	1372.33	1321.57
2020	1312.79	1380.81	1373.80	1339.92	1349.42	1339.76	1343.88	1415.59	1355.92	1373.74	1437.75	1381.74	1367.24
2021	1385.38	1383.56	1386.64	1409.65	1470.16	1408.17	1420.33	1483.13	1431.61	1462.13	1457.45	1462.16	1430.22
2022	1530.41	1485.96	1478.62	1509.84	1554.34	1501.61	1508.42	1510.37	1525.25	1589.87	1530.08	1533.90	1522.13
2023	1601.47	1561.06	1555.50	1648.27	1571.69	1569.29	1636.50	1574.17	1590.21	1655.41	1586.61	1593.93	1595.39
2024	1588.13	1599.70	1607.00	1616.99	1611.79	1687.45	1630.36	1644.16	1714.94	1660.91	1673.30	1741.88	1648.06

2025 Calculations	
2023 Index	\$ 1,595.39 (used by COPAS)
2024 Index	\$ 1,648.06
Percentage Change	3.301% 52.67
2024 Rate	\$ 1,185.00
Adjustment	\$ 39.12
Calculated 2025 Rate	\$ 1,224.12
2025 Rate	\$ 1,225.00 Rounded to nearest \$5

Effective Date	Per Diem Rate
5/1/2025	\$1,225
4/1/2024	\$1,185
4/1/2023	\$1,130
4/1/2022	\$1,060
4/1/2021	\$1,015
4/1/2020	\$980
4/1/2019	\$960
4/1/2018	\$930
4/1/2017	\$910



data.bls.gov/cgi-bin/srgate
CEU6054000030

Databases, Tables & Calculators by Subject

Select view of the data

Table Format
Column Format
Multi-series table

- Original Data Value
- 1-Month Net Change
- 3-Month Net Change
- 12-Month Net Change
- 1-Month Percent Change
- 3-Month Percent Change
- 12-Month Percent Change

Select the time frame for your data

- All years OR Specify year range:
From: 2014 ▼ To: 2024 ▼
- All Time Periods OR Select one time period:
Annual Data
January
February
March
April
May

Output Type: (select one)

- HTML table OR Text
comma delimited ▼

Graphs

include graphs

Annual Averages

include annual averages

Retrieve Data

Overhead Adjustment Factor

Loading and Unloading Costs



March 10, 2025

To: COPAS Officers, Directors, Standing & Special Committee Chairpersons, Society Presidents and Council Representatives

Subject: Wage Index Adjustment Factor; Loading/Unloading Costs; Workers' Compensation Insurance

The various COPAS Accounting Procedures provide that the fixed overhead rates will be adjusted April 1 of each year using an index published by the Department of Labor, Bureau of Labor Statistics. This index is based on the change versus the prior year, in the average weekly earnings of Crude Petroleum and Gas Production Workers. The BLS ceased publishing this particular index in 2003. In February 2004, the Joint Interest and Audit Committees approved Model Form Interpretation 50 – Overhead Adjustment Index to provide guidance to the industry as to a replacement index for use in calculating the overhead adjustment as well as other economic factors such as the loading and unloading rates. The 2024 MFI-50 average index was \$1,820.27 compared to the 2023 average index of \$1,712.33. Therefore, effective April 1, 2025, the overhead adjustment factor will be a **positive 6.3%**.

Section IV, Paragraph 2.E.(1) of the 1984 Onshore Accounting Procedure and the 1986 Offshore Accounting Procedure provide that the \$0.25 per hundred weight on all tubular goods movements shall be adjusted by the same percentage increase or decrease as used to adjust overhead rates, rounded to the nearest cent. From 2021 to 2022 the rate de-escalated to \$0.92, from 2022 to 2023 the rate escalated to \$1.00, and from 2023 to 2024 the rate escalated to \$1.05 per hundred weight. Effective April 1, 2025, the rate will increase to **\$1.12 per hundred weight**.

Finally, MFI-31 (formerly Interpretation 24) states that COPAS will publish, on an annual basis, Workers' Compensation Insurance Manual Rates for certain job classifications. The detailed schedule of the Workers' Compensation Insurance Manual Rates is in a separate attachment.

Vanessa Green

COPAS Joint Interest Standing Committee Chair



March 7, 2025

Vanessa Green, COPAS Joint Interest Chairperson

Re: COPAS Overhead Adjustment Index

In accordance with Model Form Interpretation 50, OH Adjustment Index, I have calculated the annual overhead adjustment for 2025 based on the changes from 2023 to 2024 in the Annual Average Weekly Earnings of Production Workers for Oil and Gas Extraction (NAICS code CEU1021100030) and the Annual Average Weekly Earnings of Production Workers for the Professional and Technical Services (CEU6054000030) indexes as published by the United States Department of Labor. The averages of the two above indexes increased from \$1,712.33 in 2023 to \$1,820.27 during 2024 for an increase of \$107.94 or 6.3%.

Attached is a spreadsheet with the calculation of the average, copies of the Bureau of Labor Statistics for support, and an updated cumulative escalation table.

Please contact me at 918-661-7510 if you need additional information.

Sincerely,

Jonathon Beene
PASO-Tulsa JI Committee

COPAS ADJUSTMENT INDEX
 CALCULATION USING BLENDED RATES
 FOR 2025

Average Earnings From BLS Index Reports

Year	Oil and Gas Extraction Series ID CEU1021100030	Professional and Technical Services Series ID CEU6054000030	Average of Indexes
2023	1,828.46	1,596.19	1,712.33
2024	1,992.48	1,648.06	1,820.27
Increase/(Decrease) of Average			107.94

Percent change from 2023 to 2024 Average: 6.3%

Databases, Tables & Calculators by Subject

 [Special Notices](#) 4/25/2024

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include graphs  include annual averages [More Formatting Options](#) 

Data extracted on: March 7, 2025 (8:40:23 AM)

Employment, Hours, and Earnings from the Current Employment Statistics survey (National)

Series Id: CEU1021100030
 Not Seasonally Adjusted
Series Title: Average weekly earnings of production and nonsupervisory employees, oil and gas extraction, not seasonally adjusted
Super Sector: Mining and logging
Industry: Oil and gas extraction
NAICS Code: 211
Data Type: AVERAGE WEEKLY EARNINGS OF PRODUCTION AND NONSUPERVISORY EMPLOYEES

Download:  [.xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2015	1337.22	1321.94	1302.83	1290.02	1256.80	1284.46	1299.55	1296.40	1339.37	1347.34	1400.32	1404.47	1322.97
2016	1416.05	1367.68	1352.11	1413.30	1453.76	1412.74	1444.14	1434.77	1482.62	1526.87	1469.09	1499.62	1435.51
2017	1569.54	1484.52	1482.97	1488.27	1412.29	1395.79	1487.27	1384.71	1382.30	1440.75	1406.27	1444.43	1448.07
2018	1489.44	1450.47	1470.93	1536.94	1522.82	1506.88	1580.19	1485.77	1597.08	1535.24	1600.89	1622.28	1533.69
2019	1614.51	1602.29	1594.71	1664.11	1638.21	1699.71	1655.68	1646.63	1716.20	1642.74	1670.59	1699.02	1654.07
2020	1663.69	1744.66	1716.18	1603.87	1561.63	1595.91	1600.45	1677.89	1642.63	1579.47	1634.06	1617.56	1637.55
2021	1587.46	1576.26	1561.19	1589.29	1635.05	1578.46	1541.08	1628.61	1588.46	1586.17	1569.42	1584.03	1585.42
2022	1617.56	1616.98	1631.11	1683.23	1766.24	1787.92	1737.12	1792.57	1825.02	1905.18	1785.00	1863.22	1751.14
2023	1925.70	1666.56	1743.36	1943.42	1731.41	1742.37	1810.62	1746.60	1811.68	1909.05	1876.78	2003.85	1828.78
2024	1934.65	1956.60	1957.16	2000.77	2046.53	2119.79	2015.41	1961.96	2025.82	1966.02	1909.15	2013.12	1992.48
2025	1927.52(P)												

P : preliminary

Series Id: CEU6054000030
 Not Seasonally Adjusted
Series Title: Average weekly earnings of production and nonsupervisory employees, professional, scientific, and technical services, not seasonally adjusted
Super Sector: Professional and business services
Industry: Professional, scientific, and technical services
NAICS Code: 54
Data Type: AVERAGE WEEKLY EARNINGS OF PRODUCTION AND NONSUPERVISORY EMPLOYEES

Download:  [.xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2015	1164.57	1215.77	1215.40	1180.84	1184.76	1183.74	1182.60	1239.11	1186.20	1202.93	1257.01	1200.69	1201.23
2016	1201.32	1205.46	1201.48	1217.58	1260.59	1213.79	1220.54	1217.04	1223.43	1276.33	1226.68	1222.75	1223.94
2017	1262.61	1228.27	1223.07	1284.32	1232.28	1237.83	1280.20	1237.51	1250.14	1302.37	1255.78	1255.32	1254.18
2018	1245.93	1267.81	1261.57	1323.96	1272.53	1279.94	1325.58	1284.66	1344.90	1289.74	1291.98	1345.15	1294.63
2019	1285.94	1294.46	1295.91	1308.53	1302.49	1360.24	1299.22	1321.32	1371.96	1322.75	1322.70	1372.33	1321.57
2020	1312.79	1380.81	1373.80	1339.92	1349.42	1339.76	1343.88	1415.59	1355.92	1373.74	1437.75	1381.74	1367.24
2021	1385.38	1383.56	1386.64	1410.01	1470.16	1408.17	1420.33	1483.13	1431.61	1458.14	1457.45	1462.16	1430.22
2022	1530.41	1485.96	1478.62	1510.21	1554.72	1501.98	1509.14	1510.74	1525.99	1590.62	1530.81	1534.99	1522.13
2023	1601.47	1561.06	1555.50	1648.27	1571.69	1569.29	1636.50	1574.17	1590.21	1655.41	1586.61	1593.93	1595.39
2024	1588.13	1599.70	1607.00	1616.99	1611.79	1687.45	1630.36	1644.16	1714.94	1660.91	1673.30	1741.88	1648.06
2025	1661.45(P)												

P : preliminary

U.S. BUREAU OF LABOR STATISTICS Postal Square Building 2 Massachusetts Avenue NE Washington, DC 20212-0001

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CUMULATIVE COPAS ESCALATION PERCENTAGES AS OF APRIL 1, 2025



BASE YEAR	ESCAL. %	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	BASE ESCAL. YEAR %			
1964	1.6																																		1963	1.6		
1965	3.9																																			1964	3.9	
1966	6.8																																			1965	6.8	
1967	2.2																																			1966	2.2	
1968	5.6																																			1967	5.6	
1969	5.4																																			1968	5.4	
1970	7.9																																			1969	7.9	
1971	5.9																																			1970	5.9	
1972	8.9																																			1971	8.9	
1973	7.5																																			1972	7.5	
1974	5.2																																			1973	5.2	
1975	16.7																																			1974	16.7	
1976	10.3																																			1975	10.3	
1977	10.5																																			1976	10.5	
1978	10.3																																			1977	10.3	
1979	11.0																																			1978	11.0	
1980	9.3																																			1979	9.3	
1981	9.3																																			1980	9.3	
1982	13.0																																			1981	13.0	
1983	9.9																																			1982	9.9	
1984	5.9																																			1983	5.9	
1985	2.7																																			1984	2.7	
1986	4.4																																			1985	4.4	
1987	4.5																																			1986	4.5	
1988	11.4																																			1987	11.4	
1989	3.3																																			1988	3.3	
1990	8.1																																			1989	8.1	
1991	7.2																																			1990	7.2	
1992	1.5																																			1991	1.5	
1993	(1.1)																																			1992	-1.1	
1994	4.8	104.80																																		1993	4.8	
1995	4.4	109.41	104.40																																	1994	4.4	
1996	4.1	113.90	108.68	104.10																																1995	4.1	
1997	10.3	128.14	122.27	117.12	112.51	110.30																														1996	10.3	
1998	10.3	135.57	129.36	123.91	119.05	116.10	105.80																														1997	10.3
1999	5.8	143.90	138.44	130.69	125.84	123.08	111.59	105.47	106.00																												1998	5.8
2000	6.0	149.99	136.44	130.69	125.84	123.08	111.59	105.47	106.00	98.10																											1999	6.0
2001	(1.9)	140.27	133.85	128.21	123.16	120.74	109.47	103.47	103.99	95.10																											2000	-1.9
2002	3.1	138.05	132.68	127.09	122.08	119.69	108.51	102.56	103.08	97.25	96.90																										2001	3.1
2003	3.5	143.92	137.33	131.54	126.36	123.88	112.31	106.15	106.69	100.65	102.60	103.30																									2002	3.5
2004	5.1	151.26	144.33	138.25	132.80	130.20	118.04	111.57	112.13	105.78	107.83	108.78	105.10																								2003	5.1
2005	5.1	160.94	153.57	147.09	141.30	138.53	125.59	118.71	119.31	112.55	114.73	118.40	115.74	111.83	106.40																					2004	5.1	
2006	7.5	186.33	177.79	170.30	163.59	158.42	152.18	149.20	135.26	127.85	128.49	121.22	123.52	124.65	120.44	114.59	107.70																		2005	7.5		
2007	7.5	186.33	177.79	170.30	163.59	158.42	152.18	149.20	135.26	127.85	128.49	121.22	123.52	124.65	120.44	114.59	107.70																			2006	7.5	
2008	1.9	189.87	181.17	173.54	166.70	163.43	148.41	137.44	138.13	130.31	132.83	137.08	134.00	129.47	123.19	115.78	107.50																		2007	1.9		
2009	(0.7)	188.54	179.90	172.32	165.54	162.29	147.13	139.07	139.77	131.86	134.41	138.71	135.59	131.01	124.65	117.15	108.78	101.19	99.30																2008	-0.7		
2010	6.1	200.04	190.88	182.83	175.63	172.19	156.11	147.55	148.29	139.90	142.61	147.17	143.86	139.00	132.25	124.30	115.41	107.36	105.36	106.10															2009	6.1		
2011	7.4	214.84	205.00	196.36	188.63	184.93	167.66	158.47	159.27	150.25	158.06	154.51	149.28	142.04	133.50	123.95	115.30	113.15	113.95	107.40															2010	7.4		
2012	2.5	220.22	210.13	201.27	193.35	189.55	171.85	162.43	163.25	154.01	156.99	162.01	158.37	153.02	145.59	136.83	127.05	118.19	115.98	110.90	102.50														2011	2.5		
2013	4.3	229.68	219.16	209.93	201.66	197.71	179.24	169.42	170.27	160.63	163.74	168.98	165.18	159.60	151.85	142.72	132.51	123.27	120.97	114.82	106.91	104.30													2012	4.3		
2014	(3.2)	223.33	212.15	203.21	195.21	191.38	173.51	164.00	164.82	155.49	158.50	163.57	159.90	154.49	146.99	138.15	128.27	119.32	117.10	111.14	103.49	100.96	96.80											2013	-3.2			
2015	5.5	234.56	223.82	214.39	205.94	201.90	183.05	173.02	173.89	164.04	167.22	172.57	168.69	162.98	155.08	145.75	135.33	125.89	123.54	117.26	109.18	106.52	102.12	106.50										2014	5.5			
2016	1.5	238.08	227.18	217.60	209.03	204.93	185.80	175.61	176.49	166.50	169.73	175.16	171.22	165.43	157.40	147.93	137.36	127.77	125.39	119.02	110.82	108.11	103.66	107.08	101.50									2015	1.5			
2017	4.5	252.77	241.88	231.88	223.16	218.00	198.88	188.46	189.49	178.53	181.69	187.49	182.30	176.49	168.49	159.81	149.81	139.81	129.81	122.81	114.81	107.81	105.20	108.70	104.70	101.50									2016	4.5		
2018	5.7	262.22	250.22	240.22	231.22	225.72	205.72	194.53	195.53	184.53																												

Workers Compensation Insurance Manual Rates



Council of Petroleum Accountants Societies

2025 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.

**2025 Workers' Compensation Manual Rates
 Provided by Sound Actuarial Consulting, LLC
 Subject to COPAS Approval
 April 1, 2025**

	CLASS CODES				USL&HW ¹ Factor
	Rates are per \$100 of Payroll*				
Monopolistic	1320	6235	8227	8810	
Alabama	\$ 1.29	\$ 4.25	\$ 3.16	\$ 0.12	1.29
Alaska	\$ 0.67	\$ 2.28	\$ 3.10	\$ 0.20	1.30
Arkansas	\$ 0.75	\$ 2.34	\$ 1.67	\$ 0.07	1.82
California	\$ 1.59	\$ 5.12	\$ 4.52	\$ 0.26	N.A.
Colorado	\$ 0.84	\$ 3.84	\$ 2.05	\$ 0.08	1.81
Florida	\$ 1.54	\$ 4.00	\$ 3.56	\$ 0.11	1.56
Idaho	\$ 1.07	\$ 3.85	\$ 2.59	\$ 0.10	1.80
Illinois	\$ 4.29	\$ 17.51	\$ 5.21	\$ 0.08	1.50
Indiana	\$ 1.19	\$ 2.33	\$ 1.64	\$ 0.08	2.07
Kansas	\$ 2.39	\$ 8.47	\$ 2.35	\$ 0.09	2.08
Kentucky	\$ 2.13	\$ 3.76	\$ 2.18	\$ 0.10	1.50
Louisiana	\$ 2.05	\$ 4.93	\$ 3.54	\$ 0.18	1.20
Michigan	\$ 0.99	\$ 1.98	\$ 1.40	\$ 0.05	1.63

Mississippi		\$ 1.01	\$ 4.04	\$ 2.63	\$ 0.15	1.79
Montana		\$ 1.36	\$ 5.20	\$ 3.54	\$ 0.19	1.82
Nebraska		\$ 2.87	\$ 4.10	\$ 2.48	\$ 0.12	1.56
Nevada		\$ 2.69	\$ 8.87	\$ 3.92	\$ 0.21	1.30
New Mexico		\$ 1.13	\$ 3.16	\$ 2.73	\$ 0.15	1.55
New York		\$ 3.85	\$ 6.30	\$ 11.17	\$ 0.14	1.950
North Dakota	Y	\$ 2.14	\$ 3.20	\$ 2.12	\$ 0.14	N.A.
Ohio	Y	\$ 1.16	\$ 1.59	\$ 2.12	\$ 0.06	N.A.
Oklahoma		\$ 1.16	\$ 4.07	\$ 2.36	\$ 0.13	1.75
Pennsylvania		\$ 2.21	\$ 2.87	\$ 2.21	\$ 0.09	1.733
South Dakota		\$ 1.67	\$ 4.24	\$ 3.34	\$ 0.17	1.50
Tennessee		\$ 0.90	\$ 2.59	\$ 1.82	\$ 0.07	2.08
Texas		\$ 0.63	\$ 3.31	\$ 0.81	\$ 0.03	2.07
Utah		\$ 0.99	\$ 2.47	\$ 1.79	\$ 0.05	1.82
Virginia		\$ 1.27	\$ 3.43	\$ 2.14	\$ 0.06	1.30
West Virginia		\$ 0.97	\$ 2.92	\$ 2.33	\$ 0.09	2.07
Wyoming	Y	\$ 0.55	\$ 2.18	\$ 1.51	\$ 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 5.53% 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 -3.7%

North Dakota - Cap of \$43,800 on wages applied

Ohio - The fully loaded rates include adjustments for administrative costs (25.88%)

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

¹United States Longshore and Harbor Workers

Council of Petroleum Accountants Societies
Workers Compensation

"Fully Loaded Manual Rates"
as of January 1, 2025

February 2025

Council of Petroleum Accountants Societies - Workers Compensation
"Fully Loaded Manual Rates" as of January 1, 2025

I. Introduction

Sound Actuarial Consulting, LLC (Sound LLC) has been retained by the Council of Petroleum Accountants Societies (COPAS) to provide workers compensation manual rates as of January 1, 2025 for four job classifications for thirty states. These rates have been referred to as "fully loaded manual rates". Fully loaded manual rates reflect the cost (per \$100 of payroll) to provide workers compensation coverage; these rates consider benefit costs to claimants (losses) plus all other expenses including loss adjustment expense, production expense (e.g., agent commissions), general operating expenses, and applicable taxes and assessments.

Council of Petroleum Accountants Societies - Workers Compensation
 "Fully Loaded Manual Rates" as of January 1, 2025

II. The Project

COPAS has requested workers compensation manual rates as of January 1, 2025 for thirty states. The manual rate, in this context, is the anticipated cost of the workers compensation benefits and insurance company expenses to deliver those benefits. There are approximately 600 job classifications used for pricing workers compensation. For a long period of time, every state promulgated manual rates for each class to be used by all insurance companies (and/or state funds) providing coverage in that state. In order to create a more competitive pricing environment, legislation was enacted in nearly every state (beginning in the mid 1980's) requiring loss costs rather than manual rates be published. Loss costs reflect primarily benefit costs; however, among the states, the definition of what is included in the loss costs varies (e.g., some states exclude all expenses while others include loss adjustment expense and/or other loss-based expenses). Both manual rates and loss costs are expressed as the cost per \$100 of payroll.

Three of these states utilize monopolistic funds to provide workers compensation coverage (North Dakota, Ohio and Wyoming).

Exhibit 1 presents fully loaded manual rates for the following four job classifications: 1320, 6235, 8227 and 8810. The table below presents a description for each of these job classifications. In some states, a different classification system exists and, as a result, a different classification number is assigned to define the same job classification (e.g., in the Pennsylvania classification system, class 607 best describes the operations reflected in code 6235). The classes reflected for two of the monopolistic fund states (North Dakota and Ohio) were provided by COPAS.

Class	Descriptions
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

Council of Petroleum Accountants Societies - Workers Compensation
"Fully Loaded Manual Rates" as of January 1, 2025

II. The Project

For states which publish loss costs, we have derived a loss cost adjustment factor which converts the loss costs to fully loaded manual rates. In states where rates are published, we have adjusted the rates so as to have the expense elements on a comparable basis across all states. Fully loaded manual rates have been determined consistent with the approach used in prior analyses. The adjustment factors consider the following:

- For expenses which are primarily countrywide in nature (which include general operating expenses, commissions, AOE (Adjusting and Other Expense)), current available countrywide private insurance carrier data is utilized.
- Taxes and assessments unique to each state are reflected, with information taken from several sources including a workers compensation tax and assessment directory. For premium taxes, if separate tax rates are specified for foreign versus domestic carriers, the general rule is to use the foreign tax rate. While nearly all states impose retaliatory provisions, for states not explicitly promulgating a foreign tax rate, we have not adjusted the indicated tax rate to reflect the impact of retaliatory provisions as the state of domicile would vary by member and any such adjustment would be an estimate. In addition, if a particular tax has two collection mechanisms, one for insurers and one for self-insurers, we have used the tax rate for insurers for consistency.
- Defense and Cost Containment Expense (DCCE), which is state specific, is reflected.
- For manual rate states, the provision for profit and contingencies typically varies, due primarily to the different insurance department approaches to investment income. Accordingly, consistent with the approach used in prior reports, we have reflected a 0.0% profit and contingencies provision.

The fully loaded manual rates displayed on Exhibit 1 are the product of the loss costs (or rates) in effect on January 1, 2025 and these adjustment factors. For the three monopolistic fund states (North Dakota, Ohio and Wyoming), the rates which are included on Exhibit 1 are those published by the rating jurisdiction. Given that the class system in these states is not consistent with that utilized in the majority of other states, and that changes may be made to the class definitions over time, we recommend that a periodic review be undertaken of the class codes reflected in this analysis for the monopolistic fund states.

At the request of COPAS, the United States Longshore and Harbor Workers (USL&HW) percentage in effect on January 1, 2025 is included for each state. This percentage provides information regarding the relationship between state versus USL&HW benefits and, in some states, the additional relationship between state versus USL&HW assessments. In states with administered pricing (i.e., in states where voluntary market rates are promulgated) and in states which allow loss costs to reflect loss-based assessments, the USL&HW percentage has been amended to

Council of Petroleum Accountants Societies - Workers Compensation

II. The Project

"Fully Loaded Manual Rates" as of January 1, 2025

include the difference between state and USL&HW assessments. However, in loss cost states where loss-based assessments are not allowed to be reflected in the advisory loss costs, the USL&HW percentage only reflects the difference between state benefits and the USL&HW statutory benefits. For example, in Utah, the USL&HW percentage is 82% and reflects an adjustment for differences in benefit levels and assessments; this indicates that, for non F-classifications for which USL&HW coverage is needed, the Utah rate should be multiplied by a factor of 1.82 to account for differences between the higher USL&HW benefits and assessments versus Utah benefits and assessments. In South Dakota, the USL&HW percentage is 50% and only measures the difference in benefit levels between the USL&HW Act and the statutory benefits provided in South Dakota.

In addition to workers compensation coverage, the rates and loss costs utilized reflect employers liability coverage. COPAS also requested information on the employers liability coverage considered in the workers compensation rates. For employers liability, the standard limits for coverage continue to be:

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

Council of Petroleum Accountants Societies - Workers Compensation
"Fully Loaded Manual Rates" as of January 1, 2025

III. Data

The following data was relied upon in the course of this analysis:

- Individual state approved loss costs/rates from multiple sources (e.g., NCCI and individual state rating bureaus)
- Tax and assessment information from a variety of sources (e.g., countrywide tax and assessment directory published by NCCI, individual state agencies that levy taxes/assessments)
- Countrywide expense data
- DCCCE data by state obtained from AM Best

Council of Petroleum Accountants Societies - Workers Compensation
"Fully Loaded Manual Rates" as of January 1, 2025

IV. Limitations and Distribution

The computations leading to our determination of "fully loaded manual rates" are based on generally accepted actuarial techniques and involve estimations. We have used those estimations we considered most reasonable based upon information obtained from state rate filings and other industry sources. We have not audited this information, but our analysis included such reviews as we deemed necessary to ascertain the information's reasonableness and applicability in the projection of fully loaded manual rates. Any discrepancy in the completeness, interpretation or accuracy of the information used may require a revision of this report.

As it is beyond the scope of this assignment, this report does not address the issue of whether the approved loss cost (or rate) for a particular job classification is the appropriate loss cost (or rate) for that classification from an adequacy perspective. The loss costs (or rates) utilized are those which have been filed by the appropriate rating bureau (e.g., National Council on Compensation Insurance) and approved by the state insurance department.

Other calculations and results (in addition to those in the attached pages) have been determined as part of this analysis but are not presented in the report. Additional detail can be provided upon request.

This report is prepared for use by COPAS and its members. We ask that Sound Actuarial Consulting, LLC be advised of any distribution and that the report be distributed in its entirety, as opposed to parts thereof.

Council of Petroleum Accountants Societies
Fully Loaded Manual Rates as of January 1, 2025

(1) State	(2) Effective Date of Loss Costs (Rates)	(3) Basis of Fully Loaded Manual Rate	(4) Class Code	(5) State Class Code If Different From Column (4)	(6) Loss Cost (Rate)	(7) Adjustment Factor	(8) Fully Loaded Manual Rate (6) x (7)	(9) USL&HW Percentage	(10) USL&HW Factor	(11) Remarks
Alabama	03/01/24	Loss Costs	1320		\$0.88	1.4652	\$1.29	29%	1.29	
			6235		2.90		4.25			
			8227		2.16		3.16			
Alaska	01/01/25	Loss Costs	1320		0.48	1.4013	0.67	30%	1.30	
			6235		1.63		2.28			
			8227		2.21		3.10			
Arkansas	07/01/24	Loss Costs	1320		0.52	1.4512	0.75	82%	1.82	
			6235		1.61		2.34			
			8227		1.15		1.67			
California	09/01/24	Loss Costs	1320		1.12	1.4170	1.59	N.A.	N.A.	California does not promulgate a USL&HW percentage but rather leaves that to the discretion of each insurer.
			6235		3.61		5.12			
			8227		3.19		4.52			
Colorado	01/01/25	Loss Costs	1320		0.63	1.3412	0.84	81%	1.81	
			6235		2.86		3.84			
			8227		1.53		2.05			
Florida	01/01/25	Rates	1320		1.55	0.9928	1.54	56%	1.56	
			6235		4.03		4.00			
			8227		3.59		3.56			
Idaho	01/01/25	Rates	1320		1.25	0.8570	1.07	80%	1.80	
			6235		4.49		3.85			
			8227		3.02		2.59			
Illinois	01/01/25	Loss Costs	1320		2.58	1.6644	4.29	50%	1.50	
			6235		10.52		17.51			
			8227		3.13		5.21			
Indiana	01/01/25	Loss Costs	1320		0.86	1.3781	1.19	107%	2.07	
			6235		1.69		2.33			
			8227		1.19		1.64			
Kansas	01/01/25	Loss Costs	1320		1.68	1.4252	2.39	108%	2.08	
			6235		5.94		8.47			
			8227		1.65		2.35			
			8810		0.06		0.08			

Council of Petroleum Accountants Societies
Fully Loaded Manual Rates as of January 1, 2025

(1) State	(2) Effective Date of Loss Costs (Rates)	(3) Basis of Fully Loaded Manual Rate	(4) Class Code	(5) State Class Code If Different From Column (4)	(6) Loss Cost (Rate)	(7) Adjustment Factor	(8) Fully Loaded Manual Rate (6) x (7)	(9) USL&HW Percentage	(10) USL&HW Factor	(11) Remarks
Kentucky	01/01/25	Loss Costs	1320		\$1.25	1.7017	\$2.13	50%	1.50	The rates include a 5.53% provision for the assessment for the Special Fund which is outside of the manual rate.
			6235		2.21	3.76				
			8227		1.28	2.18				
Louisiana	05/01/24	Loss Costs	1320		1.15	1.7804	2.05	20%	1.20	
			6235		2.77	4.93				
			8227		1.99	3.54				
Michigan	01/01/25	Loss Costs	1320		0.82	1.2099	0.99	63%	1.63	The approved loss costs do not include trend; the adjustment factor reflects an annual trend factor of -3.7%.
			6235		1.64	1.98				
			8227		1.16	1.40				
Mississippi	03/01/24	Loss Costs	1320		0.04	1.3969	0.05	79%	1.79	
			6235		0.72	1.01				
			8227		2.89	4.04				
Montana	07/01/24	Loss Costs	1320		1.00	1.3617	1.36	82%	1.82	
			6235		3.82	5.20				
			8227		2.60	3.54				
Nebraska	02/01/24	Loss Costs	1320		2.08	1.3803	2.87	56%	1.56	
			6235		2.97	4.10				
			8227		1.80	2.48				
Nevada	03/01/24	Loss Costs	1320		0.09	1.4290	0.12	30%	1.30	
			6235		1.88	2.69				
			8227		6.21	8.87				
New Mexico	01/01/25	Loss Costs	1320		0.15	1.3426	0.21	55%	1.55	
			6235		0.84	1.13				
			8227		2.35	3.16				
New York	10/01/24	Loss Costs	1320		2.67	1.4417	3.85	95.0%	1.950	
			6235		4.37	6.30				
			8227		7.75	11.17				
North Dakota	07/01/24	Rates	1320	1320	2.14	1.0000	2.14	N.A.	N.A.	Cap of \$43,800 on wages applied.
			6235	6203	3.20	3.20				
			8227	8292	2.12	2.12				
			8810	8805	0.14	0.14				

Council of Petroleum Accountants Societies
Fully Loaded Manual Rates as of January 1, 2025

(1) State	(2) Effective Date of Loss Costs (Rates)	(3) Basis of Fully Loaded Manual Rate	(4) Class Code	(5) State Class Code If Different From Column (4)	(6) Loss Cost (Rate)	(7) Adjustment Factor	(8) Fully Loaded Manual Rate (6) x (7)	(9) USL&HW Percentage	(10) USL&HW Factor	(11) Remarks
Ohio	07/01/24	Rates	1320		\$1.1555	1.0000	\$1.16	N.A.	N.A.	Effective 07/01/24, the administrative costs (25.88%) are included in Column (6).
			6235		1.5944	1.59				
			8227		2.1249	2.12				
Oklahoma	01/01/25	Loss Costs	1320		0.81	1.4284	1.16	75%	1.75	
			6235		2.85	4.07				
			8227		1.65	2.36				
Pennsylvania	04/01/24	Loss Costs	1320	028	1.28	1.7276	2.21	73.3%	1.733	
			6235	607	1.66	2.87				
			8227	028	1.28	2.21				
South Dakota	07/01/24	Loss Costs	1320		0.05	1.6556	0.09	50%	1.50	
			6235		1.01	1.67				
			8227		2.56	4.24				
Tennessee	03/01/24	Loss Costs	1320		0.10	1.4554	0.17	108%	2.08	
			6235		0.62	0.90				
			8227		1.78	2.59				
Texas	07/01/24	Loss Costs	1320	1321	0.44	1.4269	0.63	107%	2.07	
			6235	6202	2.32	3.31				
			8227		0.57	0.81				
Utah	01/01/24	Loss Costs	1320		0.02	1.3735	0.03	82%	1.82	
			6235		0.72	0.99				
			8227		1.80	2.47				
Virginia	04/01/24	Loss Costs	1320		1.30	1.4111	1.79	30%	1.30	
			6235		0.04	0.05				
			8227		0.90	1.27				
W Virginia	01/01/25	Loss Costs	1320		2.43	1.4447	3.43	107%	2.07	
			6235		1.52	2.92				
			8227		1.61	2.33				
Wyoming	01/01/25	Rates	1320	211000 *	0.06	1.0000	0.09	N.A.	N.A.	*Code 211000: Oil & Gas Extraction
			6235	213111 *	0.55	0.55				
			8227	213112 *	2.18	2.18				
			8810	000010 *	1.51	1.51			*Code 213111: Drilling Oil & Gas Wells	
					0.34	0.34			*Code 213112: Support Activities for Oil & Gas Operations	
									*Code 000010: Clerical Office Occupations	

Excluded Amount



March 12, 2025

To: COPAS Officers, Directors, Standing & Special Committee Chairpersons, Society Presidents and Council Representatives

Subject: Excluded Amount

Most COPAS Accounting Procedures prior to COPAS 2012 require the application of freight equalization if actual trucking charges are greater than the Excluded Amount (reference the attached Exhibit). Although actual trucking charges are primarily used as industry practice, since they are easily supported through vendor invoices, under many model forms freight equalization is still required in cases where actual transportation cost is greater than the cost between the rail point and property, and the requirement for COPAS to publish the Excluded Amount is still in effect. By raising the excluded amount, the pool of invoices that Operators and Auditors have to examine for potential freight equalization will be reduced.

COPAS 2005 provided definitions for these terms as follows:

“Equalized Freight” means the procedure of charging transportation cost to the Joint Account based upon the distance from the nearest Railway Receiving Point to the property.

“Excluded Amount” means a specified excluded trucking amount most recently recommended by COPAS.

Beginning with the COPAS 1984 Model Form, the excluded amount of \$400 was to be adjusted to the amount most recently recommended by COPAS. The first update to Excluded Amount (Transportation Equalization Minimum Amount) was approved at the Spring 1996 Council meeting, resulting in an Excluded Amount of \$700.

After review of the intent of excluded amount and as an economic factor recommended by COPAS, the Materials Subcommittee of the Joint Interest Standing Committee submitted a recommendation to the Joint Interest Standing Committee that the Excluded Amount should be \$1,600, effective April 1, 2014. The Materials Subcommittee’s determination of the above Excluded Amount was based on an average of transportation costs, provided by several companies represented by the Materials Subcommittee, and comparable transportation routes. This recommendation was approved by Council at the Spring 2014 meeting.

Since the same Excluded Amount has historically been in effect for several years (see historical rates below), the Materials Subcommittee annually analyzes trucking costs and reports results to

the Joint Interest Standing Committee, but such results are not submitted for Council approval unless the recommended Excluded Amount changes from the prior year.

Currently, based on an updated analysis of transportation costs, the Materials Subcommittee recommends for COPAS Council approval, and subsequent posting on the COPAS website, that there is **no change** to the Excluded Amount of **\$2,700 that was effective April 1, 2024**.

Historical Excluded Amounts:

\$ 100: COPAS 1962 until COPAS 1974 was published (1975)
\$ 200: COPAS 1975 until COPAS 1984 was published (1985)
\$ 400: COPAS 1984 until COPAS 1995 was published (1996)
\$ 700: Spring 1996 Council meeting to Spring 2014 Council meeting
\$1,600: Spring 2014 Council meeting to Spring 2019 Council meeting
\$2,000: Spring 2019 Council meeting to Spring 2022 Council meeting
\$2,300: Spring 2022 Council meeting to Spring 2023 Council meeting
\$3,000: Spring 2023 Council meeting to Spring 2024 Council meeting
\$2,700: Spring 2024 Council meeting

Respectfully Submitted,

Vanessa Green

COPAS Joint Interest Standing Committee Chair

EXHIBIT
MFI-1 (COPAS 1962)
MFI-2 (COPAS 1968)
Section II.5.C

5. Transportation

Transportation of employees and Material necessary for the Joint Operations but subject to the following limitations:

A. If Material is moved to the Joint Property from the Operator's warehouse or other properties, no charge shall be made to the Joint Account for a distance greater than the distance from the nearest reliable supply store or railway receiving point where like material is available, except by agreement with Non-Operators.

B. If surplus Material is moved to Operator's warehouse or other storage point, no charge shall be made to the Joint Account for a distance greater than the distance to the nearest reliable supply store or railway receiving point, except by agreement with Non-Operators. No charge shall be made to Joint Account for moving Material to other properties belonging to Operator, except by agreement with Non-Operators.

C. In the application of subparagraphs A and B above, there shall be no equalization of actual gross trucking costs of \$100 or less.

MFI-3 (COPAS 1974 Arctic),
MFI-4 (COPAS 1975),
MFI-5 (COPAS 1976 Offshore),
Section II.5.C

5. Transportation

Transportation of employees and Material necessary for the Joint Operations but subject to the following limitations:

A. If Material is moved to the Joint Property from the Operator's warehouse or other properties, no charge shall be made to the Joint Account for a distance greater than the distance from the nearest reliable supply store, recognized barge terminal, or railway receiving point where like Material is normally available, unless agreed to by the Parties.

B. If surplus Material is moved to Operator's warehouse or other storage point, no charge shall be made to the Joint Account for a distance greater than the distance to the nearest reliable supply store, recognized barge terminal, or railway receiving point unless agreed to by the Parties. No charge shall be made to the Joint Account for moving Material to other properties belonging to Operator, unless agreed to by the Parties.

C. In the application of Subparagraphs A and B above, there shall be no equalization of actual gross trucking cost of \$200 or less excluding accessorial charges.

MFI-17 (COPAS 1984), Section II.6.C

6. TRANSPORTATION

Transportation of employees and Material necessary for the Joint Operations but subject to the following limitations:

- A. If Material is moved to the Joint Property from the Operator's warehouse or other properties, no charge shall be made to the Joint Account for a distance greater than the distance from the nearest reliable supply store where like material is normally available or railway receiving point nearest the Joint Property unless agreed to by the Parties.
- B. If surplus Material is moved to Operator's warehouse or other storage point, no charge shall be made to the Joint Account for a distance greater than the distance to the nearest reliable supply store where like material is normally available, or railway receiving point nearest the Joint Property unless agreed to by the Parties. No charge shall be made to the Joint Account for moving Material to other properties belonging to Operator, unless agreed to by the Parties.
- C. In the application of subparagraphs A and B above, the option to equalize or charge actual trucking cost is available when the actual charge is \$400 or less excluding accessorial charges. The \$400 will be adjusted to the amount most recently recommended by the Council of Petroleum Accountants Societies.**

MFI-19 (COPAS 1986), Section II.5.C

5. Transportation

Transportation of employees and Material necessary for the Joint Operations but subject to the following limitations:

- A. If Material is moved to the Joint Property from the Operator's warehouse or other properties, no charge shall be made to the Joint Account for a distance greater than the distance from the nearest reliable supply store where like material is normally available or railway receiving point nearest the Joint Property unless agreed to by the Parties.
- B. If surplus Material is moved to Operator's warehouse or other storage point, no charge shall be made to the Joint Account for a distance greater than the distance to the nearest reliable supply store where like material is normally available, or railway receiving point nearest the Joint Property unless agreed to by the Parties. No charge shall be made to the Joint Account for moving Material to other properties belonging to Operator, unless agreed to by the Parties.
- C. In the application of subparagraphs A and B above, the option to equalize or charge actual trucking cost is available when the actual charge is \$400 or less excluding accessorial charges. The \$400 will be adjusted to the amount most recently recommended by the Council of Petroleum Accountants Societies.**

MFI-39 (COPAS 1998), Section III.4.C

4. TRANSPORTATION

Transportation of Operator's, Non-Operator's, Affiliate's or contractor's personnel, and Material necessary for the Joint Operations but subject to the following limitations:

- A. If Material is moved to the Joint Property from the Operator's warehouse or other properties, no charge shall be made to the Joint Account for a distance greater than the distance from the nearest supply store where like Material is normally available or railway receiving point nearest the Joint Property unless agreed to by the Parties.
- B. If surplus Material is moved to the Operator's warehouse or other storage point, no charge shall be made to the Joint Account for a distance greater than the distance to the nearest supply store where like Material is normally available or railway receiving point nearest the Joint Property unless agreed to by the Parties. No charge shall be made to the Joint Account for moving Material to other properties unless agreed to by the Parties.
- C. **In the application of Paragraphs 4.A. and 4.B. above, the option to equalize or charge actual trucking cost is available when the actual charge is less than the amount most recently recommended by COPAS, excluding accessorial charges, as set forth in COPAS Bulletin 21.**

MFI-51 (COPAS 2005), Section II.4.B(2)

4. TRANSPORTATION

- A. Transportation of the Operator's, Operator's Affiliate's, or contractor's personnel necessary for Joint Operations.
- B. Transportation of Material between the Joint Property and another property, or from the Operator's warehouse or other storage point to the Joint Property, shall be charged to the receiving property using one of the methods listed below. Transportation of Material from the Joint Property to the Operator's warehouse or other storage point shall be paid for by the Joint Property using one of the methods listed below:
 - (1) **If the actual trucking charge is less than or equal to the Excluded Amount the Operator may charge actual trucking cost or a theoretical charge from the Railway Receiving Point to the Joint Property.** The basis for the theoretical charge is the per hundred weight charge plus fuel surcharges from the Railway Receiving Point to the Joint Property. The Operator shall consistently apply the selected alternative.
 - (2) If the actual trucking charge is greater than the Excluded Amount, the Operator shall charge Equalized Freight. Accessorial charges such as loading and unloading costs, split pick-up costs, detention, call out charges, and permit fees shall be charged directly to the Joint Property and shall not be included when calculating the Equalized Freight.

MFI-53 (COPAS 2012)

II.4

IV.B (Freight)

COPAS 2012 does not reference either freight equalization or excluded amount

4. TRANSPORTATION

The cost of transporting a Party's employees, Affiliate's employees, contractor's personnel, and Material necessary for Joint Operations, subject to Section IV (*Material Purchases, Transfers and Dispositions*).

Transportation of Material between the Joint Property and another property, or from the Operator's warehouse or other storage point to the Joint Property, shall be charged to the receiving property.

Transportation of Material from the Joint Property to a warehouse or other storage point shall be charged to the Joint Account.

Notwithstanding the foregoing, freight charges associated with redeployment of Operator's surplus from another property or warehouse to the Joint Property shall not exceed the cost of moving such surplus from the nearest stocking point to the applicable delivery location.

**TRANSPORTATION COST COMPARISONS
EXCLUDED AMOUNT DETERMINATION REVIEW
FOR 2024**

MARCH 2019 REVIEW		MARCH 2022 REVIEW		MARCH 2024 REVIEW	
FROM/TO	Transportation Cost Quote	FROM/TO	Transportation Cost Quote	FROM/TO	Transportation Cost Quote
Houston to Port Fourchon	\$1,488	Houston to Port Fourchon	\$1,855	Houston to Port Fourchon	\$1,999
Oklahoma City, OK to McAlester, OK	\$808	Oklahoma City, OK to McAlester, OK	\$930	Oklahoma City, OK to McAlester, OK	\$1,002
Anaflato, TX to Perryton/Canadian/ Dumas TX	\$468 - \$737	Anaflato, TX to Perryton/Canadian/ Dumas TX	\$600	Anaflato, TX to Perryton/Dumas TX	\$602
Houston to Texas Panhandle	\$2,047	Houston to Texas Panhandle	\$2,455	Houston to Texas Panhandle	\$2,645
Sheldon Rd (Houston, TX) to Port Fourchon (LA)	\$1,465	Sheldon Rd (Houston, TX) to Port Fourchon (LA)	\$1,865	Sheldon Rd (Houston, TX) to Port Fourchon (LA)	\$2,010
Sheldon Rd (Houston, TX) to Port Fourchon (assumption)	\$0.00	Sheldon Rd (Houston, TX) to Port Fourchon (assumption)	\$0.00	Sheldon Rd (Houston, TX) to Port Fourchon	\$0
Houston, TX to Midland, TX	\$1,951	Houston, TX to Midland, TX	\$2,243	Houston, TX to Midland, TX	\$2,417
Houston to Oklahoma City, OK	\$1,618	Houston to Oklahoma City, OK	\$1,860	Houston to Oklahoma City, OK	\$2,004
TOTAL	\$7,104	TOTAL	\$8,413	TOTAL	\$11,075

RATES INCLUDED IN 2019 REVIEW:

RATES INCLUDED IN 2022 REVIEW:

RATES INCLUDED IN 2024 REVIEW:

FROM/TO	Transportation Cost Quote	FROM/TO	Transportation Cost Quote	FROM/TO	Transportation Cost Quote
Houston to Texas Panhandle	\$2,047	Houston to Texas Panhandle	\$2,455	Houston to Texas Panhandle	\$2,645
Houston, TX to Midland, TX	\$1,951	Houston, TX to Midland, TX	\$2,243	Houston, TX to Midland, TX	\$2,417
Houston to Oklahoma City, OK	\$1,618	Houston to Oklahoma City, OK	\$1,860	Houston to Oklahoma City, OK	\$2,004
Houston to Port Fourchon	\$1,488	Houston to Port Fourchon	\$1,855	Houston to Port Fourchon	\$1,999
TOTAL	\$7,104	TOTAL	\$8,413	TOTAL	\$11,075

TOTAL AVG \$1,776

TOTAL AVG \$2,103

TOTAL AVG \$2,769

RECOMMENDED EXCLUDED AMOUNT 2019: \$2,000

RECOMMENDED EXCLUDED AMOUNT 2022: \$2,000

RECOMMENDED EXCLUDED AMOUNT 2024: \$2,700

*recommended to include 15% increase quarterly

Vehicle Rates



March 10, 2025

To: COPAS Officers, Directors, Standing & Special Committee Chairpersons, Society Presidents, and Council Representatives

Subject: Vehicle Rates effective April 1, 2025

COPAS Model Form Interpretation 55 (*Vehicle Rates*) was approved at the Fall 2013 Council meeting in San Antonio, Texas to meet the industry need for providing vehicle rates for use in charging Operator-owned vehicles to the Joint Account. As explained therein:

All COPAS model form accounting procedures provide direct charges to the joint account for the cost of vehicles used in joint operations and allow Petroleum Motor Transport Association (PMTA) rates as a means of billing for those costs. While the 1962 Model Form allows rates from “some other recognized organization” to be used in lieu of PMTA rates, the 1995, 1998, 2005, and 2012 Model Forms state that rates shall be from PMTA or “such other organization recognized by COPAS as the official source of such rates.” For companies that choose not to use actual costs, the 1968, 1974, 1976, 1984, and 1986 Model Forms do not have provisions for automotive rates other than PMTA rates.

With PMTA’s dissolution and the 2013 rates being the last PMTA-published rates, COPAS must designate an “alternative source of rates” so the industry has a suitable replacement for the PMTA rates. Of course, companies still have the option to calculate and charge a rate commensurate with its actual cost (up to the commercial rate limit) or a rate that represents average commercial rates in the area less 20%.

After reviewing and analyzing multiple options, including several government indices and COPAS’ taking over the survey formerly conducted by PMTA, contracting for and utilizing rates furnished by Kelley Blue Book (KBB) represents the most equitable and objective replacement to PMTA rates.

Based on KBB and Edmunds data as of March 3, 2025, the Vehicle Rates Subcommittee of the Joint Interest Standing Committee recommends the following rates for COPAS Council approval and subsequent posting on the COPAS website.



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Vehicle Type	Data Source	April 1, 2025 Rate per Mile
Passenger cars	KBB	\$.59
1/2-ton pickups (2WD)	Edmunds	.71
1/2-ton pickups (4WD)	Edmunds	.77
3/4-ton pickups (2WD)	Edmunds	.70
3/4-ton pickups (4WD)	Edmunds	.79
One-ton pickups (2WD)	Edmunds	.72
One-ton pickups (4WD)	Edmunds	.80
SUV (2WD)	Edmunds	.87
SUV (4WD)	Edmunds	.91

Notes:

(1) Rates include fuel, insurance, fees, maintenance, repairs, financing costs, and depreciation; they do not include driver's salary or costs, communications equipment, or other added equipment.

(2): There are no "Area" designations or per-hour rates, as were published by PMTA.

Respectfully Submitted,

Vanessa Green

Vanessa Green
Joint Interest Standing Committee Chair



**COPAS Vehicle Rates Subcommittee
2025 Rate Determinations Data**

Category	Vehicle Year	City Zip Code Source	Beeville, TX 78102				Williston, ND 58801				Midland, TX 79701				Indiana, PA 15701				2025 Average	2024 Rates	2025 Change				
			Susanna	Danny	Josh	Brian	Tom	Susanna	Danny	Josh	Brian	Tom	Susanna	Danny	Josh	Brian	Tom	Susanna				Danny	Josh	Brian	Tom
SUV - 2 WD	2024	Edmunds	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.87	\$ 0.87	\$ 0.87	\$ 0.88	-1.14%
SUV - 4 WD	2024	Edmunds	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.91	\$ 0.91	\$ 0.91	\$ 0.95	-4.21%
1/2 Ton Pickup - 2WD	2024	Edmunds	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.77	-7.79%	
1/2 Ton Pickup - 4WD	2024	Edmunds	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.83	-17.20%	
3/4 Ton Pickup - 2WD	2022	Edmunds	\$ 0.73	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.71	\$ 0.68	\$ 0.68	\$ 0.68	\$ 0.68	\$ 0.73	\$ 0.73	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.71	-1.41%	
3/4 Ton Pickup - 4WD	2022	Edmunds	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.75	5.33%
One Ton Pickup - 2WD	2022	Edmunds	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.71	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.72	\$ 0.73	\$ 0.73	\$ 0.73	\$ 0.75	-4.00%	
One Ton Pickup - 4WD	2022	Edmunds	\$ 0.81	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.79	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.78	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.79	\$ 0.81	\$ 0.81	\$ 0.81	\$ 0.78	2.56%	
Sedan/Passenger Car	2024	Kelley BB	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.58	1.72%	

- SUV - Ford, Expedition, XLT, 2 WD
- SUV - Ford, Expedition, XLT, 4 WD
- 1/2 Ton Pickup - 2024 Chevrolet Silverado 1500 Crew Cab LTZ 4dr Crew Cab 5.8 ft. SB (5.3L 8cy 10A)
- 1/2 Ton Pickup - 2024 Chevrolet Silverado 1500 Crew Cab LTZ 4dr Crew Cab 4WD 5.8 ft. SB (6.3L 8cy 10A)
- 3/4 Ton Pickup - 2022 Chevrolet Silverado 2500 Silverado HD LT 4dr Double Cab LB (6.6L 8cy 6A)
- One Ton Pickup - 2022 Chevrolet Silverado 3500HD Double Cab LT 4dr LB (6.6L 8cy 6A)
- One Ton Pickup - 2022 Chevrolet Silverado 3500HD Double Cab LT 4dr LB (6.6L 8cy 6A)
- Sedan/Passenger Car, Mid Size Cars (Note 1)

Note 1:
 Calculated by averaging the rates for the Nissan Altima 2.5 SV (2024 data), Toyota Camry SE (2024 data), and Chevrolet Malibu (2021 data). See supporting schedule.



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**COPAS Vehicle Rates Subcommittee
2025 Rate Determinations Data - Passenger Cars**

City Zip Code	Beeville, TX 78102					Williston, ND 58801					Midland, TX 79701					Indiana, PA 15701				
	Susanna	Danny	Josh	Brian	Tom	Susanna	Danny	Josh	Brian	Tom	Susanna	Danny	Josh	Brian	Tom	Susanna	Danny	Josh	Brian	Tom
2024 Nissan Altima 2.5 SV (A)	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63
2024 Toyota Camry LE (B)	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.54	\$ 0.54	\$ 0.54	\$ 0.54	\$ 0.54	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55
2024 Chevrolet Malibu RS (C)	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.61	\$ 0.61	\$ 0.61	\$ 0.61	\$ 0.61
Average (1)	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59	\$ 0.59

(1) The resulting average for each Zip Code will be transferred to the first page under "Sedan/Passenger Car, (2024) Mid Size Cars"