

FY 2027 and 2028 Agency Premiums

Workers' Compensation Self-Insurance Fund

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Presentation overview

Overview of the Commonwealth's Workers' Compensation Experience

Overall Recommended FY 2027 and FY 2028 Workers' Compensation Premiums

Individual Agency FY 2027 and FY 2028 Premium Calculations

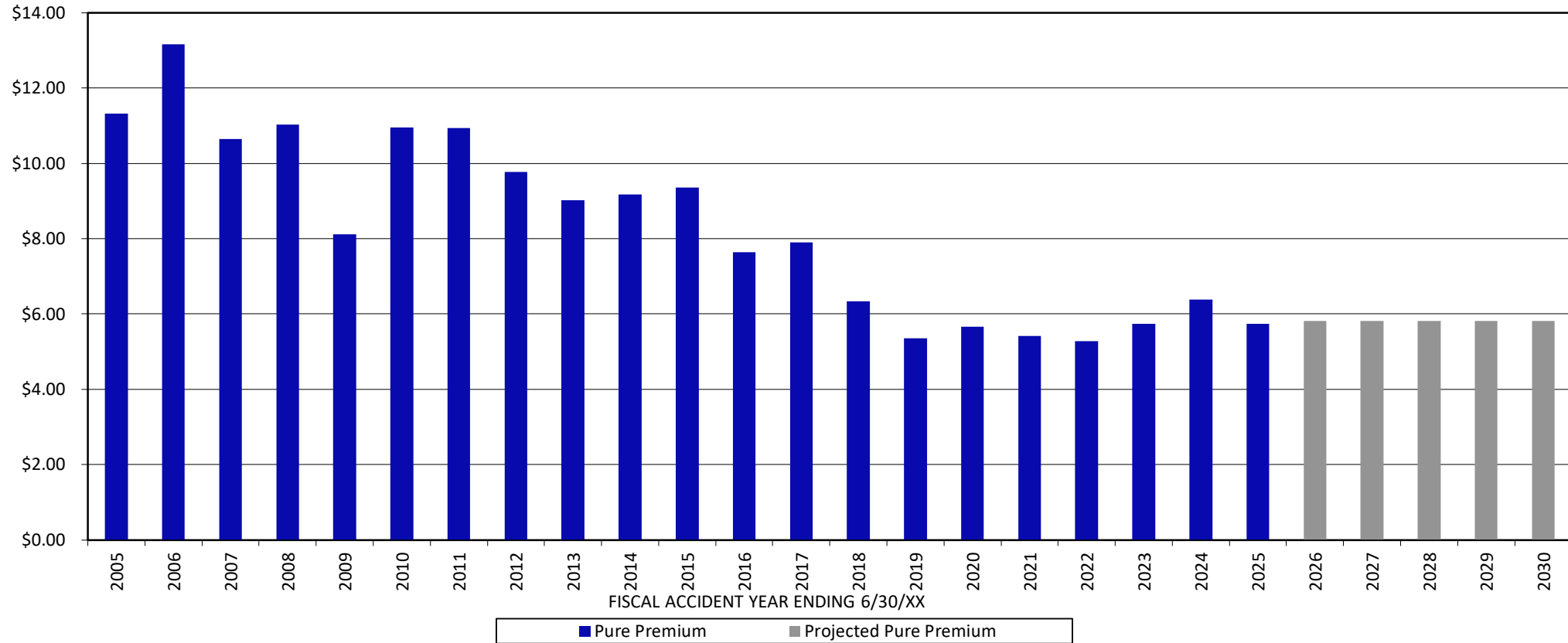
Settlement Project

This document represents a summary of our full report titled "FY 2027 and 2028 Workers' Compensation Premium Allocation" dated September 15, 2025. The considerations and limitations outlined in the full report also apply to this document.

Overall Commonwealth Experience

Pure Premiums

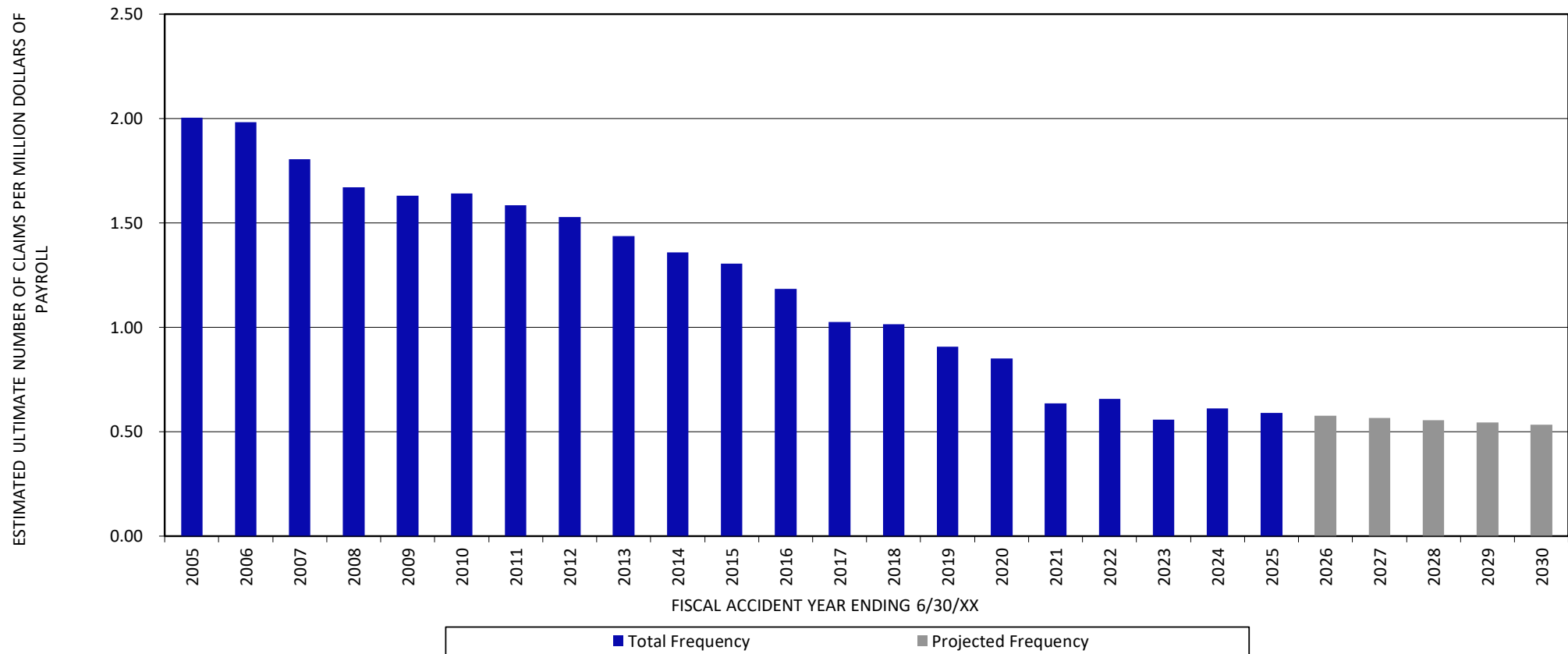
ESTIMATED PURE PREMIUMS BY FISCAL ACCIDENT YEAR
PURE PREMIUM = ESTIMATED ULTIMATE LOSS PER THOUSAND DOLLARS OF PAYROLL



Overall Commonwealth Experience

Claim Frequency

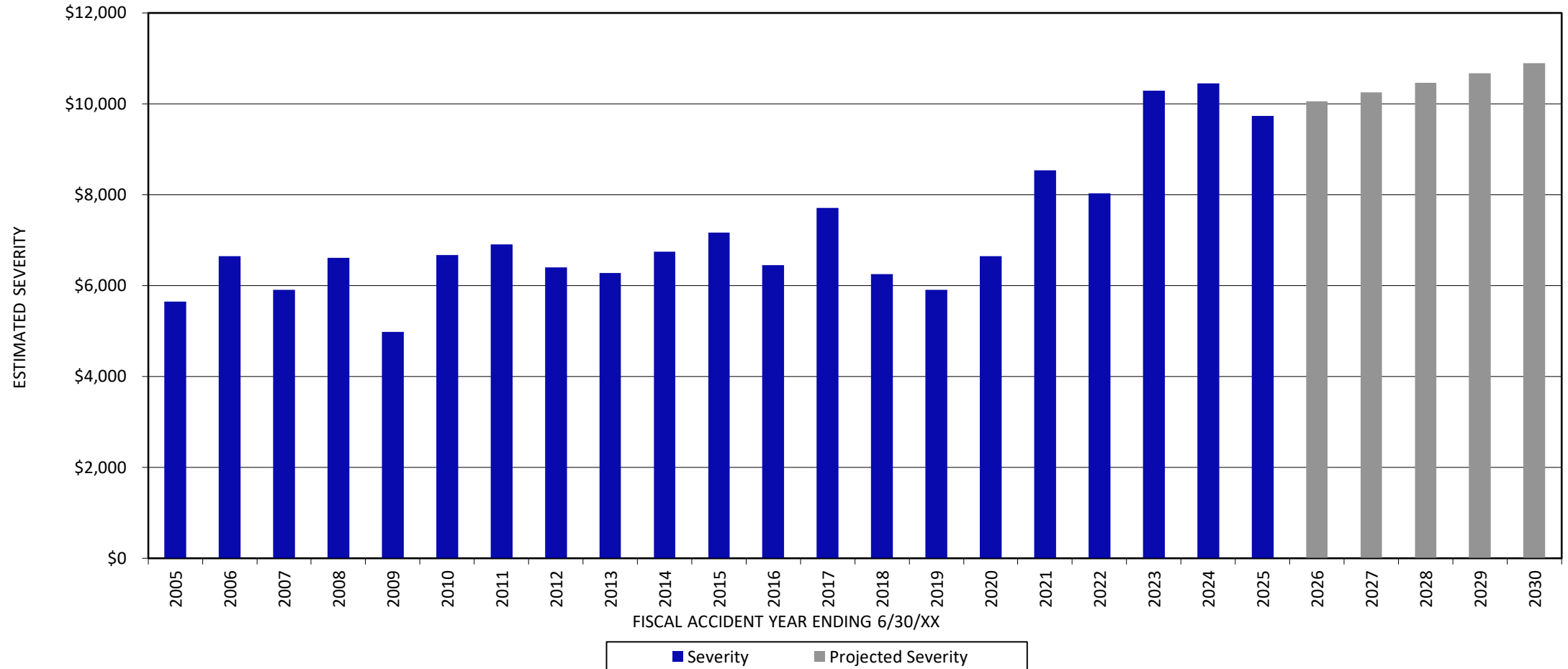
ESTIMATED CLAIM FREQUENCY BY FISCAL ACCIDENT YEAR
CLAIM FREQUENCY = ESTIMATED ULTIMATE NUMBER OF CLAIMS PER MILLION DOLLARS OF PAYROLL



Overall Commonwealth Experience

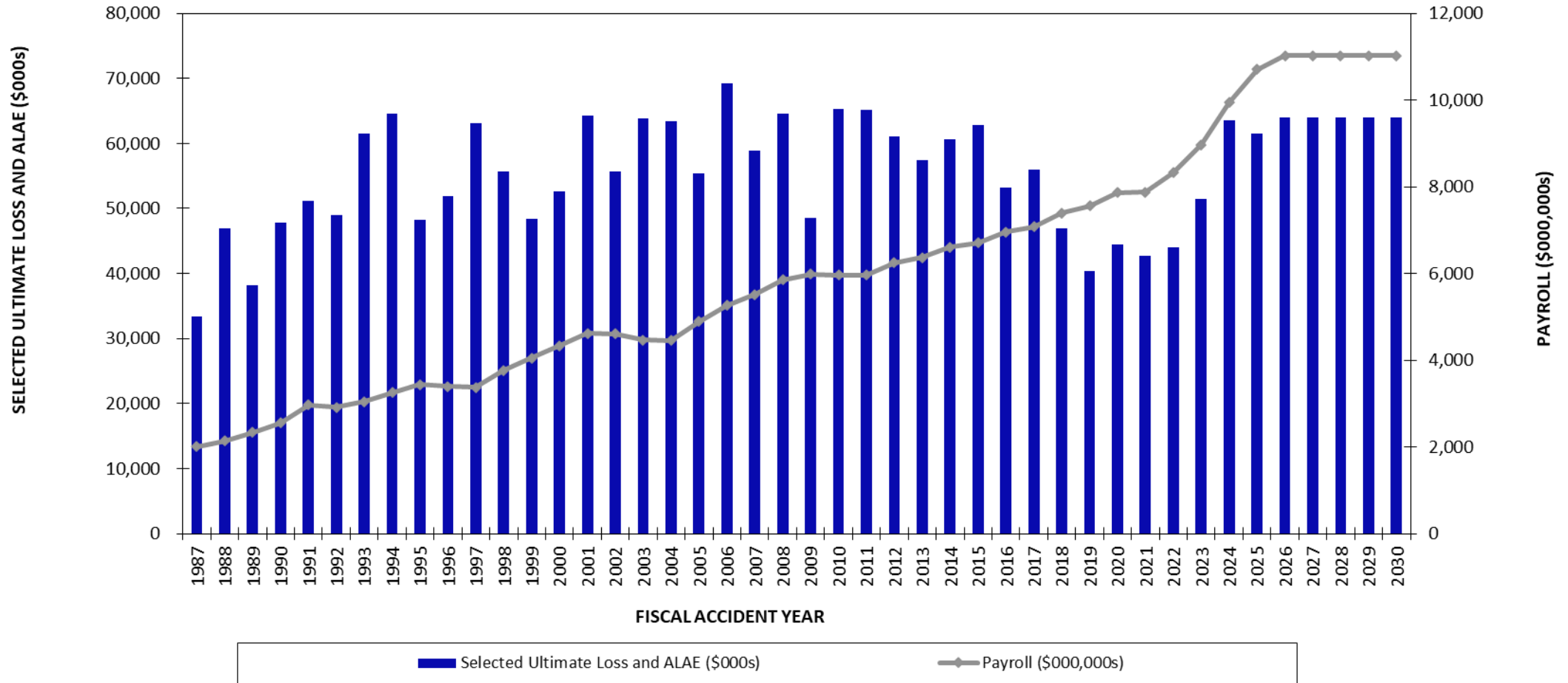
Claim Severity

ESTIMATED CLAIM SEVERITY BY FISCAL ACCIDENT YEAR
CLAIM SEVERITY = ESTIMATED ULTIMATE LOSS PER CLAIM



Overall Commonwealth Experience

Payroll and Losses



Overall Commonwealth Experience

Medical Cost Inflation Index

CALENDAR YEAR	CPI - ALL MEDICAL CARE	PERCENT CHANGE	CPI MEDICAL CARE SERVICES	PERCENT CHANGE
1994	211.0	4.8%	213.4	5.2%
1995	220.5	4.5%	224.2	5.1%
1996	228.2	3.5%	232.4	3.7%
1997	234.6	2.8%	239.1	2.9%
1998	242.1	3.2%	246.8	3.2%
1999	250.6	3.5%	255.1	3.4%
2000	260.8	4.1%	266.0	4.3%
2001	272.8	4.6%	278.8	4.8%
2002	285.6	4.7%	292.9	5.1%
2003	297.1	4.0%	306.0	4.5%
2004	310.1	4.4%	321.3	5.0%
2005	323.2	4.2%	336.7	4.8%
2006	336.2	4.0%	350.6	4.1%
2007	351.1	4.4%	369.3	5.3%
2008	364.1	3.7%	384.9	4.2%
2009	375.6	3.2%	397.3	3.2%
2010	388.4	3.4%	411.2	3.5%
2011	400.3	3.0%	423.8	3.1%
2012	414.9	3.7%	440.3	3.9%
2013	425.1	2.5%	454.0	3.1%
2014	435.3	2.4%	464.8	2.4%
2015	446.8	2.6%	476.2	2.4%
2016	463.7	3.8%	494.8	3.9%
2017	475.3	2.5%	506.8	2.4%
2018	484.7	2.0%	517.8	2.2%
2019	498.4	2.8%	536.1	3.5%
2020	518.9	4.1%	562.6	4.9%
2021	525.3	1.2%	573.1	1.9%
2022	546.6	4.1%	597.7	4.3%
2023	549.1	0.5%	595.6	-0.3%
2024	563.8	2.7%	612.4	2.8%
2025	576.0	4.9%	627.5	5.4%
Trend 1994-2024		3.4%		3.7%
Trend 2004-2024		3.0%		3.2%

Overall Recommended Commonwealth Premiums

Accounting Projections – Pay As You Go (Cash Flow) Premiums

		FISCAL YEARS ENDING			
		<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
1.	FUND BALANCE (BEGINNING OF YEAR)	81,042	57,098	51,701	51,701
2.	PREMIUM	62,677	63,676	70,302	71,520
3.	NET CASH TRANSFERRED OUT	14,425	0	0	0
	TRANSFER OF RESERVE	0	0	0	0
	TRANSFER FROM W/C	0	0	0	0
4.	LOSS PAYMENTS	57,300	53,056	54,309	55,551
	4a. PAYMENTS ON CURRENT ACCIDENT YEAR	9,736	9,778	9,778	9,778
	4b. PAYMENTS ON ALL PRIOR ACCIDENT YEARS	47,564	43,278	44,531	45,773
5.	PROGRAM EXPENSES	17,631	16,643	16,643	16,643
6.	ADMINISTRATIVE EXPENSES	1,491	2,756	2,756	2,756
7.	INVESTMENT INCOME	4,224	3,382	3,406	3,430
8.	FUND BALANCE (END OF YEAR)	57,098	51,701	51,701	51,701
<u>REQUIRED RESERVE</u>					
9.	UNDISCOUNTED	503,319	514,317	524,062	532,565
10.	DISCOUNTED	326,522	334,129	340,762	346,394
<u>FUND POSITION</u>					
11.	UNDISCOUNTED	(446,221)	(462,616)	(472,361)	(480,864)
12.	DISCOUNTED	(269,424)	(282,428)	(289,061)	(294,693)
Notes:	All dollars are in thousands.				

Overall Recommended Commonwealth Premiums

Components of Required Cash Flow Premiums

	<u>FY 2027</u>	<u>FY 2028</u>
Loss Payments	54,309	55,551
Plus Program and Administrative Expenses	19,399	19,399
Less Investment Income	3,406	3,430
Equals Total Required Premium	70,302	71,520

(All Dollars are in \$000s)

Individual Agency Premium Calculations

Considerations in Determining Agency Premiums

- ⇒ Exposures (measured as payroll by NCCI job class)

- ⇒ Historical Loss Experience
 - ◆ Experience Period is FY 2022 through FY 2024

- ⇒ Stability and Risk Sharing

Individual Agency Premium Calculations

About NCCI

- ⇒ National Council on Compensation Insurance (NCCI) – a national workers' compensation statistical rating bureau
- ⇒ Collects loss and payroll data from insured and private self-insured entities for majority of states
- ⇒ For most states, including Virginia, analyze the collected loss and payroll data and publish “loss costs”, which represent ultimate losses per \$100 of payroll by job class code
- ⇒ Examples of job class codes:
 - 8810 – Clerical office employees
 - 7720 – Police officers and drivers
 - 7383 – College - all employees other than professional or clerical
 - 8833 – Hospital – professional employees

Individual Agency Premium Calculations

General Agency Premium Determination Formula

$$\frac{\text{Agency Estimated Benchmark Premium}}{\text{Commonwealth Total Estimated Benchmark Premium}} \times \text{Commonwealth Total Required Premium}$$

Individual Agency Premium Calculations

Estimated Benchmark Premiums

Estimated Benchmark Premium =

Estimated Manual Losses

x

Agency Experience Modification Factor

x

Loading for Insurance Company Expenses and Profit

Individual Agency Premium Calculations

Example of FY 2027 Manual Loss Calculation

Sample Agency Estimated Manual Losses			
NCCI Class (1)	NCCI Virginia Loss Cost (2)	Agency FY 2027 Payroll (3)	FY 2027 Manual Losses (4)
8810	0.04	200,000	80
8868	0.13	700,000	910
9101	1.18	100,000	1,180
Total		1,000,000	2,170
Notes:			
(2) Loss Cost represents ultimate loss per hundred dollars of payroll			
(4) = (2) x (3) / 100			

Individual Agency Premium Calculations

Experience Modification Factors

$$\text{Experience Modification Factor} = \frac{A_p + [W \times A_e] + [(1-W) \times E_e] + B}{E + B}$$

- Formula is published by NCCI
- Measures relationship between loss of an individual insured relative to the average for the class of insureds
- Assumes historical relationship of insured's losses to class averages is predictor of future relationship of insured's losses to class averages (3 year experience period is FY 2022 to FY 2024)
- Factor of 1.15 indicates that insured's losses are expected to be 15% higher than class average
- Factor of 0.90 indicates that insured's losses are expected to be 10% lower than class average
- A and E represent actual and expected losses (subscript p refers to primary losses and subscript e refers to excess losses); W and B vary with size of insured

Individual Agency Premium Calculations

Sample Agency's Estimated Benchmark Premium

Sample Agency Estimated Commercial Premium	
Estimated FY 2027 Manual Losses	2,170
times	X
Sample Agency Experience Modification Factor	0.95
times	X
Loading for Insurance Company Expenses and Profit	1.333
equals	=
Estimated 2027 Benchmark Premium	2,748

Note: The expense and profit loading is shown to illustrate estimated benchmark premiums -- it does not affect the allocation procedure.

Individual Agency Premium Calculations

Stability Considerations - Credibility

- ⇒ Experience Modification Factor reflects “credibility” of agency’s historical experience by:
 - ★ Considering the size of the agency (W and B factors), and
 - ★ Limiting the dollars on any one loss to \$206,500 in the formula

Settlement Project

Overview

Item 81 F.3 of Chapter 2, 2018 Special Session 1, Virginia Acts of Assembly provides for Working Capital Advances of up to \$20 million to settle certain workers' compensation claims and requires DHRM to pay back the working capital advance from annual premiums over a seven-year period.

The Commonwealth determined that the cost avoidance associated with accelerated closure of these settled claims should accrue to the individual agencies whose claims have been settled and that each individual affected agency should bear the cost of the repayment of the settlement costs over the indicated seven-year period.

The first year of the working capital advance repayment occurred in FY 2019 for claims settled in FY 2017. The following table summarizes the results to-date of the settlement project:

Settlement Year	# of Claims	Total \$ Settlements	Cost Avoidance	Payback Period
FY 2017	62	\$4,889,899	\$14,726,445	2019-2025
FY 2018	42	3,569,370	8,794,562	2020-2026
FY 2019	39	3,576,463	13,363,769	2021-2027
FY 2020	49	4,140,500	13,840,065	2022-2028
FY 2021	45	3,896,000	11,224,660	2023-2029
FY 2022	25	1,827,000	5,000,690	2024-2030
FY 2023	11	1,260,000	2,984,075	2025-2031
FY 2024	8	950,000	1,551,361	2026-2032
FY 2025	14	1,985,000	3,662,176	2027-2033
Total	295	\$26,094,232	\$75,147,803	

Settlement Project

Premium Methodology

Initially, the total premium allocated to individual agencies includes the FY 2027 or FY 2028 cost avoidance amount. This represents the total required premium if the settlements had not occurred.

The cost avoidance amounts specific to the individual agencies are deducted from those agencies' preliminary premiums to arrive at the final premiums.

Additionally, these individual agencies are charged 1/7th of their FY 2019 through FY 2025 settlement amounts in FY 2027 and FY 2028, reflecting the 7-year payback periods.

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