January 1, 2026 rate memo

This memo contains the following information:

- SAIF rate tiers **(Change)**
- USL&H load factors for state act classifications
- 2026 pure rate information **(Change)**
- Premium discount
- AGC group services premium discount
- Catastrophe rate & terrorism rate
- Retrospective rating factors **(Change)**
- Increased limits part two coverage
- Limits of liability for Jones and FELA classes
- DCBS assessment
- Non-disabling claims reimbursement **(Change)**
- SAIF prepay plan **(Change)**
- Expense constants and minimum premiums
- Claim rating plan
- Installment plans
- Experience rating modification eligibility **(Change)**
- Miscellaneous values **(Change)**
- Assigned risk plan loss sensitive retrospective rating plan factors **(Change)**

SAIF rate levels applied to NCCI pure rates

SAIF voluntary – Effective 01/01/2026 *no Federal load in 2026 (Change)

			Jones/FELA program II	
Tier	**State**	**Federal***	**State benefits**	**Federal benefits**
P	1.130	**1.130**	1.130	**1.130**
K	1.265	**1.265**	1.265	**1.265**
C (New)	**1.395**	**1.395**	**1.395**	**1.395**
D	**1.505**	**1.505**	**1.505**	**1.505**
E	**1.640**	**1.640**	**1.640**	**1.640**
F	**1.800**	**1.800**	**1.800**	**1.800**
G	**1.930**	**1.930**	**1.930**	**1.930**
H	**2.030**	**2.030**	**2.030**	**2.030**
L	**2.100**	**2.100**	**2.100**	**2.100**

Assigned risk state and federal – Effective 01/01/2026 (Change)

			Jones/FELA program II	
Tier	**State**	**Federal**	**Jones state benefits**	**Jones federal benefits**
J	**2.117**	**2.106**	**2.117**	**2.098**

***Note:** ARP final rates may vary slightly from rates calculated using the above factors.

"U" classes – State act classes loaded for federal exposure

Effective 01/01/2025 (**Change**)

All SAIF voluntary tiers	1.83
Assigned risk plan	1.81

January 1, 2026 pure premium (Change)

Overall average rate level change of -3.3% from the 01/01/2025 rates

		Maximum increase	Maximum decrease
Manufacturing	-1.0%	+24%	-26%
Contracting	-6.2%	+19%	-31%
Office & Clerical	-2.7%	+22%	-28%
Goods & Services	-4.3%	+21%	-29%
Miscellaneous	-0.9%	+24%	-26%

Premium discount – Effective 01/01/2026 (No change)

SAIF voluntary			
0	-	5,000	0.0%
5,000.01	-	15,000	10.5%
15,000.01	-	50,000	16.5%
50,000.01	&	Over	18.0%

Assigned risk
DCBS approved the withdrawal of premium discount for the assigned risk plan effective 01/01/2011.

AGC group services premium discount – Effective 01/01/2026 (No change)

SAIF voluntary			
0	-	5,000	1.0%
5,000.01	-	15,000	12.5%
15,000.01	-	50,000	18.5%
50,000.01	&	Over	19.0%

Assigned risk
DCBS approved the withdrawal of premium discount for the assigned risk plan effective 01/01/2011.

Catastrophe (other than Certified Acts of Terrorism) (No change)

Voluntary $0.01 per $100 of payroll

Assigned risk $0.01 per $100 of payroll

Terrorism (No Change)

Voluntary $0.005 per $100 of payroll

Assigned risk $0.01 per $100 of payroll

Retrospective rating

Excess loss premium factors - Effective 01/01/2026 (Change)

Hazard Groups							
Limitation	**A**	**B**	**C**	**D**	**E**	**F**	**G**
100,000	.176	.205	.245	.271	.327	.368	.413
125,000	.151	.177	.215	.239	.296	.336	.379
150,000	.132	.157	.193	.216	.271	.310	.352
175,000	.118	.141	.175	.198	.252	.290	.330
200,000	.106	.129	.162	.182	.236	.273	.312
250,000	.089	.110	.140	.160	.212	.246	.282
300,000	.077	.096	.124	.143	.193	.226	.259
350,000	.068	.086	.113	.130	.178	.209	.241
400,000	.061	.079	.104	.119	.167	.196	.226
450,000	.056	.072	.097	.112	.157	.185	.214
500,000	.052	.067	.091	.105	.149	.175	.203
700,000	.041	.054	.073	.085	.125	.149	.171
1,000,000	.031	.042	.060	.069	.105	.124	.143

Retrospective closure charges (No change)

No changes to closure charges.

Increased limits part two – Effective 01/01/2026 (No change)

Assigned risk policies are eligible for limits up to a maximum of $1m/1m/1m.

Limits of liability (000 Omitted)	Percentage	Minimum premium
500/500/500 (Standard limit)	0.0%	$0
500/500/1,000	0.1%	$0
500/500/3,000	0.3%	$0
500/500/5,000	0.5%	$0
500/500/10,000	1.0%	$0
1,000/1,000/1,000	0.4%	$120
1,000/1,000/3,000	0.6%	$120
1,000/1,000/5,000	0.8%	$120
1,000/1,000/10,000	1.3%	$120
2,000/2,000/2,000	0.7%	$140
3,000/3,000/3,000	0.9%	$160

Limits of liability for Maritime/Jones and FELA classes – Effective 01/01/2026 (No change)

Assigned risk policies qualify for Maritime/Jones $100,000 limits only. FELA is not available for assigned risk policies.

Per accident limit	Program II factor	Minimum premium
100,000	1.00	$0
200,000	1.26	$100
300,000	1.41	$100
400,000	1.50	$100
500,000	1.54	$100
1,000,000	1.70	$150
2,000,000	1.88	$175
3,000,000	1.97	$200
4,000,000	2.02	$225
5,000,000	2.04	$250
6,000,000	2.06	$260
7,000,000	2.08	$270
8,000,000	2.09	$280
9,000,000	2.10	$290
10,000,000	2.11	$300

DCBS assessment – Effective 01/01/2026 (No change)

9.8%

Non-disabling claims reimbursement – Effective 01/01/2026 (Change)

$2,600

Regional & Service Center prepay plan (voluntary) – Effective 01/01/2026 (Change)

Annual in advance	**3.5%**
Fiscal annual in advance	**3.5%**
Semi-annual in advance	**2.5%**
Fiscal semi-annual in advance	**2.5%**
Quarterly in advance	**1.5%**
Fiscal quarterly in advance	**1.5%**
Monthly (10-pay) in advance	**1.5%**
Fiscal monthly (10-pay) in advance	**1.5%**

Expense constants and minimum premiums – Effective 01/01/2026 (No change)

SAIF Voluntary (No Change)

Expense constant for USL&HW (Federal) - $100

Minimum premium class dependent – subject to $500 maximum

Minimum premium calculation:

> As of 01/01/2014, when a policy incepts with multiple classes, the minimum premium is based on the highest minimum premium for any class on the policy that has estimated payroll/premium.

Assigned risk (No change)

Expense constant - $160

Minimum premium class dependent – subject to $550 maximum

Claim rating plan – Effective 01/01/2026 (No change)

For non-experience rated policies with limited claims in the Claims Rating Period:

Rate level	# Claims in Rating Period
The assigned rate tier minus 10%	Zero claims
The assigned rate tier	One or more total claims

Effective 7/1/23 claims attributable to COVID-19 with accident dates on or after 7/1/2023, will be included in experience rating calculations.

Installment plan determination (No change)

Billing plan installments for voluntary policies will be determined using net estimated annual premium (NEAP) instead of standard premium. To keep the majority of policies on their current billing plan, the thresholds for determining installment frequency have been adjusted as follows:

- Annual: $550.00 or less
- Semi-Annual: $550.01 to $1,000.00
- Quarterly: $1,000.01 to $5,000.00
- 10-Pay: $5,000.01 or larger

Experience Rating Modification premium eligibility (Change)

Rating effective date	Most recent 24 months of base-period subject premium* equal to or greater than	Base-period average annual subject premium* equal to or greater than
July 1, 2025 & after	**$7,500**	**$3,750**

* Subject premium is manual premium plus waiver and EL-increased limit premium.

Miscellaneous values

Basis of premium applicable in accordance with the footnote instructions for Class 7370 – Taxicab Company: **Effective 01/01/2026 (Change)**:

Employee operated vehicle	**$110,500**
Leased or rented vehicle	**$73,700**

Maximum payroll applicable in accordance with Basic Manual footnote instructions for Class 9178 – "Athletic Sports or Park: Non-contact Sports," Class 9179 – "Athletic Sports or Park:

Contact Sports":

Effective 1/1/2026 (Change) **$5,700**

Minimum payroll applicable in accordance with Basic Manual Rule "Executive Officers":

Effective 1/1/2026 (Change) **$1,400**

Maximum payroll applicable in accordance with Basic Manual Rule "Executive Officers":

Effective 1/1/2026 (Change) **$5,700**

Premium Determination for Partners, Sole Proprietors, and members of Limited Liability Companies (LLC) in accordance with Basic Manual Rule:

Effective 01/01/2026 (Change) **$73,700**

Minimum payroll applicable for the following workers, whether subject by statute or employer election (New and Renewal Policies):

- Volunteers
- Municipal Volunteers (excluding volunteers in Class 8411)
- Work Experience Trainees
- School Directed Vocation Education Project Trainees
- Apprentice Trainees
- Inmates (both incarcerated and community service)
- Sheltered Workshop Trainees

Voluntary: Effective 01/01/2026 – BOLI rates effective 7/1/25 **(Change)**

Assigned risk: Effective 01/01/2026 – BOLI rates effective 7/1/25 **(Change)**

BOLI rates are published annually in May to be effective 7/1.

As these rates differ based on zone, refer to WCD Bulletin No. 111.

For assigned risk policies only:

Loss Sensitive Retrospective Rating Plan (LSRP) factors – Effective 1/1/2026 (Change in bold)

Basic factor	.400
Minimum premium factor	.750
Maximum premium factor	1.750
Loss conversion factor	**1.209**
Tax multiplier	1.000

Adjustment (evaluation closure)	Loss development factors
1st Adjustment	.13
2nd Adjustment	.07
3rd Adjustment	.05
4th Adjustment	.04