

# WORKERS' COMPENSATION POLICY REVIEW

## Summary of the Contents

### In This Issue:

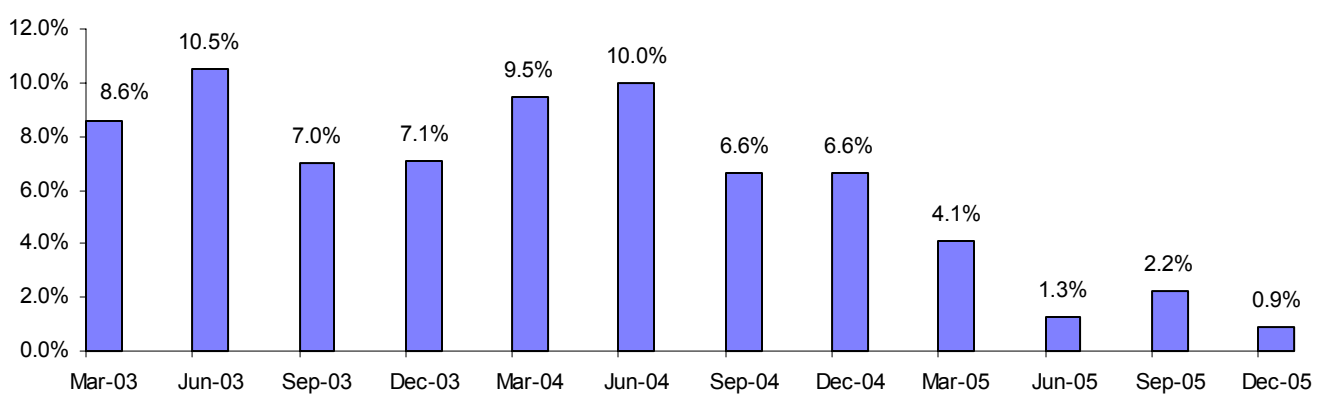
#### FEATURED TOPICS

<b>Summary of the Contents</b>	<b>1</b>
<b>Workers' Compensation Costs for Employers 1986 to 2005.....</b>	<b>3</b>
<b>Workers' Compensation Benefits: Frequencies and Amounts in 2001.....</b>	<b>22</b>
<b>Information on the Workers' Compensation Compendium 2005-06.....</b>	<b>34</b>

The employers' costs of workers' compensation increased in 2005, but the rate of increase slackened during the year. In the first quarter of 2005, workers' compensation costs as a percent of payroll for all non-federal employees were up 4.1 percent from the first quarter of 2004 (as shown in the figure below). By the fourth quarter of 2005, costs for these employees were up only 0.9 percent over the previous 12 months. Another confirmation of the deceleration in workers' compensation costs is that in each of the six quarters between the first quarter of 2003 and the second quarter of 2004, employers' costs for all non-federal employees were up at least 7 percent from the corresponding quarter a year earlier, while in each of the six quarters between the third quarter of 2004 and the fourth quarter of 2005, costs were up less than 7 percent over the previous year.

The second article by Blum and Burton provides the latest information on the frequency, average benefits per claim, and total benefits per 100,000 workers for four types of cash benefits, for all cash benefits, and for medical benefits. The data are for 47 jurisdictions for 2001. The differences among jurisdictions are impressive: for example, permanent partial disability benefits per 100,000 workers were more than 150 percent of the national average in Alaska, California, New York, and the Longshore and Harbor Workers program and were less than 50 percent of the national average in Alabama, Arizona, Arkansas, the District of Columbia, Indiana, South Dakota, Texas, Utah, and Virginia.

**Workers' Compensation Costs as Percent of Payroll:  
Annual Percentage Rates of Increase - All Non-Federal Employees**



Source: Figure O at page 15 of this issue..

## Advisory Board Members

(Membership on the Advisory Board does not constitute an endorsement of the contents of the *Workers' Compensation Policy Review*.)

**David Appel**, Director - Economics Consulting, Milliman USA

**Robert M. Aurbach**, Chief Executive Officer, Uncommon Approach, Inc.

**Christine Baker**, Executive Officer, Commission on Health and Safety and Workers' Compensation, State of California

**Peter S. Barth**, Professor of Economics, Emeritus, University of Connecticut

**Keith T. Bateman**, Vice President of Workers' Compensation, Property Casualty Insurers Association of America

**Monroe Berkowitz**, Professor of Economics, Emeritus, Rutgers University

**Richard J. Butler**, Professor of Economics, Brigham Young University

**Alan Clayton**, Principal, Bracton Consulting Services PTY LTD, Croydon Hills, Victoria, Australia

**Ann Clayton**, Ann Clayton and Associates, Lexington, Massachusetts

**Robert Collyer**, Executive Director, International Workers' Compensation Foundation, Inc.

**Donald T. DeCarlo**, Attorney, Lake Success, NY

**Allard Dembe**, Associate Professor, University of Massachusetts Medical School

**Donald Elisburg**, Attorney, Potomac, MD; former Assistant Secretary of Labor for Employment Standards

**James N. Ellenberger**, Deputy Commissioner, Virginia Employment Commission

**Thomas W. Gleason, Sr.**, President/CEO, Risk Recovery, Inc.; former President IAIABC

**Nortin M. Hadler**, M.D., Professor of Medicine and Microbiology/Immunology, University of North Carolina

**Hiroko Hayashi**, Professor of Law, Fukuoka University, Japan, and Attorney at Law

**Jay S. Himmelstein**, M.D., Director, Center for Health Policy, UMass Medical School—Shrewsbury Campus

**Larry Holt**, Executive Director, National Council of Self-Insurers

**Denis Hughes**, President, New York State AFL-CIO

**H. Allan Hunt**, Assistant Executive Director, W.E. Upjohn Institute for Employment Research

**William G. Johnson**, Professor of Economics, Arizona State University

**Gregory Krohm**, Executive Director, International Association of Industrial Accident Boards and Commissions (IAIABC)

**Alan B. Krueger**, Professor of Economics and Public Affairs, Princeton University

**Lex K. Larson**, President, Employment Law Research, Inc.

**John H. Lewis**, Attorney and Consultant, Boca Raton, FL; President, USA-Integrated Health, Inc.

**Barry L. Llewellyn**, Senior Divisional Executive, Regulatory Services, National Council on Compensation Insurance

**Jerry L. Mashaw**, Sterling Professor of Law and Management, Yale Law School

**Paul Mattera**, Senior Vice President and Chief Public Affairs Officer, Liberty Mutual

**Robin R. Obetz**, Of Counsel, Vorys, Sater, Seymour & Pease, LLP, Columbus, OH

**Eric J. Oxfeld**, President, UWC-Strategic Services on Unemployment & Workers' Compensation

**Tom Rankin**, Former President, California Labor Federation, AFL-CIO

**Virginia P. Reno**, Vice President for Income Security, National Academy of Social Insurance

**Timothy P. Schmidle**, New York State Workers' Compensation Board

**Sandra Sinclair**, Associate Scientist and Director, Operations, Institute for Work & Health, Canada

**Emily Spieler**, Dean and Professor of Law, Northeastern University School of Law

**Robert B. Steggert**, Vice President, Casualty Claims, Marriott International, Inc.; and former President, National Council of Self-Insurers

**Terrence J. Sullivan**, President and CEO, Cancer Care Ontario

**Allyn C. Tatum**, Vice President of Claims, Tyson Foods, Inc.; former President IAIABC; former President, National Council of Self-Insurers

**W. Frederick Uehlein**, Founder and Chairman, Insurers' Recovery Group, Inc.

**C. John Urling, Jr.**, Owner, Jack Urling's Publications; Former Commissioner, Pennsylvania Workers' Compensation Appeal Board; Former President IAIABC

**Richard A. Victor**, Executive Director, Workers Compensation Research Institute

**Paul C. Weiler**, Henry J. Friendly Professor of Law, Harvard Law School

**Edward M. Welch**, Director, Workers' Compensation Center, Michigan State University

**Melvin S. Witt**, Editor, *California Workers' Compensation Reporter*

**Bruce C. Wood**, Assistant General Counsel, American Insurance Association

# Workers' Compensation Costs for Employers 1986 to 2005

by John F. Burton, Jr.

The employers' costs of worker' compensation as a percent of payroll increased in 2005 for the fourth consecutive year. However, the rate of increase slowed markedly for private industry employees and for all non-federal employees compared to recent years. Only for state and local government employees did the increase in workers' compensation costs accelerate in 2005, which resulted in costs as a percent of payroll reaching a record high in the sector.

These findings are based on data from the Bureau of Labor Statistics (BLS), which recently released information on the employers' costs of workers' compensation in December 2005. Similar information is available for private sector employees for each March between 1986 and 2001, as shown in Tables 1 and 2. The tables also provide information on the employers' costs of workers' compensation for each March between 1991 and 2001 for state and local government employees and for all non-federal employees.

The BLS has published data on the employers' costs of workers' compensation in the private sector, the state and local government sector, and for all non-federal employers on a quarterly basis since March 2002, as shown in Tables 3 and 4. These quarterly data have been used to calculate the annual averages of workers' compensation costs for 2002 to 2005 included in Tables 3 and 4.

Tables 1 to 4 present information on two measures of the employers' costs of workers' compensation: in

costs per hour worked (which is how the BLS reports the data) and in costs as a percentage of payroll (which were calculated for this article). Information on the BLS survey and the methodology used to prepare the information in this article are contained in Appendix A.

## ANNUAL DATA

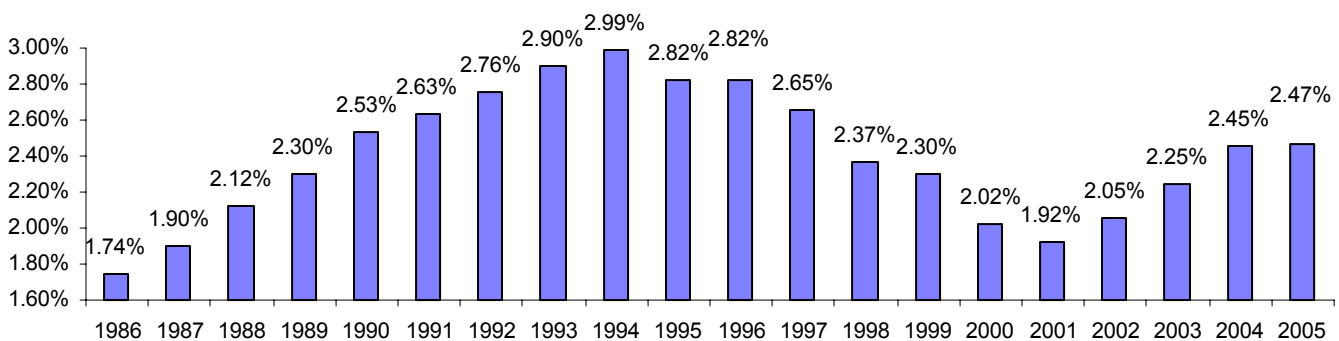
The analysis in this section uses the BLS March data (from Tables 1 and 2) as the measures of workers' compensation costs through 2001 since those are the only data for those years. For 2002-05, the analysis relies on the annual averages of BLS data (from Tables 3 and 4) as the measure of workers' compensation costs for those years.<sup>1</sup>

## Workers' Compensation Costs As A Percent of Payroll

For reasons explicated in the concluding section, I believe the most useful measure of employers' expenditures on workers' compensation is workers' compensation costs as a percent of payroll.

**Private Sector Employees.** The employers' costs of workers' compensation as a percent of gross earnings (payroll) for private sector employees from 1986 to 2005 are shown in Figure A and in Panel A of Tables 1 to 4. Employers' expenditures on workers' compensation in private industry represented 1.74 percent of payroll in 1986, increased in each of the next eight years until peaking at 2.99 percent of payroll in 1994, and

**Figure A - Workers' Compensation Costs as a Percentage of Gross Earnings, Private Industry Employees, 1986-2005**



**Source:** Tables 1, 2, 3, and 4.

**Note:** Data for 2002-2005 are annual averages; data for earlier years are for March.

**Table 1 - Total Remuneration, Wages and Salaries, and Workers' Compensation, March 1986-1993**  
(In Dollars Per Hours Worked)

<b>Panel A: Private Industry Employees</b>		<b>1986</b>	<b>1987</b>	<b>1988</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>
(1)	Total Remuneration	13.25	13.42	13.79	14.28	14.96	15.40	16.14	16.70
(2)	Gross Earnings	10.90	11.08	11.32	11.72	12.24	12.55	13.06	13.43
(3)	Wages and Salaries	9.67	9.83	10.02	10.38	10.84	11.14	11.58	11.90
(4)	Paid Leave	0.93	0.93	0.97	1.00	1.03	1.05	1.09	1.11
(5)	Supplemental Pay	0.30	0.32	0.33	0.34	0.37	0.36	0.39	0.42
(6)	Benefits Other Than Pay	2.36	2.35	2.47	2.56	2.72	2.85	3.07	3.26
(7)	Insurance	0.73	0.72	0.78	0.85	0.92	1.01	1.12	1.19
(8)	Retirement Benefits	0.50	0.48	0.45	0.42	0.45	0.44	0.46	0.48
(9)	Legally Required Benefits	1.11	1.13	1.22	1.27	1.35	1.40	1.47	1.55
(9A)	Workers' Compensation	(0.19)	(0.21)	(0.24)	(0.27)	(0.31)	(0.33)	(0.36)	(0.39)
(10)	Other Benefits	0.02	0.02	0.02	0.02	*	*	0.02	0.04
(11)	Workers' Compensation as Percent of Remuneration	1.43%	1.56%	1.74%	1.89%	2.07%	2.14%	2.23%	2.34%
(12)	Workers' Compensation as Percent of Gross Earnings	1.74%	1.90%	2.12%	2.30%	2.53%	2.63%	2.76%	2.90%
<b>Panel B: State and Local Employees</b>							<b>1991</b>	<b>1992</b>	<b>1993</b>
(1)	Total Remuneration						22.31	23.49	24.44
(2)	Gross Earnings						17.48	18.40	19.07
(3)	Wages and Salaries						15.52	16.39	17.00
(4)	Paid Leave						1.75	1.80	1.86
(5)	Supplemental Pay						0.21	0.21	0.21
(6)	Benefits Other Than Pay						4.84	5.08	5.36
(7)	Insurance						1.63	1.84	2.02
(8)	Retirement Benefits						1.85	1.82	1.87
(9)	Legally Required Benefits						1.34	1.40	1.44
(9A)	Workers' Compensation						(0.26)	(0.28)	(0.30)
(10)	Other Benefits						0.02	0.02	0.03
(11)	Workers' Compensation as Percent of Remuneration						1.17%	1.19%	1.23%
(12)	Workers' Compensation as Percent of Gross Earnings						1.49%	1.52%	1.57%
<b>Panel C: All Non-Federal Employees</b>							<b>1991</b>	<b>1992</b>	<b>1993</b>
(1)	Total Remuneration						16.45	17.27	17.88
(2)	Gross Earnings						13.30	13.89	14.29
(3)	Wages and Salaries						11.81	12.33	12.68
(4)	Paid Leave						1.16	1.20	1.22
(5)	Supplemental Pay						0.33	0.36	0.39
(6)	Benefits Other Than Pay						3.16	3.38	3.59
(7)	Insurance						1.10	1.23	1.32
(8)	Retirement Benefits						0.65	0.67	0.70
(9)	Legally Required Benefits						1.39	1.46	1.53
(9A)	Workers' Compensation						(0.32)	(0.35)	(0.38)
(10)	Other Benefits						0.02	0.02	0.04
(11)	Workers' Compensation as Percent of Remuneration						1.95%	2.03%	2.13%
(12)	Workers' Compensation as Percent of Gross Earnings						2.41%	2.52%	2.66%

**Notes:** See Notes for Tables 1-4.

**Sources:** Data in rows (1), (3) to (5), and (7) to (10) of Panels A, B, and C:  
**1986-1990:** U.S. Department of Labor, 2000b, Tables 140, 150, 158, 165, 169  
**1991-1993:** U.S. Department of Labor, 2000b, Tables 1, 3, 5, 17, 19, 21, 33, 35, 37, 49, 51, 53, 65, 67, 69, 81, 83, 85, 97, 99, 101, 112, 114, 116, 126, 128, 130

**Table 2 - Total Remuneration, Wages and Salaries, and Workers' Compensation, March 1996-2001**  
(In Dollars Per Hours Worked)

<b>Panel A: Private Industry Employees</b>		<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>
(1)	Total Remuneration	17.08	17.10	17.49	17.97	18.50	19.00	19.85	20.81
(2)	Gross Earnings	13.69	13.81	14.19	14.69	15.19	15.62	16.37	17.16
(3)	Wages and Salaries	12.14	12.25	12.58	13.04	13.47	13.87	14.49	15.18
(4)	Paid Leave	1.11	1.09	1.12	1.14	1.16	1.20	1.28	1.37
(5)	Supplemental Pay	0.44	0.47	0.49	0.51	0.56	0.55	0.60	0.61
(6)	Benefits Other Than Pay	3.39	3.29	3.31	3.29	3.31	3.38	3.48	3.65
(7)	Insurance	1.23	1.15	1.14	1.09	1.10	1.13	1.19	1.28
(8)	Retirement Benefits	0.52	0.52	0.55	0.55	0.55	0.57	0.59	0.62
(9)	Legally Required Benefits	1.60	1.59	1.59	1.62	1.63	1.65	1.67	1.73
(9A)	Workers' Compensation	(0.41)	(0.39)	(0.40)	(0.39)	(0.36)	(0.36)	(0.33)	(0.33)
(10)	Other Benefits	0.04	0.03	0.03	0.03	0.03	0.03	0.03	0.02
(11)	Workers' Compensation as Percent of Remuneration	2.40%	2.28%	2.29%	2.17%	1.95%	1.89%	1.66%	1.59%
(12)	Workers' Compensation as Percent of Gross Earnings	2.99%	2.82%	2.82%	2.65%	2.37%	2.30%	2.02%	1.92%
<b>Panel B: State and Local Employees</b>		<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>
(1)	Total Remuneration	25.27	24.86	25.73	26.58	27.28	28.00	29.05	30.06
(2)	Gross Earnings	19.71	19.48	20.16	20.90	21.53	22.19	23.08	23.94
(3)	Wages and Salaries	17.57	17.31	17.95	18.61	19.19	19.78	20.57	21.34
(4)	Paid Leave	1.94	1.95	1.99	2.06	2.11	2.17	2.26	2.34
(5)	Supplemental Pay	0.20	0.22	0.22	0.23	0.23	0.24	0.25	0.26
(6)	Benefits Other Than Pay	5.57	5.38	5.56	5.69	5.76	5.81	5.97	6.13
(7)	Insurance	2.15	2.03	2.07	2.09	2.15	2.22	2.38	2.56
(8)	Retirement Benefits	1.90	1.78	1.90	1.95	1.94	1.91	1.84	1.73
(9)	Legally Required Benefits	1.49	1.55	1.56	1.61	1.63	1.64	1.70	1.78
(9A)	Workers' Compensation	(0.31)	(0.31)	(0.31)	(0.30)	(0.30)	(0.30)	(0.31)	(0.34)
(10)	Other Benefits	0.03	0.02	0.03	0.04	0.04	0.04	0.05	0.06
(11)	Workers' Compensation as Percent of Remuneration	1.23%	1.25%	1.20%	1.13%	1.10%	1.07%	1.07%	1.13%
(12)	Workers' Compensation as Percent of Gross Earnings	1.57%	1.59%	1.54%	1.44%	1.39%	1.35%	1.34%	1.42%
<b>Panel C: All Non-Federal Employees</b>		<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>
(1)	Total Remuneration	18.30	18.21	18.68	19.22	19.76	20.29	21.16	22.15
(2)	Gross Earnings	14.58	14.62	15.05	15.59	16.11	16.57	17.33	18.14
(3)	Wages and Salaries	12.95	12.98	13.36	13.85	14.30	14.72	15.36	16.07
(4)	Paid Leave	1.23	1.21	1.24	1.27	1.30	1.34	1.42	1.51
(5)	Supplemental Pay	0.40	0.43	0.45	0.47	0.51	0.51	0.55	0.56
(6)	Benefits Other Than Pay	3.72	3.59	3.64	3.63	3.66	3.73	3.83	4.00
(7)	Insurance	1.37	1.28	1.27	1.23	1.25	1.29	1.36	1.46
(8)	Retirement Benefits	0.73	0.70	0.75	0.75	0.75	0.76	0.77	0.78
(9)	Legally Required Benefits	1.58	1.58	1.59	1.62	1.63	1.65	1.67	1.73
(9A)	Workers' Compensation	(0.39)	(0.38)	(0.38)	(0.38)	(0.35)	(0.35)	(0.33)	(0.34)
(10)	Other Benefits	0.04	0.03	0.03	0.03	0.03	0.03	0.03	0.03
(11)	Workers' Compensation as Percent of Remuneration	2.13%	2.09%	2.03%	1.98%	1.77%	1.72%	1.56%	1.53%
(12)	Workers' Compensation as Percent of Gross Earnings	2.67%	2.60%	2.52%	2.44%	2.17%	2.11%	1.90%	1.87%

**Notes:** See Notes for Tables 1-4.

**Sources:** Data in rows (1), (3) to (5), and (7) to (10) of Panels A, B, and C:  
**1994-1999:** U.S. Department of Labor, 2000b, Tables 1, 3, 5, 17, 19, 21, 33, 35, 37, 49, 51, 53, 65, 67, 69, 81, 83, 85, 97, 99, 101, 112, 114, 116, 126, 128, 130  
**2000:** U.S. Department of Labor, 2000c, Tables 1, 3, and 5.  
**2001:** U.S. Department of Labor, 2001, Tables 1, 3, and 5.

**Table 3 - Total Remuneration, Wages and Salaries, and Workers' Compensation, Quarterly March 2002 - December 2005**  
(In Dollars Per Hours Worked)

		March	June	Sept.	Dec.	2002	March	June	Sept.	Dec.	2003
		2002	2002	2002	2002	Average	2003	2003	2003	2003	Average
<b>Panel A: Private Industry Employees</b>											
(1)	Total Remuneration	21.71	21.83	22.01	22.14	21.92	22.37	22.61	22.84	22.92	22.69
(2)	Gross Earnings	17.86	17.94	18.05	18.16	18.00	18.26	18.41	18.59	18.61	18.47
(3)	Wages and Salaries	15.80	15.90	16.00	16.08	15.95	16.15	16.31	16.46	16.49	16.35
(4)	Paid Leave	1.44	1.44	1.45	1.47	1.45	1.47	1.46	1.48	1.48	1.47
(5)	Supplemental Pay	0.62	0.60	0.60	0.61	0.61	0.64	0.64	0.65	0.64	0.64
(6)	Benefits Other Than Pay	3.86	3.89	3.95	3.98	3.92	4.11	4.20	4.25	4.31	4.22
(7)	Insurance	1.40	1.42	1.45	1.46	1.43	1.52	1.57	1.59	1.62	1.58
(8)	Retirement Benefits	0.63	0.62	0.63	0.64	0.63	0.67	0.67	0.68	0.70	0.68
(9)	Legally Required Benefits	1.80	1.82	1.84	1.85	1.83	1.89	1.93	1.95	1.96	1.93
(9A)	Workers' Compensation	(0.35)	(0.37)	(0.38)	(0.38)	(0.37)	(0.40)	(0.41)	(0.42)	(0.43)	(0.42)
(10)	Other Benefits	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03
(11)	Workers' Compensation as Percent of Remuneration	1.61%	1.69%	1.73%	1.72%	1.69%	1.79%	1.81%	1.84%	1.88%	1.83%
(12)	Workers' Compensation as Percent of Gross Earnings	1.96%	2.06%	2.11%	2.09%	2.05%	2.19%	2.23%	2.26%	2.31%	2.25%
<b>Panel B: State and Local Employees</b>											
(1)	Total Remuneration	31.29	31.20	31.89	32.32	31.68	32.62	32.99	33.62	33.91	33.29
(2)	Gross Earnings	24.83	24.72	25.17	25.46	25.05	25.66	25.96	26.26	26.43	26.08
(3)	Wages and Salaries	22.14	22.00	22.40	22.68	22.31	22.85	23.14	23.42	23.56	23.24
(4)	Paid Leave	2.43	2.45	2.49	2.49	2.47	2.51	2.52	2.55	2.58	2.54
(5)	Supplemental Pay	0.26	0.27	0.28	0.29	0.28	0.30	0.30	0.29	0.29	0.30
(6)	Benefits Other Than Pay	6.46	6.47	6.72	6.85	6.63	6.96	7.02	7.36	7.48	7.21
(7)	Insurance	2.82	2.85	2.96	3.02	2.91	3.12	3.16	3.32	3.39	3.25
(8)	Retirement Benefits	1.74	1.72	1.81	1.84	1.78	1.85	1.86	1.99	2.03	1.93
(9)	Legally Required Benefits	1.84	1.84	1.89	1.92	1.87	1.93	1.94	1.98	1.99	1.96
(9A)	Workers' Compensation	(0.34)	(0.35)	(0.36)	(0.37)	(0.36)	(0.36)	(0.37)	(0.38)	(0.38)	(0.37)
(10)	Other Benefits	0.06	0.06	0.06	0.07	0.06	0.06	0.06	0.07	0.07	0.07
(11)	Workers' Compensation as Percent of Remuneration	1.09%	1.12%	1.13%	1.14%	1.12%	1.10%	1.12%	1.13%	1.12%	1.12%
(12)	Workers' Compensation as Percent of Gross Earnings	1.37%	1.42%	1.43%	1.45%	1.42%	1.40%	1.43%	1.45%	1.44%	1.43%
<b>Panel C: All Non-Federal Employees</b>											
(1)	Total Remuneration	23.15	23.20	23.44	23.66	23.36	23.93	24.19	24.48	24.59	24.30
(2)	Gross Earnings	18.91	18.92	19.09	19.24	19.04	19.39	19.57	19.76	19.80	19.63
(3)	Wages and Salaries	16.76	16.78	16.93	17.06	16.88	17.17	17.35	17.52	17.56	17.40
(4)	Paid Leave	1.59	1.59	1.60	1.62	1.60	1.63	1.63	1.64	1.65	1.64
(5)	Supplemental Pay	0.56	0.55	0.56	0.56	0.56	0.59	0.59	0.60	0.59	0.59
(6)	Benefits Other Than Pay	4.24	4.26	4.35	4.41	4.32	4.54	4.64	4.73	4.78	4.67
(7)	Insurance	1.61	1.63	1.67	1.69	1.65	1.77	1.81	1.86	1.88	1.83
(8)	Retirement Benefits	0.80	0.78	0.80	0.82	0.80	0.85	0.86	0.88	0.90	0.87
(9)	Legally Required Benefits	1.80	1.82	1.85	1.86	1.83	1.89	1.93	1.95	1.96	1.93
(9A)	Workers' Compensation	(0.35)	(0.36)	(0.38)	(0.38)	(0.37)	(0.39)	(0.41)	(0.42)	(0.42)	(0.41)
(10)	Other Benefits	0.03	0.03	0.03	0.04	0.03	0.03	0.04	0.04	0.04	0.04
(11)	Workers' Compensation as Percent of Remuneration	1.51%	1.55%	1.62%	1.61%	1.57%	1.63%	1.69%	1.72%	1.71%	1.69%
(12)	Workers' Compensation as Percent of Gross Earnings	1.85%	1.90%	1.99%	1.98%	1.93%	2.01%	2.10%	2.13%	2.12%	2.09%

**Notes:** See Notes for Tables 1-4.

**Sources:** Data in rows (1), (3) to (5), and (7) to (10) of Panels A, B, and C:

**March 2002:** U.S. Department of Labor, 2002a, Tables 1, 3, and 5.

**June 2002:** U.S. Dept. of Labor, 2002b, Tables 1, 3, and 5.

**September 2002:** U.S. Dept. of Labor, 2002c, Tables 1, 3, and 5.

**December 2002:** U.S. Dept. of Labor, 2003a, Tables 1, 3, and 5.

**March 2003:** U.S. Dept. of Labor, 2003b, Tables 1, 3, and 5.

**June 2003:** U.S. Dept. of Labor, 2003c, Tables 1, 3, and 5.

**September 2003:** U.S. Dept. of Labor, 2003d, Tables 1, 3, and 5.

**December 2003:** U.S. Dept. of Labor, 2004, Tables 1, 3, and 5.

**Table 4 - Total Remuneration, Wages and Salaries, and Workers' Compensation, Quarterly Since March 2004  
(In Dollars Per Hours Worked)**

		March 2004	June 2004	Sept. 2004	Dec. 2004	2004 Average	March 2005	June 2005	Sept. 2005	Dec. 2005	2005 Average
<b>Panel A: Private Industry Employees</b>											
(1)	Total Remuneration	23.29	23.41	23.76	23.90	23.59	24.17	24.24	24.34	24.71	24.37
(2)	Gross Earnings	18.80	18.84	19.13	19.21	19.00	19.37	19.44	19.49	19.84	19.54
(3)	Wages and Salaries	16.64	16.71	16.96	17.02	16.83	17.15	17.21	17.23	17.51	17.28
(4)	Paid Leave	1.50	1.49	1.52	1.53	1.51	1.54	1.54	1.55	1.61	1.56
(5)	Supplemental Pay	0.66	0.64	0.65	0.66	0.65	0.68	0.69	0.71	0.72	0.70
(6)	Benefits Other Than Pay	4.50	4.56	4.64	4.70	4.60	4.80	4.80	4.86	4.88	4.84
(7)	Insurance	1.65	1.66	1.68	1.70	1.67	1.76	1.76	1.78	1.81	1.78
(8)	Retirement Benefits	0.80	0.82	0.85	0.88	0.84	0.90	0.88	0.90	0.89	0.89
(9)	Legally Required Benefits	2.01	2.04	2.07	2.08	2.05	2.10	2.12	2.14	2.14	2.13
(9A)	Workers' Compensation	(0.45)	(0.47)	(0.47)	(0.47)	(0.47)	(0.48)	(0.48)	(0.49)	(0.48)	(0.48)
(10)	Other Benefits	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
(11)	Workers' Compensation as Percent of Remuneration	1.93%	2.01%	1.98%	1.97%	1.97%	1.99%	1.98%	2.01%	1.94%	1.98%
(12)	Workers' Compensation as Percent of Gross Earnings	2.39%	2.49%	2.46%	2.45%	2.45%	2.48%	2.47%	2.51%	2.42%	2.47%
<b>Panel B: State and Local Employees</b>											
(1)	Total Remuneration	34.21	34.13	34.72	35.16	34.56	35.50	35.46	36.16	36.55	35.92
(2)	Gross Earnings	26.59	26.44	26.78	27.07	26.72	27.25	27.18	27.56	27.86	27.46
(3)	Wages and Salaries	23.69	23.52	23.83	24.10	23.79	24.26	24.17	24.52	24.83	24.45
(4)	Paid Leave	2.60	2.61	2.64	2.66	2.63	2.68	2.69	2.72	2.72	2.70
(5)	Supplemental Pay	0.30	0.31	0.31	0.31	0.31	0.31	0.32	0.32	0.31	0.32
(6)	Benefits Other Than Pay	7.62	7.68	7.94	8.07	7.83	8.25	8.28	8.59	8.69	8.45
(7)	Insurance	3.48	3.51	3.62	3.68	3.57	3.76	3.79	3.94	3.98	3.87
(8)	Retirement Benefits	2.07	2.12	2.23	2.28	2.18	2.34	2.33	2.48	2.51	2.42
(9)	Legally Required Benefits	2.02	2.00	2.04	2.06	2.03	2.10	2.11	2.12	2.15	2.12
(9A)	Workers' Compensation	(0.39)	(0.40)	(0.41)	(0.41)	(0.40)	(0.44)	(0.46)	(0.45)	(0.47)	(0.46)
(10)	Other Benefits	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
(11)	Workers' Compensation as Percent of Remuneration	1.14%	1.17%	1.18%	1.17%	1.16%	1.24%	1.30%	1.24%	1.29%	1.27%
(12)	Workers' Compensation as Percent of Gross Earnings	1.47%	1.51%	1.53%	1.51%	1.51%	1.61%	1.69%	1.63%	1.69%	1.66%
<b>Panel C: All Non-Federal Employees</b>											
(1)	Total Remuneration	24.95	24.96	25.36	25.57	25.21	25.87	25.86	26.05	26.46	26.06
(2)	Gross Earnings	19.97	19.95	20.24	20.37	20.13	20.56	20.55	20.65	21.02	20.70
(3)	Wages and Salaries	17.71	17.70	17.96	18.07	17.86	18.22	18.21	18.28	18.59	18.33
(4)	Paid Leave	1.66	1.66	1.68	1.70	1.68	1.72	1.70	1.72	1.77	1.73
(5)	Supplemental Pay	0.60	0.59	0.60	0.60	0.60	0.62	0.64	0.65	0.66	0.64
(6)	Benefits Other Than Pay	4.97	5.01	5.11	5.18	5.07	5.31	5.30	5.40	5.45	5.37
(7)	Insurance	1.93	1.93	1.96	1.99	1.95	2.06	2.05	2.10	2.13	2.09
(8)	Retirement Benefits	0.99	1.01	1.05	1.08	1.03	1.11	1.09	1.13	1.13	1.12
(9)	Legally Required Benefits	2.01	2.03	2.06	2.07	2.04	2.10	2.12	2.13	2.15	2.13
(9A)	Workers' Compensation	(0.44)	(0.46)	(0.46)	(0.46)	(0.46)	(0.47)	(0.48)	(0.48)	(0.48)	(0.48)
(10)	Other Benefits	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
(11)	Workers' Compensation as Percent of Remuneration	1.76%	1.84%	1.81%	1.80%	1.80%	1.82%	1.86%	1.84%	1.81%	1.83%
(12)	Workers' Compensation as Percent of Gross Earnings	2.20%	2.31%	2.27%	2.26%	2.26%	2.29%	2.34%	2.32%	2.28%	2.31%

**Notes:** See Notes for Tables 1-4.

**Sources:** **Data in Panel A:** U.S. Department of Labor, 2006, Table 9.  
**Data in Panel B:** U.S. Department of Labor, 2006, Table 5.  
**Data in Panel C:** U.S. Department of Labor, 2006, Table 1.

### Notes for Tables 1- 4

**Notes:** \* = \$0.01 or less

- (1) Table 1 and the text of this article use the term “remuneration” in place of the term “compensation” that is used in the BLS publications, and use the term “All non-federal Employees” in place of the term “Civilian Workers” that is used in the BLS publications.
- (2) Total remuneration (row 1) = gross earnings (row 2) + benefits other than pay (row 6).
- (3) Gross earnings (row 2) = wages and salaries (row 3) + paid leave (row 4) + supplemental pay (row 5).
- (4) Benefits other than pay (row 6) = insurance (row 7) + retirement benefits (row 8) + legally required benefits (row 9) + other benefits (row 10).
- (5) Workers’ compensation (row 9A) is one of the legally required benefits (row 9).
- (6) Workers’ compensation as percent of remuneration (row 11) = workers compensation (row 9A)/total remuneration (row 1).
- (7) Workers’ compensation as percent of gross earnings (row 12) = workers’ compensation (row 9A)/gross earnings (row 2).
- (8) Results in rows (2), (6), (11), and (12) were calculated by Florence Blum and John F. Burton, Jr.

then declined for seven years until reaching 1.92 percent of payroll in 2001. Costs subsequently began to increase, reaching 2.05 percent of payroll in 2002, 2.25 percent of payroll in 2003, 2.45 percent of payroll in 2004, and 2.47 percent of payroll in 2005.

**State and Local Government Employees.** The employers’ costs of workers’ compensation as a percent of payroll for employees in the state and local government sector from 1991 to 2005 are shown in Figure B and Panel B of Tables 1 to 4. This sector’s workers’ compensation costs started at 1.49 percent of payroll in 1991, increased until reaching 1.59 percent of payroll in 1995, dropped to 1.34 percent of payroll in 2000, rebounded to 1.42 percent of payroll in 2001 and 2002, and increased to 1.43 percent of payroll in 2003, 1.51 percent of payroll in 2004, and 1.66 percent of payroll in 2005, which represents the highest cost of workers’ compensation in the state and local government sector since the data series began in 1991.

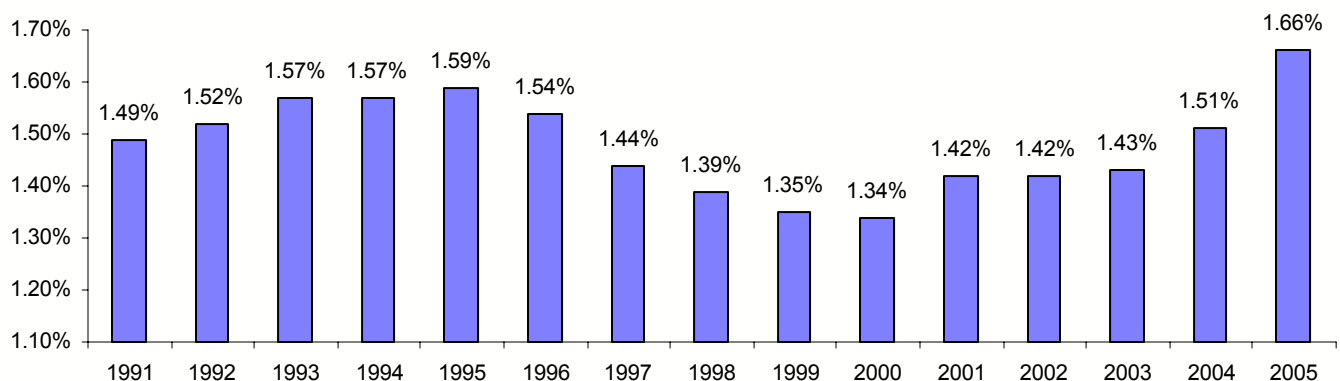
**All Non-Federal Employees.** Workers’ compensation costs for 1991 to 2005 for all non-federal employees, a category that includes private industry employees along with state and local government employees, are presented in Figure C and in Panel C of Tables 1 to 4. Workers’ compensation costs for employers of all non-federal employees represented 2.41 percent of payroll in 1991, increased to a peak of 2.67 percent in 1994, declined from 1994 to 2001, when it was 1.87 percent of payroll, and then increased for four years to 2.31 percent of payroll in 2005.

### Costs Per Hour Worked

An alternative measure of the employers’ costs of workers’ compensation is employers’ expenditures on the program in dollars per hour worked.

**Private Sector Employees.** The employers’ costs of workers’ compensation in dollars per hour worked for

**Figure B - Workers' Compensation Costs as a Percentage of Gross Earnings, State and Local Government Employees, 1991-2005**

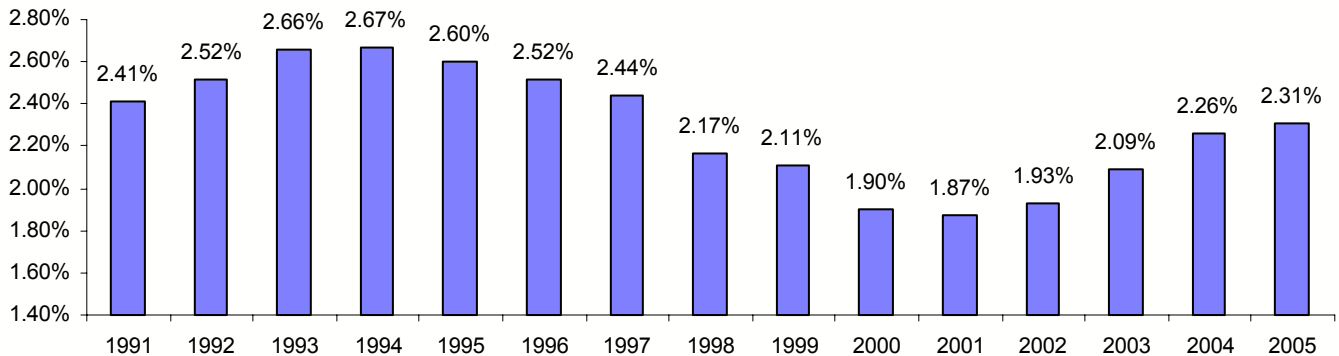


**Source:** Tables 1, 2, 3 and 4.

**Note:** Data for 2002-2005 are annual averages; data for earlier years are for March.



**Figure C - Workers' Compensation Costs as a Percentage of Gross Earnings, All Non-Federal Employees, 1991-2005**



Source: Tables 1, 2, 3, and 4.

Note: Data for 2002-2005 are annual averages; data for earlier years are for March.

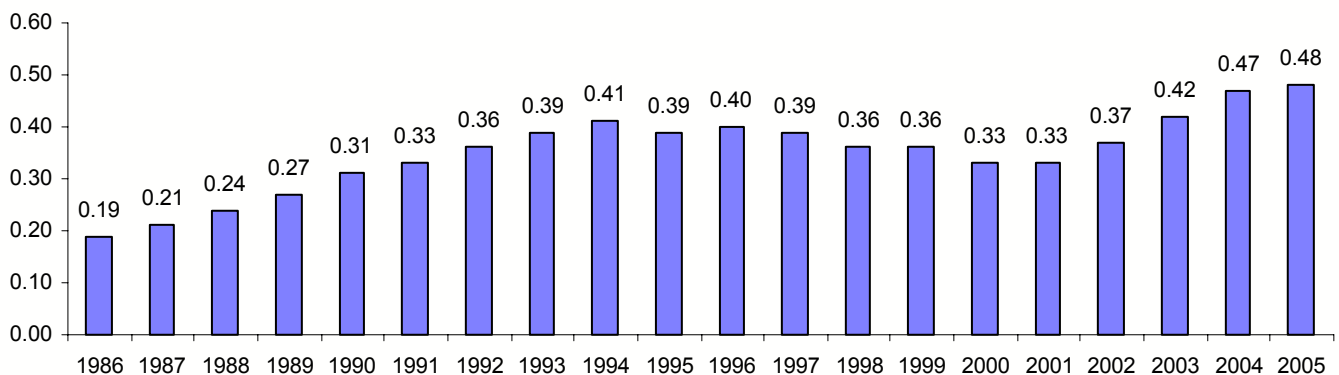
private sector workers from 1986 to 2005 are shown in Figure D and Panel A of Tables 1 to 4. Using this measure of employers' costs, the costs in the private sector began at \$0.19 per hour in 1986, increased to \$0.41 per hour in 1994, declined in most years until reaching \$0.33 per hour in 2000 and 2001, and then increased to \$0.37 per hour in 2002, \$0.42 per hour in 2003, \$0.47 per hour in 2004, and \$0.48 in 2005.

**State and Local Government Employees.** The employers' costs of workers' compensation in dollars per hour worked for workers in the state and local government sector from 1991 to 2005 are shown in Figures E and Panel B of Tables 1 to 4. The employers' costs of workers' compensation per hour worked in the state and local government sector were \$0.26 in 1991 (the first year with data), increased to \$0.31 in 1994, fluctu-

ated in a narrow band between \$0.30 and \$0.31 per hour from 1994 to 2000, and then increased rapidly for five years until costs were \$0.46 per hour worked in 2005.

**All Non-Federal Employees.** The employers' costs of workers' compensation in dollars per hour worked for all non-federal government employees from 1991 to 2005 are shown in Figure F and Panel C of Tables 1 to 4. Workers' compensation costs per hour worked for all non-federal government employees were \$0.32 in 1991 (the first year with data), increased to \$0.39 in 1994, declined to \$0.33 in 2000, and then increased significantly to \$0.37 in 2002, \$0.41 in 2003, and \$0.46 per hour worked in 2004. Employers' costs for all non-federal employees increased moderately in 2005 to \$0.48 per hour worked.

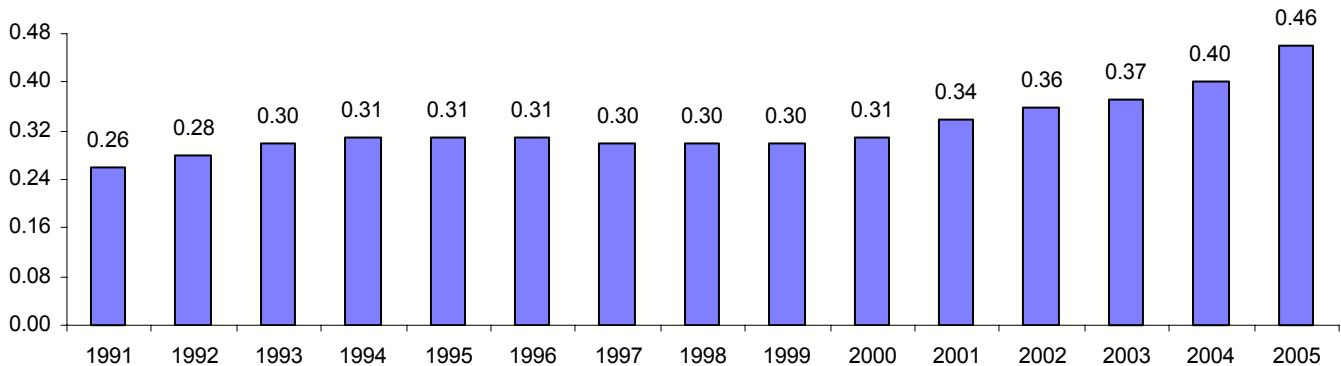
**Figure D - Workers' Compensation Costs for Private Industry Employees, 1986-2005 (In Dollars per Hour Worked)**



Source: Tables 1, 2, 3, and 4.

Note: Data for 2002-2005 are annual averages; data for earlier years are for March.

**Figure E - Workers' Compensation Costs for State and Local Government Employees, 1991-2005 (In Dollars per Hour Worked)**



Source: Tables 1, 2, 3, and 4.

Note: Data for 2002-2005 are annual averages; data for earlier years are for March.

## QUARTERLY DATA

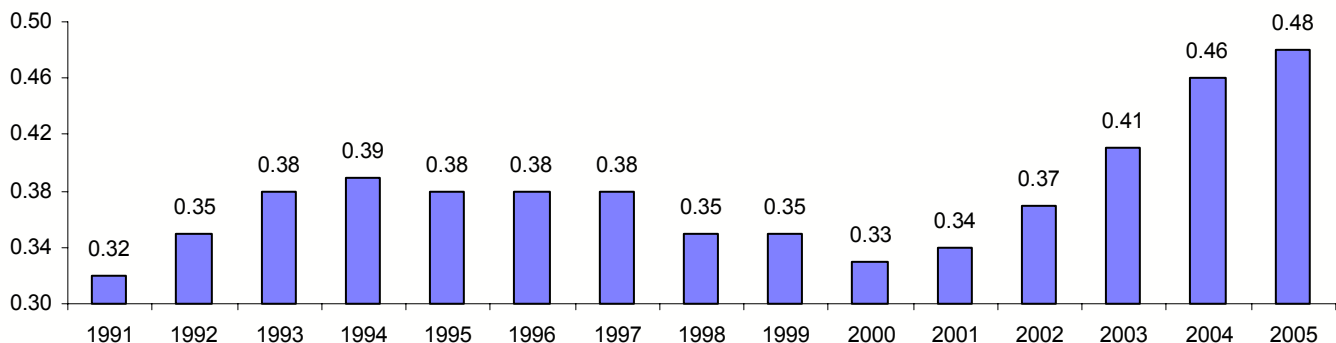
### Workers' Compensation Costs as Percent of Payroll

**Private sector employees.** The trends in workers' compensation costs in the private sector since March 2002 are further documented in Figure G and Panel A of Tables 3 and 4, which present information on the 16 quarters of data available under the new BLS quarterly publication schedule. The employers' costs of 1.96 percent in March 2002 increased until September 2002, dropped slightly in December 2002, and subsequently resumed an increase in every quarter until June 2004, when costs represented 2.49 percent of payroll. Costs for employers in the private sector fluctuated in a rela-

tively narrow range of 2.45 percent to 2.51 percent of payroll between June 2002 and September 2005. Costs then dropped in the last quarter of 2005, reaching 2.42 percent of payroll in December 2005.

**State and Local Government Employees.** The fluctuations in workers' compensation costs in the state and local sector in recent years are evident in the 16 quarters of data available included in Figure H and Panel B of Tables 3 and 4. The employers' costs increased from 1.37 percent of payroll in March 2002 to 1.45 percent of payroll in December 2002, dropped to 1.40 percent of payroll in March 2003, and then matched the previous peak of 1.45 percent of payroll in September 2003, before declining again to 1.44 percent of payroll in December 2003. Cost in the sector then generally increased for eight quarters, reaching a new

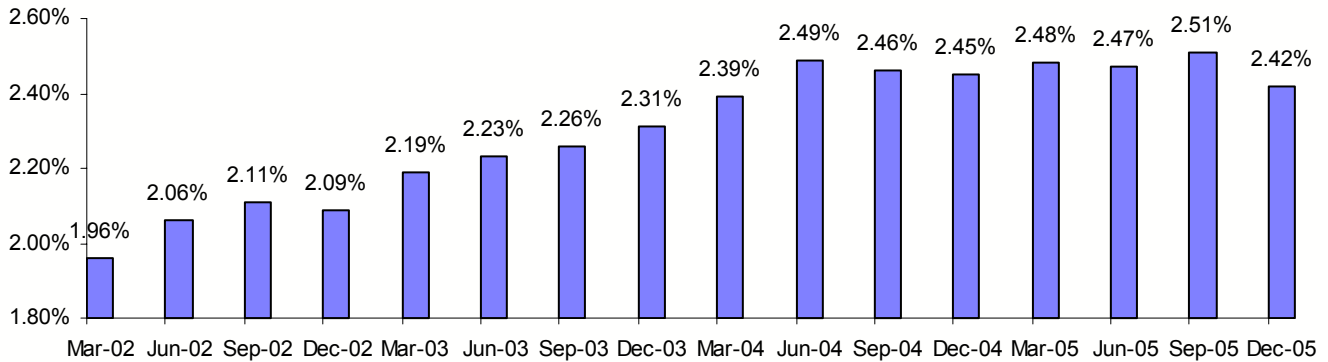
**Figure F - Workers' Compensation Costs for All Non-Federal Employees, 1991-2005 (In Dollars per Hour Worked)**



Source: Tables 1, 2, 3, and 4.

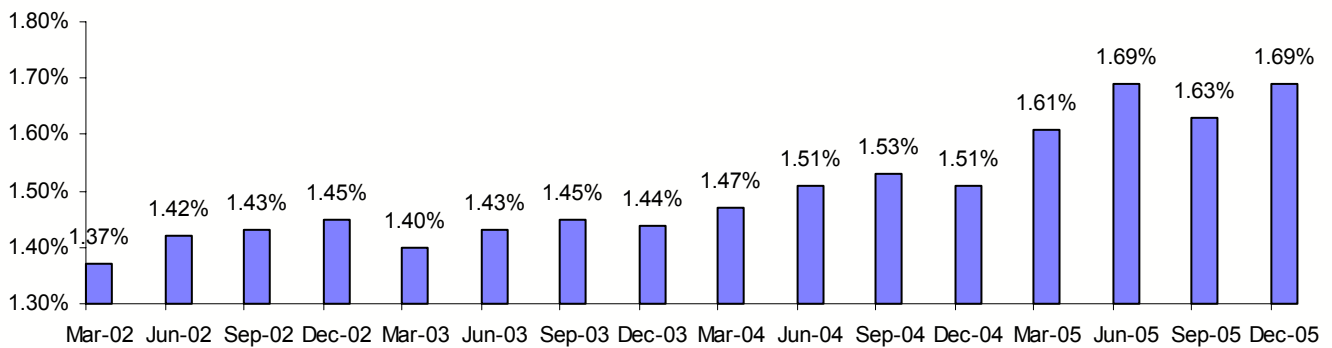
Note: Data for 2002-2005 are annual averages; data for earlier years are for March.

**Figure G**  
**Workers' Compensation Costs as a Percentage of Gross Earnings,**  
**Private Industry Employees, March 2002 - December 2005**



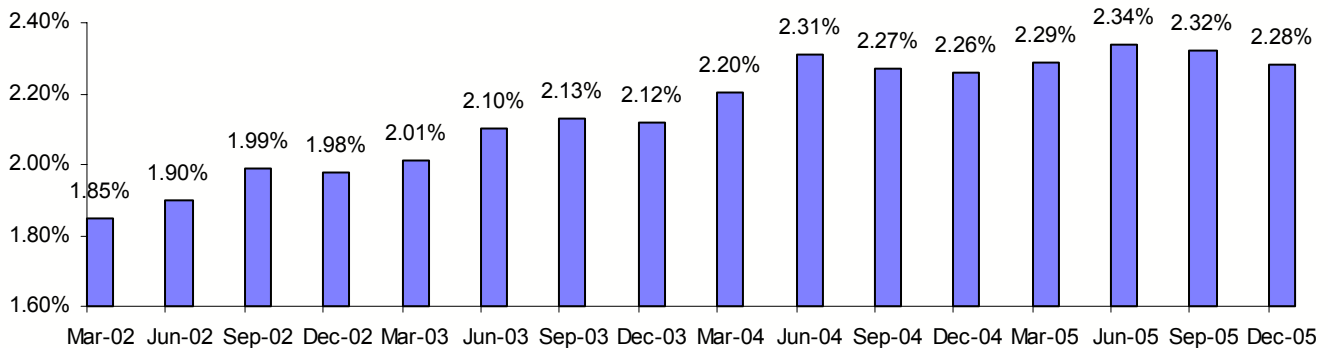
Source: Tables 3 and 4.

**Figure H**  
**Workers' Compensation Costs as a Percentage of Gross Earnings,**  
**State and Local Employees, March 2002 - December 2005**



Source: Tables 3 and 4.

**Figure I**  
**Workers' Compensation Costs as a Percentage of Gross Earnings,**  
**All Non-Federal Employees, March 2002 - December 2005**



Source: Tables 3 and 4.

peak of 1.69 percent of payroll in June 2005, followed by a decline to 1.63 percent of payroll in September 2005 and a rebound to the peak of 1.69 percent of payroll in December 2005.

**All Non-federal Employees.** A general trend towards higher workers' compensation costs for all non-federal employers between 2002 and mid-2004 is shown in the data in Figure I and in Panel C of Tables 3 and 4. The employers' costs of 1.85 percent of payroll in March 2002 was followed by nine quarters of generally increasing costs until costs reached 2.31 percent of payroll in June 2004. Then costs fluctuated until reaching a recent peak of 2.34 percent in June 2005, followed by two quarters of decline through December 2005, when workers' compensation costs were 2.28 percent of payroll.

### Workers' Compensation Costs per Hour Worked

**Private Sector Employees.** The quarterly data indicate that private sector employers expended \$0.35 per hour on workers' compensation in March 2002 and that these expenditures increased almost every quarter until reaching \$0.47 per hour in June 2004 (Figure J and Panel A of Tables 3 and 4). Since June 2004, employers' costs have varied within a narrow range, with costs at \$0.48 per hour worked in December 2005.

**State and Local Government Employees.** The quarterly data indicate that state and local government employers expended \$0.34 per hour on workers' compensation in March 2002 and that these expenditures fluctuated between \$0.36 and \$0.38 per hour between September 2002 and December 2003 (Figure K and Panel B of Tables 3 and 4). Cost then increased significantly in the state and local government sector during 2004 and 2005, reaching \$0.47 per hour worked in December 2005.

**All Non-Federal Employees.** The quarterly data indicate that state and local government employers expended \$0.35 per hour on workers' compensation in March 2002 and that these expenditures increased in most quarters until they reached \$0.46 per hour worked in June 2004, a figure that persisted until December 2004. Costs increased in March 2005 to \$0.47 per hour worked. Then employers' costs for all non-federal employees moved to a new plateau of \$0.48 per hour worked for the final three quarters in 2005 (Figure L and Panel C of Tables 3 and 4).

## RECENT INCREASES IN WORKERS' COMPENSATION COSTS

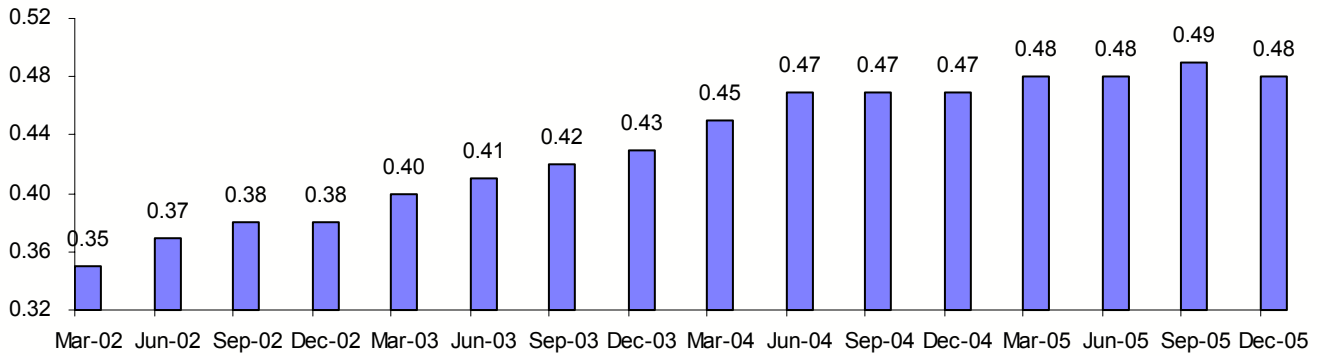
The most comprehensive set of employers represented in the BLS survey are those employing all non-federal employees. For those employers, the low point for employers' costs as a percent of payroll occurred in March 2002, when the costs represented 1.85 percent of payroll. Tables 5 and 6 indicate the increases in workers' compensation costs since March 2002.

### Employer's Costs as a Percent of Payroll

**Private Sector Employees.** The employers' costs of workers' compensation as a percent of payroll increased from 1.96 percent in March 2002 to 2.42 percent of payroll in December 2005 (Figure G and Panel A, Column (1) of Table 5). This represents a cumulative increase of costs of 23.5 percent over the sixteen quarters (Table 5, Panel A, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, private sector employers' costs were 1.96 percent of payroll in March 2002 and 2.19 percent of payroll in March 2003, which represents an 11.7 percent increase in costs over the twelve months (Figure M and Table 5, Panel A, Column (3)). The data indicate that the annual rate of change in the employers' costs of workers' compensation in the private sector was essentially zero during 2005, with two quarters up from the corresponding quarter in 2004 and two down from the same quarter in the previous year. In December 2005, the employers' costs of workers' compensation as a percent of payroll was down 1.2 percent over twelve months.

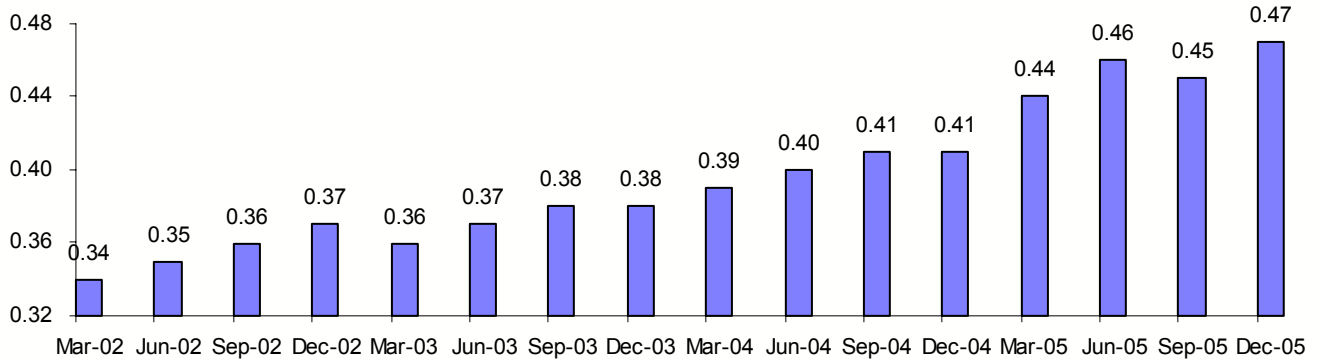
**State and Local Employees.** The employers' costs of workers' compensation as a percent of payroll increased from 1.37 percent of payroll in March 2002 to 1.69 percent of payroll in December 2005 (Figure H and Table 5, Panel B, Column (1)). This represents a cumulative increase in costs of 23.4 percent over sixteen quarters (Table 5, Panel B, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, state and local government sector employers' costs were 1.37 percent of payroll in March 2002 and 1.40 percent of payroll in March 2003, which represents a 2.2 percent increase in costs over the twelve months (Figure N and Table 5, Panel B, Column (3)). The data indicate that the annual rate of change in the employers' costs of workers' compensation in the state and local government sector was relatively steady during 2004, ranging from a 5.6 percent increase from June 2003 to June 2004 to a 4.9 percent increase from December 2003 to December

**Figure J**  
**Workers' Compensation Costs for Private Industry Employees,**  
**March 2002 - December 2005 (in Dollars per Hour Worked)**



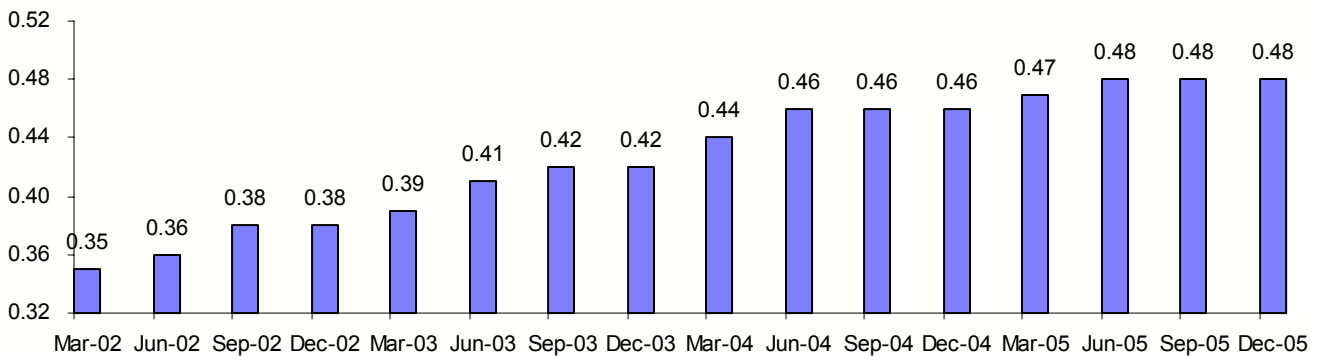
Source: Tables 3 and 4.

**Figure K**  
**Workers' Compensation Costs for State and Local Employees,**  
**March 2002 - June 2005 (in Dollars per Hour Worked)**



Source: Tables 3 and 4.

**Figure L**  
**Workers' Compensation Costs for All Non-Federal Employees,**  
**March 2002 - December 2005 (in Dollars per Hour Worked)**



Source: Tables 3 and 4.

**Table 5 - Employers' Cost of Workers' Compensation as Percent of Gross Earnings (Payroll): Increases Since March 2002**

<b>Panel A: Private Industry Employees</b>			
	<b>Employers' Costs as % of Payroll</b>	<b>Cumulative Increase Since March 2002</b>	<b>Increase Over Twelve Months</b>
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
March 2002	1.96		
June 2002	2.06	5.1%	
September 2002	2.11	7.7%	
December 2002	2.09	6.6%	
March 2003	2.19	11.7%	11.7%
June 2003	2.23	13.8%	8.3%
September 2003	2.26	15.3%	7.1%
December 2003	2.31	17.9%	10.5%
March 2004	2.39	21.9%	9.1%
June 2004	2.49	27.0%	11.7%
September 2004	2.46	25.5%	8.8%
December 2004	2.45	25.0%	6.1%
March 2005	2.48	26.5%	3.8%
June 2005	2.47	26.0%	-0.8%
September 2005	2.51	28.1%	2.0%
December 2005	2.42	23.5%	-1.2%
<b>Panel B: State and Local Employees</b>			
	<b>Employers' Costs as % of Payroll</b>	<b>Cumulative Increase Since March 2002</b>	<b>Increase Over Twelve Months</b>
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
March 2002	1.37		
June 2002	1.42	3.6%	
September 2002	1.43	4.4%	
December 2002	1.45	5.8%	
March 2003	1.40	2.2%	2.2%
June 2003	1.43	4.4%	0.7%
September 2003	1.45	5.8%	1.4%
December 2003	1.44	5.1%	-0.7%
March 2004	1.47	7.3%	5.0%
June 2004	1.51	10.2%	5.6%
September 2004	1.53	11.7%	5.5%
December 2004	1.51	10.2%	4.9%
March 2005	1.61	17.5%	9.5%
June 2005	1.69	23.4%	11.9%
September 2005	1.63	19.0%	6.5%
December 2005	1.69	23.4%	11.9%
<b>Panel C: All Non-Federal Employees</b>			
	<b>Employers' Costs as % of Payroll</b>	<b>Cumulative Increase Since March 2002</b>	<b>Increase Over Twelve Months</b>
	<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
March 2002	1.85		
June 2002	1.90	2.7%	
September 2002	1.99	7.6%	
December 2002	1.98	7.0%	
March 2003	2.01	8.6%	8.6%
June 2003	2.10	13.5%	10.5%
September 2003	2.13	15.1%	7.0%
December 2003	2.12	14.6%	7.1%
March 2004	2.20	18.9%	9.5%
June 2004	2.31	24.9%	10.0%
September 2004	2.27	22.7%	6.6%
December 2004	2.26	22.2%	6.6%
March 2005	2.29	23.8%	4.1%
June 2005	2.34	26.5%	1.3%
September 2005	2.32	25.4%	2.2%
December 2005	2.28	23.2%	0.9%

Source: Column (1) from Tables 3 and 4, Row (12) of Panels A, B, and C.

2004. The annual rate of change in costs in the state and local government sector in 2005 was much higher than in 2004, with costs over the corresponding quarter in the previous varying between 6.5 percent in September 2005 to 11.9 percent in December 2005.

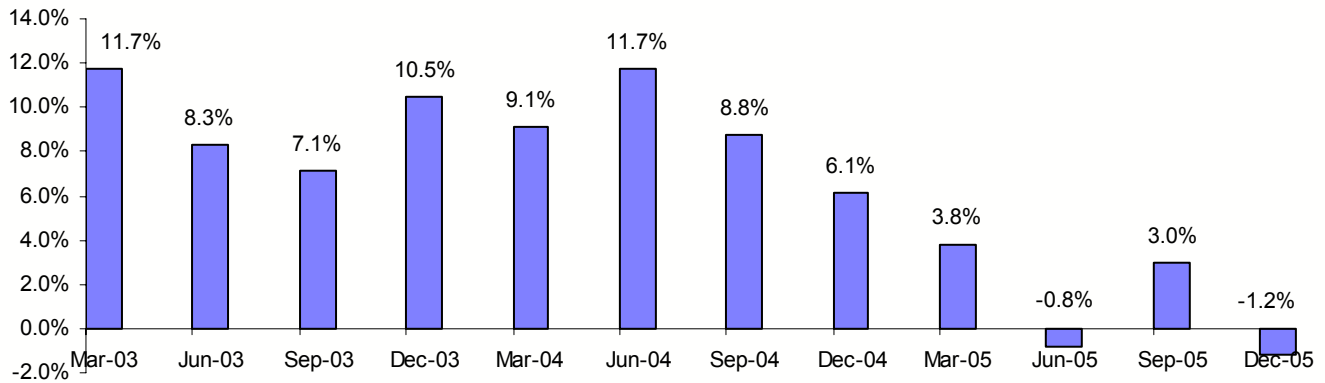
**All Non-Federal Employees.** The employers' costs of workers' compensation as a percent of payroll increased from 1.85 percent of payroll in March 2002 to 2.28 percent of payroll in December 2005 (Figure I and Table 5, Panel C, Column (1)). This represents a cumulative increase of costs of 23.2 percent over the sixteen quarters (Table 5, Panel C, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, all non-federal employers' costs were 1.85 percent of payroll in March 2002 and 2.01 percent of payroll in March 2003, which represents an 8.6 percent increase in costs over the twelve months (Figure O and Table 5, Panel C, Column (3)). The annual rate of increase in the employers' costs of workers' compensation for all non-federal employees were modest during 2005, with costs in December 2005 up only 0.9 percent from the corresponding quarter in 2004.

## Workers' Compensation Costs per Hour Worked

**Private Sector Employees.** The employers' costs of workers' compensation per hour worked increased from \$0.35 in March 2002 to \$0.48 percent of payroll in December 2005 (Figure J and Panel A, Column (1) of Table 6). This represents a cumulative increase of costs of 37.1 percent over the sixteen quarters (Table 6, Panel A, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, private sector employers' costs were \$0.35 per hour in March 2002 and \$0.40 in March 2003, which represents a 14.3 percent increase in costs over the twelve months (Figure P and Table 6, Panel A, Column (3)). The data indicate that the annual rate of increase in the employers' costs of workers' compensation in the private sector generally declined during 2005, continuing a trend towards slower cost increases that began in the last two quarters of 2004. Private sector employers' costs of workers' compensation per hour worked were up 14.6 percent in June 2004 compared to June 2003; six quarters later, in December 2005, costs were only up 2.1 percent relative to December 2004.

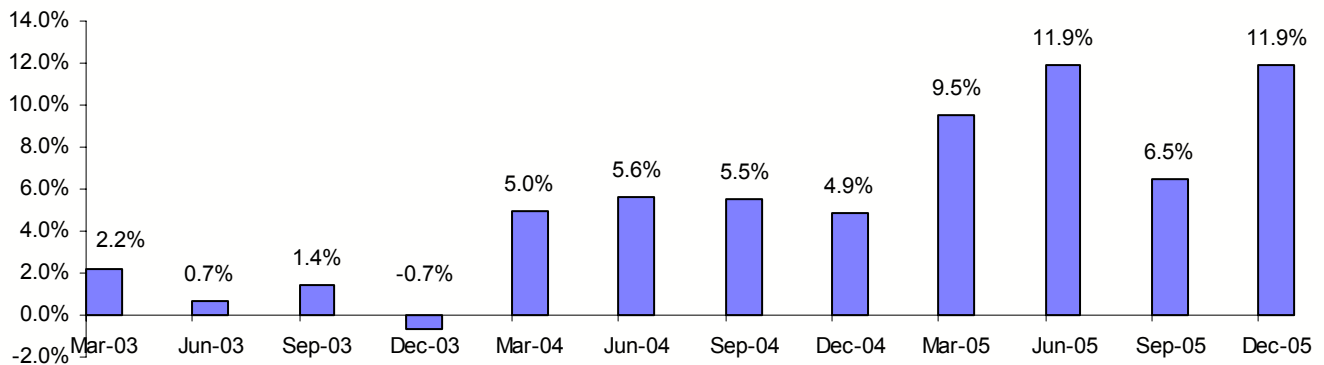
**State and Local Employees.** The employers' costs of workers' compensation per hour worked increased from \$0.34 in March 2002 to \$0.47 in December 2005 (Figure K and Table 6, Panel B, Column (1)).

**Figure M - Workers' Compensation Costs as a Percent of Payroll:  
Annual Percentage Rates of Increase - Private Industry**



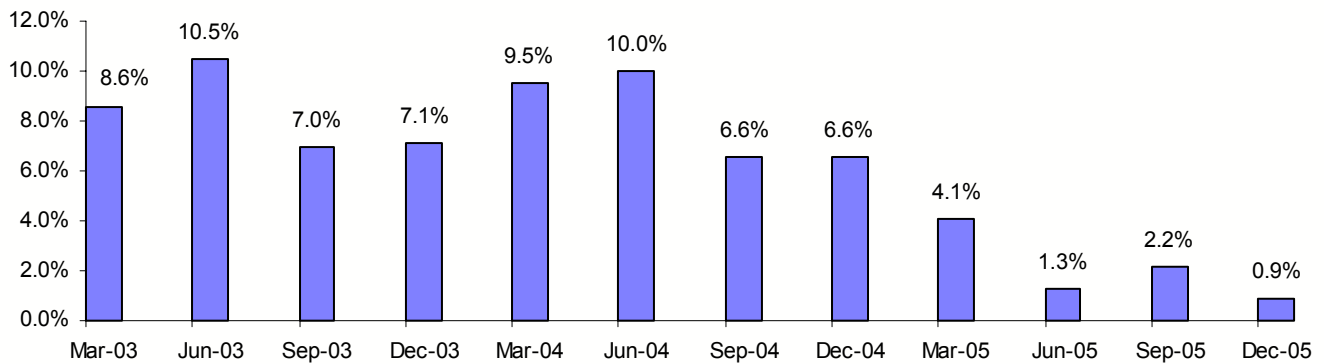
Source: Table 5.

**Figure N - Workers' Compensation Costs as Percent of Payroll:  
Annual Percentage Rates of Increase - State and Local**



Source: Table 5.

**Figure O - Workers' Compensation Costs as Percent of Payroll:  
Annual Percentage Rates of Increase - All Non-Federal**



Source: Table 5.

**Table 6 - Employers' Cost of Workers' Compensation in Dollars Per Hours Worked: Increases Since March 2002**

<b>Panel A: Private Industry Employees</b>			
	<b>Employers' Costs in Dollars (1)</b>	<b>Cumulative Increase Since March 2002 (2)</b>	<b>Increase Over Twelve Months (3)</b>
March 2002	0.35		
June 2002	0.37	5.7%	
September 2002	0.38	8.6%	
December 2002	0.38	8.6%	
March 2003	0.40	14.3%	14.3%
June 2003	0.41	17.1%	10.8%
September 2003	0.42	20.0%	10.5%
December 2003	0.43	22.9%	13.2%
March 2004	0.45	28.6%	12.5%
June 2004	0.47	34.3%	14.6%
September 2004	0.47	34.3%	11.9%
December 2004	0.47	34.3%	9.3%
March 2005	0.48	37.1%	6.7%
June 2005	0.48	37.1%	2.1%
September 2005	0.49	40.0%	4.3%
December 2005	0.48	37.1%	2.1%
<b>Panel B: State and Local Employees</b>			
	<b>Employers' Costs in Dollars (1)</b>	<b>Cumulative Increase Since March 2002 (2)</b>	<b>Increase Over Twelve Months (3)</b>
March 2002	0.34		
June 2002	0.35	2.9%	
September 2002	0.36	5.9%	
December 2002	0.37	8.8%	
March 2003	0.36	5.9%	5.9%
June 2003	0.37	8.8%	5.7%
September 2003	0.38	11.8%	5.6%
December 2003	0.38	11.8%	2.7%
March 2004	0.39	14.7%	8.3%
June 2004	0.40	17.6%	8.1%
September 2004	0.41	20.6%	7.9%
December 2004	0.41	20.6%	7.9%
March 2005	0.44	29.4%	12.8%
June 2005	0.46	35.3%	15.0%
September 2005	0.45	32.4%	9.8%
December 2005	0.47	38.2%	14.6%
<b>Panel C: All Non-Federal Employees</b>			
	<b>Employers' Costs in Dollars (1)</b>	<b>Cumulative Increase Since March 2002 (2)</b>	<b>Increase Over Twelve Months (3)</b>
March 2002	0.35		
June 2002	0.36	2.9%	
September 2002	0.38	8.6%	
December 2002	0.38	8.6%	
March 2003	0.39	11.4%	11.4%
June 2003	0.41	17.1%	13.9%
September 2003	0.42	20.0%	10.5%
December 2003	0.42	20.0%	10.5%
March 2004	0.44	25.7%	12.8%
June 2004	0.46	31.4%	12.2%
September 2004	0.46	31.4%	9.5%
December 2004	0.46	31.4%	9.5%
March 2005	0.47	34.3%	6.8%
June 2005	0.48	37.1%	4.3%
September 2005	0.48	37.1%	4.3%
December 2005	0.48	37.1%	4.3%

Source: Tables 3 and 4.

This represents a cumulative increase of costs of 38.2 percent over sixteen quarters (Table 6, Panel B, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, state and local government sector employers' costs were \$0.34 per hour worked in March 2002 and \$0.36 per hour worked in March 2003, which represents a 5.9 percent increase in costs over the twelve months (Figure Q and Table 6, Panel B, Column (3)). The data indicate that the annual rate of change in the employers' costs of workers' compensation in the state and local government sector was relatively constant in 2004, ranging from only 8.3 percent in the first quarter to 7.9 percent in the last two quarters. In contrast, employers' costs of workers' compensation per hour worked in the state and local government sector increased rapidly in 2005, with costs in December 2005 up 14.8 percent in twelve months.

**All Non-Federal Employees.** The employers' costs of workers' compensation per hour worked increased from \$0.35 in March 2002 to \$0.48 in December 2005 (Figure L and Table 5, Panel C, Column (1)). This represents a cumulative increase of costs of 37.1 percent over the sixteen quarters (Table 5, Panel C, Column (2)). The quarterly data can also be used to calculate annual rates of increase in workers' compensation costs over the preceding year. For example, all non-federal employers' costs were \$0.35 per hour worked in March 2002 and \$0.39 in March 2003, which represents an 11.4 percent increase in costs over the twelve months (Figure R and Table 6, Panel C, Column (3)). The annual rate of increase in the employers' costs of workers' compensation for all non-federal employees declined from 6.8 percent in the first quarter of 2005 to 4.3 percent in the last three quarters of 2005.

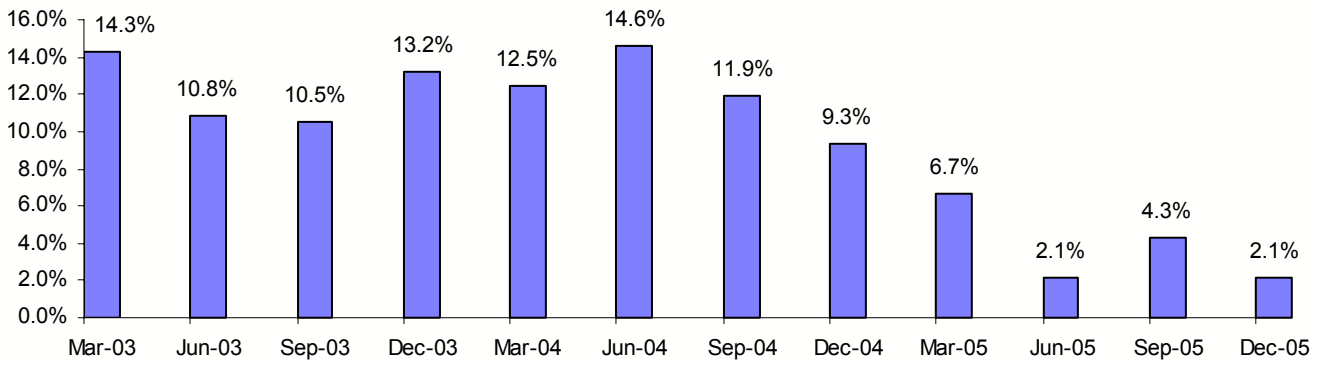
## ANALYSIS

### Employers' Costs in Historical Context

Workers' compensation costs as a percentage of gross earnings (or payroll) is the most common measure of employers' costs used in the workers' compensation literature. The rationale is that over time employer expenditures on remuneration for employees, including wages, health insurance, pensions and workers' compensation, increase. For example, between 1991 (March) and 2005 (annual), private sector employers' expenditures for workers' compensation increased from \$0.33 to \$0.48 per hour worked, which represents a 45 percent increase. In isolation, a 45 percent increase in workers' compensation costs per hour worked may sound like a substantial increase. However, over that same period -- between 1991 (March) and 2005

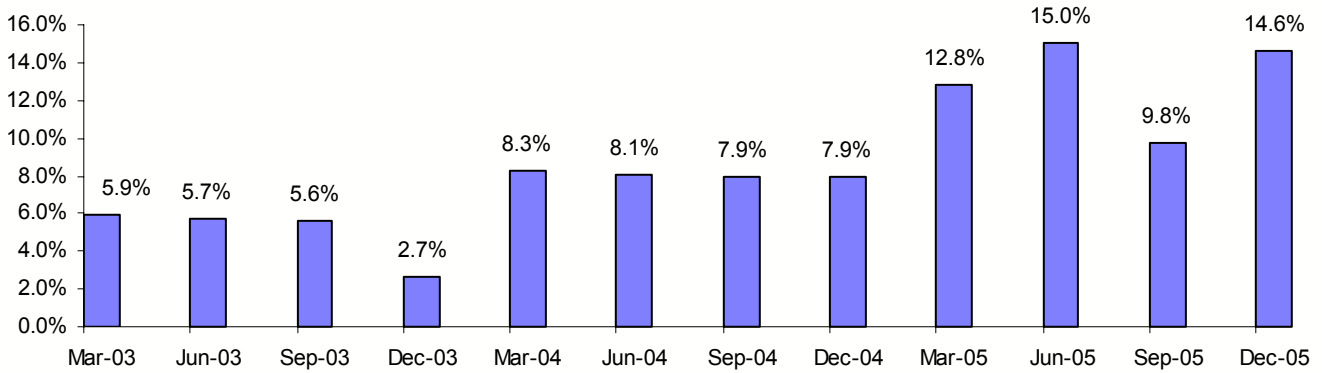


**Figure P - Workers' Compensation Costs in Dollars Per Hour Worked:  
Annual Percentage Rates of Increase - Private Industry**



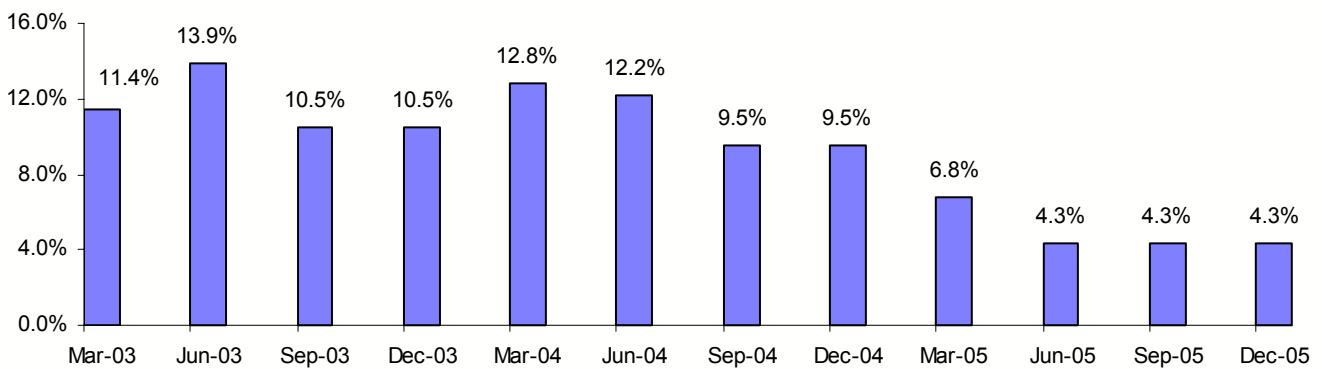
Source: Table 6.

**Figure Q - Workers' Compensation Costs in Dollars Per Hour Worked:  
Annual Percentage Rates of Increase - State and Local**



Source: Table 6.

**Figure R - Workers' Compensation Costs in Dollars Per Hour Worked:  
Annual Percentage Rates of Increase - All Non-Federal**



Source: Table 6.

(annual), the gross earnings (payroll) paid by employers for private sector employees increased from \$12.55 to \$19.54 per hour worked (Panel A, Tables 1 and 4), which is a 56 percent increase. Workers' compensation costs per hour worked have increased less rapidly than payroll since 1991, which helps put the workers' compensation cost developments in perspective.

Another way to put in perspective the developments over time in employer expenditures on workers' compensation is to compare them to payroll in each year. That workers' compensation expenditures for private sector employers represented 2.63 percent of payroll in 1991 (March) and 2.47 percent of payroll in 2005 (annual) provides information more useful than simply stating that workers' compensation costs per hour increased by 45 percent over those 15 years.

The preceding sections have documented the changes in employer expenditures on workers' compensation as a percent of payroll for three levels of aggregation of employees. For private sector employees, where the data are available since 1986, the costs increased from 1986 to 1994, declined sharply through 2001, and increased from 2001 to mid-2004. The costs were then relatively stable until the last quarter of 2005, when they modestly declined (Figures A and G).

For state and local government employees, where the data are only available since 1991, the pattern is roughly similar to the private sector until the last year: employers' costs increased through 1995, declined until 2000, and then increased modestly through December 2004. Then, for reasons currently unknown, workers' compensation costs as a percent of payroll significantly increased in the state and local government sector in 2005 (Figures B and H).

Finally, for all non-federal employees (which primarily consists of private sector employees), the data series shows a decline in employers' costs between 1991 and 2002, followed by an increase through the second quarter of 2004, after which they have fluctuated in a relatively narrow band (Figures C and I).

While these increases in costs after 2002 are noteworthy, the recent run-up in costs for private sector employers nonetheless meant that workers' compensation costs as a percent of payroll in 2005 were lower than in any year between 1990 and 1997. Likewise, the employers' costs as a percent of payroll for all non-federal employees were lower in 2005 than in all the years between 1991 and 1997. The "odd" sector is state and local government, where the employers' costs of workers' compensation as a percent of payroll were higher in 2005 than in any other year since the data series began in 1991.

## A Comparison to Other Sources of Data on Employers' Costs

The BLS information on employers' expenditures on workers' compensation has some advantages over other sources of data on workers' compensation. One significant advantage, compared to the annual data prepared by the National Academy of Social Insurance (NASI), is timeliness: the most recent NASI data pertain to 2003 (Sengupta, Reno, and Burton 2005), while BLS data for 2005 are already available. The BLS data on employers' costs are also disaggregated by census region and division, major industry group, occupational group, establishment employment size, and bargaining status -- useful distinctions that are not available in the NASI data, which only includes data on employers' costs at the national level.<sup>2</sup>

The BLS data also have their limitations when compared to the NASI data. The foremost limitation of the BLS data is that they only measure costs to employers, not benefits paid to workers. The NASI data, for example, provide national and state-specific information on benefit payments that differentiate among the types of insurance arrangements (private carriers, state funds, and self-insurers) and that distinguish between medical and cash benefit payments. The NASI national data on benefits and costs also include the federal sector, which are missing from the BLS data on costs.

The NASI data and BLS data are, to a considerable degree, complementary and, as such, both sources of information are valuable. One problem, however, is that the two data series are not entirely consistent with one another. For example, the NASI data for 2003 (the latest year with data currently available from that source) indicate that the employers' costs of workers' compensation were 1.71 percent of covered payroll for employers in all sectors (including the federal government); the BLS data for all non-federal employees in 2003 estimates that workers' compensation costs for that group were 2.09 percent of payroll.<sup>3</sup> In addition, the NASI data show 1990 as the peak year (with employers' costs at 2.18 of payroll), while the BLS data (as shown in Figure C and Table 1) for all non-federal employees show continuing increases in workers' compensation costs as a percent of payroll through 1994, with a decrease in costs only beginning in 1995. But even though the NASI and BLS data have different peak years, both sources of data indicate that the employers' costs of workers' compensation measured as a percent of payroll substantially declined during the latter half of the 1990s. We will continue to publish updates as the NASI annual and BLS quarterly data are available.

## Appendix A Source of the Information and Methodology

Tables 1 to 6 and Figures A through N are based on data published by the Bureau of Labor Statistics (BLS), which is a part of the U.S. Department of Labor.<sup>4</sup> The most recent BLS data for December 2005 are based on a national survey of about 50,400 occupations in approximately 11,300 establishments in the private sector and about 3,500 occupations in approximately 800 establishments in state and local government. (Sample sizes were smaller for earlier surveys.) The BLS published annual data based on the survey conducted each March from 1986 to 2002. Beginning with March 2002, the BLS has conducted the survey every quarter, and this article includes the data on workers' compensation costs through December 2005. This appendix discusses the data from March 2005 shown in Table 4 (since the March 2005 data are most comparable to the data from earlier years).<sup>5</sup>

The BLS data on Employer Costs for Employee Compensation (ECEC) measure the average cost per employee hour worked that employers pay for wages and salaries and various benefits, including benefits voluntarily paid as well as legally required benefits, such as workers' compensation. I have calculated workers' compensation as a percent of gross earnings (payroll) for this article, as explained below.

Data are available since 1986 for private sector employers' expenditures per hour on employees' total remuneration, and (as shown in Panel A of Tables 1 to 4) on a number of components of remuneration, including wages and salaries, paid leave, insurance, and legally required benefits (including separate information on workers' compensation).<sup>6</sup> Comparable data pertaining to state and local government employees (Panel B of Tables 1 to 4) and to all non-federal employees (Panel C of Tables 1 to 4) are available for the period 1991 to 2005.

The only employees not included in this BLS data series are federal government, agriculture, and household workers, who in aggregate account for only about 4 percent of all employees. Of the 96 percent of all employees who are included in the BLS data, private industry employees clearly predominate (83 percent of all employees), whereas state and local government employees account for the remaining 13 percent of all employees.<sup>7</sup>

### Private Industry Employees

The March 2005 data for private industry employees presented in Panel A of Table 4 further explain the BLS data series. In 2005, private sector employers spent, on average, \$24.17 per hour worked on *total remuneration* (row 1). The \$24.17 of total remuneration included *gross earnings* of \$19.37 per hour (row 2) and *benefits other than pay* of \$4.80 per hour (row 6).<sup>8</sup> *Gross earnings*, or *payroll*, included wages and salaries (\$17.15 per hour; row 3), paid leave (\$1.54 per hour; row 4), and supplemental pay (\$0.68 per hour; row 5). *Benefits other than pay* included insurance (\$1.76 per hour; row 7), retirement benefits (\$0.90 per hour; row 8), legally required benefits (\$2.10 per hour; row 9), and other benefits (\$0.04 per hour; row 10). *Workers' compensation*, which averaged \$0.48 per hour worked (row 9A), is one of the legally required benefits (row 9).<sup>9</sup>

The BLS data in Panel A of Table 2 indicate that private sector employers' workers' compensation expenditures (\$0.48 per hour) were 1.99 percent of total remuneration (row 11) and 2.48 percent of gross earnings (payroll) (row 12) in March 2005.<sup>10</sup>

### State and Local Government Employees

The BLS data with respect to state and local government employees' remuneration are only available since 1991. There are several interesting differences between the employer expenditure patterns in the state and local government sector (Panel B of Tables 1 to 4) and in the private sector (Panel A). In March 2005, for example, the state and local sector had higher figures than the private sector for gross earnings per hour (\$27.25 vs. \$19.37, row 2); benefits other than pay (\$8.25 vs. \$4.80, row 6); and, therefore, total remuneration (\$35.50 vs. \$24.17, row 1). Workers' compensation costs per hour worked were somewhat lower in the state and local sector (\$0.44) than in the private sector (\$0.48) (row 9A). However, because of the higher wages in the government sector, workers' compensation costs as a percentage of gross wages and salaries (payroll) in 2005 were considerably lower in the state and local government sector than in the private sector (1.61 percent vs. 2.48 percent, row 12), as they have been each year from 1991 to 2005.

### All Non-Federal Employees

The most comprehensive variant of the BLS data, the data for all non-federal employees, is shown in Panel C of Tables 1 to 4. Available since 1991, this grouping, which is the total of private sector employees and state and local government employees, covers about 95 percent of all U.S. employees.

In March 2005, total remuneration per hour worked for all non-federal employees averaged \$25.87 per hour (row 1) and gross earnings (payroll) averaged \$20.56 per hour (row 2). Workers' compensation expenditures were \$0.47 per hour in March 2005 (row 9A), which represented 2.29 percent of payroll (row 12).

## ENDNOTES

1. Since costs increased in most months between March 2002 and December 2004, the annual averages for 2002, 2003, and 2004 exceed the employers' costs during March in those years (as shown in Tables 3 and 4), which means there is a discontinuity between the data through 2001 and the data for 2002-04. For example, if the data from March 2002 had been used in Figure A instead of the annual average for 2002, the employers' costs in the private sector would have been 1.96 percent rather than 2.05 percent.

2. The 2005 BLS data on employers' costs disaggregated by industry, occupation, census region and division, establishment size, and bargaining status will be analyzed in the May/June 2006 issue of the *Workers' Compensation Policy Review*.

3. The differences between the NASI data and the BLS data used in this article in the employers' costs of workers' compensation as a percentage of payroll are greater than is immediately obvious. The NASI data relate the employers' costs for workers' compensation only to the payroll of employers who are covered by state or federal workers' compensation programs. The costs would be a lower percentage if the base were payroll for all employers (whether covered or not), which is the base used for the BLS data.

4. Citations to the U.S. Department of Labor publications containing the data used to prepare this article are provided in the references.

5. The data are from the survey conducted in March 2005. The BLS uses the current-cost approach. That is, the costs do not pertain to the costs for the previous year. Rather, annual costs are based on the current price of the benefits and current plan provisions as of March 2005. The annualized cost of these

March 2005 benefits are then divided by the annual hours worked to yield the cost per hour worked for each benefit, including workers' compensation benefits. Thus, if the annual workers' compensation premium per worker is \$800 and the employee works 2,000 hours per year, the workers' compensation cost is \$0.40 per hour worked. For further explanation of the BLS data, see Appendix A of U.S. Department of Labor 2000a.

6. This article uses the term "remuneration" in place of the term "compensation" that is used in the BLS publications in order to more clearly distinguish between workers' compensation and remuneration.

7. U.S. Department of Labor 2000a. See Chart 1, "Coverage of the Employment Cost Index, Total Civilian Employment, 1999." Comparable data for 2000 to 2005 should not differ much from the 1999 data.

8. The terms "gross earnings" and "benefits other than pay" are not used in the BLS publications. These terms are used here to make the base for calculating workers' compensation costs as a percentage of payroll comparable to measures used in other publications.

9. The parentheses around the workers' compensation figures in row 9A of each panel in Tables 1, 2, 3, and 4 are to show that these figures are included in the legally required benefits figures in row 9 of each panel.

10. Relating workers' compensation costs to "gross wages" (which is straight-time hourly wages plus paid leave and supplemental pay) is based on advice in an April 7, 1995 letter to me from Mr. Albert Schwenk, Supervisory Economist, Division of Employment Cost Trends, Bureau of Labor Statistics, U.S. Department of Labor. I appreciate this suggestion from Mr. Schwenk.

## www.workerscompresources.com

John Burton's Workers' Compensation Resources currently provides two services to workers' compensation aficionados. The first is this bi-monthly publication, the *Workers' Compensation Policy Review*. The second is a website at [www.workerscompresources.com](http://www.workerscompresources.com). Access to portions of the website is currently free. Other parts of the site are available to subscribers only. The website offers several other valuable features:

- Summaries of the contents of *Workers' Compensation Policy Review* and an Author's Guide for those interested in submitting articles for consideration of publication.
- An extensive list of international, national, and state or provincial conferences and meetings pertaining to workers' compensation and other programs in the workers' disability system.
- Posting of Job Opportunities and Resumes for those seeking candidates or employment in workers' compensation or related fields.
- The full text of the *Report of the National Commission on State Workmen's Compensation Laws*. The report was submitted to the President and the Congress in 1972 and has long been out of print.

## REFERENCES

- U.S. Department of Labor, Bureau of Labor Statistics. 2000a. *Employment Cost Indexes, 1975-99*. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2000b. *Employer Costs for Employee Compensation, 1986-99*. Bulletin 2526. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2000c. *Employer Costs for Employee Compensation - March 2000*. USDL: 00-186, June 29, 2000. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2001. *Employer Costs for Employee Compensation - March 2001*. USDL: 01-194, June 29, 2001. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2002a. *Employer Costs for Employee Compensation - March 2002*. USDL: 02-346. June 19, 2002. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2002b. *Employer Costs for Employee Compensation - June 2002*. USDL: 02-518. September 17, 2002. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2002c. *Employer Costs for Employee Compensation - September 2002*. USDL: 02-674. December 11, 2002. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2003a. *Employer Costs for Employee Compensation - December 2002*. USDL: 03-130. March 18, 2003. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2003b. *Employer Costs for Employee Compensation - March 2003*. USDL: 03-297. June 11, 2003. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2003c. *Employer Costs for Employee Compensation - June 2003*. USDL: 03-446. August 26, 2003. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2003d. *Employer Costs for Employee Compensation - September 2003*. USDL: 03-760. November 25, 2003. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2004. *Employer Costs for Employee Compensation - December 2003*. USDL: 04-288. February 26, 2004. Washington, D.C.: U.S. Department of Labor.
- U.S. Department of Labor, Bureau of Labor Statistics. 2006. *Employer Costs for Employee Compensation Historical Listing (Quarterly), 2004-2005*. March 14, 2006. Washington, D.C.: U.S. Department of Labor.
- Sengupta, Ishita, Virginia Reno, and John F. Burton, Jr. 2005. *Workers' Compensation: Benefits, Coverage, and Costs, 2003*. Washington, D.C.: National Academy of Social Insurance.

### The Workers' Compensation Policy Review

ISSN 1532-9984

Annual Subscription (6 issues) \$197/ yr.

Government entities, nonprofit organizations, academic institutions, and individuals paying by check \$137/ yr.

Individual Issues \$50 each; Surcharge for international subscribers \$10

While supplies last, subscribers will receive a free custom binder for storing and organizing issues.

Subscribers are also able to download back issues in PDF format. Order now by calling toll free: **888-580-8673**.

*WORKERS' COMPENSATION POLICY REVIEW* is published by Workers' Disability Income Systems, Inc., 56 Primrose Circle, Princeton, NJ 08540-9416, tel 732-274-0600/ fax 732-274-0678 or editor@workers-compresources.com. Copyright 2006 Workers' Disability Income Systems, Inc. Fulfillment is by M. Lee Smith Publishers LLC, 5201 Virginia Way, P.O. Box 5094, Brentwood, TN 37024-5094, 1-800-274-6774 or custserv@mleesmith.com or http://www.mleesmith.com. Photocopying or reproducing in any form in whole or in part is a violation of federal copyright law and is strictly prohibited without the publisher's consent. Editorial inquiries should be directed to John F. Burton, Jr., Editor; Elizabeth H. Yates, Assoc. Editor; or Florence Blum, Production Coordinator at 56 Primrose Circle, Princeton, NJ 08540-9416 732-274-0600; fax 732-274-0678; email: editor@workerscompresources.com.

*WORKERS' COMPENSATION POLICY REVIEW* is not intended to be and should not be used as a substitute for specific legal advice, since legal opinions may only be given in response to inquiries regarding specific factual situations. If legal advice is required, the services of counsel should be sought.

## Workers' Compensation Benefits: Frequencies and Amounts in 2001

by Florence Blum and John F. Burton, Jr.

This article is the latest in a series of articles we have written on the frequency, average benefits per claim, and benefits per 100,000 for four types of cash benefits and for medical benefits. In our most recent article (Blum and Burton 2004), we presented 2000 data for 47 jurisdictions as well as information showing how states compared to the national average for each of these types of benefits for 1985 to 2000.

In the current article, we update the data through 2001 using a different format than in the earlier articles. Each of six tables contains the frequency, average benefits and benefits per 100,000 workers for a particular type of benefit. We have recently modified our procedure for calculating these benefits, which explains the extended lag between the previous and current articles. We will update this article later this year, at which time we will explain the new methodology and present data through 2002 as well as information about how states compared to the national average for the various types of benefits from 1995 to 2002.

Most of our data are derived from the various issues of the *Annual Statistical Bulletin (ASB)* published by the National Council on Compensation Insurance (NCCI), supplemented by additional information we obtained from the NCCI and from several states. We have allocated the ASB data from policy year periods to calendar years and have to the extent feasible filled in gaps in the ASB data. The data are incurred benefits, which means they represent the estimates of the eventual amounts of benefits that will be paid for the claims filed during the policy years. The data published by the NCCI in the ASB are derived from reports filed by private insurance carriers and some competitive state funds. As a result, the data in our articles exclude the experience of most exclusive state funds, some competitive state funds, and all self-insuring employers.

### Temporary Total Disability Benefits

**Frequency.** Temporary total disability (TTD) benefits are paid to a worker who is unable to perform his or her preinjury job (or another job offered by the employer after the injury) but whose injury is of a temporary nature. Workers only qualify for these benefits if they are unable to work for a period longer than the waiting period. The waiting periods vary among states, and range from three days to seven days. Thus, a worker who is unable to work for five days would qualify

for TTD benefits in Connecticut (which has a three-day waiting period) but not in New Jersey (which has a seven-day waiting period).

The differences in waiting periods help explain the differences in the frequency of temporary total disability benefits shown in Table 1. (The tables begin on page 28). Thus, in 2001 Connecticut had 995 TTD cases per 100,000 workers, while New Jersey had 660 TTD cases per 100,000 workers. There are other factors, such as the prevalence of high-risk industries and the legal standards used to determine whether an injury qualifies for workers' compensation benefits, which also affect the frequency of TTD cases. Wisconsin, which like Connecticut has a three-day waiting period, had 1,370 TTD cases per 100,000 workers in 2001, considerably more than the 995 cases per 100,000 workers in Connecticut.

The information in Table 1 is presented in a format that facilitates interstate comparisons. The frequency data for temporary total disability benefits are presented in Columns (1) to (3): Column (1) provides the frequency (or number) of TTD cases per 100,000 workers for the 47 jurisdictions with data available for 2001, plus the national average of 881 TTD cases per 100,000 workers for 47 jurisdictions (excluding the Longshore and Harbor Workers [USL&HW] program); Column (2) shows each state's frequency as a percentage of the national average for TTD claims; and Column (3) provides the ranking of the jurisdictions in terms of the frequency of TTD cases. The range is from 2,521 TTD cases per 100,000 workers in the USL&HW program to 331 TTD cases per 100,000 workers in the District of Columbia.

The information in Table 1, Column (1) and the previously published data on the frequencies of TTD claims for 47 jurisdictions for seven years are valuable, including the evidence of a decline in the national average from 1,208 TTD claims per 100,000 workers in 1995 to 881 TTD claims per 100,000 workers in 2001.

**Average Benefits Per Claim.** The temporary total disability (TTD) cash benefits paid to a worker are affected *inter alia* by the worker's average weekly wage prior to the injury, by the nominal replacement rate (typically TTD benefits are 66 2/3 percent of preinjury earnings), by the weekly maximum and minimum TTD benefits prescribed by statute, and by the duration of

the TTD benefits. As previously noted, the waiting periods for TTD benefits vary among states, and range from three days to seven days. Thus, workers who are unable to work for four to seven days would receive TTD benefits in Connecticut (which has a three-day waiting period) but would not receive TTD benefits in New Jersey (which has a seven-day waiting period). Since there typically are a large number of workers with four to seven days of lost time, they would reduce the average for all cases receiving TTD benefits in Connecticut but would not reduce the average for all cases receiving TTD benefits in New Jersey.

The differences in waiting periods help explain the differences in the average of temporary total disability cash benefits shown in Table 1, Column (4). Thus, in 2001 the average benefit for workers who obtained TTD benefits in Connecticut was \$3,868 while in New Jersey the average TTD benefit was \$5,746. There are other factors, such as the statutory provision used to determine TTD benefits, which also affect the averages of TTD benefits. Wisconsin, which like Connecticut has a 3-day waiting period, paid \$2,866 in the average TTD case in 2001, considerably less than the \$3,868 average for TTD benefits in Connecticut.

The information in Table 1, Columns (4)-(6) is presented in a format that facilitates interstate comparisons. The range of average TTD benefits in 2001 was \$9,901 per case in Massachusetts to \$2,196 per case in Oregon.

The information in Table 1, Column (4) and the previously published data on the averages for TTD claims for 47 jurisdictions for seven years are interesting, including the evidence of an increase in the national average from \$3,016 per TTD claim in 1995 to \$5,357 per TTD claim in 2001.

**Cash Benefits Per 100,000 Workers.** Table 1, Column (7) provides the cash benefits per 100,000 workers for cases receiving temporary total disability benefits for the 47 jurisdictions in our study for the year 2001. The derivation of the data in Table 1, Column (7) can be illustrated by focusing on the Oregon entry for 2001. There were 1,269 temporary total disability cases per 100,000 workers in Oregon in 2001 (as shown in Table 1, Column (1)); the average of the cash benefits for temporary total disability cases in Oregon in 2001 was \$2,196 (as shown in Table 1, Column (4)); the product of 1,269 cases times \$2,196 per case is \$2,786,724 of temporary total disability benefits per 100,000 workers in Oregon in 2001 (as shown in Table 1, Column (7)). Due to rounding, numbers may not be exact.

The information in Table 1, Columns (7)-(9) is presented in a format that facilitates interstate comparisons. The range of TTD cash benefits per 100,000 workers in 2001 was \$13,265,502 in the USL&HW program to \$1,242,789 in the District of Columbia.

The information in Table 1, Column (7) and previously published data on the TTD cash benefits per 100,000 workers for 47 jurisdictions for seven years provide evidence of an increase in the national average from \$3,563,498 in 1995 to \$4,640,702 in 2001.

## Permanent Partial Disability Benefits

**Frequency.** Permanent partial disability (PPD) benefits are paid to a worker who has permanent consequences of his or her work-related injury or disease but the consequences are not totally disabling. The benefits normally are paid after a worker has reached the date of maximum medical recovery and is no longer eligible for temporary disability benefits.

Factors such as the prevalence of high-risk industries and the legal standards used to determine whether an injury qualifies for PPD benefits affect the frequency of PPD cases in various jurisdictions. These and other factors are reflected in the substantial interjurisdictional variations in the prevalence of PPD claims shown in Table 2, Column (1). In 2001, the range was from 1,146 PPD claims per 100,000 workers in the California to 123 per 100,000 workers in Michigan.

Table 2, Column (1) and the previously published data provide considerable useful information, including a slight decrease in the national average of PPD claims per 100,000 workers from 524 in 1995 to 504 in 2001.

**Average Benefits Per Claim.** The permanent partial disability (PPD) cash benefits paid to a worker are affected *inter alia* by the worker's average weekly wage prior to the injury, by the nominal replacement rate (typically PPD benefits are 66 2/3 percent of preinjury earnings), by the weekly maximum and minimum PPD benefits prescribed by statute, and by the duration of the PPD benefits. As discussed by Burton (2005) states vary in their approaches to determining the duration (and sometimes the weekly benefit amount) of PPD benefits. Some benefits are related to the seriousness of the worker's injury (the impairment approach); some PPD benefits are related to the extent of loss of earning capacity; some PPD benefits are related to the actual loss of earnings; often states use more than one of these approaches depending on the nature of the injury or other factors.

The resulting differences in weekly PPD benefits and durations among states explain the considerable variations among states in the average cash benefits for PPD claims shown in Table 2, Column (4). The range of average PPD benefits in 2001 was from \$114,361 per case in Michigan to \$18,127 per case in Texas.

The information in Table 2, Column (4) and previously published data on the averages for PPD claims for 47 jurisdictions for seven years are valuable, including the evidence of an increase in the national average from \$31,074 per PPD claim in 1995 to \$42,760 per PPD claim in 2001.

**Cash Benefits Per 100,000 Workers.** Table 2, Column (7) provides the cash benefits per 100,000 workers for cases receiving permanent partial disability benefits for the 47 jurisdictions in our study for the year 2001. The range of PPD cash benefits per 100,000 workers in 2001 was from \$84,683,940 in the USL&HW program to \$4,128,297 in Utah.

The information in Table 2, Column (7) and previously published data on the PPD cash benefits per 100,000 workers for 47 jurisdictions for seven years are valuable, including the evidence of an increase in the national average from \$14,338,590 in 1995 to \$19,763,347 in 2001.

## Permanent Total Disability Benefits

**Frequency.** Permanent total disability (PTD) benefits are paid to a worker who has permanent consequences of his or her work-related injury or disease and the consequences are totally disabling. Factors such as the prevalence of high-risk industries and the legal standards used to determine whether an injury qualifies for PTD benefits affect the frequency of these cases in various jurisdictions. There are also relatively few PTD cases, which can result in substantial year-to-year variations in a state. These and other factors are reflected in the substantial interjurisdictional variations in the prevalence of PTD claims shown in Table 3, Column (1). In 2001, the range was from 71 PTD claims per 100,000 workers in the USL&HW program to zero PTD claims per 100,000 workers in the District of Columbia, Rhode Island, and South Dakota.

Table 3, Column (1) and the previously published data provide considerable useful information, including the stability in the national average of 6 to 9 PTD claims per 100,000 workers between 1995 and 2001.

**Average Benefits Per Claim.** The permanent total disability (PTD) cash benefits paid to a worker are af-

ected *inter alia* by the worker's average weekly wage prior to the injury, by the nominal replacement rate (typically PTD benefits are 66 2/3 percent of preinjury earnings), by the weekly maximum and minimum PPD benefits prescribed by statute, and by the duration of the PTD benefits. Some states limit the duration and/or total amount of PTD benefits paid to workers who are totally disabled.

The resulting differences in weekly PTD benefits and durations among states explain the considerable variations among states in the average cash benefits for PTD claims shown in Table 3, Column (4). The range of average PTD benefits in 2001 was from \$1,204,847 per case in Nevada to \$84,442 in Indiana. (The \$0 per case entries for the District of Columbia, Rhode Island, and South Dakota are because there were no PTD cases in those jurisdictions in 2001.) Because PTD cases are so uncommon, unusual results in a few cases may significantly affect a state's average.

The information in Table 3, Column (4) and previously published data on the averages for PTD claims for 47 jurisdictions for seven years are valuable, including the evidence of an increase in the national average from \$210,480 per PTD claim in 1995 to \$247,009 per PTD claim in 2001.

**Cash Benefits Per 100,000 Workers.** Table 3, Column (7) provides the cash benefits per 100,000 workers for cases receiving permanent total disability benefits for the 47 jurisdictions in our study for the year 2001. The range of PTD cash benefits per 100,000 workers in 2001 was from \$19,885,112 in the USL&HW program to \$211,106 in Indiana. (The \$0 entries for the District of Columbia, Rhode Island, and South Dakota reflect the absence of PTD cases in those jurisdictions in 2001.)

The information in Table 3, Column (7) and previously published data on the PTD cash benefits per 100,000 workers for 47 jurisdictions for seven years are valuable, including the evidence of an increase in the national average from \$1,295,722 in 1995 to \$1,709,751 in 2001.

## Death Benefits

**Frequency.** Death benefits are paid to the survivor or survivors of a worker who was killed on the job. Factors such as the prevalence of high-risk industries and the legal standards used to determine whether an injury qualifies for death benefits affect the frequency of these cases in various jurisdictions. As with PTD cases, there are also relatively few death cases, which can result in substantial year-to-year variations in a state. These and



other factors are reflected in the substantial interjurisdictional variations in the prevalence of death claims shown in Table 4, Column (1). In 2001, the range was from 22 death claims per 100,000 workers in Maine and the USL&HW program to 1.6 death claims per 100,000 workers in the District of Columbia.

Table 4, Column (1) and the previously published data provide considerable useful information, including the stability in the national average of 4 or 5 death claims per 100,000 workers between 1995 and 2001.

**Average Benefits Per Claim.** The death cash benefits paid to a survivor are affected *inter alia* by the worker's average weekly wage prior to the fatality, by the nominal replacement rate (the percent of earnings prior to death varies in some states depending on the number of dependents), by the weekly maximum and minimum death benefits prescribed by statute, and by the duration of the death benefits. Some states limit the duration and/or total amount of death benefits paid to a surviving spouse, and all states normally limit the duration of death benefits for children.

The resulting differences in weekly death benefits and durations among states explain the considerable variations among states in the average cash benefits for death claims shown in Table 4, Column (4). The range of average death benefits in 2001 was from \$1,176,463 per case in the District of Columbia to \$67,446 per case in Arkansas. Because death cases are so uncommon, unusual results in a few cases may significantly affect a state's average.

The information in Table 4, Column (4) and previously published data on the average of cash benefits for death claims for 47 jurisdictions for seven years are instructive, including the evidence of an increase in the national average from \$155,015 per death claim in 1995 to \$201,712 per death claim in 2001.

**Cash Benefits Per 100,000 Workers.** Table 4, Column (7) provides the cash benefits per 100,000 workers for cases receiving death benefits for the 47 jurisdictions in our study for the year 2001. The range of death cash benefits per 100,000 workers in 2001 was from \$14,979,514 in the USL&HW program to \$283,273 in Arkansas.

The information in Table 4, Column (7) and previously published data on the death cash benefits per 100,000 workers for 47 jurisdictions for seven years indicate there was an increase in the national average from \$803,231 in 1995 to \$846,633 in 2001.

## All Cases with Cash Benefits

We have added a new table to our examination of workers' compensation benefits in this article. Table 5 presents information on the frequency, average benefits, and benefits per 100,000 workers for all cases paying cash benefits (including TTD, PPD, PTD, and fatal benefits).

**Frequencies.** The data in Columns (1) to (3) of Table 5 are presented in a format that facilitates interstate comparisons: Column (1) provides the frequency (or number) of all cash benefit cases per 100,000 workers for the 47 jurisdictions with data available for 2001, plus the national average of 1,398 cash benefit cases per 100,000 workers for 47 jurisdictions (excluding the Longshore and Harbor Workers [USL&HW] program); Column (2) shows each state's frequency as a percentage of the national average for all cash benefit claims; and Column (3) provides the ranking of the jurisdictions in terms of the frequency of all cash benefit cases. The range is from 3,637 cash benefit cases per 100,000 workers in the USL&HW program to 460 cash benefit cases per 100,000 workers in the District of Columbia.

The information in Table 1, Column (1) and the previously unpublished data on the frequencies of all cash benefit claims for 47 jurisdictions for seven years is valuable, including the evidence of a decline in the national average from 1,702 cash benefit claims per 100,000 workers in 1995 to 1,398 claims per 100,000 workers in 2001.

**Average Benefits Per Claim.** The information in Table 5, Column (4) is presented in a format that facilitates interstate comparisons. The range of average for cash benefits in all cases paying cash benefits in 2001 was from \$36,517 per case in the Longshore and Harbor Workers Program to \$8,175 per case in Wisconsin.

The information in Table 1, Column (4) and the previously unpublished data on the national averages for cash benefits in all cases paying cash benefits for seven years are interesting, including the evidence of an increase in the national average from \$11,512 per claim in 1995 to \$18,756 per claim in 2001.

**Cash Benefits Per 100,000 Workers.** The information in Table 5, Column (7) is presented in a format that facilitates interstate comparisons among states in the cash benefits of all types per 100,000 workers. The range in 2001 was from \$132,814,068 in the Longshore and Harbor Workers program to \$8,606,543 in Indiana per 100,000 workers in 2001.

The information in Table 1, Column (7) and the previously published data on the national averages for cash benefits jurisdictions for seven years are interesting, including the evidence of an increase in the national average from \$19,814,624 per 100,000 workers in 1995 to \$26,960,434 per 100,000 workers in 2001.

## Medical Benefits in All Cases

**Frequencies.** In addition to the four types of cases with cash benefits, there are workers' compensation cases that pay medical benefits but no cash benefits. These medical-only cases typically involve relatively minor injuries that require medical treatment but that do not result in enough lost days for the worker to meet the waiting period for TTD benefits. These medical-only cases are relatively common. In 2001, for example, when the national averages of cases per 100,000 workers were 881 TTD, 504 PPD, 7.8 PTD, and 4.7 fatal cases (for a total of 1,398 cases per 100,000 workers paying cash benefits), there were an additional 4,132 medical only cases per 100,000 workers.

The sum of the cases paying cash benefits and cases paying medical benefits only in 2001 was 5,530 cases per 100,000 workers, as shown in Table 6, Column (1). Factors such as the prevalence of high-risk industries and the legal standards used to determine whether an injury qualifies for workers' compensation benefits affect the frequency of compensable cases in various jurisdictions. These and other factors are reflected in the substantial interjurisdictional variations in the prevalence of total claims shown in Table 6, Column (1). In 2001, the range was from 10,089 total claims per 100,000 workers in the USL&HW program to 1,313 total claims per 100,000 workers in the District of Columbia.

Table 6, Column (1) and previously published data provide considerable useful information, including the decrease in the national average from 7,115 total claims per 100,000 workers in 1995 to 5,530 per 100,000 workers in 2001.

**Average Benefits per Claim.** Medical benefits are paid both in cases in which the worker receives cash benefits and in medical-only cases, in which the worker has medical expenses because of the work-related injury or disease but the worker does not qualify for cash benefits. The averages for medical benefits in a jurisdiction will be affected *inter alia* by the general cost of medical care in the state, the use of managed care in the workers' compensation program, the use of medical fee schedules, and (arguably) the decision about whether the worker or the employer controls the choice of the treating physician.

These factors help explain the considerable variations among states in the averages for medical benefits in total cases (medical-only plus cases with cash as well as medical benefits) shown in Table 6, Column (4). The range of average medical benefits in 2001 was from \$11,951 per case in California to \$1,836 per case in Rhode Island.

The information in Table 6, Column (4) and previously published data on the averages of medical benefits for all claims for 47 jurisdictions for seven years are valuable, including the evidence of the increase in the national average from \$2,767 per case in 1995 to \$5,920 per claim in 2001.

**Medical Benefits Per 100,000 Workers.** Table 6, Column (7) provides the medical benefits per 100,000 workers for cases receiving medical benefits in medical-only cases or in cases with cash benefits for the 47 jurisdictions in our study for the year 2001. The range of medical benefits per 100,000 workers in 2001 was from \$84,949,380 in the USL&HW program to \$7,151,157 in the District of Columbia.

The information in Table 6, Column (7) and previously published data on the medical benefits per 100,000 workers for 47 jurisdictions for seven years are instructive, including the evidence of an increase in the national average from \$19,177,813 in 1995 to \$32,771,314 in 2001.

## Conclusions

The 2001 data in Tables 1 to 6, plus similar data for 2000 in Blum and Burton (2004), and earlier data from 1995 to 1999 in Blum and Burton (2002) and Blum and Burton (2003) indicate that states differ widely in the frequency, average benefits, and benefits per 100,000 workers for four different types of cash benefits and for medical benefits. One particularly striking result is the decline in the total frequency (cases paying cash benefits and/or medical benefits) from 7,115 cases per 100,000 workers in 1995 to 5,530 cases per 100,000 workers in 2001. Another compelling result is the substantial variations among jurisdictions in the frequencies and benefits of the various types of cash and medical benefits. We will provide a more systematic analysis of these intertemporal and interjurisdictional differences in an article later this year that will also include data on 2002 benefits.

## ENDNOTES

1. In Blum and Burton (2002) we provided three types of data not previously published. The first was state data on frequency of claims per 100,000 workers for four types of cash benefits and for medical benefits; the second was state data on average benefits per claim for the four types of cash benefits and for medical benefits; the third was state data on cash benefits per 100,000 workers for four types of cash benefits. In Blum and Burton (2002) we presented these three types of data for 1995 to 1998 (Tables 1A-15A). In Blum and Burton (2003) we updated Tables 1A-15A to 1999 and published four years of data (1996-1999). In Blum and Burton (2004), we updated the data to 2000 but presented the data in a different format. Table 1 included 2000 state data on frequency of claims per 100,000 workers for four types of cash benefits. Table 2 included 2000 state data on average benefits per claim for the four types of cash benefits. Table 3 included 2000 state data on cash benefits per 100,000 workers for four types of cash benefits. Finally, Table 4 included 2000 state data on medical benefits for all three types of data.

2. Some of the tables in Blum and Burton (2003) include data on West Virginia, which has an exclusive state fund.

3. Oregon was chosen for this example because the policy period (January to December) corresponds to the calendar year. We use a somewhat different methodology for states where two policy periods overlap a calendar year. This methodology will be explicated in a subsequent article this year in which we will also add data for 2002.

4. The NCCI publishes average medical benefits for medical only cases, for cases with cash benefits, and for all cases. In states with a short waiting period, the medical only cases involve relatively minor injuries and therefore the average medical benefits for the medical only cases as well as the averages for the cases with cash benefits are artificially low compared to states with longer waiting periods. Using the average medical benefits for all cases removes this artificial impediment to interstate comparability.

## REFERENCES

Blum, Florence and John F. Burton, Jr. 2004. "Workers' Compensation Benefits: Frequencies and Amounts 1995-2000." *Workers' Compensation Policy Review* 4, no. 5 (September/October): 19-39; the article is reprinted in Burton, Blum, and Yates (2005) at pp. 102-122.

Blum, Florence and John F. Burton, Jr. 2003. "Workers' Compensation Benefits: Frequencies and Amounts 1995-1999." *Workers' Compensation Policy Review* 3, no. 6 (November/December): 2-32.

Blum, Florence and John F. Burton, Jr. 2002. "Workers' Compensation Benefits: Frequencies and Amounts 1995-1998." *Workers' Compensation Policy Review* 2, no. 6 (November/December): 2-32.

Burton, John F., Jr., 2005. "Permanent Partial Disability Benefits." In Karen Roberts, John F. Burton, Jr., and Matthew M. Bodah, eds. *Workplace Injuries and Diseases: Prevention and Compensation: Essays in Honor of Terry Thomason*. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research.

Burton, John F., Jr., Florence Blum, and Elizabeth H. Yates. 2005. *Workers' Compensation Compendium 2005-06 Volume One*. Princeton, NJ: Workers' Disability Income Systems, Inc.

National Council on Compensation Insurance (NCCI). 2004. *Annual Statistical Bulletin: 2004 Edition*. Boca Raton, FL: National Council on Compensation Insurance.

National Council on Compensation Insurance (NCCI). 2003. *Annual Statistical Bulletin: 2003 Edition* (and earlier editions). Boca Raton, FL: National Council on Compensation Insurance.

### A Book of Possible Interest to Subscribers

*Workplace Injuries and Diseases: Prevention and Compensation: Essays in Honor of Terry Thomason* has been published by the W.E. Upjohn Institute for Employment Research. The volume, edited by Karen Roberts, John F. Burton, Jr., and Matthew M. Bodah, is based on a conference held at the University of Rhode Island in honor of Terry Thomason, who was a distinguished scholar of workers' compensation, workplace safety, and collective bargaining before his untimely death in 2002.

The book contains 11 chapters, including "Economic Incentives and Workplace Safety" by Terry Thomason, which is an insightful review of the literature on topics such as the effect of experience rating in workers' compensation on safety. "The Adequacy of Workers' Compensation Cash Benefits" by Leslie I. Boden, Robert T. Reville, and Jeff Biddle documents the inadequacy of permanent partial disability benefits in California, New Mexico, Oregon, Washington, and Wisconsin. "Health Care and Workers Compensation" by Cameron Mustard and Sandra Sinclair examines the relatively low cost of health care for injured workers in Canada compared to the U.S. Peter Barth, in "Revisiting Black Lung: Can the Feds Deliver Workers' Compensation for Occupational Disease?", examines the role of the Federal Government in providing benefits to workers who arguably have not been well served by state workers' compensation programs. Karen Roberts explores "The Structure of and Incentives from Workers' Compensation Pricing" in her chapter. John Burton, in "Permanent Partial Disability Benefits," proposes five criteria for evaluating PPD benefits, including delivery system efficiency and affordability.

301 Pages. \$20.00 paper. ISBN 0-88099-324-3. Published July 2005. Available from the W. E. Upjohn Institute for Employment Research, 300 S. Westnedge Avenue, Kalamazoo, MI 49007-4686. Phone: 888-227-8569. Fax: 269-343-7310. Online: <http://www.upjohninstitute.org/publications/titles/wid.html>

Table 1 - Temporary Total Benefits in 2001

	Temporary Total Frequency (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	Temp. Total Average Benefits (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Temp. Total (\$) Per 100,000 Workers (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	851	96.6	27	4,755	88.8	24	4,046,528	87.2	24
Alaska	1,904	216.1	3	4,250	79.3	33	8,091,286	174.4	5
Arizona	658	74.7	40	2,317	43.3	46	1,524,624	32.9	46
Arkansas	687	78.0	38	3,283	61.3	41	2,255,390	48.6	44
California	1,150	130.5	13	4,694	87.6	26	5,398,100	116.3	14
Colorado	698	79.2	37	5,617	104.9	15	3,920,388	84.5	26
Connecticut	995	112.9	19	3,868	72.2	35	3,848,413	82.9	27
Delaware	1,117	126.8	14	5,394	100.7	16	6,025,098	129.8	12
Dis. Of Columbia	331	37.6	47	3,755	70.1	36	1,242,789	26.8	47
Florida	978	111.0	21	6,885	128.5	5	6,733,530	145.1	10
Georgia	540	61.3	44	6,405	119.6	9	3,458,896	74.5	33
Hawaii	2,050	232.7	2	4,291	80.1	31	8,796,297	189.5	3
Idaho	1,327	150.6	6	6,431	120.0	8	8,533,500	183.9	4
Illinois	712	80.8	34	6,748	126.0	6	4,804,429	103.5	17
Indiana	749	85.0	31	4,329	80.8	29	3,242,280	69.9	37
Iowa	963	109.3	23	3,516	65.6	38	3,386,244	73.0	34
Kansas	639	72.5	41	4,789	89.4	23	3,060,204	65.9	39
Kentucky	890	101.0	26	4,311	80.5	30	3,837,130	82.7	28
Louisiana	717	81.4	33	5,198	97.0	19	3,727,027	80.3	30
Maine	1,225	139.1	10	6,214	116.0	11	7,612,206	164.0	6
Maryland	745	84.6	32	4,950	92.4	20	3,687,407	79.5	31
Massachusetts	1,195	135.6	11	9,901	184.8	1	11,832,163	255.0	2
Michigan	1,038	117.8	17	6,599	123.2	7	6,850,247	147.6	8
Minnesota	986	111.9	20	2,547	47.5	45	2,511,342	54.1	42
Mississippi	1,011	114.8	18	4,584	85.6	28	4,634,292	99.9	20
Missouri	849	96.4	28	5,654	105.5	14	4,800,237	103.4	18
Montana	1,172	133.0	12	3,946	73.7	34	4,624,712	99.7	21
Nebraska	624	70.8	42	4,901	91.5	22	3,057,965	65.9	40
Nevada	924	104.9	24	4,753	88.7	25	4,391,772	94.6	22
New Hampshire	1,262	143.3	9	2,828	52.8	44	3,569,545	76.9	32
New Jersey	660	74.9	39	5,746	107.3	13	3,792,360	81.7	29
New Mexico	831	94.3	29	4,922	91.9	21	4,090,482	88.1	23
New York	778	88.3	30	3,123	58.3	42	2,429,694	52.4	43
North Carolina	522	59.3	46	6,258	116.8	10	3,266,676	70.4	36
Oklahoma	1,051	119.3	16	4,640	86.6	27	4,876,885	105.1	15
Oregon	1,269	144.0	8	2,196	41.0	47	2,786,724	60.0	41
Pennsylvania	1,099	124.8	15	6,016	112.3	12	6,611,584	142.5	11
Rhode Island	1,890	214.5	4	3,663	68.4	37	6,923,070	149.2	7
South Carolina	699	79.3	35	8,063	150.5	2	5,635,751	121.4	13
South Dakota	978	111.0	21	3,399	63.4	39	3,324,222	71.6	35
Tennessee	699	79.3	35	6,912	129.0	4	4,831,789	104.1	16
Texas	611	69.4	43	7,610	142.1	3	4,649,710	100.2	19
USL&HW	2,521	286.2	1	5,262	98.2	18	13,265,502	285.9	1
Utah	908	103.1	25	3,388	63.2	40	3,075,920	66.3	38
Vermont	1,297	147.2	7	5,271	98.4	17	6,836,684	147.3	9
Virginia	527	59.8	45	4,272	79.7	32	2,251,566	48.5	45
Wisconsin	1,370	155.5	5	2,866	53.5	43	3,926,420	84.6	25
<b>National Avg.</b>	<b>881</b>			<b>5,357</b>			<b>4,640,702</b>		

Note: National Average based on 46 jurisdictions (excluding USL&HW).

Table 2 - Permanent Partial Benefits in 2001

	Permanent Partial Frequency (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	Perm. Partial Average Benefits (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Perm. Partial (\$) Per 100,000 Workers (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	285	56.5	35	33,203	77.6	29	9,462,928	47.9	39
Alaska	670	132.8	5	55,169	129.0	9	36,963,271	187.0	3
Arizona	257	50.9	41	29,242	68.4	34	7,515,258	38.0	44
Arkansas	369	73.2	23	19,699	46.1	43	7,268,918	36.8	45
California	1,146	227.2	1	44,562	104.2	21	51,068,052	258.4	2
Colorado	472	93.6	18	31,940	74.7	31	15,075,783	76.3	27
Connecticut	514	101.9	13	48,392	113.2	11	24,873,470	125.9	5
Delaware	284	56.3	37	58,369	136.5	7	16,576,796	83.9	19
Dis. Of Columbia	127	25.2	46	61,285	143.3	6	7,783,180	39.4	43
Florida	359	71.2	25	34,325	80.3	27	12,322,675	62.4	33
Georgia	307	60.9	33	47,299	110.6	14	14,520,809	73.5	28
Hawaii	505	100.1	14	37,317	87.3	23	18,844,925	95.4	11
Idaho	270	53.5	38	37,332	87.3	22	10,079,517	51.0	38
Illinois	641	127.1	7	29,929	70.0	33	19,184,340	97.1	9
Indiana	267	52.9	39	18,185	42.5	46	4,855,491	24.6	46
Iowa	542	107.4	12	28,086	65.7	35	15,222,390	77.0	26
Kansas	605	119.9	9	19,569	45.8	44	11,839,317	59.9	34
Kentucky	354	70.2	18	45,651	106.8	18	16,160,344	81.8	21
Louisiana	259	51.3	40	62,373	145.9	5	16,154,548	81.7	22
Maine	194	38.5	44	105,421	246.5	2	20,451,577	103.5	7
Maryland	353	70.0	28	44,729	104.6	20	15,789,366	79.9	23
Massachusetts	285	56.5	35	45,812	107.1	17	13,056,330	66.1	30
Michigan	123	24.4	47	114,361	267.4	1	14,066,434	71.2	29
Minnesota	359	71.2	25	47,988	112.2	13	17,227,692	87.2	14
Mississippi	333	66.0	29	34,551	80.8	26	11,505,366	58.2	35
Missouri	876	173.7	3	18,917	44.2	45	19,892,556	83.8	20
Montana	606	120.1	8	32,826	76.8	30	16,570,932	100.7	8
Nebraska	465	92.2	20	27,697	64.8	36	12,879,177	65.2	32
Nevada	488	96.7	16	31,793	74.4	32	15,514,984	78.5	25
New Hampshire	306	60.7	34	54,539	127.5	10	16,689,082	84.4	18
New Jersey	652	129.3	6	25,891	60.5	38	16,880,932	85.4	16
New Mexico	332	65.8	30	33,612	78.6	28	11,159,158	56.5	36
New York	561	111.2	11	56,616	132.4	8	31,761,576	160.7	4
North Carolina	325	64.4	31	48,111	112.5	12	15,636,075	79.1	24
Oklahoma	741	146.9	4	25,612	59.9	39	18,978,251	96.0	10
Oregon	601	119.1	10	21,456	50.2	42	12,895,056	65.2	31
Pennsylvania	197	39.1	42	89,831	210.1	3	17,696,707	89.5	12
Rhode Island	369	73.2	23	47,165	110.3	16	17,403,885	88.1	13
South Carolina	469	93.0	19	36,376	85.1	25	17,060,472	86.3	15
South Dakota	310	61.5	32	26,282	61.5	37	8,147,420	41.2	42
Tennessee	452	89.6	21	37,200	87.0	24	16,814,184	85.1	17
Texas	481	95.4	17	18,127	42.4	47	8,719,087	44.1	41
USL&HW	1,023	202.8	2	82,780	193.6	4	84,683,940	428.5	1
Utah	170	33.7	45	24,284	56.8	40	4,128,297	20.9	47
Vermont	490	97.1	15	45,053	105.4	19	22,076,024	111.7	6
Virginia	197	39.1	42	47,190	110.4	15	9,296,450	47.0	40
Wisconsin	434	86.0	22	23,967	56.0	41	10,401,678	52.6	37
<b>National Avg.</b>	<b>504</b>			<b>42,760</b>			<b>19,763,347</b>		

[Note: National Average based on 46 jurisdictions (excluding USL&HW).]

Table 3 - Permanent Total Benefits in 2001

	Permanent Total Frequency (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	Perm. Total Average Benefits (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Perm. Total (\$) Per 100,000 Workers (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	7.3	93.3	10	143,921	58.3	34	1,050,622	61.4	20
Alaska	8.0	102.2	9	347,450	140.7	10	2,779,602	162.6	5
Arizona	1.5	19.2	42	133,148	53.9	36	199,722	11.7	43
Arkansas	3.3	42.2	28	127,876	51.8	37	421,992	24.7	37
California	20.0	255.6	2	240,006	97.2	16	4,800,120	280.7	3
Colorado	7.2	92.0	11	353,387	143.1	9	2,544,384	148.8	6
Connecticut	2.4	30.7	36	473,294	191.6	7	1,135,906	66.4	17
Delaware	2.0	25.6	37	1,030,170	417.1	2	2,060,340	120.5	10
Dis. Of Columbia	0.0	0.0	45	0	0.0	45	0	0.0	45
Florida	13.0	166.1	4	166,032	67.2	29	2,158,416	126.2	9
Georgia	3.5	44.7	25	214,578	86.9	19	751,024	43.9	28
Hawaii	1.6	20.4	41	167,516	67.8	28	268,026	15.7	41
Idaho	6.5	83.1	13	127,770	51.7	38	830,505	48.6	27
Illinois	6.5	83.1	13	178,252	72.2	26	1,158,641	67.8	16
Indiana	2.5	31.9	34	84,442	34.2	44	211,106	12.3	42
Iowa	2.0	25.6	37	509,633	206.3	6	1,019,265	59.6	21
Kansas	3.5	44.7	25	86,549	35.0	42	302,923	17.7	40
Kentucky	4.0	51.1	21	373,754	151.3	8	1,495,015	87.4	13
Louisiana	15.0	191.7	3	190,730	77.2	22	2,860,945	167.3	4
Maine	4.4	56.2	20	152,037	61.6	31	668,964	29.9	34
Maryland	2.8	35.8	33	182,333	73.8	25	510,532	29.9	34
Massachusetts	2.0	25.6	37	534,521	216.4	5	1,069,041	62.5	18
Michigan	7.0	89.5	12	93,480	37.8	41	654,357	38.3	30
Minnesota	3.0	38.3	30	186,950	75.7	24	560,850	32.8	33
Mississippi	6.3	80.5	15	160,234	64.9	30	1,009,473	59.0	23
Missouri	4.0	51.1	21	314,289	127.2	12	1,257,157	73.5	15
Montana	9.0	115.0	8	223,003	90.3	17	2,007,027	117.4	11
Nebraska	1.8	23.0	40	198,091	80.2	21	356,563	20.9	39
Nevada	5.0	63.9	18	1,204,847	487.8	1	6,024,235	352.3	2
New Hampshire	2.5	31.9	34	176,377	71.4	27	440,942	25.8	36
New Jersey	6.0	76.7	16	271,643	110.0	14	1,629,858	95.3	12
New Mexico	4.5	57.5	19	112,856	45.7	39	507,854	29.7	35
New York	11.0	140.6	5	216,854	87.8	18	2,385,394	139.5	8
North Carolina	4.0	51.1	21	245,971	99.6	15	983,884	57.5	24
Oklahoma	3.8	48.6	24	150,676	61.0	32	572,567	33.5	32
Oregon	3.0	38.3	30	338,991	137.2	11	1,016,973	59.5	22
Pennsylvania	3.0	38.3	30	807,256	326.8	4	2,421,768	141.6	7
Rhode Island	0.0	0.0	45	0	0.0	45	0	0.0	45
South Carolina	10.0	127.8	7	144,672	58.6	33	1,446,717	84.6	14
South Dakota	0.0	0.0	45	0	0.0	45	0	0.0	45
Tennessee	5.6	71.6	17	187,874	76.1	23	1,062,097	61.5	19
Texas	11.0	140.6	5	85,811	34.7	43	943,921	55.2	25
USL&HW	71.0	907.3	1	280,072	113.4	13	19,885,112	1163.0	1
Utah	3.5	44.7	25	112,720	45.6	40	394,519	23.1	38
Vermont	1.0	12.8	43	931,658	377.2	3	931,658	54.5	26
Virginia	3.1	39.6	29	204,804	82.9	20	634,892	37.1	31
Wisconsin	1.0	12.8	43	137,034	55.5	35	137,034	8.0	44
<b>National Avg.</b>	<b>7.8</b>			<b>247,009</b>			<b>1,709,751</b>		

Note: National Average based on 46 jurisdictions (excluding USL&HW).

Table 4 - Fatal Benefits in 2001

	Fatal Frequency (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	Fatal Average Benefits (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Fatal Cash (\$) Per 100,000 Workers (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	6.0	128.2	14	115,859	57.4	38	695,154	82.1	30
Alaska	6.8	145.3	13	259,986	128.9	13	1,767,902	208.8	8
Arizona	3.0	64.1	36	189,271	93.8	24	567,813	67.1	37
Arkansas	4.2	89.8	25	67,446	33.4	47	283,273	33.5	47
California	4.0	85.5	26	128,952	63.9	35	515,808	60.9	39
Colorado	3.8	81.2	33	226,288	112.2	18	859,893	101.6	23
Connecticut	3.8	81.2	33	497,145	246.5	5	1,889,150	223.1	6
Delaware	4.0	85.5	26	165,413	82.0	29	661,652	78.2	31
Dis. Of Columbia	1.6	34.2	47	1,176,463	583.2	1	1,882,340	222.3	7
Florida	10.0	213.7	4	95,269	47.2	41	952,690	112.5	22
Georgia	4.5	96.2	24	140,032	69.4	34	630,143	74.4	34
Hawaii	4.8	102.6	21	112,024	55.5	39	537,717	63.5	38
Idaho	7.5	160.3	10	79,821	39.6	42	598,655	70.7	36
Illinois	2.5	53.4	41	167,000	82.8	28	417,499	49.3	41
Indiana	4.0	85.5	26	74,417	36.9	44	297,666	35.2	46
Iowa	3.2	68.4	35	242,348	120.1	14	775,513	91.6	28
Kansas	5.5	117.6	15	154,435	76.6	31	849,393	100.3	25
Kentucky	8.7	186.0	6	226,767	112.4	17	1,972,871	233.0	5
Louisiana	5.0	106.9	16	237,398	117.7	15	1,186,988	140.2	15
Louisiana	22.0	470.2	1	73,791	36.6	45	1,623,395	191.7	10
Maryland	4.0	85.5	26	203,080	100.7	23	812,319	95.9	27
Massachusetts	2.0	42.7	43	503,783	249.8	4	1,007,565	119.0	20
Michigan	2.3	49.2	42	170,411	84.5	27	391,946	46.3	42
Minnesota	4.0	85.5	26	327,874	162.5	10	1,311,496	154.9	14
Mississippi	8.7	186.0	6	71,610	35.5	46	623,010	73.6	35
Missouri	5.0	106.9	16	316,275	156.8	11	1,581,375	186.8	12
Montana	16.0	342.0	3	209,189	103.7	21	3,347,024	395.3	2
Nebraska	8.5	181.7	8	269,758	133.7	12	2,292,946	270.8	3
Nevada	2.0	42.7	43	371,768	184.3	6	743,536	87.8	29
New Hampshire	5.0	106.9	16	234,839	116.4	16	1,174,195	138.7	16
New Jersey	3.0	64.1	36	350,397	173.7	7	1,051,191	124.2	19
New Mexico	8.0	171.0	9	146,113	72.4	33	1,168,904	138.1	17
New York	4.0	85.5	26	159,237	78.9	30	636,948	75.2	33
North Carolina	9.0	192.4	5	176,444	87.5	26	1,587,996	187.6	11
Oklahoma	7.3	156.0	11	205,645	101.9	22	1,501,206	177.3	13
Oregon	3.0	64.1	36	335,627	166.4	8	1,006,881	118.9	21
Pennsylvania	3.0	64.1	36	213,776	106.0	20	641,328	75.8	32
Rhode Island	2.0	42.7	43	1,055,767	523.4	2	2,111,534	249.4	4
South Carolina	4.7	100.5	23	181,566	90.0	25	853,358	100.8	24
South Dakota	4.0	85.5	26	110,011	54.5	40	440,044	52.0	40
Tennessee	4.8	102.6	21	78,941	39.1	43	378,919	44.8	43
Texas	5.0	106.9	16	225,649	111.9	19	1,128,245	133.3	18
USL&HW	22.0	470.2	1	680,887	337.6	3	14,979,514	1769.3	1
Utah	5.0	106.9	16	329,430	163.3	9	1,647,151	194.6	9
Vermont	7.0	149.6	12	120,855	59.9	37	845,984	99.9	26
Virginia	3.0	64.1	36	125,634	62.3	36	376,903	44.5	44
Wisconsin	2.0	42.7	43	153,936	76.3	32	307,872	36.4	45
<b>National Avg.</b>	<b>4.7</b>			<b>201,712</b>			<b>846,633</b>		

[Note: National Average based on 46 jurisdictions (excluding USL&HW).]

Table 5 - Cash Benefits in 2001

	All Cash Frequencies (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	All Cash Benefits (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Cash (\$) Per 100,000 Workers (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	1,149	82.2	35	13,273	70.8	35	15,255,232	56.6	39
Alaska	2,589	185.2	2	19,160	102.2	13	49,602,061	184.0	3
Arizona	920	65.8	43	10,666	56.9	41	9,807,417	36.4	45
Arkansas	1,064	76.1	40	9,619	51.3	42	10,229,573	37.9	44
California	2,320	166.0	4	26,630	142.0	3	61,782,080	229.2	2
Colorado	1,181	84.5	31	18,967	101.1	14	22,400,448	83.1	23
Connecticut	1,515	108.4	14	20,952	111.7	11	31,746,939	117.8	5
Delaware	1,407	100.7	19	17,998	96.0	21	25,323,886	93.9	16
Dis. Of Columbia	460	32.9	47	23,734	126.5	6	10,908,309	40.5	43
Florida	1,360	97.3	21	16,299	86.9	27	22,167,311	82.2	24
Georgia	855	61.2	45	22,644	120.7	7	19,360,872	71.8	32
Hawaii	2,561	183.2	3	11,106	59.2	40	28,446,965	105.5	9
Idaho	1,611	115.2	12	12,441	66.3	38	20,042,177	74.3	31
Illinois	1,362	97.4	20	18,770	100.1	17	25,564,909	94.8	15
Indiana	1,023	73.1	41	8,417	44.9	46	8,606,543	31.9	47
Iowa	1,510	108.0	15	13,510	72.0	34	20,403,412	75.7	30
Kansas	1,253	89.6	29	12,811	68.3	37	16,051,837	59.5	37
Kentucky	1,257	89.9	28	18,672	99.6	19	23,465,360	87.0	20
Louisiana	996	71.2	42	24,026	128.1	5	23,929,508	88.8	19
Maine	1,445	103.4	17	21,002	112.0	10	30,356,142	112.6	7
Maryland	1,105	79.0	37	18,827	100.4	15	20,799,624	77.1	29
Massachusetts	1,484	106.2	16	18,171	96.9	20	26,965,099	100.0	11
Michigan	1,170	83.7	33	18,767	100.1	18	21,962,984	81.5	25
Minnesota	1,352	96.7	24	15,985	85.2	28	21,611,380	80.2	27
Mississippi	1,359	97.2	22	13,077	69.7	36	17,772,141	65.9	34
Missouri	1,734	124.0	11	13,962	74.4	31	24,209,701	89.8	18
Montana	1,803	129.0	9	16,568	88.3	26	29,871,319	110.8	8
Nebraska	1,099	78.6	38	16,908	90.1	25	18,586,651	68.9	33
Nevada	1,419	101.5	18	18,798	100.2	16	26,674,527	98.9	12
New Hampshire	1,576	112.7	13	13,884	74.0	33	21,873,764	81.1	26
New Jersey	1,321	94.5	25	17,679	94.3	22	23,354,341	86.6	21
New Mexico	1,176	84.1	32	14,399	76.8	29	16,926,398	62.8	36
New York	1,354	96.9	23	27,484	146.5	2	37,213,612	138.0	4
North Carolina	860	61.5	44	24,971	133.1	4	21,474,631	79.7	28
Oklahoma	1,803	129.0	8	14,380	76.7	30	25,928,909	96.2	14
Oregon	1,876	134.2	6	9,438	50.3	43	17,705,634	65.7	35
Pennsylvania	1,302	93.1	26	21,023	112.1	9	27,371,387	101.5	10
Rhode Island	2,261	161.7	5	11,693	62.3	39	26,438,489	98.1	13
South Carolina	1,183	84.6	30	21,135	112.7	8	24,996,298	92.7	17
South Dakota	1,292	92.4	27	9,220	49.2	44	11,911,686	44.2	42
Tennessee	1,161	83.1	34	19,870	105.9	12	23,076,989	85.6	22
Texas	1,108	79.3	36	13,936	74.3	32	15,440,963	57.3	38
USL&HW	3,637	260.2	1	36,517	194.7	1	132,814,068	492.6	1
Utah	1,087	77.7	39	8,510	45.4	45	9,245,887	34.3	46
Vermont	1,795	128.4	10	17,098	91.2	24	30,690,350	113.8	6
Virginia	730	52.2	46	17,203	91.7	23	12,559,811	46.6	41
Wisconsin	1,807	129.3	7	8,175	43.6	47	14,773,004	54.8	40
<b>National Avg.</b>	<b>1,398</b>			<b>18,756</b>			<b>26,960,434</b>		

Note: National Average based on 46 jurisdictions (excluding USL&HW).



Table 6 - Medical Benefits in 2001

	Total Frequency (1)	State as Percentage of U.S. Average (2)	Rank Among 47 Jurisdictions (3)	Avg. Medical Benefits Per Case (\$) (4)	State as Percentage of U.S. Average (5)	Rank Among 47 Jurisdictions (6)	Medical Benefits Per 100,000 Workers (\$) (7)	State as Percentage of U.S. Average (8)	Rank Among 47 Jurisdictions (9)
Alabama	5,753	104.0	30	5,735	96.9	11	32,991,647	100.7	11
Alaska	8,004	144.7	5	8,782	148.4	3	70,290,848	214.5	3
Arizona	5,910	106.9	28	4,473	75.6	26	26,435,025	80.7	23
Arkansas	6,054	109.5	25	3,619	61.1	37	21,907,219	66.8	32
California	6,752	122.1	12	11,951	201.9	1	80,693,152	246.2	2
Colorado	6,567	118.8	16	3,820	64.5	33	25,087,157	76.6	25
Connecticut	5,142	93.0	35	4,670	78.9	22	24,015,659	73.3	27
Delaware	5,024	90.9	36	7,606	128.5	5	38,212,544	116.6	7
Dis. Of Columbia	1,313	23.7	47	5,446	92.0	12	7,151,157	21.8	47
Florida	5,829	105.4	29	6,343	107.2	9	36,973,347	112.8	8
Georgia	4,631	83.7	38	4,196	70.9	28	19,429,505	59.3	39
Hawaii	5,491	99.3	33	4,172	70.5	30	22,909,547	69.9	30
Idaho	8,103	146.5	4	3,422	57.8	40	27,724,490	84.6	18
Illinois	4,600	83.2	39	4,603	77.8	24	21,172,997	64.6	36
Indiana	7,054	127.6	9	2,443	41.3	46	17,235,027	52.6	44
Iowa	6,138	111.0	22	3,285	55.5	42	20,165,631	61.5	37
Kansas	6,477	117.1	18	3,383	57.1	41	21,912,546	66.9	31
Kentucky	6,634	120.0	15	7,338	124.0	6	48,678,463	148.5	5
Louisiana	4,508	81.5	40	6,471	109.3	7	29,170,106	89.0	15
Maine	8,227	148.8	3	3,696	62.4	36	30,407,611	92.8	13
Maryland	3,757	67.9	45	5,741	97.0	10	21,570,389	65.8	34
Massachusetts	5,207	94.2	34	2,509	42.4	45	13,062,669	39.9	45
Michigan	6,087	110.1	23	3,172	53.6	43	19,307,466	58.9	41
Minnesota	6,345	114.7	20	4,276	72.2	27	27,131,220	82.8	22
Mississippi	5,995	108.4	26	4,548	76.8	25	27,263,174	83.2	21
Missouri	5,751	104.0	31	4,055	68.5	31	23,320,464	71.2	29
Montana	8,702	157.4	2	6,452	109.0	8	56,145,304	171.3	4
Nebraska	6,185	111.8	21	3,885	65.6	32	24,028,857	73.3	26
Nevada	7,410	134.0	8	4,630	78.2	23	34,308,300	104.7	9
New Hampshire	6,444	116.5	19	5,320	89.9	13	34,278,910	104.6	10
New Jersey	4,213	76.2	42	4,715	79.7	18	19,864,295	60.6	38
New Mexico	5,741	103.8	32	3,769	63.7	35	21,638,851	66.0	33
New York	3,662	66.2	46	5,276	89.1	14	19,320,712	59.0	40
North Carolina	4,349	78.6	41	4,897	82.7	15	21,297,053	65.0	35
Oklahoma	6,060	109.6	24	4,841	81.8	17	29,334,385	89.5	14
Oregon	6,516	117.8	17	4,705	79.5	19	30,657,780	93.6	12
Pennsylvania	6,813	123.2	11	4,173	70.5	29	28,430,649	86.8	16
Rhode Island	6,752	122.1	12	1,836	31.0	47	12,396,672	37.8	46
South Carolina	4,820	87.2	37	4,862	82.1	16	23,436,827	71.5	28
South Dakota	7,690	139.1	7	3,548	59.9	38	27,284,120	83.3	20
Tennessee	5,923	107.1	27	4,690	79.2	20	27,776,015	84.8	17
Texas	3,871	70.0	44	10,144	171.4	2	39,267,424	119.8	6
USL&HW	10,089	182.4	1	8,420	142.2	4	84,949,380	259.2	1
Utah	6,659	120.4	14	2,741	46.3	44	18,249,011	55.7	43
Vermont	6,863	124.1	10	3,781	63.9	34	25,948,643	79.2	24
Virginia	3,998	72.3	43	4,690	79.2	20	18,750,600	57.2	42
Wisconsin	7,993	144.5	6	3,442	58.1	39	27,511,906	84.0	19
<b>National Avg.</b>	<b>5,530</b>			<b>5,920</b>			<b>32,771,314</b>		

**Note:** National Average based on 46 jurisdictions (excluding USL&HW).

## WORKERS' COMPENSATION COMPENDIUM 2005-06

The **Workers' Compensation Compendium 2005-06** is the first edition of an annual publication designed to serve several audiences:

(1) *workers' compensation practitioners*, such as state and federal administrators and adjudications, employers, union officials, insurers, attorneys, who need current information about the benefit levels, coverage provisions, costs, and other aspects of workers' compensation programs in various states;

(2) *workers' compensation policymakers* who want analyses of significant issues, such as the policies that may control workers' compensation medical costs and the challenges to the exclusive remedy provision, which limits the right of injured workers' to bring tort suits against their employers; and

(3) *researchers* who need information about recent studies and program developments in order to improve their own analyses.

The *2005-06 Compendium* consists of six parts published in two volumes.

### Volume One contains Parts I and II of the 2005-06 Compendium.

**Part I** includes reprints of significant articles from the first 26 issues of the *Workers' Compensation Policy Review*, spanning the issues from January/February 2001 through March/April 2005, as well as some material that appeared in subsequent issues.

**Part I** also includes significant articles, chapters, and reports that were originally published elsewhere but that warrant reprinting in the *2005-06 Compendium*. The articles originally appeared in the *Monthly Labor Review*, *The Millbank Quarterly*, the *Journal of the American Medical Association*, the *Journal of Occupational and Environmental Medicine*, and the *IAIABC Journal*. The chapters and reports originally appeared in the *International Encyclopedia of Business & Management* and in publications of the Workers Compensation Research Institute, the Labor and Employment Relations Association (formerly the Industrial Relations Research Association), the RAND Institute for Civil Justice and Health, and the California Commission on Health and Safety and Workers' Compensation.

**Part II** contains a detailed Subject Index plus a Jurisdiction Index to the articles, chapters, and reports contained in Part I.

### Volume One Examines a Variety of Topics Pertaining to Workers' Compensation.

There are 45 separate entries (articles, chapters, and reports) and 422 pages in Part I. The Table of Contents can be examined at the Web site [www.workerscompresources.com](http://www.workerscompresources.com) under *Workers' Compensation Compendium*. A brochure with more information on the *Compendium* can be obtained by calling 732-274-0600 or by faxing a request to 732-274-0678.

The *Workers' Compensation Compendium* Volume One can be ordered through any bookstore using the 10-digit ISBN: 0-9769257-0-2 or the 13-digit ISBN: 978-0-9769257-0-5 at the price of \$69.95. An order form is included on the back page of this issue of the *Workers' Compensation Policy Review*, which includes a special rate for subscribers to the *Policy Review*.

### Volume Two contains Parts III to VI of the 2005-06 Compendium.

**Part III, Section A** contains *The Workers' Compensation Policy Review Guide to U.S. and Canadian National and Multi-Jurisdictional Data and Information on Workers' Compensation Programs*. The *Guide to Data and Information* includes a catalogue of sources of available data and information on eleven topics, including in-

*ter alia* coverage of employees and employers, cash benefits prescribed by statute, medical benefits prescribed by statute, the costs of workers' compensation, and workers' compensation insurance arrangements.

The *Guide to Data and Information* also contains detailed information on the sources from which data can be obtained.

**Part III, Section B** includes a set of 13 tables with extensive information on workers' compensation programs, including extensive historical data on the costs of workers' compensation insurance and on the statutory adequacy of cash benefits.

**Part III, Section C** includes selected tables from the latest report by the National Academy of Social Insurance on the coverage, benefits, and costs of U.S. workers' compensation programs.

**Part III, Section D** includes information on state workers' compensation agencies.

**Part III, Section E** provides information on special funds that operated as part of the workers' compensation programs in many states.

**Part III, Section F** documents the extent of state compliance with the 19 essential recommendations of the National Commission on State Workmen's Compensation Laws.

**Part III, Section G** includes excerpts from the Model Workers' Compensation Law published by the Workmen's Council of State Governments.

**Part IV** reproduces the 20 tables from the January 2005 edition of *State Workers' Compensation Laws*, which is published by the Office of Workers' Compensation Programs, Employment Standards Administration of the U.S. Department of Labor. We have found this to be the most reliable and comprehensive source of information on current U.S. workers' compensation programs. We appreciate the assistance of Shelby Hallmark of the U.S. Department of Labor in making this publication available to us on a timely basis.

**Part V** provides descriptions of three organizations that conduct and sponsor research on workers' compensation and workplace safety and health. They are the Workers Compensation Research Institute, the California Commission on Health and Safety and Workers' Compensation, and the Institute for Work and Health.

**Part VI** is an index to the material contained in Parts III to V.

**Volume Two provides a plethora of information and data on workers' compensation programs.**

There are 319 pages in Parts III to V plus the index on Part VI. The Table of Contents can be examined at the Web site [www.workerscompresources.com](http://www.workerscompresources.com) under *Workers' Compensation Compendium*. A brochure with more information on the *Compendium* can be obtained by calling 732-274-060 or by faxing a request to 732-274-0678.

The *Workers' Compensation Compendium Volume Two* can be ordered through any bookstore using the 10 digit ISBN: 0-9769257-1-0 or the 13 digit ISBN: 978-0-9769257-1-2 at the price of \$59.95. An order form is included on the back page of this issue of the *Workers' Compensation Policy Review*, which includes a special rate for subscribers to the *Policy Review*.

## Order Form for *Workers' Compensation Compendium 2005-06*

*with Special Pricing for Subscribers to the Workers' Compensation Policy Review Valid until June 30, 2006*

### **Workers' Compensation Compendium Volume One**

\_\_\_\_\_ Copies at \$55.95 (normal price \$69.95) \_\_\_\_\_

### **Workers' Compensation Compendium Volume Two**

\_\_\_\_\_ Copies at \$47.95 (normal price \$59.95) \_\_\_\_\_

Total for Volumes \_\_\_\_\_

Sales Tax: Add 6% if Shipped to New Jersey \_\_\_\_\_

Shipping and Postage \_\_\_\_\_

\$12 per Volume in US; \$15 per Volume outside US

Shipping and Postage - NO CHARGE - if both Volumes  
ordered concurrently

Total \_\_\_\_\_

Fax Orders: Send this Form to 732-274-0678

E-Mail Orders: [www.workerscompresources.com](http://www.workerscompresources.com) and click on  
*Workers' Compensation Compendium*

Mail Orders: Send this form to:  
Workers' Disability Income Systems, Inc. (or WDIS, Inc.)  
56 Primrose Circle  
Princeton, NJ 08540

Telephone Orders: Call 732-274-0600

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Fax: \_\_\_\_\_ E-Mail: \_\_\_\_\_ Phone No.: \_\_\_\_\_

Check enclosed

Credit Card # \_\_\_\_\_ Exp. Date: \_\_\_\_/\_\_\_\_

Bill Me

VISA

Master Card

AMEX

Signature: \_\_\_\_\_

**Please make checks payable to WDIS, Inc.**

Compendium 32 WCPR