



Pennsylvania Compensation Rating Bureau

United Plaza Building • Suite 1500
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April 8, 2016

VIA SERFF

The Honorable Theresa D. Miller
Insurance Commissioner
Commonwealth of Pennsylvania
Insurance Department
1311 Strawberry Square
Harrisburg, PA 17120

Attention: Mark J. Lersch, Director, Property & Casualty Bureau

**RE: PCRB Filing No. 273 - Section 1 Rule IX H.
Pennsylvania Construction Classification Premium Adjustment Program
Revisions to Qualifying Wages, Table of Hourly Wages and Premium Credits**

Dear Commissioner Miller:

On behalf of the members of the Pennsylvania Compensation Rating Bureau (PCRB), we hereby submit this filing to update provisions of the Pennsylvania Construction Classification Premium Adjustment Program (PCCPAP). This program was implemented effective January 1, 1991 and has been revised annually since July 1, 1992 to reflect changes in statewide average wage levels and to update specific references to time periods.

The proposed changes are made to the PCRB Workers Compensation Manual of Rules, Classifications and Rating Values for Workers Compensation and for Employers Liability Insurance. These revisions are proposed to be effective 12:01 a.m., October 1, 2016 for new and renewal policies. This effective date is consistent with previous annual PCCPAP filings.

An Actuarial Memorandum is included with this filing.

The PCRB believes that these proposed changes will maintain an equitable and effective premium adjustment program. The PCRB respectfully requests a prompt approval of this filing as presented. **As applications for the PCCPAP are processed by the PCRB approximately six months in advance of policy effective dates, notifications to construction employers in the interim will make reference to this pending filing so that employers will be aware of these proposed changes.**

The PCRB will be pleased to answer any questions you or the Insurance Department staff may have.

Sincerely,

A handwritten signature in black ink that reads "William V. Taylor". The signature is written in a cursive, flowing style.

William V. Taylor
President

WVT/jf
Enclosure:
PCRB Actuarial Memorandum



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TO: Insurance Commissioner, Commonwealth of Pennsylvania

FROM: John R. Pedrick, Vice President, Actuarial Services

DATE: April 8, 2016

RE: Actuarial Memorandum:
Pennsylvania Construction Classification Premium Adjustment Program
Revisions to Qualifying Wages, Table of Hourly Wages and Premium Credits

For policies with anniversary rating dates on or after October 1, 2016, this filing proposes the following changes to the PCCPAP plan:

- First, qualifying wages are proposed to be based on the Third Quarter of 2015, as this data is now or soon will be available and represents a more current level of employment and wage activity for construction employers.
- Second, the minimum hourly wage eligible for premium credit is proposed to be updated in accordance with the most recent change in the Statewide Average Weekly Wage (SAWW). This change, as documented further in this filing, proposes revision of the minimum wage eligible for PCCPAP premium credit to \$29.15 per hour.

This qualifying wage has been rounded to the nearest \$0.05, consistent with past practices.

- Third, consistent with procedural changes previously approved pursuant to PCRB filings pertaining to the PCCPAP 1995 through 2015, revisions are proposed in the increments in qualifying wages used in constructing the PCCPAP table of premium credits.

For the present filing, the PCRB has again constructed the table of qualifying wages so that the ratio of effective wages between successive credit increments is approximately 1.005568, the ratio of the first two effective wages for the July 1, 1995 PCCPAP table (i.e., $\$14.6828 / \$14.6015 = 1.005568$). Those values are taken from the first PCCPAP credit table, which was revised to incorporate varying wage increments for different credit levels. Consistent with past practices, the increments in minimum qualifying wages have been rounded to the nearest \$.05, and table increments have been “smoothed” so that the increments in minimum wages are constant or increasing as wage levels increase. The resulting table, with calculated effective wages and ratios of successive effective wages shown for analytical purposes, is attached as Exhibit A. Derivation of the minimum hourly wage eligible for premium credit is shown in the attached Exhibit B. The text of the proposed table based on Exhibit A is included in a separate PDF file.

Exhibits A and B referenced in the discussion above are attached.

PCCPAP Filing Effective October 1, 2016

Test for "Premium Reversals"

| Minimum Wage (1) | Maximum Wage (2) | Average Wage (3) | PCCPAP Credit (4) | Effective Wage (3)x(1.0-(4)) (5) | Ratio (5) to prior (5) (6) |
|------------------|------------------|------------------|-------------------|----------------------------------|----------------------------|
| \$0.00 | \$29.14 | | | | |
| \$29.15 | \$29.59 | 29.370 | 0.05 | 27.9015 | |
| \$29.60 | \$30.09 | 29.845 | 0.06 | 28.0543 | 1.00548 |
| \$30.10 | \$30.59 | 30.345 | 0.07 | 28.2209 | 1.00594 |
| \$30.60 | \$31.09 | 30.845 | 0.08 | 28.3774 | 1.00555 |
| \$31.10 | \$31.59 | 31.345 | 0.09 | 28.5240 | 1.00516 |
| \$31.60 | \$32.14 | 31.870 | 0.10 | 28.6830 | 1.00558 |
| \$32.15 | \$32.69 | 32.420 | 0.11 | 28.8538 | 1.00595 |
| \$32.70 | \$33.24 | 32.970 | 0.12 | 29.0136 | 1.00554 |
| \$33.25 | \$33.79 | 33.520 | 0.13 | 29.1624 | 1.00513 |
| \$33.80 | \$34.39 | 34.095 | 0.14 | 29.3217 | 1.00546 |
| \$34.40 | \$34.99 | 34.695 | 0.15 | 29.4908 | 1.00577 |
| \$35.00 | \$35.59 | 35.295 | 0.16 | 29.6478 | 1.00533 |
| \$35.60 | \$36.19 | 35.895 | 0.17 | 29.7929 | 1.00489 |
| \$36.20 | \$36.84 | 36.520 | 0.18 | 29.9464 | 1.00515 |
| \$36.85 | \$37.49 | 37.170 | 0.19 | 30.1077 | 1.00539 |
| \$37.50 | \$38.19 | 37.845 | 0.20 | 30.2760 | 1.00559 |
| \$38.20 | \$38.89 | 38.545 | 0.21 | 30.4506 | 1.00577 |
| \$38.90 | \$39.59 | 39.245 | 0.22 | 30.6111 | 1.00527 |
| \$39.60 | \$40.34 | 39.970 | 0.23 | 30.7769 | 1.00542 |
| \$40.35 | \$41.09 | 40.720 | 0.24 | 30.9472 | 1.00553 |
| \$41.10 | \$41.89 | 41.495 | 0.25 | 31.1213 | 1.00562 |
| \$41.90 | \$42.69 | 42.295 | 0.26 | 31.2983 | 1.00569 |
| \$42.70 | \$43.54 | 43.120 | 0.27 | 31.4776 | 1.00573 |
| \$43.55 | \$44.39 | 43.970 | 0.28 | 31.6584 | 1.00574 |
| \$44.40 | \$45.24 | 44.820 | 0.29 | 31.8222 | 1.00517 |
| \$45.25 | | | 0.30 | | |

Note: Premium Reversals Would Occur if Effective Wage for any Given Average Wage is LOWER than Effective Wage for any Lower Average Wage(s)

Determination of Minimum Qualifying Hourly Wage for PCCPAP

Policies with Normal Anniversary Rating Dates On or After October 1, 2016

| | |
|---|------------|
| I: Minimum Qualifying Hourly Wage for Policies with Normal Anniversary Rating Dates January 1, 1991 through June 30, 1992 | \$13.00 |
| II: Statewide Average Weekly Wage for twelve months ending June 30, 1990 | \$436.00 |
| III: Statewide Average Weekly Wage for twelve months ending June 30, 2015 | \$978.00 |
| IV: Increase in SAWW (III / II) = $\$978.00 / \436.00 | 2.24311927 |
| V: Revised Qualifying Hourly Wage for Policies with Normal Anniversary Rating Dates October 1, 2016 and Later (I x IV) = $\$13.00 \times 2.24311927 = \29.16055046 | \$29.15 |

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

H. PENNSYLVANIA CONSTRUCTION CLASSIFICATION PREMIUM ADJUSTMENT PROGRAM

1. The Pennsylvania Construction Classification Premium Adjustment Program provides for a premium credit for up to one year for a policy which contains one or more construction classifications. A credit may be applicable to those policies effective new and renewed with normal anniversary rating dates on or after **January 1, 1991**.

For policies subject both to a Pennsylvania Construction Classification Premium Adjustment Program credit and any retrospective rating plan the PCCPAP credit shall be applied in determining standard premium. Such adjusted standard premium shall then be used wherever standard premium would otherwise apply in determining retrospective rating plan values and amounts for the retrospective rating plan applicable to the same risk if no PCCPAP credit were applicable. PCCPAP credits shall not be applied to final retrospective premium either in lieu of or in addition to the above prescribed procedure.

The basis for determining the credit is the total payroll (including overtime premium pay) and hours worked for each construction classification as reported to taxing authorities. The applicable report periods vary according to the normal anniversary rating date of each policy, as set forth below:

| Normal Anniversary Rating Dates | Reporting Period for Qualifying Wages |
|---|--|
| October 1, 2011 — September 30, 2012 | Third calendar quarter of 2010 |
| October 1, 2012 – September 30, 2013 | Third calendar quarter of 2011 |
| October 1, 2013 – September 30, 2014 | Third calendar quarter of 2012 |
| October 1, 2014 – September 30, 2015 | Third calendar quarter of 2013 |
| October 1, 2015 – September 30, 2016 and later | Third calendar quarter of 2014 |
| <u>October 1, 2016 and later</u> | <u>Third calendar quarter of 2015</u> |

If the insured did not engage in operations for the complete quarter, then the last complete quarter prior to policy year inception shall be used or, if there was no complete quarter of operations prior to the policy inception, then the first complete quarter after policy inception shall be used. A credit may be determined for each construction classification by dividing the total payroll, including overtime premium pay, by the number of hours worked to arrive at the average hourly wage for the classification. In the absence of specific records for salaried employees, it will be assumed each such individual worked forty (40) hours per week. The credit for average hourly wage is listed below:

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

Normal Anniversary Rating Dates—October 1, 2011—September 30, 2012

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 25.59 or less | | None | 31.80 | 32.34 | 18% |
| 25.60 | 25.99 | 5% | 32.35 | 32.94 | 19% |
| 26.00 | 26.39 | 6% | 32.95 | 33.54 | 20% |
| 26.40 | 26.84 | 7% | 33.55 | 34.14 | 21% |
| 26.85 | 27.29 | 8% | 34.15 | 34.79 | 22% |
| 27.30 | 27.74 | 9% | 34.80 | 35.44 | 23% |
| 27.75 | 28.19 | 10% | 35.45 | 36.09 | 24% |
| 28.20 | 28.69 | 11% | 36.10 | 36.79 | 25% |
| 28.70 | 29.19 | 12% | 36.80 | 37.49 | 26% |
| 29.20 | 29.69 | 13% | 37.50 | 38.19 | 27% |
| 29.70 | 30.19 | 14% | 38.20 | 38.94 | 28% |
| 30.20 | 30.69 | 15% | 38.95 | 39.69 | 29% |
| 30.70 | 31.24 | 16% | 39.70 | and over | 30% |
| 31.25 | 31.79 | 17% | | | |

Normal Anniversary Rating Dates – October 1, 2012 – September 30, 2013

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 26.49 or less | | None | 32.90 | 33.49 | 18% |
| 26.50 | 26.89 | 5% | 33.50 | 34.09 | 19% |
| 26.90 | 27.34 | 6% | 34.10 | 34.69 | 20% |
| 27.35 | 27.79 | 7% | 34.70 | 35.34 | 21% |
| 27.80 | 28.24 | 8% | 35.35 | 35.99 | 22% |
| 28.25 | 28.69 | 9% | 36.00 | 36.64 | 23% |
| 28.70 | 29.19 | 10% | 36.65 | 37.34 | 24% |
| 29.20 | 29.69 | 11% | 37.35 | 38.04 | 25% |
| 29.70 | 30.19 | 12% | 38.05 | 38.79 | 26% |
| 30.20 | 30.69 | 13% | 38.80 | 39.54 | 27% |
| 30.70 | 31.24 | 14% | 39.55 | 40.34 | 28% |
| 31.25 | 31.79 | 15% | 40.35 | 41.14 | 29% |
| 31.80 | 32.34 | 16% | 41.15 | and over | 30% |
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PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

Normal Anniversary Rating Dates – October 1, 2013 – September 30, 2014

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 27.34 or less | | None | 34.00 | 34.59 | 18% |
| 27.35 | 27.74 | 5% | 34.60 | 35.19 | 19% |
| 27.75 | 28.19 | 6% | 35.20 | 35.84 | 20% |
| 28.20 | 28.64 | 7% | 35.85 | 36.49 | 21% |
| 28.65 | 29.14 | 8% | 36.50 | 37.14 | 22% |
| 29.15 | 29.64 | 9% | 37.15 | 37.84 | 23% |
| 29.65 | 30.14 | 10% | 37.85 | 38.54 | 24% |
| 30.15 | 30.64 | 11% | 38.55 | 39.29 | 25% |
| 30.65 | 31.14 | 12% | 39.30 | 40.04 | 26% |
| 31.15 | 31.69 | 13% | 40.05 | 40.84 | 27% |
| 31.70 | 32.24 | 14% | 40.85 | 41.64 | 28% |
| 32.25 | 32.79 | 15% | 41.65 | 42.44 | 29% |
| 32.80 | 33.39 | 16% | 42.45 | and over | 30% |
| 33.40 | 33.99 | 17% | | | |

Normal Anniversary Rating Dates – October 1, 2014 – September 30, 2015

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 27.79 or less | | None | 34.55 | 35.14 | 18% |
| 27.80 | 28.24 | 5% | 35.15 | 35.74 | 19% |
| 28.25 | 28.69 | 6% | 35.75 | 36.39 | 20% |
| 28.70 | 29.14 | 7% | 36.40 | 37.04 | 21% |
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| 29.65 | 30.14 | 9% | 37.75 | 38.44 | 23% |
| 30.15 | 30.64 | 10% | 38.45 | 39.19 | 24% |
| 30.65 | 31.14 | 11% | 39.20 | 39.94 | 25% |
| 31.15 | 31.69 | 12% | 39.95 | 40.69 | 26% |
| 31.70 | 32.24 | 13% | 40.70 | 41.49 | 27% |
| 32.25 | 32.79 | 14% | 41.50 | 42.29 | 28% |
| 32.80 | 33.34 | 15% | 42.30 | 43.14 | 29% |
| 33.35 | 33.94 | 16% | 43.15 | and over | 30% |
| 33.95 | 34.54 | 17% | | | |

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

Normal Anniversary Rating Dates – October 1, 2015 and later – September 30, 2016

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|--------------------------------|-------|---|--------------------------------|----------|---|
| 28.34 or less | | None | 35.25 | 35.84 | 18% |
| 28.35 | 28.79 | 5% | 35.85 | 36.49 | 19% |
| 28.80 | 29.24 | 6% | 36.50 | 37.14 | 20% |
| 29.25 | 29.74 | 7% | 37.15 | 37.84 | 21% |
| 29.75 | 30.24 | 8% | 37.85 | 38.54 | 22% |
| 30.25 | 30.74 | 9% | 38.55 | 39.24 | 23% |
| 30.75 | 31.24 | 10% | 39.25 | 39.99 | 24% |
| 31.25 | 31.79 | 11% | 40.00 | 40.74 | 25% |
| 31.80 | 32.34 | 12% | 40.75 | 41.54 | 26% |
| 32.35 | 32.89 | 13% | 41.55 | 42.34 | 27% |
| 32.90 | 33.44 | 14% | 42.35 | 43.19 | 28% |
| 33.45 | 34.04 | 15% | 43.20 | 44.04 | 29% |
| 34.05 | 34.64 | 16% | 44.05 | and over | 30% |
| 34.65 | 35.24 | 17% | | | |

Normal Anniversary Rating Dates – October 1, 2016 and later

| <u>Average Hourly Wage</u> | | <u>Credit From Standard Premium</u> | <u>Average Hourly Wage</u> | | <u>Credit From Standard Premium</u> |
|---------------------------------------|--------------|--|---------------------------------------|--------------|--|
| <u>29.14 or less</u> | | <u>None</u> | <u>36.20</u> | <u>36.84</u> | <u>18%</u> |
| <u>29.15</u> | <u>29.59</u> | <u>5%</u> | <u>36.85</u> | <u>37.49</u> | <u>19%</u> |
| <u>29.60</u> | <u>30.09</u> | <u>6%</u> | <u>37.50</u> | <u>38.19</u> | <u>20%</u> |
| <u>30.10</u> | <u>30.59</u> | <u>7%</u> | <u>38.20</u> | <u>38.89</u> | <u>21%</u> |
| <u>30.60</u> | <u>31.09</u> | <u>8%</u> | <u>38.90</u> | <u>39.59</u> | <u>22%</u> |
| <u>31.10</u> | <u>31.59</u> | <u>9%</u> | <u>39.60</u> | <u>40.34</u> | <u>23%</u> |
| <u>31.60</u> | <u>32.14</u> | <u>10%</u> | <u>40.35</u> | <u>41.09</u> | <u>24%</u> |
| <u>32.15</u> | <u>32.69</u> | <u>11%</u> | <u>41.10</u> | <u>41.89</u> | <u>25%</u> |
| <u>32.70</u> | <u>33.24</u> | <u>12%</u> | <u>41.90</u> | <u>42.69</u> | <u>26%</u> |
| <u>33.25</u> | <u>33.79</u> | <u>13%</u> | <u>42.70</u> | <u>43.54</u> | <u>27%</u> |
| <u>33.80</u> | <u>34.39</u> | <u>14%</u> | <u>43.55</u> | <u>44.39</u> | <u>28%</u> |
| <u>34.40</u> | <u>34.99</u> | <u>15%</u> | <u>44.40</u> | <u>45.24</u> | <u>29%</u> |
| <u>35.00</u> | <u>35.59</u> | <u>16%</u> | <u>45.25</u> | and over | <u>30%</u> |
| <u>35.60</u> | <u>36.19</u> | <u>17%</u> | | | |

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

H. PENNSYLVANIA CONSTRUCTION CLASSIFICATION PREMIUM ADJUSTMENT PROGRAM

1. The Pennsylvania Construction Classification Premium Adjustment Program provides for a premium credit for up to one year for a policy which contains one or more construction classifications. A credit may be applicable to those policies effective new and renewed with normal anniversary rating dates on or after **January 1, 1991**.

For policies subject both to a Pennsylvania Construction Classification Premium Adjustment Program credit and any retrospective rating plan the PCCPAP credit shall be applied in determining standard premium. Such adjusted standard premium shall then be used wherever standard premium would otherwise apply in determining retrospective rating plan values and amounts for the retrospective rating plan applicable to the same risk if no PCCPAP credit were applicable. PCCPAP credits shall not be applied to final retrospective premium either in lieu of or in addition to the above prescribed procedure.

The basis for determining the credit is the total payroll (including overtime premium pay) and hours worked for each construction classification as reported to taxing authorities. The applicable report periods vary according to the normal anniversary rating date of each policy, as set forth below:

| Normal Anniversary Rating Dates | Reporting Period for Qualifying Wages |
|--|--|
| October 1, 2012 – September 30, 2013 | Third calendar quarter of 2011 |
| October 1, 2013 – September 30, 2014 | Third calendar quarter of 2012 |
| October 1, 2014 – September 30, 2015 | Third calendar quarter of 2013 |
| October 1, 2015 – September 30, 2016 | Third calendar quarter of 2014 |
| October 1, 2016 and later | Third calendar quarter of 2015 |

If the insured did not engage in operations for the complete quarter, then the last complete quarter prior to policy year inception shall be used or, if there was no complete quarter of operations prior to the policy inception, then the first complete quarter after policy inception shall be used. A credit may be determined for each construction classification by dividing the total payroll, including overtime premium pay, by the number of hours worked to arrive at the average hourly wage for the classification. In the absence of specific records for salaried employees, it will be assumed each such individual worked forty (40) hours per week. The credit for average hourly wage is listed below:

Normal Anniversary Rating Dates – October 1, 2012 – September 30, 2013

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|--------------------------------|-------|---|--------------------------------|----------|---|
| 26.49 or less | | None | 32.90 | 33.49 | 18% |
| 26.50 | 26.89 | 5% | 33.50 | 34.09 | 19% |
| 26.90 | 27.34 | 6% | 34.10 | 34.69 | 20% |
| 27.35 | 27.79 | 7% | 34.70 | 35.34 | 21% |
| 27.80 | 28.24 | 8% | 35.35 | 35.99 | 22% |
| 28.25 | 28.69 | 9% | 36.00 | 36.64 | 23% |
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| 31.25 | 31.79 | 15% | 40.35 | 41.14 | 29% |
| 31.80 | 32.34 | 16% | 41.15 | and over | 30% |
| 32.35 | 32.89 | 17% | | | |

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

Normal Anniversary Rating Dates – October 1, 2013 – September 30, 2014

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 27.34 or less | | None | 34.00 | 34.59 | 18% |
| 27.35 | 27.74 | 5% | 34.60 | 35.19 | 19% |
| 27.75 | 28.19 | 6% | 35.20 | 35.84 | 20% |
| 28.20 | 28.64 | 7% | 35.85 | 36.49 | 21% |
| 28.65 | 29.14 | 8% | 36.50 | 37.14 | 22% |
| 29.15 | 29.64 | 9% | 37.15 | 37.84 | 23% |
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| 30.15 | 30.64 | 11% | 38.55 | 39.29 | 25% |
| 30.65 | 31.14 | 12% | 39.30 | 40.04 | 26% |
| 31.15 | 31.69 | 13% | 40.05 | 40.84 | 27% |
| 31.70 | 32.24 | 14% | 40.85 | 41.64 | 28% |
| 32.25 | 32.79 | 15% | 41.65 | 42.44 | 29% |
| 32.80 | 33.39 | 16% | 42.45 | and over | 30% |
| 33.40 | 33.99 | 17% | | | |

Normal Anniversary Rating Dates – October 1, 2014 – September 30, 2015

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 27.79 or less | | None | 34.55 | 35.14 | 18% |
| 27.80 | 28.24 | 5% | 35.15 | 35.74 | 19% |
| 28.25 | 28.69 | 6% | 35.75 | 36.39 | 20% |
| 28.70 | 29.14 | 7% | 36.40 | 37.04 | 21% |
| 29.15 | 29.64 | 8% | 37.05 | 37.74 | 22% |
| 29.65 | 30.14 | 9% | 37.75 | 38.44 | 23% |
| 30.15 | 30.64 | 10% | 38.45 | 39.19 | 24% |
| 30.65 | 31.14 | 11% | 39.20 | 39.94 | 25% |
| 31.15 | 31.69 | 12% | 39.95 | 40.69 | 26% |
| 31.70 | 32.24 | 13% | 40.70 | 41.49 | 27% |
| 32.25 | 32.79 | 14% | 41.50 | 42.29 | 28% |
| 32.80 | 33.34 | 15% | 42.30 | 43.14 | 29% |
| 33.35 | 33.94 | 16% | 43.15 | and over | 30% |
| 33.95 | 34.54 | 17% | | | |

PENNSYLVANIA WORKERS COMPENSATION MANUAL

Proposed Effective October 1, 2016

Normal Anniversary Rating Dates – October 1, 2015 – September 30, 2016

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 28.34 or less | | None | 35.25 | 35.84 | 18% |
| 28.35 | 28.79 | 5% | 35.85 | 36.49 | 19% |
| 28.80 | 29.24 | 6% | 36.50 | 37.14 | 20% |
| 29.25 | 29.74 | 7% | 37.15 | 37.84 | 21% |
| 29.75 | 30.24 | 8% | 37.85 | 38.54 | 22% |
| 30.25 | 30.74 | 9% | 38.55 | 39.24 | 23% |
| 30.75 | 31.24 | 10% | 39.25 | 39.99 | 24% |
| 31.25 | 31.79 | 11% | 40.00 | 40.74 | 25% |
| 31.80 | 32.34 | 12% | 40.75 | 41.54 | 26% |
| 32.35 | 32.89 | 13% | 41.55 | 42.34 | 27% |
| 32.90 | 33.44 | 14% | 42.35 | 43.19 | 28% |
| 33.45 | 34.04 | 15% | 43.20 | 44.04 | 29% |
| 34.05 | 34.64 | 16% | 44.05 | and over | 30% |
| 34.65 | 35.24 | 17% | | | |

Normal Anniversary Rating Dates – October 1, 2016 and later

| Average Hourly Wage | | Credit From Standard Premium | Average Hourly Wage | | Credit From Standard Premium |
|------------------------|-------|------------------------------------|------------------------|----------|------------------------------------|
| 29.14 or less | | None | 36.20 | 36.84 | 18% |
| 29.15 | 29.59 | 5% | 36.85 | 37.49 | 19% |
| 29.60 | 30.09 | 6% | 37.50 | 38.19 | 20% |
| 30.10 | 30.59 | 7% | 38.20 | 38.89 | 21% |
| 30.60 | 31.09 | 8% | 38.90 | 39.59 | 22% |
| 31.10 | 31.59 | 9% | 39.60 | 40.34 | 23% |
| 31.60 | 32.14 | 10% | 40.35 | 41.09 | 24% |
| 32.15 | 32.69 | 11% | 41.10 | 41.89 | 25% |
| 32.70 | 33.24 | 12% | 41.90 | 42.69 | 26% |
| 33.25 | 33.79 | 13% | 42.70 | 43.54 | 27% |
| 33.80 | 34.39 | 14% | 43.55 | 44.39 | 28% |
| 34.40 | 34.99 | 15% | 44.40 | 45.24 | 29% |
| 35.00 | 35.59 | 16% | 45.25 | and over | 30% |
| 35.60 | 36.19 | 17% | | | |