

Amazing rate reduction again this year! We grabbed a few examples, but all rates can be found directly at the [WCRB. Circular Letter Published](#) (FYI).

“Effective October 1, 2024, Wisconsin Workers Compensation rates will be **decreasing** again for the 9th consecutive year. While Wisconsin remains a state with the some of the highest medical costs for workers compensation in the nation⁽¹⁾, overall expected losses are down, with a decrease in claim frequency, combined with wage inflation.

On average, Wisconsin rates experienced an overall decrease of 10.5%, compared to 8.39% in 2023 and 8.46% in 2017.

| Class Codes | Descriptions | Current Rates (2023) | New Rates (2024) | % of Change |
|-------------|------------------------------------|----------------------|------------------|-------------|
| 8810 | Clerical | 0.17 | 0.16 | -5.9% |
| 8824 | Assisted Living - Health Care | 2.51 | 2.16 | -13.9% |
| 8825 | Assisted Living - Food Service | 1.97 | 1.70 | -13.7% |
| 8826 | Assisted Living - All Other | 2.51 | 2.23 | -11.2% |
| 8842 | Group Home | 2.59 | 2.13 | -17.8% |
| 8835 | Home, Public, Traveling Healthcare | 1.17 | 0.96 | -17.9% |

With these significant rate decreases, it’s important to the note the potential impact to an organization’s experience modification factor. Individual class code rates are applied to the denominator portion of the experience modification formula and, depending on the size of the organization, as work comp rates decrease, the experience modification factor may subsequently increase. Nevertheless, the impact of the decreased rates generally offset any increase to the experience mod.

Moreover, the WCRB recently approved changes to the experience rating modification methodology, decreasing the per claim accident limitation from \$268,500 to \$160,000. To balance the formula, the primary/excess split point increased from \$18,500 to \$20,500. Those loss-time claims will be less sensitive to severe, outlier claims, putting more weight on claim frequency.

Telehealth continues to be an advantageous approach for employers to give employees proficient treatment. Benefits of telehealth for work related injuries include reduced interruptions for employee and less time away from work, support for first-aid and immediate treatment and, when necessary, assistance getting employees to the most appropriate medical provider.

With the continued challenges in the labor market (including retention/recruitment and increased competition for skilled labor) coupled with increases in mental health diagnosis, focus on the total well-being of an employee remains an important measure. Integrating workers compensation program with other workplace benefits, such as a robust employer assistance program (EAP) as part of the workers' comp process, can lead to a better employee experience post-incident/injury. Bear in mind, each organization's approach may be different, driven by their social determinants of health (SDOH) can strengthen employee satisfaction.

If any questions or if you'd like to discuss the impact to your workers' compensation program and risk management needs further, please contact [Taylor Goodland](mailto:Taylor.Goodland@m3ins.com) at Taylor.Goodland@m3ins.com.

Reference: (1) -[WCRI: Medical Payment for Treatment of Injured Workers in Wisconsin Highest of 17 Study States](#)