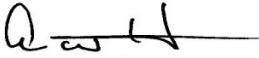




MONTANA MUNICIPAL INTERLOCAL AUTHORITY WORKERS' COMPENSATION PROGRAM

TO: Jessica Chamberlin
City of Sidney

FROM: Alan W. Hulse, CEO 

DATE: April 15, 2025

RE: **WORKERS' COMPENSATION PROGRAM FINAL RATES FY 2025/2026**

MMIA's Board of Directors adopted, with the Program actuary's concurrence, ***final rates*** for the Workers' Compensation Program for fiscal year 2025/2026 which represent a ***10.68% overall decrease*** from last year's rates.

Factors that affect individual member-owner's financial responsibility include individual experience rating modification (MOD) factor, changes in total payroll, volume discounts, and any retrospective assessment (retro). These factors, with the exception of any retro, are summarized into the Combined Payroll Accrual Factor (CPAF) to minimize impacts to your payroll process. The CPAF is the rate for entry into your payroll system in lieu of the MOD factor.

The MMIA continues to endure substantial competitive pressure from the Montana State Fund (MSF). While we have lost member-owners to the MSF's pricing tactics, we remain a viable organization for cities and towns as is evidenced by the nearly 11% rate reduction this year. While the MSF continues to underprice new business in order to lure cities away from the pool, we feel that this is a short term strategy that is not sustainable in the long term. As such, we are dedicated to maintaining a viable MMIA WC Program to ensure reasonable options for cities and towns when the MSF is forced to correct pricing. To that end, we have filed a complaint against the MSF in the 1st Judicial District Court in Helena in an attempt to legally require them to cease their predatory pricing behavior. As always, we will keep you our member-owners informed as this situation unfolds.

Transparency, Stability and Consistency – MMIA is owned and driven by you, the cities and towns of Montana! We are dedicated to serving member-owners. If you have any questions regarding this memo or how your rates are calculated, please contact Alan Hulse, CEO at 406-495-7014.

FY 2025/2026 Final		
Classification Code	Description	Rates (per \$100 of payroll)
7704	Firefighters	\$6.255
7720	Police Officers	\$2.473
8743	Professional & Administrative Employees	\$0.526
8810	Clerical Office Employees	\$0.199
9410	Municipal Non-Professional Employees	\$1.322
9420	All Other Employees	\$5.615

FY 2025/2026 Factors	
MOD	0.8800
CPAF	0.8467

Volunteer Coverage

In addition to covering your emergency service volunteers, you may elect to cover other volunteers. **All volunteers** must be reported with your quarterly payroll report. You must list the name, last four digits of their social security number or their date of birth, hours volunteered during the period, and the appropriate class code applicable for each individual volunteer. If you elect to cover **any** volunteers, you should cover **all** volunteers. Assessment is determined by volunteer type for each individual:

1. **Volunteer Emergency Services Volunteers:** The payroll base for volunteer emergency service individuals (Police, Fire, and/or Ambulance) is \$50/month, \$150/quarter, or the actual remuneration, whichever is greater.
2. **Court Appointed Workers:** You must report court appointed workers performing community service under the control or direction of the city. Report the individuals' name, social security number, hours worked and current minimum wage for the appropriate class code for the duties they perform.
3. **Consistent Volunteer:** Individuals who volunteer in excess of fifteen (15) hours per month. Report individual wages at a rate of \$100.00 per month at the appropriate Class Code.
4. **Regular Volunteer:** Individuals who volunteer between one (1) and fifteen (15) hours per month. Report individual wages at a rate of \$50.00 per month at the appropriate Class Code.
5. **Casual Volunteers:** The casual volunteer is an individual who volunteers for a special event, for example, a fun run, art walk, city park clean-up day or other event sponsored by the city. **For casual volunteers to be covered, you must have a coverage determination from MMIA PRIOR to your event. To receive a determination, you must submit an application for coverage to MMIA. The application is available on the MMIA website or by clicking on the following link: [Casual Volunteer Workers Compensation Coverage Application](#). MMIA will then notify you of the coverage determination. Coverage will not be bound until the roster and payment of the invoice is received by MMIA.**

If you have any questions regarding volunteer coverage, please contact Britani Laughery (406) 495-7004.

Policy Documents

The coverage declarations page will be issued in early July. The annual workers' compensation posting notice will be issued in December in accordance with the MMIA's annual program approval by the Montana Department of Labor & Industry.



Workers' Compensation Classification Code Descriptions

7704 Firefighters – This classification applies to firefighters employed by incorporated cities and towns. This classification includes part-time or volunteer firefighters and paid and/or volunteer ambulance personnel. Whenever part-time or volunteer emergency service personnel are employed, the actual remuneration of all such persons shall be included with the payroll firefighters in computing the premium. In no case, however, should the remuneration of any such personnel be less than \$600 per person per annum (i.e., \$50/month - \$150/quarter - \$600/year).

7720 Police Officers – This classification applies to all police department employees (i.e., police officers, emergency service radio dispatchers, etc.) of incorporated cities and towns except clerical office employees (i.e., secretaries, file clerks etc.) as defined in code 8810. The classification for police officers also applies to volunteer or auxiliary police officers, detention facility employees, parking enforcement officers, and chaplains, etc.

8743 Professional and Administrative Employees – This classification applies to all councilpersons, mayors, city managers, city/county commissioners, city/town clerk-treasurers, examiners, judges (i.e., city district, election, justices of the peace, and police judges), department heads and supervisors involved in professional and administrative duties only, collectors, assessors, auditors, librarians, nurses (other than hospital or nursing home), social case workers, surveyors (not street or highway), supervisors, attorneys, planners, risk management staff, and other similar employees whose duties are not confined to the office.

8810 Clerical Office Employees – This classification applies to those employees and supervisors whose duties are maintaining financial or other employer records, handling correspondence, computer techs and support, technical drafting, and telephone duties of the covered party and whose duties are confined to the office with the exception of incidental travel directly related to the employee's duties in the office. For example, bookkeepers, draftspersons, file clerks, secretaries, typists, receptionists, telephone operators, radio dispatchers (non-emergency services), etc. If any clerical office employee is exposed to an operative hazard of the business, the entire payroll shall be assigned to the highest rated classification of work to which this person is exposed.

9410 Municipal Non-Professional Employees – This classification applies to employees and supervisors whose duties are not confined to the office and consist of predominately physical labor. For example: airports (lawn mowing, snow removal, not pilots), animal control, building maintenance, cemeteries, commissioners (not city/county elected), health departments (not doctors), inspectors, laboratories, utility meter readers, night watchpersons, parks, sewage disposal plants, surveyors (street or highway), swimming pools (lifeguards, pool maintenance), water plants.

9420 All Other Employees – This classification includes, but is not limited to, pilots, warehouse workers, and drivers and employees who are engaged in the following occupations performed in the field: bridge repair, carpenters, electricians, fence erection and repair, fish hatchery, laborers – general, mechanics, mobile library operations, plumbers, road repair, sewer dept. (outside), shop employees, sign erection and repair, solid waste collection, street sanding/plowing, transit (bus & trolley drivers), truck drivers, water dept. (outside).

