

February 14, 2025

Judicial Branch Workers' Compensation Program Advisory Committee Meeting

Meeting Materials



Judicial Council of California
Judicial Branch Workers' Compensation
Program Advisory Committee



JUDICIAL BRANCH WORKERS' COMPENSATION PROGRAM
ADVISORY COMMITTEE

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Judicial Council of California

Judicial Branch Workers' Compensation
Program Advisory Committee

www.courts.ca.gov/jbwcp.htm
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JUDICIAL BRANCH WORKERS' COMPENSATION PROGRAM ADVISORY COMMITTEE

MINUTES OF OPEN MEETING

March 27, 2024

9:00 A.M.

<https://jcc.granicus.com/player/event/3282?&redirect=true>

Advisory Body Members Present: Ms. Shelby Wineinger (Chair), Ms. Christine Alburger, Ms. Heather Capps, Ms. Stephanie Cvitkovich, Mr. Kevin Harrigan, Mr. Charles Johnson, Ms. Krista Levier, Ms. Ashley Rico, Mr. Brandon E. Riley, Ms. Nocona Soboleski, Mr. Hugh K. Swift, Mr. Brian Taylor, Ms. Jennifer A. Thomas.

Advisory Body Members Absent: Ms. Stephanie Bohrer, Ms. Sulakshna Chauhan.

Others Present: Mr. Edward Metro (Program Manager), Mr. Patrick Farrales, Ms. Jade Vu, Mr. Ed Cho, Ms. Miki Novitski, Ms. Sayuri Okamoto, Ms. Evan Washburn, Ms. Lynn MacGill, Mr. Alan Turnipseed, Ms. Jacquelyn Miller, Mr. Jon Paulsen, Ms. Amanda Garcia, Ms. Heather Allen.

OPEN MEETING

Call to Order and Roll Call

The chair called the meeting to order at 9:02 A.M. and took roll call.

Approval of Minutes

The advisory body reviewed and approved the minutes with modifications to the minutes to mark Brian Taylor as Absent in the February 20, 2024, Judicial Branch Workers' Compensation Program Advisory Committee meeting.

(Motion: Riley, Second: Swift)

DISCUSSION AND ACTION ITEMS (ITEMS 1-5)

Item 1

Audit Services Request for Proposal Results

The evaluation panel reviewed four proposals for audit services and determined that Marsh was the best fit for the program. The intent to award was posted on February 29, and the agreement, set to begin on July 1, will have an initial one-year term with three one-year options.

Item 2

Excess Insurance Presentation

Evan Washburn from Alliant presented an overview of the current excess insurance market, focusing on the challenges impacting various sectors, including property, liability, and workers'

compensation. She noted that while the workers' compensation market remains stable, factors such as opioid issues and mental health exposure continue to influence rates. Looking ahead, the renewal process for the Judicial Council will begin in early 2024, with expected rates reflecting a modest increase. Additionally, Alliant is working on consolidating out-of-state policies to improve efficiency and simplify administration for the Judicial Council.

Item 3

Program Dashboard Analytics Overview

Lynn MacGill from Marsh presented an overview of the program's new dashboard analytics, designed to provide actionable insights for managing workers' compensation data. The dashboard will integrate both industry benchmarks and internal metrics to identify trends and monitor the success of the program, focusing on reducing claims frequency, severity, and litigation costs. The tool is built using Power BI to correlate various data sources, and it will evolve over time based on feedback from the subcommittee and program staff to better address emerging issues and optimize decision-making.

Item 4

Program SharePoint Resources Overview

Miki Novitski, JBWCP staff, presented the newly developed JBWCP SharePoint site, which serves as a centralized resource for workers' compensation information for members. The site provides easy access to frequently requested details such as court adjuster assignments, ergonomic assessments, and relevant forms, helping streamline communication and improve accessibility. The goal is to enhance collaboration, share best practices, and provide continuous updates to support the members.

Item 5

Multiyear Initiatives

Ed Cho, Senior JBWCP staff, introduced the program's multiyear initiatives, which aim to improve workers' compensation processes. These initiatives include enhancing governing documents, setting clear financial metrics, addressing litigation management, and exploring risk control options, with a focus on creating informed, effective decisions. Ed emphasized the importance of collaboration with working groups and a subcommittee to ensure these initiatives are implemented cohesively and contribute to the program's overall enhancement.

A D J O U R N M E N T

There being no further business, the meeting was adjourned at 10:01 A.M.



Judicial Council of California

Judicial Branch Workers' Compensation
Program Advisory Committee

www.courts.ca.gov/jbwcp.htm
jbwcp@jud.ca.gov

JUDICIAL BRANCH WORKERS' COMPENSATION PROGRAM ADVISORY COMMITTEE OPEN MEETING AGENDA

Open to the Public (Cal. Rules of Court, rule 10.75(c)(1))
THIS MEETING IS BEING CONDUCTED BY ELECTRONIC MEANS
THIS MEETING IS BEING RECORDED

Date: Friday, February 14, 2025
Time: 1:00 PM
Public Call-in Number: <https://jcc.granicus.com/player/event/3961>

Meeting materials will be posted on the advisory body web page on the California Courts website at least three business days before the meeting.

Agenda items are numbered for identification purposes only and will not necessarily be considered in the indicated order.

I. OPEN MEETING (CAL. RULES OF COURT, RULE 10.75(C)(1))

Call to Order and Roll Call

Approval of Minutes

Approve minutes of the March 27, 2024, Judicial Branch Workers' Compensation Program Advisory Committee meeting(s).

II. PUBLIC COMMENT (CAL. RULES OF COURT, RULE 10.75(K)(1))

Written Comment

This meeting will be conducted by electronic means with a listen only conference line available for the public. As such, the public may submit comments for this meeting in writing. In accordance with California Rules of Court, rule 10.75(k)(1), written comments pertaining to any agenda item of a regularly noticed open meeting can be submitted up to one complete business day before the meeting. For this specific meeting, comments should be e-mailed to jbwcp@jud.ca.gov or mailed or delivered to Judicial Council of California, 455 Golden Gate Avenue, 5th Floor – HR, San Francisco, CA 94102, attention: JBWCP. Only written comments received by 4:30 p.m., Thursday, February 13, 2025, will be provided to advisory body members prior to the start of the meeting.

III. DISCUSSION AND POSSIBLE ACTION ITEMS (ITEMS X-X)

Item 1

Presentation of FY2025-26 Draft Actuarial Report and Premiums Allocation (Action Required)

Review and consider approval of fiscal year 2025-26 workers' compensation premium allocation.

Presenter(s)/Facilitator(s): *Becky Richard, Bickmore Actuarial*

Item 2

Third Party Administrator Annual Audit (Action Required)

Review and consider approval of annual audit results and next steps.

Presenter(s)/Facilitator(s): *Alan Turnipseed, Marsh*

Item 3

Nurse Triage - Clinical Consultation (Action Required)

Review and consider approval of the Clinical Consultation proposal.

Presenter(s)/Facilitator(s): *Shelby Wineinger, Chair*

Edward Metro, JBWCP Staff Lead

Amanda Garcia, Sedgwick Claims

IV. INFORMATION ONLY ITEMS (NO ACTION REQUIRED)

Info 1

Third Party Administrator Plan of Action (No Action Required)

Discussion of steps taken to address areas of deficiency outlined in the audit report.

Presenter(s)/Facilitator(s): *Candace Maibes, Sedgwick Claims*

Heather Allen, Sedgwick Claims

V. ADJOURNMENT

Adjourn

Judicial Branch Workers' Compensation Program Advisory Committee Meeting

February 14, 2025



Call to Order and Roll Call

Public Comments

Approval of Minutes

Motion to approve
March 27, 2024 minutes

Updates from the Chair

Ms. Shelby Wineinger

Court Executive Officer

Superior Court of California

County of El Dorado

Meeting Agenda

- Draft Actuarial Report and Premium Allocation
- JBWCP Audit Results
- Sedgwick Claims Audit Response
- Nurse Triage - Clinical Consultation

Draft Actuarial Report & Premium Allocation

Becky Richard, Partner
Bickmore Actuarial

February 14, 2025



2024 - 25 Actuarial Report

- **Brief Review of Terminology**
- **Outstanding Liabilities at June 30, 2025**

➤ a.k.a. Reserves



- **2025 - 26 Funding Guidelines**

➤ a.k.a. Rates



The Lingo

- **Loss – Medical/Indemnity for WC**
- **ALAE – Allocated Loss Adjustment Expenses, which consist primarily of legal fees, usually analyzed together with loss**
- **ULAE – Unallocated Loss Adjustment Expenses, which consist primarily of claims administration expenses (in-house or TPA), usually analyzed separately from loss**

Ultimate Loss

Ultimate Loss is the total cost of claims that occur in a given year

Components of Ultimate Loss

= Paid Loss

The Accountant's Number

+ Case Reserves

The Claim Adjuster's Number

+ IBNR (Incurred But Not Reported) Reserves

The Actuary's Number



Reserves

Reserves are the amounts remaining to be paid on claims that occur in a given year

Also called outstanding liabilities

So,

Reserves = Case Reserves + IBNR Reserves

Or...

Reserves = Ultimate Losses – Paid Losses

Paid Loss Development – Trial Courts

Accident Year	Expected	Actual	Difference	Paid Losses
Prior	\$252,193	\$225,822	(\$26,371)	Development from 12/31/23 to 12/31/24
2007-08	38,437	102,942	64,505	
2008-09	18,115	13,982	(4,133)	
2009-10	97,453	168,408	70,955	
2010-11	131,289	217,753	86,464	
2011-12	133,268	190,435	57,167	
2012-13	224,784	546,854	322,070	
2013-14	233,462	210,004	(23,458)	
2014-15	261,091	212,132	(48,959)	
2015-16	365,371	364,531	(840)	
2016-17	389,742	297,505	(92,237)	
2017-18	486,528	453,294	(33,234)	
2018-19	557,052	781,886	224,834	
2019-20	740,258	494,476	(245,782)	
2020-21	1,262,194	2,581,846	1,319,652	
2021-22	1,372,493	1,210,703	(161,790)	
2022-23	1,940,484	2,189,358	248,874	
2023-24	2,264,786	2,439,616	174,830	
Total	\$10,769,000	\$12,701,547	\$1,932,547	

Incurring Loss Development – Trial Courts

Accident Year	Expected	Actual	Difference
Prior	\$204,438	(\$118,709)	(\$323,147)
2007-08	26,440	137,088	110,648
2008-09	32,439	35,379	2,940
2009-10	64,683	83,155	18,472
2010-11	59,690	29,634	(30,056)
2011-12	115,541	122,866	7,325
2012-13	137,145	(68,952)	(206,097)
2013-14	222,870	(15,688)	(238,558)
2014-15	278,272	89,007	(189,265)
2015-16	354,565	99,170	(255,395)
2016-17	347,378	142,004	(205,374)
2017-18	360,216	513,899	153,683
2018-19	535,905	1,105,576	569,671
2019-20	657,175	146,634	(510,541)
2020-21	753,651	1,754,309	1,000,658
2021-22	1,544,307	1,129,526	(414,781)
2022-23	2,699,959	2,631,564	(68,395)
2023-24	4,411,326	3,749,537	(661,789)
Total	\$12,806,000	\$11,565,999	(\$1,240,001)

Incurring Losses

Development from 12/31/23 to 12/31/24

-\$655K for Recent 5 Years

Favorable Overall

Ultimate Loss – Trial Courts

Accident Year	Prior	Current	Change
Prior	\$106,203,556	\$105,950,000	(\$254,000)
2007-08	13,581,533	13,693,000	112,000
2008-09	11,153,015	11,156,000	3,000
2009-10	16,817,179	16,836,000	19,000
2010-11	15,587,713	15,557,000	(31,000)
2011-12	15,260,673	15,283,000	23,000
2012-13	16,437,233	16,224,000	(213,000)
2013-14	13,058,395	12,796,000	(262,000)
2014-15	12,781,275	12,610,000	(171,000)
2015-16	14,356,661	14,117,000	(240,000)
2016-17	12,083,017	11,843,000	(240,000)
2017-18	12,215,373	12,361,000	145,000
2018-19	12,400,737	12,889,000	488,000
2019-20	10,540,027	9,903,000	(637,000)
2020-21	15,076,264	15,981,000	904,000
2021-22	10,382,835	9,869,000	(514,000)
2022-23	12,324,257	12,212,000	(112,000)
2023-24	12,654,514	11,998,000	(656,000)
Total	\$332,914,257	\$331,278,000	(\$1,636,000)



Liabilities – Trial Courts

Comparison of June 30 Projections...

	Prior Report June 30, 2024	Current Report June 30, 2025	Change
Case Reserves	\$15,934,000	\$15,677,000	(\$257,000)
IBNR Reserves	38,411,000	37,915,000	(496,000)
ULAE Reserves	2,934,000	2,729,000	(205,000)
Total Reserves	\$57,279,000	\$56,321,000	(\$958,000)



Paid Loss Development – Judiciary

Accident Year	Expected	Actual	Difference
Prior	\$57,255	\$54,210	(\$3,045)
2007-08	1,921	6,657	4,736
2008-09	2,441	143	(2,298)
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	2,809	(11)	(2,820)
2013-14	0	0	0
2014-15	3,884	22,638	18,754
2015-16	12,081	50,796	38,715
2016-17	7,192	32,163	24,971
2017-18	12,147	13,892	1,745
2018-19	22,675	0	(22,675)
2019-20	42,248	38,926	(3,322)
2020-21	47,243	0	(47,243)
2021-22	60,681	57,770	(2,911)
2022-23	83,095	50,568	(32,527)
2023-24	65,337	32,781	(32,556)
Total	\$421,009	\$360,533	(\$60,476)

**Paid
Losses**

**Development from
12/31/23
to
12/31/24**

Incurred Loss Development – Judiciary

Accident Year	Expected	Actual	Difference
Prior	\$48,371	(\$99,235)	(\$147,606)
2007-08	770	25,687	24,917
2008-09	2,917	143	(2,774)
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	2,930	(8,841)	(11,771)
2013-14	0	0	0
2014-15	2,576	13,931	11,355
2015-16	5,377	98,405	93,028
2016-17	4,884	62,463	57,579
2017-18	13,332	24,350	11,018
2018-19	29,780	0	(29,780)
2019-20	51,942	65,556	13,614
2020-21	76,216	0	(76,216)
2021-22	71,942	95,012	23,070
2022-23	169,622	177,407	7,785
2023-24	152,341	33,267	(119,074)
Total	\$633,000	\$488,145	(\$144,855)

Incurred Losses

Development from 12/31/23 to 12/31/24

-\$150K for Recent 5 Years

Favorable Overall

Ultimate Loss – Judiciary

Accident Year	Prior	Current	Change
Prior	\$15,365,000	\$15,157,000	(\$208,000)
2007-08	269,000	290,000	21,000
2008-09	770,000	757,000	(13,000)
2009-10	686,000	686,000	0
2010-11	309,000	309,000	0
2011-12	549,000	549,000	0
2012-13	464,000	431,000	(33,000)
2013-14	62,000	62,000	0
2014-15	325,000	332,000	7,000
2015-16	781,000	866,000	86,000
2016-17	412,000	468,000	56,000
2017-18	228,000	228,000	(1,000)
2018-19	313,000	284,000	(30,000)
2019-20	501,000	519,000	17,000
2020-21	275,000	236,000	(38,000)
2021-22	404,000	425,000	21,000
2022-23	497,000	461,000	(36,000)
2023-24	575,000	507,000	(67,000)
Total	\$22,785,000	\$22,567,000	(\$218,000)



Liabilities – Judiciary

Comparison of June 30 Projections...

	Prior Report June 30, 2024	Current Report June 30, 2025	Change
Case Reserves	\$824,000	\$861,000	\$37,000
IBNR Reserves	1,892,000	1,790,000	(102,000)
ULAE Reserves	425,000	434,000	9,000
Total Reserves	\$3,141,000	\$3,085,000	(\$56,000)



Liabilities – Total Trial Courts and Judiciary

Comparison of June 30 Projections...

	Prior Report June 30, 2024	Current Report June 30, 2025	Change
Case Reserves	\$16,758,000	\$16,538,000	(\$220,000)
IBNR Reserves	40,303,000	39,705,000	(598,000)
ULAE Reserves	3,359,000	3,163,000	(196,000)
Total Reserves	\$60,420,000	\$59,406,000	(\$1,014,000)



Outstanding Liabilities at 6/30/25

As of June 30, loss and ALAE by year...

Accident Year	Trial Courts	Judiciary	Total
Prior	\$1,928,000	\$201,000	\$2,129,000
2008-09	176,000	17,000	193,000
2009-10	428,000	0	428,000
2010-11	469,000	0	469,000
2011-12	655,000	0	655,000
2012-13	683,000	0	683,000
2013-14	921,000	0	921,000
2014-15	1,211,000	25,000	1,236,000
2015-16	1,643,000	200,000	1,843,000
2016-17	1,647,000	80,000	1,727,000
2017-18	2,334,000	71,000	2,405,000
2018-19	2,920,000	111,000	3,031,000
2019-20	2,918,000	188,000	3,106,000
2020-21	4,323,000	199,000	4,522,000
2021-22	4,568,000	253,000	4,821,000
2022-23	6,271,000	318,000	6,589,000
2023-24	8,195,000	427,000	8,622,000
2022-23	12,301,000	561,000	12,862,000
Total	\$53,591,000	\$2,651,000	\$56,242,000

Outstanding Liabilities at 6/30/25

As of June 30, Adding ULAE and Confidence Levels...

	Trial Courts	Judiciary	Total
Loss and ALAE Reserves	\$53,591,000	\$2,651,000	\$56,242,000
ULAE Reserves	\$2,729,000	\$434,000	\$3,163,000
Total Reserves			
Expected	\$56,320,000	\$3,085,000	\$59,405,000
70%	\$60,825,000	\$3,496,000	\$64,321,000
80%	\$64,655,000	\$3,884,000	\$68,539,000
85%	\$67,189,000	\$4,147,000	\$71,336,000
90%	\$70,456,000	\$4,492,000	\$74,948,000
98%	\$84,585,000	\$6,046,000	\$90,631,000

Confidence levels reflect variability of outstanding liabilities

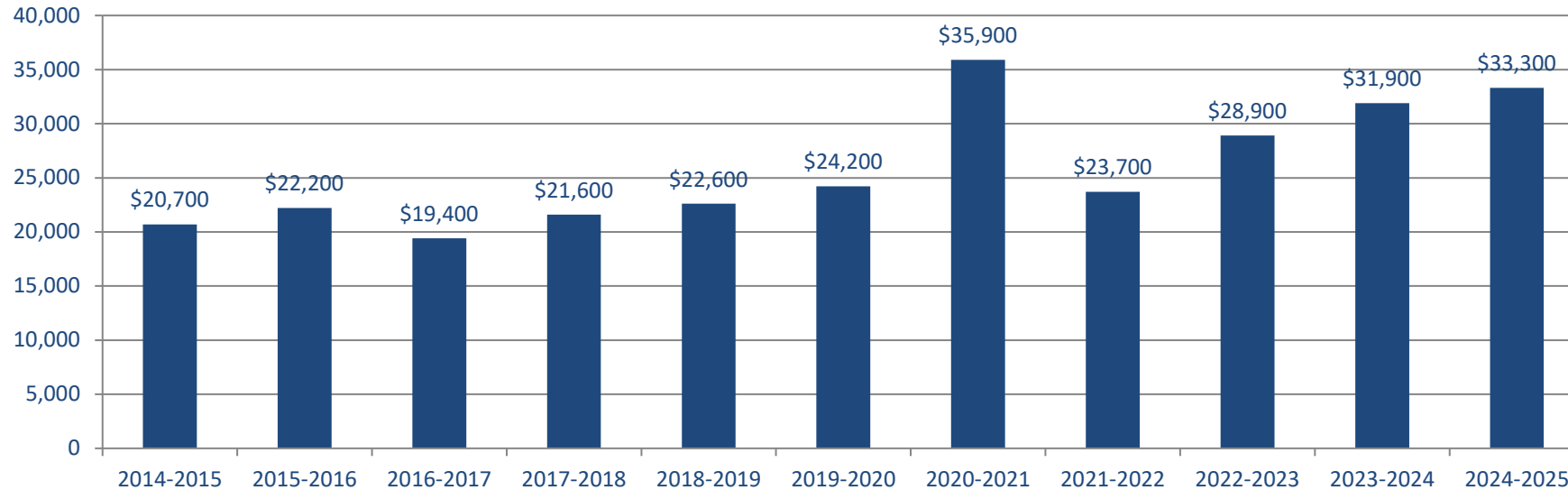
Funding Margin at 6/30/25

As of June 30, Outstanding Liability minus Available Assets

	Prior Report June 30, 2024	Current Report June 30, 2025	Change
Total Reserves	\$60,420,000	\$59,406,000	(\$1,014,000)
Assets	76,000,000	89,838,000	13,838,000
Balance	\$15,580,000	\$30,432,000	\$14,852,000

Severity Trends – Trial Courts

Loss per Claim

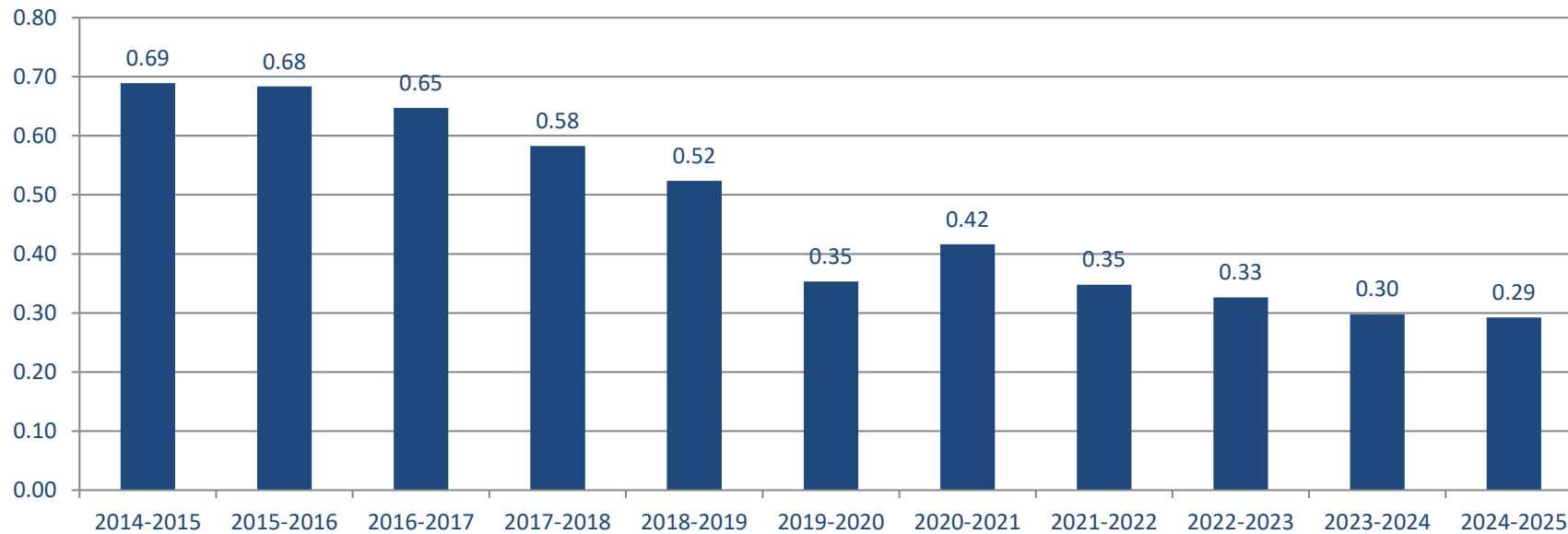


Increasing Trend

Note: All losses limited to \$250,000

Frequency Trends – Trial Courts

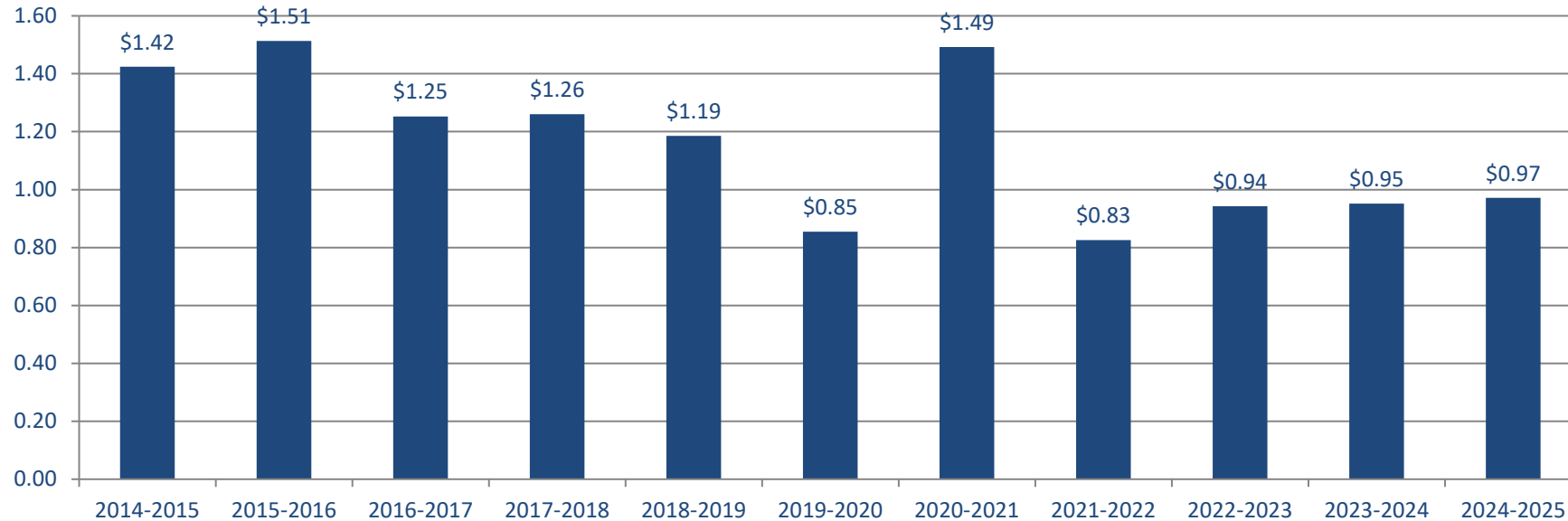
Claims per \$1M of Payroll



Decreasing Trend

Loss Rate Trends – Trial Courts

Loss Rate per \$1M of Payroll

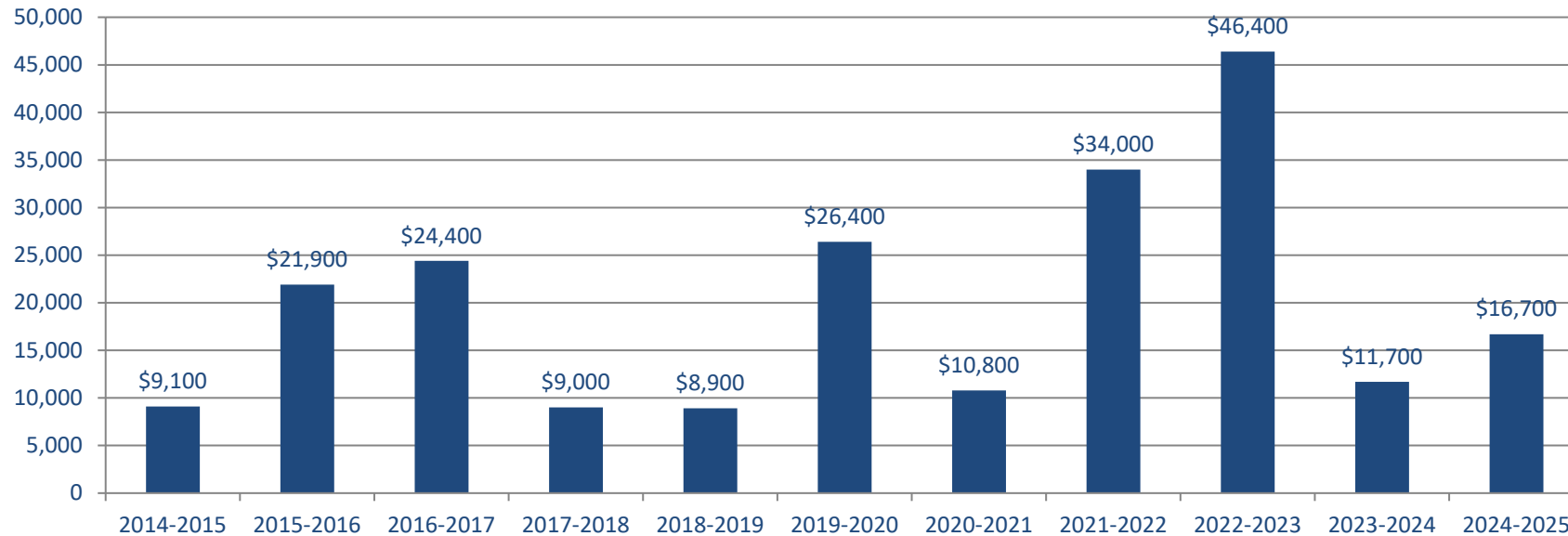


Slight Increasing Trend

Note: All losses limited to \$250,000

Severity Trends – State Judiciary

Loss per Claim

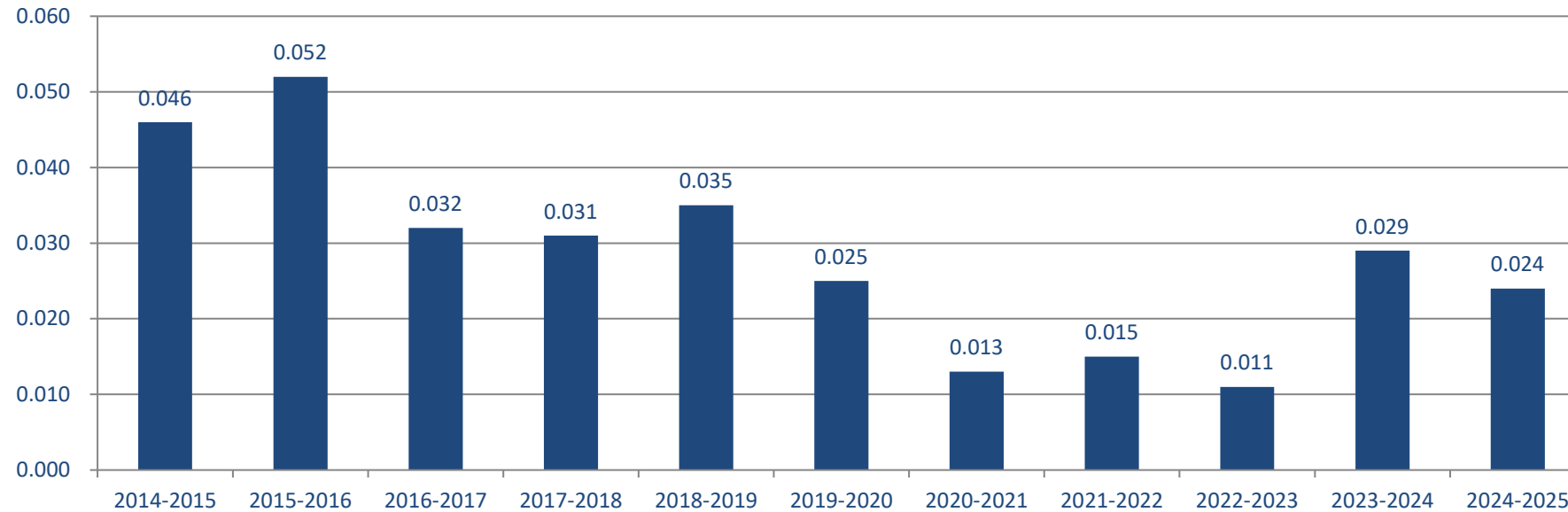


Volatility due to small program

Note: All losses limited to \$100,000

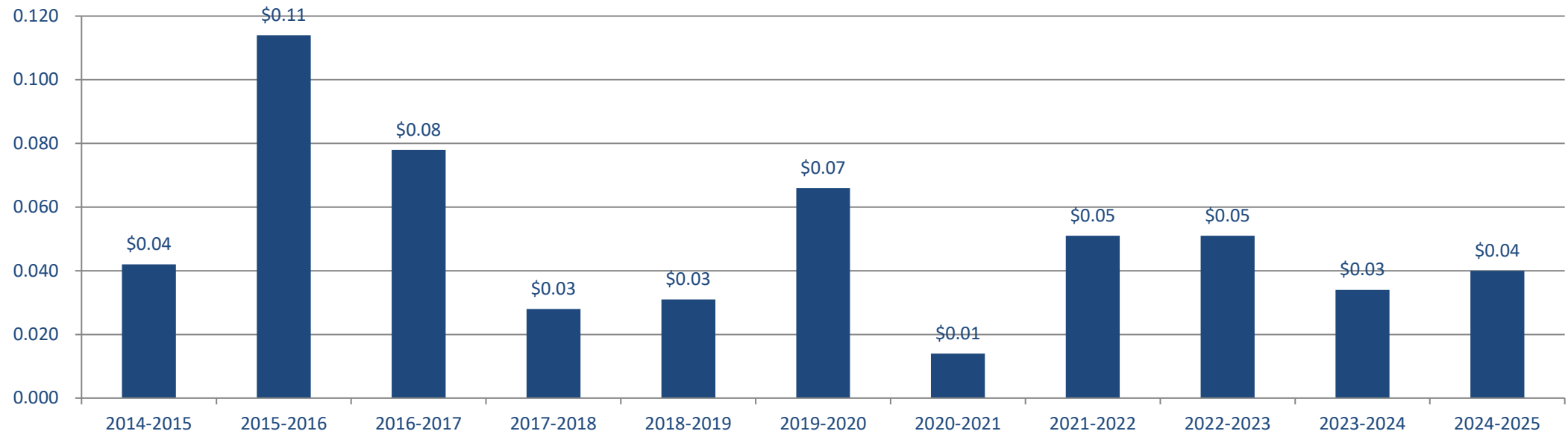
Frequency Trends – State Judiciary

Claims per \$1M of Payroll



Loss Rate Trends – State Judiciary

Loss Rate per \$1M of Payroll



Note: All losses limited to \$100,000

Projected Ultimate Loss & ALAE For 2025-26

Ultimate Loss and ALAE for claims occurring between 7/1/25 and 6/30/26

	Prior Report 2024-2025 Self-Funded Retention = \$2M	Current Report 2025-2026 Self-Funded Retention = \$2M	Change
Trial Courts	\$14,039,000	\$14,981,000	\$942,000
State Judiciary	\$604,000	\$639,000	\$35,000
Total	\$14,643,000	\$15,620,000	\$977,000

"Expected"
Confidence
Level

Note: On a loss/ALAE rate basis, Trial Courts -5.2%, Judiciary -1.2%

Projected Total Funding For 2025 - 26

Total Required Funding for Claims Between 7/1/25 and 6/30/26

	Prior Report 2024-2025 Self-Funded Retention = \$2M	Current Report 2025-2026 Self-Funded Retention = \$2M	Change
70% Confidence Level			
Loss and ALAE	\$16,334,000	\$17,394,000	\$1,060,000
ULAE	1,378,000	1,220,000	(158,000)
Total Claims	17,712,000	18,614,000	902,000
Non-Claim Expenses	1,165,000	1,114,000	(51,000)
Total Funding	\$18,877,000	\$19,728,000	\$851,000
Payroll	\$18,047,000	\$19,932,000	\$1,885,000
Total Rate	\$1.05	\$0.99	(\$0.06)

Actuarial Analysis

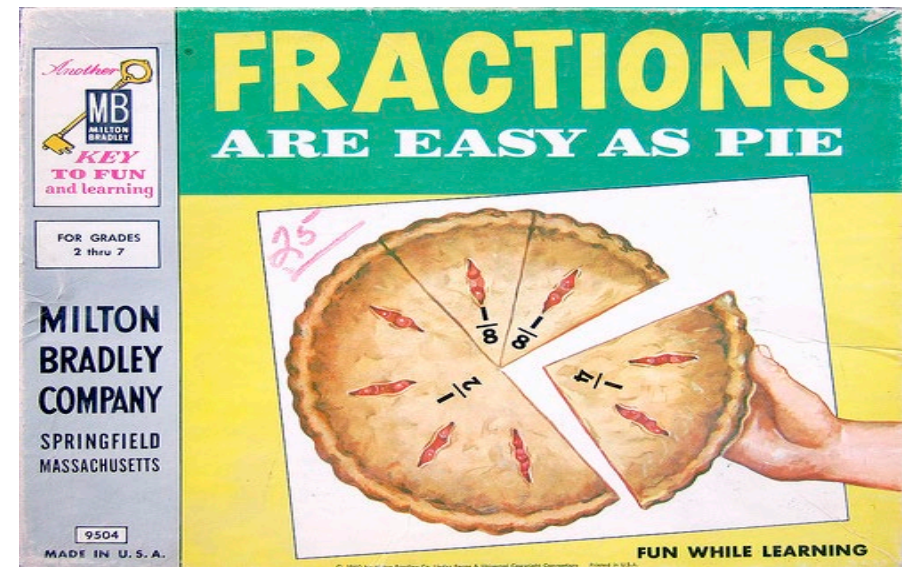
Allocation Report for FY 2025 - 2026

2025 - 26 Allocation

How do we divide up the program cost between courts?

- % of Total Losses
- % of Total Payrolls

$$\frac{3}{4} = .75$$



Costs To Allocate - Total

- **Ultimate Loss and ALAE (70% Confidence Level)**
 - **\$17,394,000 (+6.5%)**
- **Third-Party Claims Administration Fees**
 - **\$1,222,000 (-11.5%)**
- **Excess Insurance Premiums**
 - **\$723,000 (-6.6%)**
- **Consulting and Brokerage Expenses**
 - **\$391,000 (0.0%)**
- **Total**
 - **\$19,728,000 (+4.5%)**

Costs To Allocate – Trial Courts

- **Ultimate Loss and ALAE (70% Confidence Level)**
 - **\$16,599,000 (+6.5%)**
- **Third-Party Claims Administration Fees**
 - **\$1,091,000 (-12.9%)**
- **Excess Insurance Premiums**
 - **\$518,000 (-6.5%)**
- **Consulting and Brokerage Expenses**
 - **\$243,000 (+1.3%)**
- **Total**
 - **\$18,451,000 (+4.7%)**

Costs To Allocate – Judiciary

- **Ultimate Loss and ALAE (70% Confidence Level)**
 - **\$795,000 (+5.9%)**
- **Third-Party Claims Administration Fees**
 - **\$129,000 (+3.2%)**
- **Excess Insurance Premiums**
 - **\$205,000 (-6.8%)**
- **Consulting and Brokerage Expenses**
 - **\$148,000 (-2.0%)**
- **Total**
 - **\$1,277,000 (+2.4%)**

Loss Allocation Methodology

For each court...

- **Determine 3-Year Incurred Losses % of Total**
 - **Losses capped at \$75,000 per claim**
- **Determine 3-Year Payroll % of Total**
- **Determine Loss Weight**
 - **80% to Largest Court**
 - **Smaller Courts receive less weight**
- **% Allocation = (% Capped Losses) x (Loss Weight) + (% Payroll) x (1.0 - Loss Weight)**

Expense Allocation Methodology

For each court...

- Both Excess Insurance Premiums and Consulting/Brokerage Fees are allocated based upon % of Total Payroll
- TPA Fees are allocated based on courts percentage of total Loss/ALAE funding

Premium Calculation Methodology

How are the annual premiums determined each year?

Topics

Topics...

- **Program Overview**
- **What is Premium?**
- **Premium Calculation Methodology**
- **Sample Premium Calculation**
- **Ways to Influence or Reduce Annual Premium**

Program Overview

- **Trial Court:**
 - ✓ **57 out of the 58 California Trial Courts**
- **State Judiciary:**
 - ✓ **Appellate Justices**
 - ✓ **Trial Court Judges**
 - ✓ **Retired Judges in the Assigned Judges Program**
 - ✓ **Supreme Court**
 - ✓ **Courts of Appeal**
 - ✓ **Habeas Corpus Resource Center**
 - ✓ **Commission on Judicial Performance**
 - ✓ **California Judicial Center Library**
 - ✓ **Judicial Council**

Program Overview (continued)

- **Third Party Claims Administrator (TPA) – Sedgwick**
 - ✓ Adjustment of claims filed by injured workers
 - ✓ Set claim reserves and pay claim expenses

- **Risk management and insurance brokerage consulting**
 - ✓ Sedgwick/Bickmore Actuarial
 - ✓ Provide financial stewardship
 - ✓ Assist with claims, identify trends, annual claims audit
 - ✓ Collaborate with Alliant for excess insurance placement

What is the Premium?

What is the Premium?

- Your entity's portion of the annual cost of the WC Coverage provided by the JBWCP. Your court should receive this information by memorandum.
- Each participant's premium is determined by the actuary. This report is posted on the Judicial Council's intranet and will be discussed later in this session.

Premium Calculation Methodology

Each members premium is developed in two main steps:

Step 1: Establish adequate Total Trial Courts and State Judiciary 2025-26 funding which, for each, includes:

- **Ultimate claim costs for 2025-26**
- **Excess insurance premiums**
- **Claims handling fees (TPA)**
- **Risk management and insurance brokerage fees**

Premium Calculation Methodology (Cont.)

Each members premium is developed in two main steps:

Step 2: Allocate the parts of the 2025–26 funding from Step 1 to each member in the program:

- **Allocate ultimate claim costs**
- **Allocate excess insurance premiums**
- **Allocate claims handling fees (TPA)**
- **Allocate risk management and insurance brokerage fees**

Premium Calculation – Step 1

Total Trial Court and State Judiciary 2025–26 Funding

Premium Calculation – Step 1

Determine total Trial Courts and State Judiciary 2025–26 funding separately which includes:

- Ultimate claim costs for Trial Courts and State Judiciary determined through separate actuarial analysis based on 20+ year of historical loss experience
- Excess premiums for Trial Courts and State Judiciary
- Total JBWCP Third-Party Administrator Fees
 - ✓ Allocated between Trial Courts and State Judiciary based on weighted average of:
 - 80% of three-year claims capped at \$75,000
 - 20% of three-year payroll
- Total JBWCP Risk Management and Insurance Brokerage fees
 - ✓ Allocated between Trial Courts and State Judiciary based on % of three-year payroll

Step 1: Trial Courts 2025-26 Costs

- **Ultimate Loss and ALAE (70% Confidence Level)**
 - **\$16,599,000**
- **Third-Party Claims Administration Fees**
 - **\$1,091,000**
- **Excess Insurance Premiums**
 - **\$518,000**
- **Consulting and Brokerage Expenses**
 - **\$243,000**
- **Total**
 - **\$18,451,000**

Step 1: State Judiciary 2025-26 Costs

- **Ultimate Loss and ALAE (70% Confidence Level)**
 - **\$795,000**
- **Third-Party Claims Administration Fees**
 - **\$129,000**
- **Excess Insurance Premiums**
 - **\$205,000**
- **Consulting and Brokerage Expenses**
 - **\$148,000**
- **Total**
 - **\$1,277,000**

Premium Calculation – Step 2

Individual Member 2025–26 Premiums

Premium Calculation – Step 2

For all Members, the 2025-26 Premiums are based on:

- **Three-year experience period:**
 - ✓ **Payroll between July 1, 2021 and June 30, 2024**
 - ✓ **Claims with dates of loss between July 1, 2021 and June 30, 2024**

- **All claims have been capped at \$75,000**

Premium Calculation – Step 2

Allocate the total 2025-26 funding from Step 1 to the members in each program through four steps:

- **Allocate the Ultimate Claim Costs from Step 1 using a weighted average of 2 different methods:**
 - ✓ **Method 1: Ultimate Claim Costs based on % of three-year payroll**
 - ✓ **Method 2: Ultimate Claim Costs based on % of three-year claims capped at \$75,000**
 - ✓ **Weight the 2 methods with the largest member receiving an 80% weight**
- **Allocate Excess Insurance Premiums based on:**
 - ✓ **% of total three-year payroll**
- **Allocate Claims handling fees (TPA) fees based on:**
 - ✓ **% of total allocated claims costs above**
- **Allocate Risk Management and Insurance Brokerage Fees based on:**
 - ✓ **% of total three-year payroll**

Questions so far?



Premium Calculation Example

Example 2025–26 Member Premium – Trial Court Member A

Recall that each member's 2025–26 premiums is determined in four steps:

- **Step 1: Ultimate claim costs based on weighted average of 2 methods**
- **Step 2: Excess insurance premiums allocated based on % of three-year payroll**
- **Step 3: Claims handling fees (TPA) allocated based on % of Ultimate claim costs calculated in Step 1 above**
- **Step 4: Risk management and insurance consulting fees allocated based on % of three-year payroll**

Example 2025–26 Member Premium – Trial Court Member A – Step 1

Step 1: Premium Allocation for Ultimate Claim Costs

- **Method 1: Based on 3-Year (2021-22 to 2023-24) Payroll (\$000's)**
 - ✓ Member A's 3-Year Payroll = \$151,208
 - ✓ Trial Court Total 3-Year Payroll = \$3,121,204
 - ✓ Member A's % of Total 3-Year Payroll = 4.84% ($\$151,208 / \$3,121,204$)
 - ✓ Total Trial Court Ultimate Claim Cost = \$16,599,000
 - ✓ Member A Method 1 Claim Cost Allocation: $4.84\% \times \$16,599,000 = \$804,146$

- **Method 2: Based on 3-Year (2021-22 to 2023-24) Claims Capped at \$75,000**
 - ✓ Member A's 3-Year Capped Claims = \$766,785
 - ✓ Trial Court Total 3-Year Capped Claims = \$13,611,094
 - ✓ Member A's % of Total 3-Year Capped Claims = 5.63% ($\$766,785 / \$13,611,094$)
 - ✓ Total Trial Court Ultimate Claim Cost = \$16,599,000
 - ✓ Member A Method 2 Claim Cost Allocation: $5.63\% \times \$16,599,000 = \$935,110$

Example 2025-26 Member Premium - Trial Court Member A – Step 1 (cont.)

Step 1: Premium Allocation for Ultimate Claim Costs (cont.)

- **Weight to claim Experience = 59.57%**
 - ✓ **Weight given to Method 2 above (method based on claim experience)**
 - ✓ **Based on each members three-year payroll**
 - ✓ **Largest member receiving 80% weight**

So putting it all together.....

- **Member A's 2025-26 Ultimate Claim Costs:**
 - ✓ **Method 1 Premium from Above: \$804,146**
 - ✓ **Method 2 Premium from Above: \$935,110**
 - ✓ **Weight To Method 2 = 59.57%**
 - ✓ **Balancing Factor: 1.011**
 - ✓ **Member A's Ultimate Claim Cost: $[40.43\% \times \$804,146 + 59.57\% \times \$935,110] \times 1.011$
= \$891,882**

Premium Example

2025–26 Member Premium – Trial Court Member A – Step 2

Step 2: Premium Allocation for Excess Insurance:

- **Based on 3-Year (2021-22 to 2023-24) Payroll (\$000's)**
 - ✓ **Member A's 3-Year Payroll = \$151,208**
 - ✓ **Trial Court Total 3-Year Payroll = \$3,121,204**
 - ✓ **Member A's % of Total 3-Year Payroll = 4.84% ($\$151,207 / \$3,121,204$)**
 - ✓ **Total Trial Court Excess Premium = \$518,000**
 - ✓ **Member A's Excess Insurance Premium: $4.84\% \times \$518,000 = \$25,095$**

Premium Example

2025–26 Member Premium – Trial Court Member A – Step 3

Step 3: Premium Allocation for Claims Handling Fees (TPA):

- **Based on 2025-26 Loss and ALAE Claims Costs**
 - ✓ **Member A's total Claim Cost premium from Step 1 = \$891,882**
 - ✓ **Trial Court Total Claim Cost premium from Step 1 = \$16,599,000**
 - ✓ **Member A's % of Total Claim Cost premium from Step 1 = 5.37%
(\$891,882 / \$16,599,000)**
 - ✓ **Total Trial Court Claims Handling Fees (TPA) = \$1,091,000**
 - ✓ **Member A's Claims Handling Premium: 5.37% x \$1,091,000 = \$58,621**

Premium Example

2025–26 Member Premium – Trial Court Member A – Step 4

Step 4: Premium Allocation for Risk Management and Insurance Consulting Fees:

- **Based on 3-Year (2021-22 to 2023-24) Payroll (\$000's)**
 - ✓ **Member A's 3-Year Payroll = \$151,208**
 - ✓ **Trial Court Total 3-Year Payroll = \$3,121,204**
 - ✓ **Member A's % of Total 3-Year Payroll = 4.84% ($\$151,207 / \$3,121,204$)**
 - ✓ **Total Trial Court Risk Management and Insurance Consulting Fees = \$243,000**
 - ✓ **Member A's Risk Management and Insurance Consulting Premium: 4.84% x \$243,000 = \$11,772**

Example 2025–26 Member Premium – Trial Court Member A

Putting it all together.....

Step 1: Ultimate Claim Costs:	\$891,882
Step 2: Excess Insurance Premiums:	25,095
Step 3: Claims Handling Fees (TPA):	58,621
Step 4: Risk Management & Insurance Consulting:	11,772
Total 2025-26 Member A Premium:	\$987,369

Almost Done



Some Things to Think About...

- **Because the premium is determined by a weighting formula, there is not a dollar-for-dollar relationship between your claims and your premium**
- **Scenarios that could affect the premium from year to year:**
 - ✓ **The claims in the three-year weighting period increase or decrease substantially**
 - ✓ **Large shifts in payroll, caused by layoffs or other factors**
 - ✓ **Additional courts join or leave the program**
 - ✓ **Large claims in the insurance market increase insurance premiums**
 - ✓ **New TPA or Broker with a different cost**

Reducing Your Premium

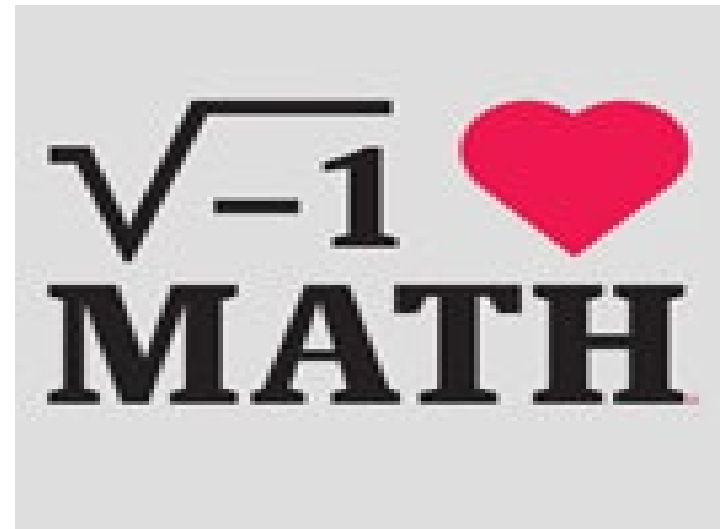
What can members do to reduce their annual premium

- **Focus on safety and training to reduce injuries and incoming claims**
- **Take advantage of cost saving opportunities available, such as MPN**
- **Facilitate early return to work to reduce claim cost and duration**
- **Report claims promptly**
- **Be aware of open claims and ask questions of TPA concerning status and resolution opportunities**
- **Share your successful techniques with others. Everyone benefits when claims are reduced.**

Questions?

Ask an Actuary !

Call 1-800-[(10x)²-2x+34]



2025–26 Bickmore Actuarial Report & Premium Allocation

Motion to Approve

JBWCP Audit Results

Alan Turnipseed, Senior Engagement Lead
Marsh Advisory

February 14, 2025



Audit Objectives

- Assessment of Third-Party Administrator (TPA) and Case Management services provider (Sedgwick CMS)
- Evaluate performance across fifteen (15) targeted audit categories
- Identify areas of opportunity to enhance Program performance
- Provide strategic recommendations to:
 - Drive future Program compliance \geq 90%
 - Adopt industry best practices
 - Support future Program initiatives

Areas Of Focus

- Technical performance
- Regulatory compliance
- Claims Service Guidelines compliance
- Customer service experience
- Member involvement
- Operational Performance (Program-Wide):
 - Claim-related activities
 - Program outcomes

Audit Methodology

- Audit sample sizes:
 - TPA audit: 180 indemnity claims
 - Case management audit: 80 indemnity claims
- Audit timeframe: 09/01/23 through date of review (Sept./Oct. of 2024)
- Claim sample construction by:
 - Program Segment: Trial Courts & Judiciary/Judicial Officers
 - Indemnity Adjuster: 6 total
 - Member size (employee headcount):
 - Large (≥ 500)
 - Medium (101-499)
 - Small (≤ 100)

Audit Scoring Overview

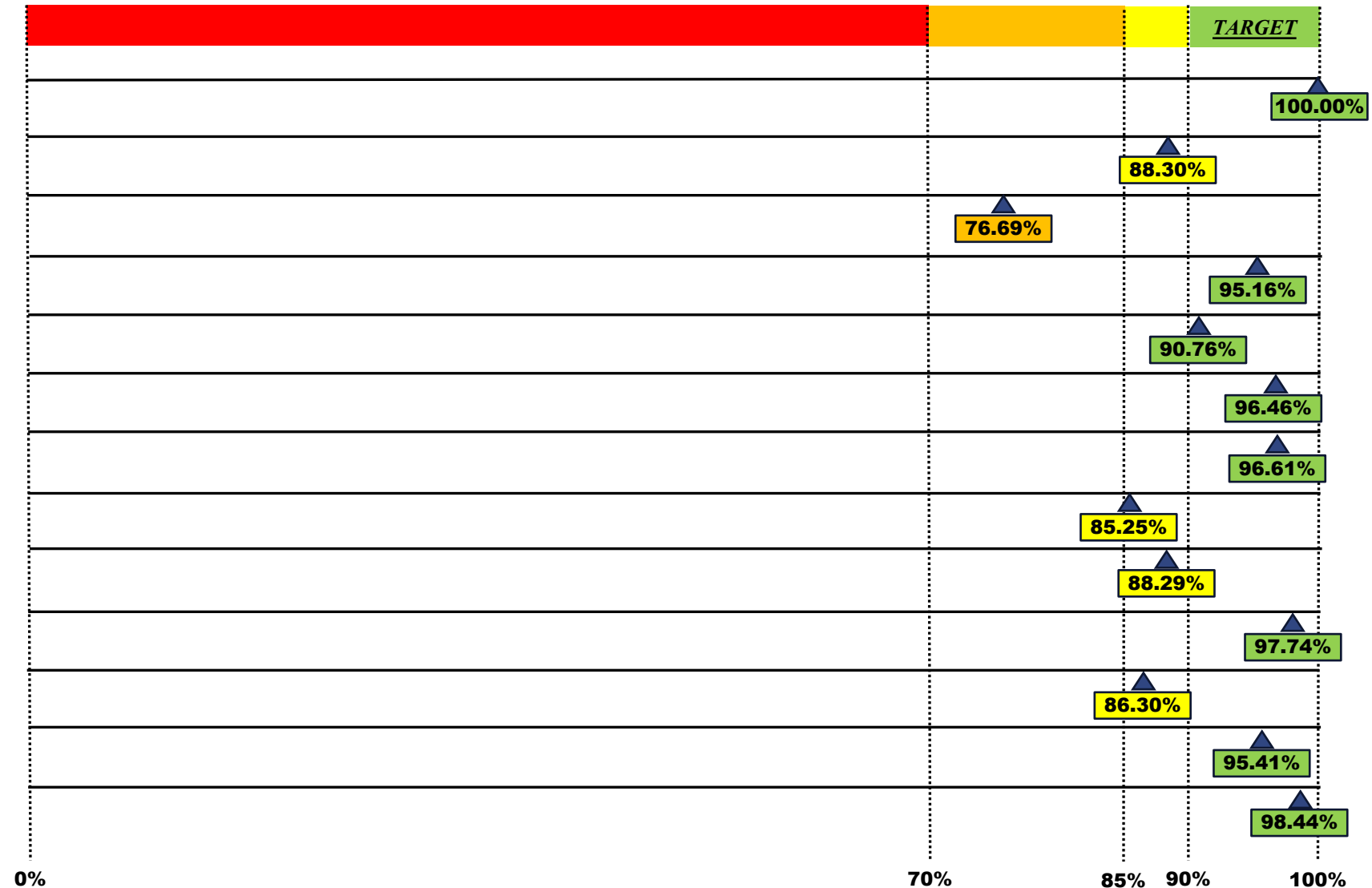
- The following four-tiered scoring protocol was utilized in conjunction with the 2024 JBWCP annual audits

Observed Scores	Interpretation of Performance
90.00% – 100.00%	High performance warranting no associated recommendations
85.00% – 89.99%	Overall performance is sound with minor fine-tuning opportunities
70.00% – 84.99%	Systemic process inconsistencies exist presenting opportunities for further improvement
0.00% – 69.99%	Systemic breakdowns in performance exist warranted immediate corrective action

TPA Audit Scoring Results

COMPOSITE SCORE = **92.61%**

- Claim Set-up & Assignment
- Three-Point Contact
- Investigations
- Medical Cost Containment
- Disability Management
- Litigation Management
- Recoveries/Offsets
- Reserving
- Communications
- Payments
- Settlement/Resolution
- Strategy Plans & Execution
- Supervisory Review

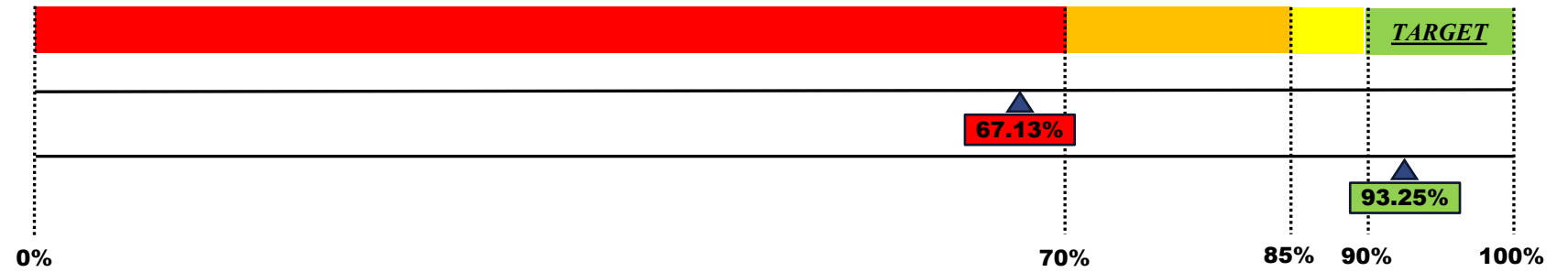


Case Management Audit Scoring Results

COMPOSITE SCORE = **88.37%**

Nurse Triage

Nurse Case Management



Audit Material Findings

- Inconsistencies in execution and follow-up on required activities
- Inability to consistently identify required activities or opportunities
- Failure to secure required authorizations from Members and/or JBWCP Administrator
- Inconsistencies in maintaining required communication with Program stakeholders
- Breakdowns in the supervisory review process including technical feedback and follow-up
- A lack of alignment between JBWCP Managed Care Guidelines expectations and Sedgwick Personnel (Adjusters & Nurses)

Audit Recommendations

- Reinforcement of existing Claims Service Guidelines and Managed Care Guidelines expectations
- Leveraging the supervisory review process to:
 - Drive consistency in Adjuster execution and documentation of work product
 - Identify skills gaps
 - Provide informal coach/instruction and evaluate for formal training (as required)
- Review/amend Claims Service Guidelines and Managed Care Guidelines to:
 - Provide greater clarity regarding Program expectations
 - Eliminate existing requirements that provide questionable value to the Program

Questions & Answers

Third-Party Administrator Case Management & Audit Q&A

2024 Marsh Annual Audit Report

Motion to Approve

Sedgwick Claims Audit Response

Candace Maibes, Sr. AVP Claims

Heather Allen, Client Service Manager

Sedgwick Claims

02/14/2025



Overall Audit Results

Managed Care Audit:

- 2024 Audit Score: 88.37% (Prior year 89.65%)
- 93.25% Nurse Case Management
- 7 of the 10 questions scored above 90%, 4 scored 100%
- Opportunity for Improvement:
 - 67.13% Nurse Triage Assessment

Third Party Administration (TPA):

- 2024 Audit Score: 92.61% (Prior year 93.50)
- 8 of the 13 categories scored above 90%, 1 scored 100%
- Opportunities for Improvement:
 - 88.30% Three-Point Contact
 - 76.69% Investigations
 - 85.25% Reserving
 - 88.29% Communications
 - 86.30% Settlement/Resolution

Managed Care

Nurse Triage: 67.13%

Triage Nurse contacted Claimant (if open to communication) and the Treating Doctor within three (3) business days of the claim assignment and documented the file accordingly.

- Sedgwick conducted a reinforcement training (1/10/25) to ensure nurses handle per guidelines.
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Triage Nurse documented: (1) appropriate treatment and estimated return to work using Official Disability Guidelines (ODG) and the American College of Occupational and Environmental Medicine (ACOEM) guidance; (2) review of work status; and availability of accommodations; and (3) treating Physician's treatment/disability Plan and their recommendations.

- Sedgwick conducted a reinforcement training (1/10/25) to ensure nurses handle per guidelines.
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Nurse Triage (cont.)

Triage Nurse obtained availability of transitional work and a copy of the employee's duty statement (job description)

- Sedgwick revised the internal assessment nurse instructions to include requesting a job description
- Sedgwick conducted a reinforcement training (1/10/25) to ensure nurses handle per guidelines
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Triage Nurse followed-up with Adjuster with specific recommendations if additional clinical resources were warranted within three (3) business days

- Sedgwick will conduct focused training for all new examiners and remind all examiners of the triage process
- Sedgwick conducted a reinforcement training (1/10/25) to ensure nurses handle per guidelines
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Nurse Case Management: 93.25%

Was Case Management Initiated within one business day from the date of the referral?

- Educate/Remind the nurses of this process and expectations
- Document the claim if there was a reason that the claim was not referred within this timeframe
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Did the nurse case manager make 3 attempts at communications with the medical provider and employee (Two-Point Contact) within 5 business days from the date of assignment and document the content of communications within the claim notes?

- Sedgwick conducted a reinforcement training (1/10/25) to ensure nurses handle per guidelines
- Nurse leadership will follow up with nurses to ensure ongoing compliance

Third Party Administration (TPA)

Three-Point Contact: 88.30%

Where Claimant contact attempts were unsuccessful, an attempt was made to contact the JBWCP Member to obtain alternate contact information for the claimant, including documentation of the file

- Team Lead will monitor for trends and ensure to address any potential misses
- Sedgwick will reinforce the standards of making initial contacts and importance of follow-up contacts
- Team Lead will work with team on alternate methods in obtaining contact information
- Focused training for new examiners
- Added Tracy Baril for claims oversight

Attempt to contact Medical Provider was made within 1 business day of assignment

- Sedgwick will reinforce the standards of making timely initial contact with the Medical Provider in order to obtain the initial diagnosis and medical treatment plan which provides the baseline for the claim
- Team Lead will monitor for trends to ensure any potential misses are addressed with any examiners missing these items
- Added Tracy Baril for claims oversight

Investigations: 76.69%

Were both indemnity and medical only claims timely reported to the Index Bureau and re-indexed every 180 days thereafter until closed OR annually on future medical claims

- Index files are set automatically at onset, claim reopening, every 180 days for future medical files.
- Client Service Manager worked with IT to ensure set up issues were addressed
- Examiners can request indexing at any time
- Team Lead to include a review of the Index Reports on his supervisory reviews
- CSIs will be updated to reflect the need for indexing on medical only claims as well as indemnity claims
- Added Tracy Baril for claims oversight

Where “hits” are identified through Index Bureau reports, was a follow-up appropriate

- When the index is completed and ready, there is a diary set for the examiner to notify them that it is ready to review. The examiner is required to address this in the claim notes
- The examiner is to follow up on any index results that warrant a follow up. They will do this by requesting any records and set diaries to follow up on these
- Team Lead to include a review of the Index Reports on his supervisory reviews
- Added Tracy Baril for claims oversight

Investigations (cont.)

The need for field investigations (including surveillance and/or social media checks) were appropriately recognized, authorized by JBWCP Members and managed by Adjuster

- If the need for field investigation arises or is appropriate, the examiner will obtain the necessary authorization from the member and set diaries to follow up and manage
- Team Lead will include reviewing for this in his regular supervisory reviews and address any potential misses with the examiners.
- Added Tracy Baril for claims oversight

Reserving: 85.25%

Subsequent case reserve reviews for all non-future medical claims occurred at least every 90 days OR within 14 days of knowledge of a material claim file development impacting the claim's overall exposure. Subsequent case reserve reviews for future medical claims occurred at least every 180 days.

- The team lead will work with examiners to ensure they are reviewing the reserves along with every action plan done
- If no changes in the reserves are needed, team to ensure that is documented in more depth
- Added Tracy Baril for claims oversight

Has supervisor reviewed reserves timely (i.e., within the last 10/90/120 days on active claims; 180 days on future medical claims)

- Team Lead to maintain reviewing reserves along with his action plan
- Team Lead will document the accuracy of the reserves or what changes are needed, in more depth on reviews
- Added Tracy Baril for claims oversight

Reserving: (cont.)

Was guidance provided to adjusters in instances where reserves were not appropriate

- Team Lead will document accuracy of the reserves or what changes are needed, in more depth on his reviews
- Team lead will follow up with the examiner to be sure that those changes are corrected or discuss
- Added Tracy Baril for claims oversight

Communications: 88.29%

Ongoing contact with the Claimant was maintained on indemnity files that have not been settled as needed or at intervals not exceed every 90 days

- Team Lead will discuss with the team the importance of maintaining these ongoing contacts
- Team Lead will review that these contacts are being made, during the supervisory reviews
- Added Tracy Baril for claims oversight

Did the Adjuster keep the JBWCP Member informed of case status, significant changes and resolution plans without the Member initiating an inquiry

- Team Lead will discuss with the team the importance of communicating this information to the members
- Team Lead will discuss with the team the need to document these communications in the claim notes
- Team Lead will review that this is being done, during the supervisor reviews
- Added Tracy Baril for claims oversight

Settlement/Resolution: 86.30%

Adjuster recognized settlement opportunities early and approached settlement creatively including relevant methods and considerations to conclude their claim.

- Team Lead will discuss with the team on ways to identify settlements early and remind them that they should be reviewing for this on every applicable claim
- Team lead will work with the examiner on strategies for settlement
- Team Lead will look for these opportunities while doing reviews and touch base with the examiner where they see a potential settlement
- Added Tracy Baril for claims oversight

A settlement authority request was completed and submitted to appropriate party/parties within 30 days of occurrence of a triggering event by the assigned adjuster

- Team Lead to work with the team to ensure that they are not prematurely entering dates of a “triggering” event, if there is still further information needed.
- Examiner and/or Team Lead will document in the claim if further information is still needed before a settlement authority request is completed.
- Added Tracy Baril for claims oversight

Settlement/Resolution: (cont.)

Ten (10) calendar days within receipt of the SAR from the Adjuster (total forty (40) calendar days of the occurrence of a “triggering” event), and/or ten (10) Court days prior to any Hearing, MSC, or Trial, the Sedgwick Supervisor submitted the SAR to Members for approval, with a copy to the JBWCP Administrator’s assigned analyst for the trial courts or directly to the analyst for the judiciary claims. File documentation will clarify any time these timelines cannot be met.

- Team Lead to work with the team to ensure that they are no prematurely entering dates of a “triggering” event, if there is still further information needed.
- Examiner and/or Team Lead will document in the claim if further information is still needed before a settlement authority request is completed.
- Added Tracy Baril for claims oversight

Settlement/Resolution: (cont.)

The Adjuster appropriately addressed Medicare Set-Aside and Medicare-related issues in the claim resolution strategy

- Team Lead will discuss and coach the team on the importance of addressing all Medicare-related items and how to incorporate them into their resolution strategies
- Team Lead will review any settlement/resolution strategies to ensure that any Medicare-related issues are addressed
- Added Tracy Baril for claims oversight

Adjuster conducted aggressive, strategic and prompt settlement negotiations and follow-up

- Team Lead will discuss with the team on ways to identify settlements early and remind them that they should be reviewing for this on every applicable claim
- Team Lead will discuss with the team the importance of staying on top of settlement negotiations, even if there is an attorney on the file.
- Team lead will work with the examiner on strategies for settlement
- Team Lead will look for these opportunities while doing reviews and touch base with the examiner where they see a potential settlement or where there should be more consistent and timely follow up
- Added Tracy Baril for claims oversight

Settlement/Resolution: (cont.)

Provider and Employment Development Department liens were/are being resolved in a timely and effective manner

- Team Lead will discuss with the team the importance of resolving liens as timely as possible
- During the team lead review of settlements/resolution strategies, he will confirm if there are any liens and ensure they are in process of resolution
- Added Tracy Baril for claims oversight

Questions & Answers

Sedgwick Audit Response Q&A

Nurse Triage Clinical Consultation

Shelby Wineinger, Chair

Edward Metro, Lead Staff, JBWCP

Amanda Garcia, Sedgwick

February 14, 2024



History

- Current practice in place since 2013
- Combination of examiner and nurse 4-point contact has been in place prior to 2008
- This process has remained consistent between administrators

Why now?

- Program is financially sustainable
- Claim frequency
- Benefit to the injured worker and membership
- Previous recommendation by risk consultant and auditors
- Tied to JBWCP's Strategic Plan

Nurse Triage Current Process

1. Claim is reported
2. All injured workers are given the option to speak with a nurse
3. The assessment nurse contacts the injured worker
4. Nurse provides medical evaluation

Options

1. Status quo
2. Revise the Assessment Nurse triggers
3. Remove Nurse Assessment (current process) and introduce Clinical Consultation Pilot

Option 1: Status Quo

PROS

- All injured workers have the option to speak with an assessment nurse

CONS

- There are costs associated with the current nurse assessment process
- Not all claims need assessment
- Will not see a decrease in claim frequency for the membership
- Does not assess severity prior to claim filing
- Does not focus on the employee's injury/illness, promote self-care, or minimize costs where appropriate

Option 2: Revise the Nurse Triage Triggers

Recommended Referral Criteria:

- Initial visit in emergency room
- Produced lost time beyond 3 days (indemnity waiting period)
- Unexpected alleged injury to multiple body parts due to a specific incident

Recommended Referral Exclusions for claims:

- Litigated
- Medical-only or first aid
- Denied

Option 2: Revise the Nurse Triage Triggers

PROS

- Only new claims which meet the criteria are received by an assessment nurse
- May see a small reduction in cost:
 - Looking at 2023 data, 22 claims would not have met the criteria for nurse assessment
 - Potential savings \$2,750

CONS

- Not always a benefit to the injured worker
- Does not have the potential for claim reduction
- Does not assess severity prior to claim filing
- Does not focus on the employee's injury/illness, promote self-care, or minimize costs where appropriate

Option 3: Clinical Consultation

When a workplace injury happens:

1

**Employee Notifies
Supervisor**

Employee has the
option to call Triage
Nurse

2

**Employee Speaks to
Nurse**

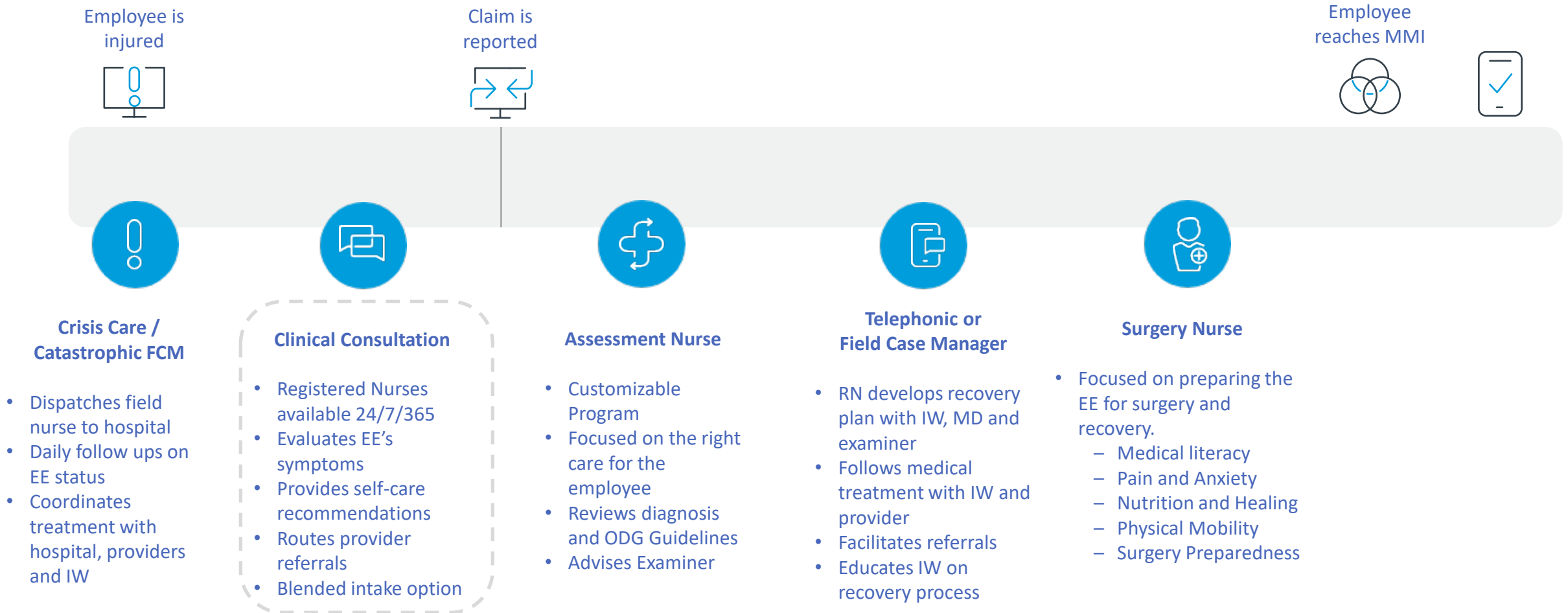
Nurse will confirm
employment, assess the injury,
and provide recommendations
for self-care, telemedicine,
physician referrals,
and/or urgent care.

3

**Nurse Provides
Notes**

Nurse will provide
triage notes to
Sedgwick, employee,
employer, and
provider if needed

Clinical Consultation



Clinical Consultation: Example from another Joint Powers Authority

Estimated Savings through Emergency Room Avoidance

# of Calls where Emergency Care was recommended	6
# of Calls sent to the Emergency Room	1
# of Calls routed to an Urgent Care Center	5
Average charge for the ER hospital visit [includes facility and physician fee; does not include medications, ancillaries or diagnostics]	\$1,626 *
Average charge for an Urgent Care visit	\$238 *
Estimated savings from ER avoidance	\$6,940

Estimated Savings from Self-Care Recommendations (No Claim)

Total self-care referrals with no IN or MO claim	8
Average cost on a Medical Only claim	\$1,681 *
Total cost of Clinical Consultation services	\$3,520 **
Estimated savings based on Medical Only claim avoidance with self-care recommendations	\$13,448
Estimated savings minus fees	\$9,928
Total Estimated Savings per Triage Call	\$527
Total Estimated Savings	\$16,868
Estimated ROI for Program	4.8:1

Clinical Consultation

Employees view this as an additional benefit - connecting with a clinical health professional at the onset of their claim.

JBWCP can expect to see a reduction in claims reported.

- 32 Calls to the nurse
- 8 Calls provided self care
- 25% Of the calls did not result in a reported claim.

*Results may vary.

Sedgwick examiner has an additional resource in the recorded call (if necessary), and often the employee is less adversarial.

Cost efficient; Members can expect a savings of \$4.8 on the \$1 spent on Clinical Consultation

Proposal for Clinical Consultation

- 1 year pilot
- The JBWCP will fund the pilot
- Will not impact member's premiums
- Reevaluate during 2026 Advisory Committee meeting

Nurse Triage/Clinical Consultation

Nurse Triage/Case Management Q&A

Nurse Triage/Clinical Consultation

Motion to Approve

Option 1: Status Quo

Option 2: Revising Nurse Triage

Option 3: Implementing Nurse Consultation 1 year pilot

Judicial Branch Workers' Compensation Advisory Committee | February 14, 2025

Adjournment



Bickmore

Actuarial

Actuarial Review of the Self-Insured Judicial Branch Workers' Compensation Program

Outstanding Liabilities as of June 30, 2025

Forecast for Program Years 2024-25 through 2027-28

Presented to
Judicial Council of California

January 24, 2025 - DRAFT



Friday, January 24, 2025

Mr. Edward Metro
Supervising Analyst
Human Resources / Administrative Division
Judicial Council of California
2850 Gateway Oaks Drive, Suite 100
Sacramento, CA 95833-4348

Re: Actuarial Review of the Self-Funded Workers' Compensation Program

Dear Mr. Metro:

We have completed our review of the Judicial Council of California (the Judicial Council), Judicial Branch Workers' Compensation Program (JBWCP). Specifically, the scope of this review includes providing the following information for the program:

- Estimated outstanding liabilities for loss and allocated loss adjustment expenses (ALAE) as of June 30, 2025. Estimates are provided at the expected level, as well as various confidence levels.
- Projection of ultimate loss and ALAE for fiscal accident years 2024-25 through 2027-28. Estimates are provided at the expected level, as well as various confidence levels.
- Projection of loss and ALAE payments for fiscal years 2024-25 through 2027-28.

The JBWCP is analyzed in two parts: (1) Trial Courts and (2) State Judiciary (including Trial Court Judges).

The estimates contained in this report are based upon loss data valued as of December 31, 2024, as well as other information provided by the Judicial Council, including exposure and financial data. Our estimates include medical and indemnity benefits, allocated loss adjustment expenses (ALAE), unallocated loss adjustment expenses (ULAE), and benefit payments made under the provisions of labor code 4850. Our estimates exclude all other program expenses. Furthermore, the estimates in this report are not discounted for anticipated investment income.

ALAE is the direct cost associated with the defense of individual claims (e.g. legal fees, investigation fees, court charges). ULAE is the cost to administer all claims to final settlement, which may be years into the future (e.g. claims adjusters' salaries, taxes). Other program expenses may include excess insurance, brokerage, consulting, and administrative expenses.

Our conclusions regarding the JBWCP’s liability for unpaid loss and allocated loss adjustment expenses (ALAE) at June 30, 2025 are summarized in the table below at the expected level, as well as various confidence levels.

Judicial Branch Workers’ Compensation Program
 Self-Funded Workers’ Compensation Program
 Estimated Liability for Unpaid Loss and ALAE
 at June 30, 2025

Year	Trial Courts	State Judiciary	Total
Prior	\$1,927,000	\$202,000	\$2,129,000
2008-09	176,000	17,000	193,000
2009-10	428,000	0	428,000
2010-11	469,000	0	469,000
2011-12	655,000	0	655,000
2012-13	683,000	0	683,000
2013-14	921,000	0	921,000
2014-15	1,211,000	25,000	1,236,000
2015-16	1,643,000	200,000	1,843,000
2016-17	1,647,000	80,000	1,727,000
2017-18	2,334,000	71,000	2,405,000
2018-19	2,920,000	111,000	3,031,000
2019-20	2,918,000	188,000	3,106,000
2020-21	4,323,000	199,000	4,522,000
2021-22	4,568,000	253,000	4,821,000
2022-23	6,271,000	318,000	6,589,000
2023-24	8,195,000	427,000	8,622,000
2024-25	12,302,000	560,000	12,862,000
Loss and ALAE	\$53,591,000	\$2,651,000	\$56,242,000
ULAE	2,729,000	434,377	3,163,000
Total	\$56,320,000	\$3,085,000	\$59,405,000
70% CL	60,825,000	3,496,000	64,321,000
80% CL	64,655,000	3,884,000	68,539,000
85% CL	67,189,000	4,147,000	71,336,000
90% CL	70,456,000	4,492,000	74,948,000
98% CL	84,585,000	6,046,000	90,631,000

The \$59,405,000 estimate is the minimum liability to be booked by the Judicial Council at June 30, 2025 for its workers’ compensation program, in accordance with Governmental Accounting Standards Board (GASB) Statement #10.

Per CAJPA accreditation requirements, the 98% CL discounted outstanding liabilities total \$90,631,000; \$84,585,000 for the Trial Courts, and \$6,046,000 for the State Judiciary.

GASB #10 requires the Judicial Council to accrue a liability on its financial statements for the ultimate cost of claims and expenses associated with all reported and unreported claims, including ALAE and ULAE. GASB #10 does not prohibit the discounting of losses to recognize investment income. GASB #10 does not address an asset requirement for the program, but only speaks to the liability to be recorded on the Judicial Council’s financial statements.

Because actuarial estimates of claims costs are subject to some uncertainty, we recommend that an amount in addition to the undiscounted expected loss costs be set aside as a margin for contingencies. Generally, the amount should be sufficient to bring funding to the 75% to 85% confidence level for primary programs. We consider funding to the 70% confidence level to be marginally acceptable and funding to the 90% confidence level to be conservative.

It should be noted that the Trial Courts had an additional contingent liability for claims occurring from January 1, 2001 through June 30, 2003. These are referred to as Trial Courts Group II claims. As of December 31, 2024, all Court Group II claims are closed. For these claims, we estimate the expected liability for unpaid loss and allocated loss adjustment expenses (ALAE) at June 30, 2025 to be \$0.

The table below shows our estimates of projected ultimate loss and ALAE for the JBWCP for the 2024-25 through 2027-28 fiscal years.

Judicial Branch Workers’ Compensation Program
Self-Funded Workers’ Compensation Program
Projected Ultimate Loss and ALAE

Year	2024-25	2025-26	2026-27	2027-28
Trial Courts	\$14,032,000	\$14,981,000	\$15,367,000	\$15,764,000
State Judiciary	601,000	639,000	679,000	713,000
Total	\$14,633,000	\$15,620,000	\$16,046,000	\$16,477,000
60% Confidence	15,099,000	16,117,000	16,556,000	17,001,000
65% Confidence	15,673,000	16,730,000	17,187,000	17,650,000
70% Confidence	16,295,000	17,394,000	17,872,000	18,354,000
75% Confidence	16,983,000	18,128,000	18,627,000	19,132,000
80% Confidence	17,798,000	18,997,000	19,523,000	20,053,000

Note: Self-Funded Retention = \$2M for Trial Courts, \$2M for State Judiciary

The estimates in the table above do not include any recognition of the existing funding margin. They are for loss, allocated loss adjustment expenses (ALAE), and payments for 4850 benefits. These amounts do not include unallocated loss adjustment expenses (ULAE), other program expenses, or a discount for anticipated investment income.

The table below shows our estimates of projected ultimate loss and LAE for the JBWCP for the 2025-26 fiscal year.

Judicial Branch Workers' Compensation Program
Self-Funded Workers' Compensation Program
Loss and LAE Funding Guidelines for 2025-26

	Expected	Marginally Acceptable			Recommended Range	
		60% CL	65% CL	70% CL	Low 75% CL	Target 80% CL
Trial Courts	\$16,833,000	\$17,327,000	\$17,867,000	\$18,451,000	\$19,095,000	\$19,859,000
State Judiciary	<u>1,121,000</u>	<u>1,125,000</u>	<u>1,198,000</u>	<u>1,277,000</u>	<u>1,368,000</u>	<u>1,473,000</u>
Total	\$17,954,000	\$18,451,000	\$19,064,000	\$19,728,000	\$20,462,000	\$21,332,000
Increase Over Expected		\$497,000	\$1,110,000	\$1,774,000	\$2,508,000	\$3,378,000

Note: Self-Funded Retention = \$2M for Trial Courts, \$2M for State Judiciary

The estimates in the table above do not include any recognition of the existing funding margin. They are for loss, allocated loss adjustment expenses (ALAE), unallocated loss adjustment expenses (ULAE), other program expenses, and payments for 4850 benefits. These amounts do not include a discount for anticipated investment income.

The table below shows our estimates of the expected loss and ALAE payments for the JBWCP for the 2024-25 through 2027-28 fiscal year.

Judicial Branch Workers' Compensation Program
Self-Funded Workers' Compensation Program
Expected Loss and ALAE Payments

Year	2024-25	2025-26	2026-27	2027-28
Trial Courts	\$5,367,000	\$11,466,000	\$12,189,000	\$12,855,000
State Judiciary	265,000	506,000	531,000	557,000
Total	\$5,632,000	\$11,972,000	\$12,720,000	\$13,412,000

Note: 2024-25 is for the period 1/1/25 to 6/30/25.

The loss projections in this report reflect the estimated impact of benefit legislation contained in AB749, AB227, SB228, SB899, SB863, and recent WCAB court decisions based upon information provided by the WCIRB.

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The ultimate impact on loss costs of legislated benefit adjustments are generally difficult to forecast in advance because the changes typically take place over a period of several years following enactment. Furthermore, actuarially derived benefit level evaluations often underestimate actual future cost levels. The shortfalls result from a variety of circumstances, including: increases in utilization levels, unanticipated changes in administrative procedures, and cost shifting among benefit categories. Thus, actual cost increases could differ, perhaps substantially, from the WCIRB's estimates.

Please note, the estimates included in this report include a provision for the potential increased cost of workers' compensation claims as a result of the coronavirus (COVID-19) pandemic.

The report that follows outlines the scope of our study, its background, and our conclusions, recommendations, and assumptions. Judgments regarding the appropriateness of our conclusions and recommendations should be made only after studying the report in its entirety, including the graphs, attachments, exhibits and appendices. Our report has been developed for the Judicial Council's internal use. It is not intended for general circulation.

We appreciate the opportunity to be of service the Judicial Council of California in preparing this report. Please feel free to call Mike Harrington at (916) 244-1162, Becky Richard at (916) 244-1183 or Eric Small at (916) 244-1165 with any questions you may have concerning this report.

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I. BACKGROUND

The Judicial Council of California the policymaking body of the California courts, the largest court system in the nation. Under the leadership of the Chief Justice and in accordance with the California Constitution, the Judicial Council is responsible for ensuring the consistent, independent, impartial, and accessible administration of justice. The Judicial Council's staff agency and is responsible for implementing council policies.

The Judicial Council self-funds its exposure for workers' compensation claims, with the program being administered by the Judicial Council. The self-funded workers' compensation program is referred to as the Judicial Branch Workers' Compensation Program. Claims administration services are provided by AIMS.

The JBWCP is a self-funded program in which each entity pays a share of cost based on each member's workers' compensation claims experience and historical payroll. The total cost for this program is broken up into three groups: 1) Trial Court employees and volunteers, which includes the membership of 57 out of the 58 California Trial Courts, 2) Judicial, which includes member coverage for the Appellate Justices, Trial Court Judges, and Retired Judges in the Assigned Judges Program, and 3) State Judiciary, which includes the membership of the Supreme Court, Courts of Appeal, Habeas Corpus Resource Center, California Judicial Center Library, Commission on Judicial Performance, and the Judicial Council and provides coverage for all of their employees and volunteers.

Given the low volume of loss experience and exposure, and in order to provide a credible actuarial estimate, the Judicial and the State Judiciary groups are valued together for purposes of determining total program cost. Thus for the purpose of the analysis, the three groups are consolidated to two groups, Trial Courts and the State Judiciary.

Beginning January 1, 2003, the JBWCP assumed liability for the Trial Court's workers' compensation claims for those members who joined the program retroactive to January 1, 2001. As of December 31, 2024, 57 of the 58 trial courts in California have joined the program; only Los Angeles does not participate in the program. The current self-funded retention is \$2,000,000 per occurrence for both the Trial Courts and the State Judiciary.

The purpose of this review is to provide a guide to the Judicial Council to determine reasonable funding levels for its self-insurance program according to the funding policy the Judicial Council has adopted and to comply with Governmental Accounting Standards Board Statements #10 and #30. The specific objectives of the study are to estimate the JBWCP's liability for outstanding claims as of June 30, 2025, project ultimate loss costs for 2024-25, 2025-26, 2026-27 and 2027-28 and provide funding guidelines to meet these liabilities and future costs.

II. CONCLUSIONS AND RECOMMENDATIONS

A. LIABILITY FOR OUTSTANDING CLAIMS

Graph 1 on the following page summarizes our assessment of the JBWCP's funding position as of June 30, 2025. The dark-colored bars indicate our estimates of the program's liability for outstanding claims before recognition of the investment income that can be earned on the assets held before the claim payments come due.

Our best estimate of the full value of the JBWCP's liability for outstanding claims within its self-funded retention is \$59,405,000 as of June 30, 2025. This amount includes losses, allocated loss adjustment expenses (ALAE), unallocated loss adjustment expenses (ULAE), and payments for 4850 benefits. This amount excludes all other program expenses. Furthermore, the estimates in this report are not discounted for anticipated investment income.

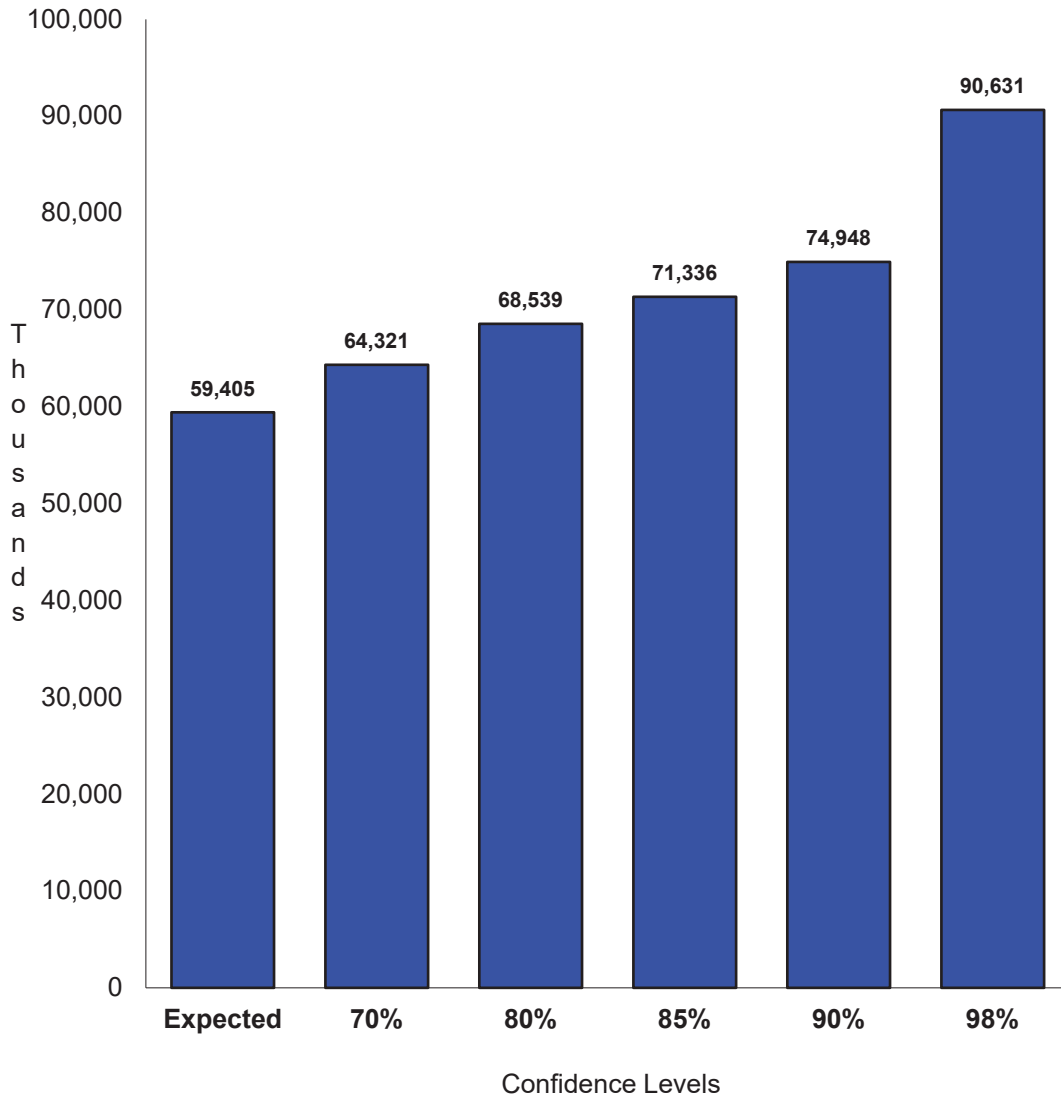
ALAE is the direct cost associated with the defense of individual claims (e.g. legal fees, investigation fees, court charges). ULAE is the cost to administer all claims to final settlement, which may be years into the future (e.g. claims adjusters' salaries, taxes). Other program expenses may include excess insurance, brokerage, consulting, and administrative expenses.

There is some uncertainty associated with our best estimate because of the random nature of much of the process that determines ultimate claims costs. For this reason, we generally recommend that a program such as this include some funding margin for the possibility that actual loss costs will be greater than the best estimate.

We generally measure the amount of this margin by thinking in terms of the probability distribution of actual possible results around our best estimate. As the margin grows, the probability that the corresponding funding amount will be sufficient to meet actual claim liabilities increases. We typically refer to this probability as the "confidence level" of funding.

Graph 1 shows the liabilities for outstanding claims at several confidence levels that are typically of interest to risk managers in formulating funding policies for self-insurance programs.

Judicial Branch Workers' Compensation Program
Outstanding Liability (\$000's)
at June 30, 2025



■ Undiscounted

The table below displays a breakdown of the program's outstanding loss and ALAE liabilities into case reserves and incurred but not reported (IBNR) reserves at June 30, 2025, before recognition of investment income.

Judicial Branch Workers' Compensation Program
Self-Funded Workers' Compensation Program
Estimated Liability for Unpaid Loss and ALAE at June 30, 2025

Year	Case Reserves	IBNR Reserves	Total Outstanding
Prior	\$782,528	\$249,008	\$1,031,536
2003-04	83,351	70,679	154,030
2004-05	187,869	115,042	302,911
2005-06	98,702	141,768	240,470
2006-07	247,554	151,648	399,202
2007-08	41,616	151,326	192,942
2008-09	178,754	248,781	427,535
2009-10	178,927	290,223	469,150
2010-11	311,554	343,532	655,086
2011-12	225,984	457,132	683,116
2012-13	213,558	707,854	921,412
2013-14	308,219	927,417	1,235,636
2014-15	638,757	1,204,128	1,842,885
2015-16	411,537	1,315,494	1,727,031
2016-17	894,758	1,510,584	2,405,342
2017-18	1,170,627	1,860,054	3,030,681
2018-19	646,026	2,460,086	3,106,112
2019-20	2,115,739	2,405,914	4,521,653
2020-21	1,260,075	3,561,119	4,821,194
2021-22	2,208,182	4,381,361	6,589,543
2022-23	2,312,892	6,309,132	8,622,024
2023-24	2,019,950	10,842,336	12,862,286
Total	\$16,537,159	\$39,704,618	\$56,241,777
ULAE		3,163,042	3,163,042
Total	\$16,537,159	\$42,867,660	\$59,404,819

The case reserve is the amount left to be paid on a claim, as estimated by the claims administrator. The IBNR reserve is the ultimate value of losses, less any amount that has been set up as reported losses by the claims adjuster. It includes both amounts for claims incurred but not yet received by the administrator and loss development on already reported claims.

B. PROGRAM FUNDING: GOALS AND OBJECTIVES

As self-insurance programs have proliferated among public entities, it has become apparent that there is a large measure of inconsistency in the way in which these programs recognize and account for their claims costs. This is the result of the fact that there have been several different sources of guidance available, none of which has been completely relevant to public entity self-insurance programs.

According to the Governmental Accounting Standards Board (GASB), the most relevant source of guidance on the subject is Financial Accounting Standards Board Statement #60. A liability for unpaid claim costs, including all loss adjustment expenses, should be accrued at the time the self-funded events occur. This liability should include an allowance for incurred but not reported claims. It may be discounted for investment income at an appropriate rate of return, provided the discounting is disclosed. The regulations detailing the way in which this must be done are outlined in GASB's statements #10 and #30. These regulations are required to be applied by the Judicial Council.

GASB #10 and #30 do not address funding requirements. They do, however, allow a range of funded amounts to be recognized for accounting purposes; specifically, GASB #10 and #30 which allow recognition of a funding margin for unexpectedly adverse loss experience. Thus, for accounting purposes, it is possible to formulate a funding policy from a range of alternatives. The uncertainty in any estimate of the program's liability for outstanding claims should be taken into consideration in determining funding policy, but it may be offset by recognizing anticipated investment income earnings. This usually means developing a funding program based on discounted claims costs with some margin for unexpected adverse loss experience.

The amount of the margin should be a question of long-term funding policy. We recommend that the margin be determined by thinking in terms of the probability that a given level of funding will prove to be adequate. For example, a reasonable goal might be to maintain a fund at the 85% confidence level.

A key factor to consider in determining funding policy is the degree to which stability is required in the level of contributions to the program from year to year. If you elect to fund at a low confidence level, the chances are much greater that future events will prove that additional contributions should have been made for current claims. The additional contributions for years by that time long past may be required at the same time that costs are increasing dramatically on then-current claims. The burden of funding increases on past years as well as on current years, may well be prohibitive.

We generally recommend maintaining program funding at the 80% confidence level, after recognition of investment income, with a recommended range of the 75% to 85% confidence levels. We tend to think of the 70% confidence level as marginally acceptable and of the 90% confidence level as conservative. We recommend the 75% to 85% confidence level range because the probabilities are reasonably high that resulting funding will be sufficient to meet claim liabilities, yet the required margins are not so large that they will cause most self-funded entities to experience undue financial hardship. In addition, within this range, anticipated investment income generally offsets the required margin for the most part, which means that it is also reasonable to think of the liabilities as being stated on an undiscounted basis.

We also strongly believe, however, that the confidence level to which any future year is funded should be evaluated in light of the relative certainty of the assumptions underlying the actuarial analysis, the Judicial Council's other budgetary constraints, and the relative level of risk it is believed appropriate to assume. This means formulating both short and long-term funding goals, which may be the same in some years, but different in others.

In general, we recommend that you fund each year's claims costs in that year. When surpluses or deficiencies have developed on outstanding liabilities and funding adjustments are necessary, they should be clearly identified as such so that the habit of funding each year's claims costs that year is maintained. We also recommend that you reduce surplus funding more slowly than you would accumulate funding to make up a deficiency.

C. HISTORICAL TRENDS IN THE SELF-INSURANCE PROGRAM

Graphs 2, 3 and 4 below delineate the average loss rate, severity and frequency, respectively for the Trial Courts. Note that for the purposes of these graphs, all individual losses have been limited to \$250,000.

The Trial Courts' loss rate (limited to \$250,000 per occurrence) has been relatively stable overall during the past ten years. The Trial Courts' loss rate averaged \$1.33 during the 2014-15 to 2018-19 program years and averaged \$1.01 per \$100 of payroll during 2019-20 through 2023-24. Our projected loss rate for 2024-25 is \$0.97 per \$100 of payroll. This selection is based on the Trial Courts' average for the most recent three years.

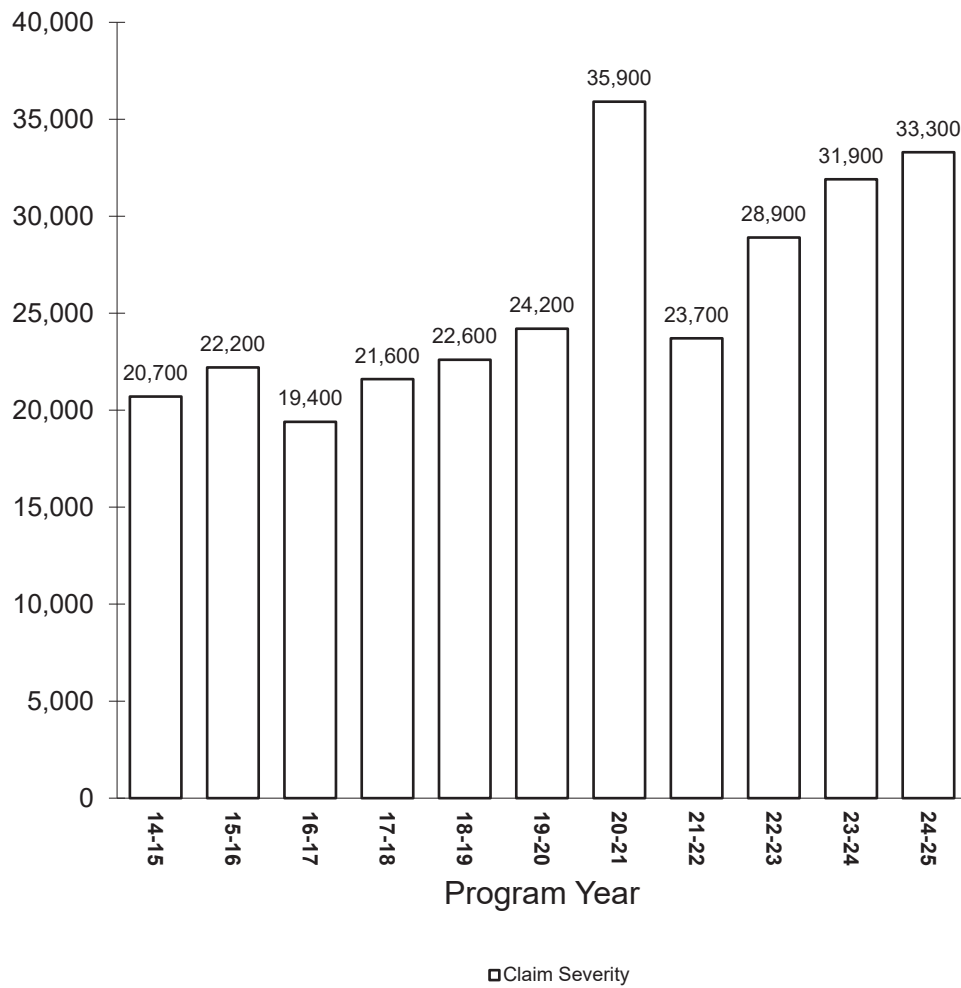
Graph 2



The Trial Courts' claim severity, or cost per claim (limited to \$250,000 per occurrence), has been rising overall during the past ten years. The projected 2024-25 average cost per claim of \$33,300 is based on the recent increasing trend.

Graph 3

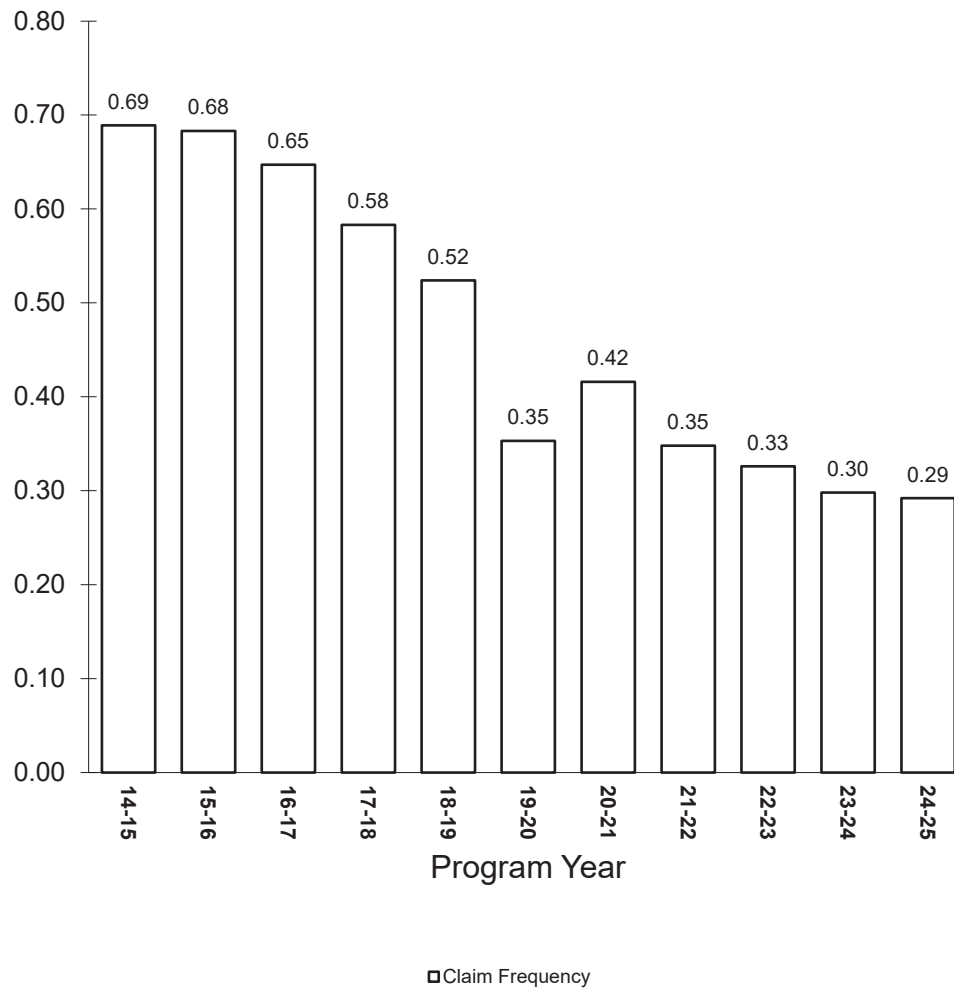
Trial Courts
Workers' Compensation
Dollars of Loss per Claim



The Trial Courts' claim frequency, or number of claims per \$1 million of payroll, has been generally decreasing. Our projected claims frequency of 0.29 for 2024-25 reflects this decreasing trend.

Graph 4

Trial Courts
Workers' Compensation
Number of Claims per
\$1 Million of Payroll

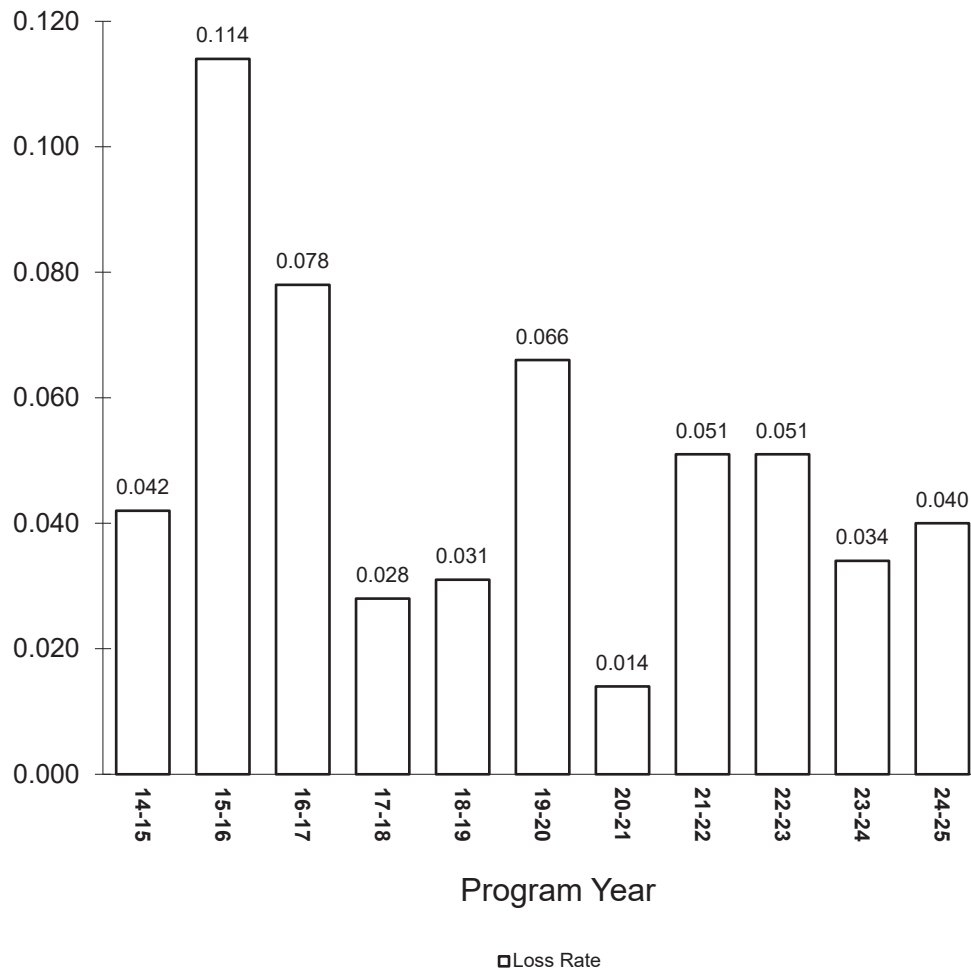


Graphs 5, 6 and 7 below delineate the average loss rate, severity and frequency, respectively for the State Judiciary. Note that for the purposes of these graphs, all individual losses have been limited to \$100,000.

The State Judiciary's loss rate (limited to \$100,000 per occurrence) has been quite volatile over the past ten years. The State Judiciary's loss rate averaged \$0.060 from 2014-15 to 2019-20 and \$0.038 between 2020-21 and 2023-24. Our projected loss rate for 2024-25 is \$0.040 per \$100 of payroll.

Graph 5

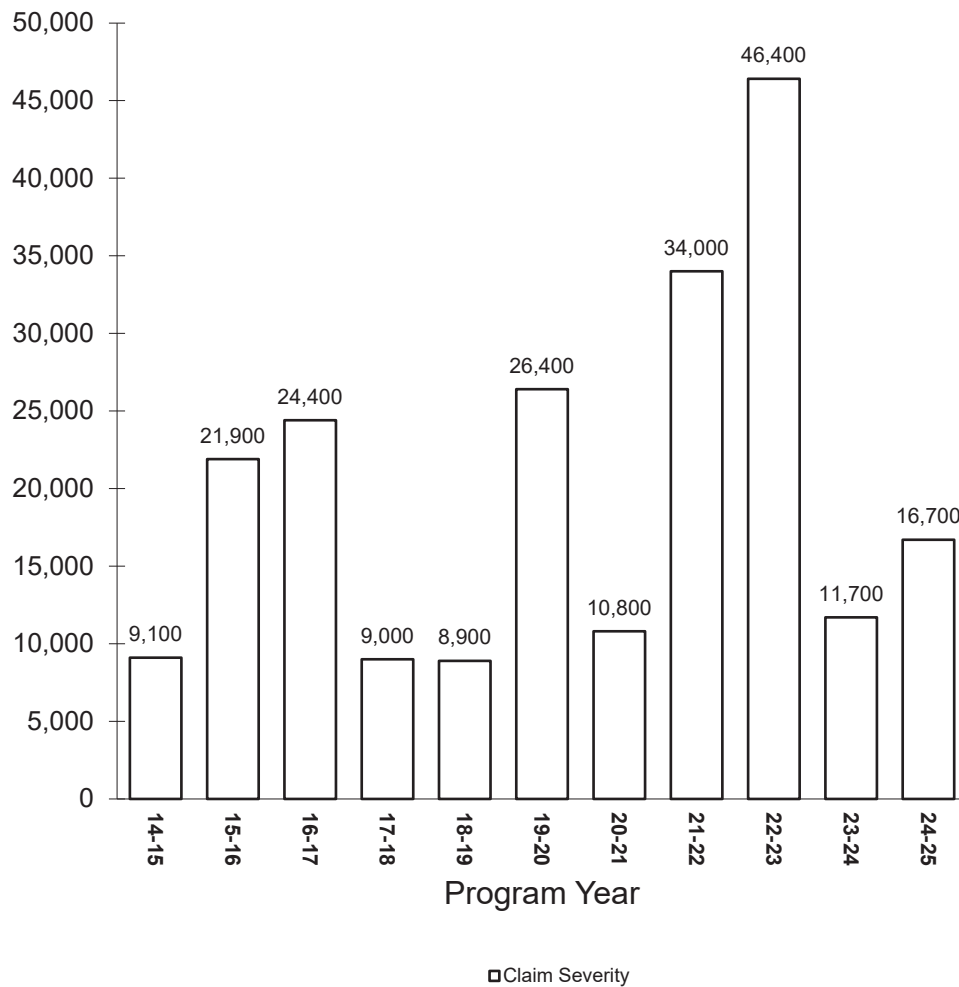
Judiciary
Workers' Compensation
Dollars of Loss per
\$100 of Payroll



The State Judiciary’s claim severity, or cost per claim (limited to \$100,000 per occurrence), fell to a low of \$8,900 during 2018-19. Since that time the average claim severity has been generally increasing. Our projection of \$16,700 for 2024-25 is based on the recent years and apparent upward trend.

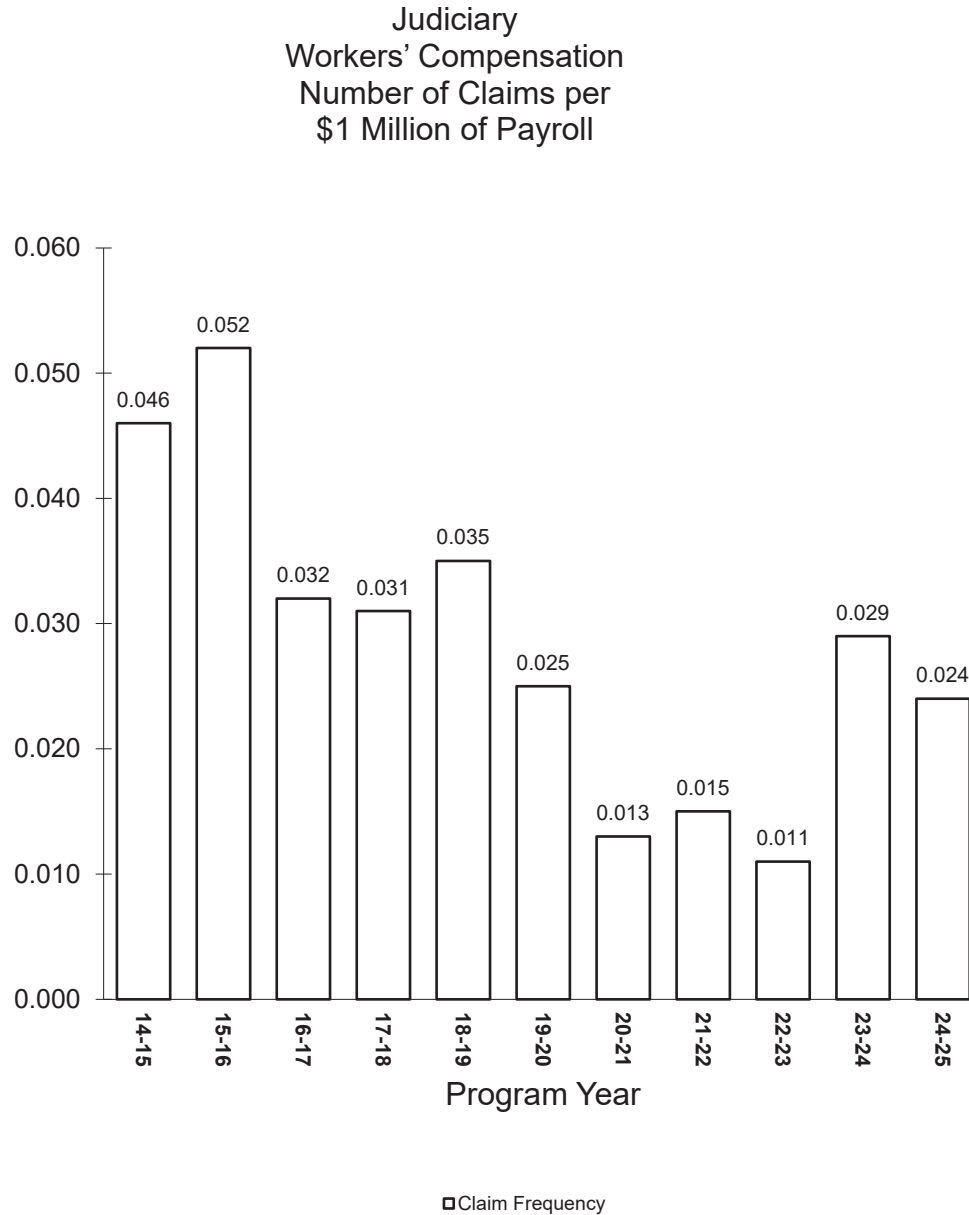
Graph 6

Judiciary
Workers’ Compensation
Dollars of Loss per Claim



Since 2014-15, the State Judiciary's claim frequency, or number of claims per \$1 million payroll, has ranged from a high of 0.052 in 2015-16 to a low of 0.011 during 2022-23. The projected 2024-25 frequency of 0.024 claims per \$1 million of payroll is based on the average of the most recent seven years.

Graph 7



D. COMPARISON WITH PREVIOUS RESULTS

The prior report for the Judicial Branch Workers' Compensation Program was dated January 12, 2024. In the following table, we display actual versus expected development of incurred losses and ALAE by accident year for the Trial Courts between the December 31, 2023 evaluation date of the prior report and the December 31, 2024 evaluation date of the current report.

Trial Courts Actual Versus Expected Incurred Loss and ALAE Development

Accident Year	Expected Incurred Development	Actual Incurred Development	Actual Minus Expected
Prior	\$134,000	(\$123,000)	(\$257,000)
2004-05	28,017	15,672	(12,345)
2005-06	27,958	92,558	64,600
2006-07	14,038	(103,881)	(117,919)
2007-08	26,440	137,088	110,648
2008-09	32,439	35,379	2,940
2009-10	64,683	83,155	18,472
2010-11	59,690	29,634	(30,056)
2011-12	115,541	122,866	7,325
2012-13	137,145	(68,952)	(206,097)
2013-14	222,870	(15,688)	(238,558)
2014-15	278,272	89,007	(189,265)
2015-16	354,565	99,170	(255,395)
2016-17	347,378	142,004	(205,374)
2017-18	360,216	513,899	153,683
2018-19	535,905	1,105,576	569,671
2019-20	657,175	146,634	(510,541)
2020-21	753,651	1,754,309	1,000,658
2021-22	1,544,307	1,129,526	(414,781)
2022-23	2,699,959	2,631,564	(68,395)
2023-24	4,411,326	3,749,537	(661,789)
Total	\$12,806,000	\$11,565,999	(\$1,240,001)

As shown, actual incurred development was less than anticipated since the prior report. Based on the assumptions from the prior report, it was expected that incurred losses would increase by \$12,806,000 between the two evaluation dates. However, actual development was approximately \$11,566,000; or about \$1,240,000 less than expected. Most accident years have developed less expected.

In the table below we display actual versus expected development of paid losses and ALAE by accident year for the Trial Courts between the December 31, 2023 evaluation date of the prior report and the December 31, 2024 evaluation date of the current report.

Trial Courts
Actual Versus Expected Paid Loss and ALAE Development

Accident Year	Expected Paid Development	Actual Paid Development	Actual Minus Expected
Prior	\$161,000	\$18,000	(\$143,000)
2004-05	19,196	24,763	5,567
2005-06	38,806	127,009	88,203
2006-07	32,796	55,593	22,797
2007-08	38,437	102,942	64,505
2008-09	18,115	13,982	(4,133)
2009-10	97,453	168,408	70,955
2010-11	131,289	217,753	86,464
2011-12	133,268	190,435	57,167
2012-13	224,784	546,854	322,070
2013-14	233,462	210,004	(23,458)
2014-15	261,091	212,132	(48,959)
2015-16	365,371	364,531	(840)
2016-17	389,742	297,505	(92,237)
2017-18	486,528	453,294	(33,234)
2018-19	557,052	781,886	224,834
2019-20	740,258	494,476	(245,782)
2020-21	1,262,194	2,581,846	1,319,652
2021-22	1,372,493	1,210,703	(161,790)
2022-23	1,940,484	2,189,358	248,874
2023-24	2,264,786	2,439,616	174,830
Total	\$10,769,000	\$12,701,547	\$1,932,547

As shown, actual paid development was more than anticipated since the prior report. Based on the assumptions from the prior report, it was expected that paid losses would increase by \$10,769,000 between the two evaluation dates. However, actual development was approximately \$12,702,000; or about \$1,933,000 more than expected.

In the table below we display the change in the estimates of the program's ultimate losses and ALAE by accident year for the Trial Courts since our prior report.

Trial Courts
Change in Ultimate Loss and ALAE

Accident Year	Prior Report	Current Report	Change In Ultimate
Prior	\$63,277,000	\$63,090,000	(\$187,000)
2004-05	14,212,956	14,200,565	(12,391)
2005-06	14,275,465	14,340,616	65,151
2006-07	14,437,668	14,318,378	(119,290)
2007-08	13,581,533	13,693,478	111,945
2008-09	11,153,015	11,155,990	2,975
2009-10	16,817,179	16,835,863	18,684
2010-11	15,587,713	15,557,139	(30,574)
2011-12	15,260,673	15,283,321	22,648
2012-13	16,437,233	16,224,033	(213,200)
2013-14	13,058,395	12,796,204	(262,191)
2014-15	12,781,275	12,609,996	(171,279)
2015-16	14,356,661	14,117,110	(239,551)
2016-17	12,083,017	11,843,349	(239,668)
2017-18	12,215,373	12,360,513	145,140
2018-19	12,400,737	12,888,702	487,965
2019-20	10,540,027	9,902,756	(637,271)
2020-21	15,076,264	15,980,737	904,473
2021-22	10,382,835	9,868,636	(514,199)
2022-23	12,324,257	12,212,385	(111,872)
2023-24	12,654,514	11,998,123	(656,391)
Total	\$332,914,257	\$331,278,356	(\$1,635,901)

As shown, overall we have decreased the estimated ultimates by \$1,636,000 when compared to the ultimate losses calculated in the prior report. The changes in the estimates of ultimate losses generally track with actual versus expected incurred loss development shown in the tables on the previous pages.

In the following table, we display the State Judiciary's actual versus expected development of incurred losses and ALAE by accident year between the December 31, 2023 evaluation date of the prior report and the December 31, 2024 evaluation date of the current report.

State Judiciary
Actual Versus Expected Incurred Loss and ALAE Development

Accident Year	Expected Incurred Development	Actual Incurred Development	Actual Minus Expected
Prior	\$47,000	\$22,000	(\$24,000)
2004-05	1,169	(126,728)	(127,897)
2005-06	457	5,187	4,730
2006-07	0	0	0
2007-08	770	25,687	24,917
2008-09	2,917	143	(2,774)
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	2,930	(8,841)	(11,771)
2013-14	0	0	0
2014-15	2,576	13,931	11,355
2015-16	5,377	98,405	93,028
2016-17	4,884	62,463	57,579
2017-18	13,332	24,350	11,018
2018-19	29,780	0	(29,780)
2019-20	51,942	65,556	13,614
2020-21	76,216	0	(76,216)
2021-22	71,942	95,012	23,070
2022-23	169,622	177,407	7,785
2023-24	152,341	33,267	(119,074)
Total	\$633,000	\$488,145	(\$144,855)

For the years shown, actual incurred development was less than anticipated since the prior report. Based on the assumptions from the prior report, it was expected that incurred losses would increase by \$633,000 between the two evaluation dates. However, actual development was approximately \$488,000; or \$145,000 less than expected.

In the table below we display actual versus expected development of paid losses and ALAE by accident year between the December 31, 2023 evaluation date of the prior report and the December 31, 2024 evaluation date of the current report.

**State Judiciary
Actual Versus Expected Paid Loss and ALAE Development**

Accident Year	Expected Paid Development	Actual Paid Development	Actual Minus Expected
Prior	\$46,000	\$51,000	\$5,000
2004-05	10,388	536	(9,852)
2005-06	589	2,318	1,729
2006-07	0	0	0
2007-08	1,921	6,657	4,736
2008-09	2,441	143	(2,298)
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	2,809	(11)	(2,820)
2013-14	0	0	0
2014-15	3,884	22,638	18,754
2015-16	12,081	50,796	38,715
2016-17	7,192	32,163	24,971
2017-18	12,147	13,892	1,745
2018-19	22,675	0	(22,675)
2019-20	42,248	38,926	(3,322)
2020-21	47,243	0	(47,243)
2021-22	60,681	57,770	(2,911)
2022-23	83,095	50,568	(32,527)
2023-24	65,337	32,781	(32,556)
Total	\$421,009	\$360,533	(\$60,476)

For the years shown, actual paid development was less than anticipated since the prior report. Based on the assumptions from the prior report, it was expected that paid losses would increase by \$422,000 between the two evaluation dates. However, actual development was approximately \$361,000; or about \$60,000 less than expected.

In the table below we display the change in our estimates of the program's ultimate losses and ALAE by accident year since our prior report.

**State Judiciary
Change in Ultimate Loss and ALAE**

Accident Year	Prior Report	Current Report	Change In Ultimate
Prior	\$13,947,000	\$13,876,000	(\$71,000)
2004-05	602,774	464,806	(137,968)
2005-06	239,069	240,775	1,706
2006-07	575,305	575,305	0
2007-08	268,736	290,231	21,495
2008-09	769,884	756,588	(13,296)
2009-10	686,343	686,343	0
2010-11	308,913	308,913	0
2011-12	549,454	549,454	0
2012-13	464,481	431,425	(33,056)
2013-14	61,947	61,947	0
2014-15	324,990	331,997	7,007
2015-16	780,515	866,265	85,750
2016-17	411,901	467,506	55,605
2017-18	228,449	227,699	(750)
2018-19	313,092	283,542	(29,550)
2019-20	501,277	518,661	17,384
2020-21	274,896	236,398	(38,498)
2021-22	404,479	425,136	20,657
2022-23	496,932	460,540	(36,392)
2023-24	574,818	507,483	(67,335)
Total	\$22,784,936	\$22,567,092	(\$217,844)

For the years shown, overall we have decreased the estimated ultimates by \$218,000 since our prior report. The changes in the estimates of ultimate losses generally track with actual versus expected loss development shown in the tables on the previous pages.

At the time of the prior report, the liability for outstanding claims at the expected level as of June 30, 2024 was estimated to be \$57,279,000 for the Trial Courts and \$3,141,000 for the State Judiciary for a total of \$60,420,000. Our current estimate as of June 30, 2025, is \$56,321,000 for the Trial Courts and \$3,085,000 for the State Judiciary for a total of \$59,406,000. These changes in the assessment of the JBWCP's outstanding liabilities for both the Trial Courts and State Judiciary are shown in the following tables:

**Trial Courts Only
Outstanding Claim Liabilities for Loss and LAE**

	Prior Report at June 30, 2024	Current Report at June 30, 2025	Change
(A) Case Reserves:	\$15,934,000	\$15,677,000	(\$257,000)
(B) IBNR Reserves:	38,411,000	37,915,000	(496,000)
(C) Claims Administration Reserves:	2,934,000	2,729,000	(205,000)
(D) Total Reserves:	\$57,279,000	\$56,321,000	(\$958,000)

**State Judiciary Only
Outstanding Claim Liabilities for Loss and LAE**

	Prior Report at June 30, 2024	Current Report at June 30, 2025	Change
(A) Case Reserves:	\$824,000	\$861,000	\$37,000
(B) IBNR Reserves:	1,892,000	1,790,000	(102,000)
(C) Claims Administration Reserves:	425,000	434,000	9,000
(D) Total Reserves:	\$3,141,000	\$3,085,000	(\$56,000)

**Trial Courts and State Judiciary Combined
Outstanding Claim Liabilities for Loss and LAE**

	Prior Report at June 30, 2024	Current Report at June 30, 2025	Change
(A) Case Reserves:	\$16,758,000	\$16,538,000	(\$220,000)
(B) IBNR Reserves:	40,303,000	39,705,000	(598,000)
(C) Claims Administration Reserves:	3,359,000	3,163,000	(196,000)
(D) Total Reserves:	\$60,420,000	\$59,406,000	(\$1,014,000)

As shown, the estimate of outstanding claims liabilities at the expected level has decreased between June 30, 2024 and June 30, 2025 as reflected in the prior report and current report respectively for both the Trial Courts and State Judiciary.

Since the prior evaluation, case reserves and IBNR have decreased for the Trial Courts; case reserves have increased slightly but IBNR have decreased for the State Judiciary. Overall, reserves for future claims administration expenses have decreased. The overall change is a decrease of \$1,014,000 in the estimate of outstanding claim liabilities for loss and ALAE.

Available assets were \$76,000,000 as of June 30, 2024, which corresponded to the then-estimated undiscounted liability for outstanding claims between the 85% and 90% confidence level. Available assets are currently estimated to be \$89,838,000 as of June 30, 2025, which corresponds to the currently estimated liability for outstanding claims above the 90% confidence level. It can be summarized as follows:

	Prior Report at June 30, 2024	Current Report at June 30, 2025	Change
(A) Outstanding Liability at the Undiscounted Expected Level:	\$60,420,000	\$59,406,000	(\$1,014,000)
(B) Assets At June 30:	76,000,000	89,838,000	13,838,000
(C) Balance:	\$15,580,000	\$30,432,000	\$14,852,000

As you can see, our estimate of the program's funding balance at the undiscounted, expected level has increased by \$14,852,000 between June 30, 2024 (as previously estimated) and June 30, 2025 (as currently estimated). This is driven by a decrease in the estimated outstanding liability coupled with an increase in the estimated fund assets.

At the time of the prior report, the 2024-25 funding projections at the 70% confidence level were \$17,630,000 for the Trial Courts. Our current projections for the 2025-26 year at the 70% confidence level are \$18,451,000 for the Trial Courts. The comparison is shown in the following table:

Comparison of Funding

Trial Courts

	Prior Report 2024-25 Retention = \$2M	Current Report 2025-26 Retention = \$2M	Change
(A) Ultimate Loss and ALAE:	\$15,583,000	\$16,599,000	\$1,016,000
(B) Ultimate Claims Administration (ULAE):	\$1,253,000	\$1,091,000	(162,000)
(C) Total Claim Costs:	\$16,836,000	\$17,690,000	854,000
(D) Offset for Investment Income:	0	0	0
(E) Non Claim Expenses:	794,000	761,000	(33,000)
(F) Total Recommended Funding:	\$17,630,000	\$18,451,000	\$821,000
(G) Funding per \$100 of Payroll:	\$1.61	\$1.50	(\$0.11)

As you can see, the projected funding for the Trial Courts has increased and the between 2024-25 and 2025-26, as shown in the prior and current reports respectively.

At the time of the prior report, the 2024-25 funding projections at the 70% confidence level were \$1,247,000 for the State Judiciary. Our current projections for the 2025-26 year at the 70% confidence level are \$1,277,000 for the State Judiciary. The comparison is shown in the following table:

Comparison of Funding

State Judiciary

	Prior Report 2024-25 Retention = \$2M	Current Report 2025-26 Retention = \$2M	Change
(A) Ultimate Loss and ALAE:	\$751,000	\$795,000	\$44,000
(B) Ultimate Claims Administration (ULAE):	\$125,000	\$129,000	4,000
(C) Total Claim Costs:	\$876,000	\$924,000	48,000
(D) Offset for Investment Income:	0	0	0
(E) Non Claim Expenses:	371,000	353,000	(18,000)
(F) Total Recommended Funding:	\$1,247,000	\$1,277,000	\$30,000
(G) Funding per \$100 of Payroll:	\$0.18	\$0.17	(\$0.01)

As you can see, the projected funding for the State Judiciary has increased between 2024-25 and 2025-26, as shown in the prior and current reports respectively.

At the time of the prior report, the 2024-25 expected loss and ALAE payments were \$11,406,000 for the Trial Courts and \$457,000 for the State Judiciary, for a total of \$11,863,000. Our current estimates for the 2025-26 year are \$11,466,000 for Trial Courts and \$506,000 for the State Judiciary for a total of \$11,972,000. The comparison is shown in the following table:

Comparison of Expected Loss and ALAE Payments

	Prior Report 2024-25	Current Report 2025-26	Change
(A) Trial Courts:	\$11,406,000	\$11,466,000	\$60,000
(B) State Judiciary:	457,000	506,000	49,000
(C) Total:	\$11,863,000	\$11,972,000	\$109,000

As you can see, the expected payments have increased for the Trial Courts and the State Judiciary between 2024-25 and 2025-26, as shown in the prior and current reports respectively.

The amounts shown above for both ultimates and payments include loss, allocated loss adjustment expenses (ALAE), and payments for 4850 benefits. These amounts do not include unallocated loss adjustment expenses (ULAE), other program expenses or a discount for anticipated investment income.

E. DATA PROVIDED FOR THE ANALYSIS

Overall, the data utilized in preparing this report appears to be accurate.

Comments and issues regarding the data are as follows:

- We have assumed that the program's self-funded retention will remain at \$2,000,000 per occurrence for the Trial Courts for 2024-25, 2025-26, 2026-27, and 2027-28 (See Appendix TC-J for the Trial Courts).
- We have assumed that the program's self-funded retention will remain at \$2,000,000 per occurrence for Judiciary for 2024-25, 2025-26, 2026-27, and 2027-28 (See Appendix J-J for the State Judiciary).
- We received loss data evaluated as of December 31, 2024 (See Appendix TC-K for the Trial Courts and Appendix J-K for the State Judiciary). We also utilized the data from the JBWCP's most recent actuarial study for our assessment of loss development.

The data provided for the analysis appears to be reasonable for use in this actuarial valuation of liabilities and projection of loss costs.

III. ASSUMPTIONS AND LIMITATIONS

Any quantitative analysis is developed within a very specific framework of assumptions about conditions in the outside world, and actuarial analysis is no exception. We believe that it is important to review the assumptions we have made in developing the estimates presented in this report. By doing so, we hope you will gain additional perspective on the nature of the uncertainties involved in maintaining a self-insurance program. Our assumptions, and some observations about them, are as follows:

- Our analysis is based on loss experience, exposure data, and other general and specific information provided to us by the Judicial Council. We have accepted all of this information without audit.
- We have also made use of loss statistics that have been developed from the information gathered and compiled from other California public entities.
- We have assumed that the future development of incurred and paid losses can be reasonably predicted on the basis of development of such losses in the recent past.
- We have made use of cost relationships for claims of various sizes derived from the most recent actuarial review of other California public entities with self-funded workers' compensation programs.
- We have assumed that there is a continuing relationship between past and future loss costs.
- It is not possible to predict future claim costs precisely. Most of the cost of workers' compensation claims arise from a small number of incidents involving serious injury. A relatively small number of such claims could generate enough loss dollars to significantly reduce, or even deplete, the self-insurance fund.
- We cannot predict and have not attempted to predict the impact of future law changes and court rulings on claims costs. This is one major reason why we believe our funding recommendations are reasonable now, but should not be extrapolated into the future.
- The changes in cost levels associated with benefit increases and administrative changes typically take place over a period of several years following their enactment, and these changes are very difficult to forecast in advance. We have based our benefit level factors on those produced by the Workers' Compensation Insurance Rating Bureau of California (WCIRB). See Appendix E for a display of the benefit level cost indices by fiscal year.

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- For the Trial Counts, we have assumed that the loss rate trend associated with claim costs decreases at 1.6% per year. We have assumed that claim severity increases at 3.5% per year, and that claim frequency decreases at 4.0% per year. For the State Judiciary, we have assumed that the loss rate trend associated with claim costs increases at 0.9% per year. We have assumed that claim severity increases at 3.0% per year, and that claim frequency decreases at 2.0% per year.
- We have assumed that payroll and other inflation-sensitive exposure measures increase 2.58% annually due to inflation.
- Our funding recommendations do not include provisions for catastrophic events not in the JBWCP's history, such as earthquakes, flooding, mass civil disorder, or mass occupational disease.
- Our estimates assume that all excess insurance is valid and collectible. Further, our funding recommendations do not include a provision for losses greater than the JBWCP's excess coverage.

IV. GLOSSARY OF ACTUARIAL TERMS

Accident Year - Year during which the accidents that generate a group of claims occurs, regardless of when the claims are reported, payments are made, or reserves are established.

Allocated Loss Adjustment Expenses (ALAE) - Expense incurred in settling claims that can be directly attributed to specific individual claims (e.g., legal fees, investigative fees, court charges, etc.)

Benefit Level Factor - Factor used to adjust historical losses to the current level of workers' compensation benefits.

Case Reserve - The amount left to be paid on a claim, as estimated by the claims administrator.

Claim Count Development Factor - A factor that is applied to the number of claims reported in a particular accident period in order to estimate the number of claims that will ultimately be reported.

Claim Frequency - Number of claims per \$1 million of payroll.

Confidence Level - An estimated probability that a given level of funding will be adequate to pay actual claims costs. For example, the 85% confidence level refers to an estimate for which there is an 85% chance that the amount will be sufficient to pay loss costs.

Discount Factor - A factor to adjust estimated loss costs to reflect anticipated investment income from assets held prior to actual claim payout.

Expected Losses - The best estimate of the full, ultimate value of loss costs.

Incurred but not Reported (IBNR) Losses - Losses for which the accident has occurred but the claim has not yet been reported. This is the ultimate value of losses, less any amount that has been set up as reported losses by the claims adjuster. It includes both amounts for claims incurred but not yet received by the administrator and loss development on already reported claims.

Loss Development Factor - A factor applied to losses for a particular accident period to reflect the fact that reported and paid losses do not reflect final values until all claims are settled (see Section IV).

Loss Rate - Ultimate losses per \$100 of payroll.

Non-Claims Related Expenses – Program expenses not directly associated with claims settlement and administration, such as excess insurance, safety program expenses, and general overhead. These exclude expenses associated with loss settlements (Indemnity/Medical, BI/PD), legal expenses associated with individual claims (ALAE), and claims administration (ULAE).

Outstanding Losses - Losses that have been incurred but not paid. This is the ultimate value of losses less any amount that has been paid.

Paid Losses - Losses actually paid on all reported claims.

Program Losses - Losses, including ALAE, limited to the self-funded retention for each occurrence.

Reported Losses - The total expected value of losses as estimated by the claims administrator. This is the sum of paid losses and case reserves.

Self-Funded Retention - The level at which an excess insurance policy is triggered to begin payments on a claim. Financially, this is similar to an insurance deductible.

Severity - Average claim cost.

Ultimate Losses - The value of claim costs at the time when all claims have been settled. This amount must be estimated until all claims are actually settled.

Unallocated Loss Adjustment Expenses (ULAE) – Claim settlement expenses that cannot be directly attributed to individual claims (e.g., claims adjusters' salaries, taxes, etc.)

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary

Funding Guidelines for Outstanding Liabilities at
December 31, 2024

(A) Estimated Ultimate Losses Incurred through 12/31/24: (From Appendix TC - G and Appendix J - G)	\$361,162,000
(B) Estimated Paid Losses through 12/31/24: (From Appendix TC - G and Appendix J - G)	306,605,000
(C) Estimated Liability for Claims Outstanding at 12/31/24: (From Appendix TC - G and Appendix J - G)	<u>\$54,557,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 12/31/24: (From Appendix TC - F and Appendix J - F)	3,109,000
(E) Total Outstanding Liability for Claims at 12/31/24: ((C) + (D))	<u>\$57,666,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.0%): (Not Included)	1.000
(G) Discounted Outstanding Liability for Claims at 12/31/24: ((E) x (F))	<u>\$57,666,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u>	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.083	1.154	1.201	1.262	1.526
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	4,773,000	8,870,000	11,586,000	15,094,000	30,325,000
(J) Total Required Assets at 12/31/24: ((G) + (I))	<u>\$62,439,000</u>	<u>\$66,536,000</u>	<u>\$69,252,000</u>	<u>\$72,760,000</u>	<u>\$87,991,000</u>

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary

Funding Guidelines for Outstanding Liabilities at
June 30, 2025

(A) Estimated Ultimate Losses Incurred through 6/30/25: (From Appendix TC - G and Appendix J - G)	\$368,478,000
(B) Estimated Paid Losses through 6/30/25: (From Appendix TC - G and Appendix J - G)	312,237,000
(C) Estimated Liability for Claims Outstanding at 6/30/25: (From Appendix TC - G and Appendix J - G)	<u>\$56,242,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 6/30/25: (From Appendix TC - F and Appendix J - F)	3,163,000
(E) Total Outstanding Liability for Claims at 6/30/25: ((C) + (D))	<u>\$59,405,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.0%.): (Not Included)	1.000
(G) Discounted Outstanding Liability for Claims at 6/30/25: ((E) x (F))	<u>\$59,405,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u> 90%	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.083	1.154	1.201	1.262	1.526
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	4,916,000	9,134,000	11,931,000	15,543,000	31,226,000
(J) Total Required Assets at 6/30/25: ((G) + (I))	<u>\$64,321,000</u>	<u>\$68,539,000</u>	<u>\$71,336,000</u>	<u>\$74,948,000</u>	<u>\$90,631,000</u>
(K) Estimated Total Assets at 6/30/25: (Provided by the Judicial Council.)	\$89,838,000	\$89,838,000	\$89,838,000	\$89,838,000	\$89,838,000
(L) Indicated Funding Redundancy/ (Deficiency): ((K) - (J))	<u>\$25,517,000</u>	<u>\$21,299,000</u>	<u>\$18,502,000</u>	<u>\$14,890,000</u>	<u>(\$793,000)</u>

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary
Funding Options for Program Year 2024-2025 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year : (From Appendix TC - G and Appendix J - G)	\$14,633,000	\$0.753			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2024-2025:	1,378,000	0.071			
(C) Total Claims Costs Incurred in Accident Year 2024-2025: ((A) + (B))	<u>\$16,011,000</u>	<u>\$0.824</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.0%.): (Not Included)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2024-2025: ((C) x (D))	<u>\$16,011,000</u>	<u>\$0.824</u>			
	Marginally Acceptable	Recommended			
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.029	1.065	1.104	1.147	1.198
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	466,000	1,040,000	1,662,000	2,350,000	3,165,000
(H) Recommended Funding in for Claims Costs: ((E) + (G))	<u>\$16,477,000</u>	<u>\$17,050,000</u>	<u>\$17,673,000</u>	<u>\$18,361,000</u>	<u>\$19,176,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$19,430,730)	\$0.848	\$0.877	\$0.910	\$0.945	\$0.987

Payroll rates are per hundred dollars of payroll of \$1,943,073,000.

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary
Funding Options for Program Year 2025-2026 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2025-2026: (From Appendix TC - G and Appendix J - G)	\$15,620,000	\$0.784			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2025-2026:	1,220,024	0.061			
(C) Total Claims Costs Incurred in Accident Year 2025-2026: ((A) + (B))	<u>\$16,840,000</u>	<u>\$0.845</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.0%): (Not Included)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2025-2026: ((C) x (D))	<u>\$16,840,000</u>	<u>\$0.845</u>			
	Marginally Acceptable		Recommended		
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.030	1.066	1.105	1.149	1.201
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	497,000	1,110,000	1,774,000	2,508,000	3,378,000
(H) Recommended Funding in for Claims Costs: ((E) + (G))	<u>\$17,337,000</u>	<u>\$17,950,000</u>	<u>\$18,614,000</u>	<u>\$19,348,000</u>	<u>\$20,218,000</u>
(I) Budgeted Non Claims Related Expenses: (Provided by the Judicial Council)	1,114,000	1,114,000	1,114,000	1,114,000	1,114,000
(J) Recommended Funding in for Claims Costs and Other Expenses: ((H) + (I))	<u>\$18,451,000</u>	<u>\$19,064,000</u>	<u>\$19,728,000</u>	<u>\$20,462,000</u>	<u>\$21,332,000</u>
(K) Rate per \$100 of Payroll: ((J) / \$19,932,044)	\$0.93	\$0.96	\$0.99	\$1.03	\$1.07

Payroll rates are per hundred dollars of payroll of \$1,993,204,400.

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary
Funding Options for Program Year 2026-2027 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year : (From Appendix TC - G and Appendix J - G)	\$16,046,000	\$0.785			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2026-2027:	1,256,000	0.061			
(C) Total Claims Costs Incurred in Accident Year : ((A) + (B))	<u>\$17,302,000</u>	<u>\$0.846</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.0%.): (Not Included)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year : ((C) x (D))	<u>\$17,302,000</u>	<u>\$0.846</u>			
	Marginally Acceptable	Recommended			
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.030	1.066	1.106	1.149	1.201
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	510,000	1,141,000	1,826,000	2,582,000	3,478,000
(H) Recommended Funding in for Claims Costs and Other Expenses: ((E) + (G))	<u>\$17,813,000</u>	<u>\$18,443,000</u>	<u>\$19,128,000</u>	<u>\$19,884,000</u>	<u>\$20,780,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$20,446,290)	\$0.871	\$0.902	\$0.936	\$0.972	\$1.016

Payroll rates are per hundred dollars of payroll of \$2,044,629,000.

Judicial Branch Workers' Compensation Program - Trial Courts and Judiciary
Funding Options for Program Year 2027-2028 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year : (From Appendix TC - G and Appendix J - G)	\$16,476,000	\$0.786			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2027-2028:	1,292,000	0.062			
(C) Total Claims Costs Incurred in Accident Year : ((A) + (B))	<u>\$17,768,000</u>	<u>\$0.847</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.0%.): (Not Included)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year : ((C) x (D))	<u>\$17,768,000</u>	<u>\$0.847</u>			
	Marginally Acceptable	Recommended			
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I and Appendix J - I)	1.030	1.067	1.108	1.153	1.206
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	524,000	1,190,000	1,912,000	2,710,000	3,656,000
(H) Recommended Funding in for Claims Costs and Other Expenses: ((E) + (G))	<u>\$18,293,000</u>	<u>\$18,958,000</u>	<u>\$19,680,000</u>	<u>\$20,479,000</u>	<u>\$21,424,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$20,973,804)	\$0.872	\$0.904	\$0.938	\$0.976	\$1.021

Payroll rates are per hundred dollars of payroll of \$2,097,380,400.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Guidelines for Outstanding Liabilities at
December 31, 2024

(A) Estimated Ultimate Losses Incurred through 12/31/24: (From Appendix TC - G)	\$338,294,000
(B) Estimated Paid Losses through 12/31/24: (From Appendix TC - G)	286,353,000
(C) Estimated Liability for Claims Outstanding at 12/31/24: (From Appendix TC - G)	<u>\$51,942,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 12/31/24: (From Appendix TC - F)	2,701,000
(E) Total Outstanding Liability for Claims at 12/31/24: ((C) + (D))	<u>\$54,643,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.00%.): (Not Applicable)	1.000
(G) Discounted Outstanding Liability for Claims at 12/31/24: ((E) x (F))	<u>\$54,643,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u> 90%	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix TC - I)	1.080	1.148	1.193	1.251	1.502
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	4,371,000	8,087,000	10,546,000	13,715,000	27,424,000
(J) Total Required Assets at 12/31/24: ((G) + (I))	<u>\$59,014,000</u>	<u>\$62,730,000</u>	<u>\$65,189,000</u>	<u>\$68,358,000</u>	<u>\$82,067,000</u>

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Guidelines for Outstanding Liabilities at
June 30, 2025

(A) Estimated Ultimate Losses Incurred through 6/30/25: (From Appendix TC - G)	\$345,310,000
(B) Estimated Paid Losses through 6/30/25: (From Appendix TC - G)	291,719,000
(C) Estimated Liability for Claims Outstanding at 6/30/25: (From Appendix TC - G)	<u>\$53,591,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 6/30/25: (From Appendix TC - F)	2,729,000
(E) Total Outstanding Liability for Claims at 6/30/25: ((C) + (D))	<u>\$56,320,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.00%.): (Not Applicable)	1.000
(G) Discounted Outstanding Liability for Claims at 6/30/25: ((E) x (F))	<u>\$56,320,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u> 90%	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix TC - I)	1.080	1.148	1.193	1.251	1.502
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	4,506,000	8,335,000	10,870,000	14,136,000	28,266,000
(J) Total Required Assets at 6/30/25: ((G) + (I))	<u>\$60,825,000</u>	<u>\$64,655,000</u>	<u>\$67,189,000</u>	<u>\$70,456,000</u>	<u>\$84,585,000</u>

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Options for Program Year 2024-2025 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2024-2025: (From Appendix TC - G)	\$14,032,000	\$1.168			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2024-2025: (From Exhibit TC - 5, Page 1,)	1,253,000	0.104			
(C) Total Claims Costs Incurred in Accident Year 2024-2025: ((A) + (B))	<u>\$15,285,000</u>	<u>\$1.273</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2024-2025: ((C) x (D))	<u>\$15,285,000</u>	<u>\$1.273</u>			
	60%	Marginally Acceptable 65%	70%	Recommended 75%	80%
(F) Confidence Level Factor: (From Appendix TC - I)	1.033	1.069	1.108	1.151	1.202
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	463,000	968,000	1,515,000	2,119,000	2,834,000
(H) Recommended Funding in 2024-2025 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$15,748,000</u>	<u>\$16,253,000</u>	<u>\$16,800,000</u>	<u>\$17,404,000</u>	<u>\$18,119,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$12,009,721)	\$1.311	\$1.353	\$1.399	\$1.449	\$1.509

Payroll rates are per hundred dollars of 2024-2025 payroll of \$1,200,972,100.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Options for Program Year 2025-2026 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2025-2026: (From Appendix TC - G)	\$14,981,000	\$1.216			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2025-2026: (From Exhibit TC - 5, Page 1,)	1,091,000	0.089			
(C) Total Claims Costs Incurred in Accident Year 2025-2026: ((A) + (B))	<u>\$16,072,000</u>	<u>\$1.305</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2025-2026: ((C) x (D))	<u>\$16,072,000</u>	<u>\$1.305</u>			
	Marginally Acceptable		Recommended		
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I)	1.033	1.069	1.108	1.151	1.202
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	494,000	1,034,000	1,618,000	2,262,000	3,026,000
(H) Recommended Funding in 2025-2026 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$16,566,000</u>	<u>\$17,106,000</u>	<u>\$17,690,000</u>	<u>\$18,334,000</u>	<u>\$19,098,000</u>
(I) Budgeted Non Claims Related Expenses: (Provided by the Judicial Council)	761,000	761,000	761,000	761,000	761,000
(J) Recommended Funding in 2025-2026 for Claims Costs, Other Expenses, and Non Claims Related Expenses: ((H) + (I))	<u>\$17,327,000</u>	<u>\$17,867,000</u>	<u>\$18,451,000</u>	<u>\$19,095,000</u>	<u>\$19,859,000</u>
(K) Rate per \$100 of Payroll: ((J) / \$12,319,572)	\$1.406	\$1.450	\$1.498	\$1.550	\$1.612

Payroll rates are per hundred dollars of 2025-2026 payroll of \$1,231,957,200.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Options for Program Year 2026-2027 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2026-2027: (From Appendix TC - G)	\$15,367,000	\$1.216			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2026-2027: (From Exhibit TC - 5, Page 1,)	1,119,000	0.089			
(C) Total Claims Costs Incurred in Accident Year 2026-2027: ((A) + (B))	<u>\$16,486,000</u>	<u>\$1.305</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2026-2027: ((C) x (D))	<u>\$16,486,000</u>	<u>\$1.305</u>			
	Marginally Acceptable		Recommended		
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I)	1.033	1.069	1.108	1.151	1.202
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	507,000	1,060,000	1,660,000	2,320,000	3,104,000
(H) Recommended Funding in 2026-2027 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$16,993,000</u>	<u>\$17,546,000</u>	<u>\$18,146,000</u>	<u>\$18,806,000</u>	<u>\$19,590,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$12,637,417)	\$1.345	\$1.388	\$1.436	\$1.488	\$1.550

Payroll rates are per hundred dollars of 2026-2027 payroll of \$1,263,741,700.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Funding Options for Program Year 2027-2028 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2027-2028: (From Appendix TC - G)	\$15,764,000	\$1.216			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2027-2028: (From Exhibit TC - 5, Page 1,)	1,148,000	0.089			
(C) Total Claims Costs Incurred in Accident Year 2027-2028: ((A) + (B))	<u>\$16,912,000</u>	<u>\$1.305</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2027-2028: ((C) x (D))	<u>\$16,912,000</u>	<u>\$1.305</u>			
	Marginally Acceptable	Recommended			
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix TC - I)	1.033	1.069	1.108	1.151	1.202
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	520,198	1,087,686	1,702,466	2,380,299	3,184,241
(H) Recommended Funding in 2027-2028 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$17,432,000</u>	<u>\$17,999,000</u>	<u>\$18,614,000</u>	<u>\$19,292,000</u>	<u>\$20,096,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$12,963,462)	\$1.345	\$1.388	\$1.436	\$1.488	\$1.550

Payroll rates are per hundred dollars of 2027-2028 payroll of \$1,296,346,200.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

IBNR as of 6/30/25 at Expected Claims Level

Accident Year	Estimated Ultimate (A)	Reported as of 12/31/24 (B)	Estimated IBNR as of 12/31/24 (C)	Estimated Percent of IBNR Reported Between 1/1/25 and 6/30/25 (D)	Estimated IBNR Reported (E)	Estimated IBNR as of 6/30/25 (F)
Prior	\$63,090,000	\$62,839,000	\$251,000	28.4%	\$71,000	\$180,000
2004-2005	14,201,000	14,102,000	99,000	28.4%	28,000	71,000
2005-2006	14,341,000	14,213,000	128,000	11.0%	14,000	114,000
2006-2007	14,318,000	14,163,000	156,000	9.0%	14,000	142,000
2007-2008	13,693,000	13,531,000	162,000	8.2%	13,000	149,000
2008-2009	11,156,000	11,002,000	154,000	7.1%	11,000	143,000
2009-2010	16,836,000	16,554,000	281,000	11.6%	33,000	249,000
2010-2011	15,557,000	15,237,000	320,000	9.3%	30,000	290,000
2011-2012	15,283,000	14,896,000	387,000	11.3%	44,000	344,000
2012-2013	16,224,000	15,706,000	518,000	11.8%	61,000	457,000
2013-2014	12,796,000	11,996,000	800,000	11.5%	92,000	708,000
2014-2015	12,610,000	11,588,000	1,022,000	10.6%	108,000	914,000
2015-2016	14,117,000	12,814,000	1,303,000	10.8%	141,000	1,162,000
2016-2017	11,843,000	10,406,000	1,437,000	10.3%	148,000	1,289,000
2017-2018	12,361,000	10,739,000	1,621,000	9.6%	156,000	1,466,000
2018-2019	12,889,000	10,978,000	1,910,000	8.3%	159,000	1,752,000
2019-2020	9,903,000	7,299,000	2,604,000	11.0%	286,000	2,317,000
2020-2021	15,981,000	13,525,000	2,456,000	9.8%	241,000	2,215,000
2021-2022	9,869,000	5,977,000	3,891,000	11.6%	451,000	3,440,000
2022-2023	12,212,000	7,285,000	4,927,000	14.3%	705,000	4,222,000
2023-2024	11,998,000	4,765,000	7,233,000	17.6%	1,273,000	5,960,000
2024-2025	14,032,000	1,308,000	5,707,000	18.8%	2,392,000	10,331,000
Totals	\$345,310,000	\$300,925,000	\$37,369,000		\$6,470,000	\$37,915,000

Notes:

- (A) From Exhibit TC - 4, Page 1.
- (B) Provided by the Judicial Council. These losses exclude amounts incurred above the Judicial Council's SIR for each year.
- (C) (A) - (B).
- (D) Percentage of incurred but not reported (IBNR) expected to be reported between 1/1/25 and 6/30/25. The percentage is based on the development pattern selected in Appendix TC - A.
- (E) ((A) - (B)) x (D).
- (F) (A) - (B) - (E).

This exhibit shows the calculation of the amount of incurred but not reported losses we expect as of 6/30/25. This amount is dependent on both the strength of the case reserves and the average frequency and severity of the losses incurred.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Estimated Ultimate Program Losses

Accident Year	Reported Loss Development Method (A)	Paid Loss Development Method (B)	Exposure Method Based on Reported Losses (C)	Exposure Method Based on Paid Losses (D)	Frequency-Severity Method (E)	Selected Estimate of Ultimate Losses (F)	Selected Estimate of Ultimate Losses Limited to Aggregate (G)
Prior	\$63,090,000	\$64,115,000	\$63,086,000	\$64,039,000	\$61,681,000	\$63,090,000	\$63,090,000
2004-2005	14,201,000	14,553,000	14,203,000	14,551,000	14,382,000	14,201,000	14,201,000
2005-2006	14,341,000	14,605,000	14,339,000	14,578,000	14,083,000	14,341,000	14,341,000
2006-2007	14,318,000	14,709,000	14,301,000	14,617,000	12,617,000	14,318,000	14,318,000
2007-2008	13,693,000	13,986,000	13,700,000	13,995,000	14,035,000	13,693,000	13,693,000
2008-2009	11,156,000	11,584,000	11,168,000	11,599,000	11,851,000	11,156,000	11,156,000
2009-2010	16,836,000	17,387,000	16,841,000	17,348,000	16,841,000	16,836,000	16,836,000
2010-2011	15,557,000	16,155,000	15,555,000	16,087,000	15,131,000	15,557,000	15,557,000
2011-2012	15,283,000	15,888,000	15,265,000	15,786,000	14,753,000	15,283,000	15,283,000
2012-2013	16,224,000	17,173,000	16,240,000	17,123,000	16,709,000	16,224,000	16,224,000
2013-2014	12,500,000	13,346,000	12,514,000	13,302,000	12,950,000	12,796,000	12,796,000
2014-2015	12,214,000	13,094,000	12,237,000	13,042,000	12,738,000	12,610,000	12,610,000
2015-2016	13,711,000	14,726,000	13,748,000	14,661,000	14,370,000	14,117,000	14,117,000
2016-2017	11,343,000	12,455,000	11,421,000	12,409,000	12,230,000	11,843,000	11,843,000
2017-2018	11,953,000	12,768,000	12,007,000	12,690,000	12,431,000	12,361,000	12,361,000
2018-2019	12,504,000	13,465,000	12,439,000	13,054,000	12,151,000	12,889,000	12,889,000
2019-2020	8,664,000	10,076,000	9,163,000	10,647,000	9,725,000	9,903,000	9,903,000
2020-2021	16,812,000	18,789,000	15,746,000	15,818,000	11,814,000	15,981,000	15,981,000
2021-2022	8,021,000	9,598,000	9,083,000	10,889,000	11,281,000	9,869,000	9,869,000
2022-2023	11,343,000	14,050,000	11,956,000	13,423,000	12,099,000	12,212,000	12,212,000
2023-2024	10,635,000	13,807,000	12,032,000	13,293,000	11,892,000	11,998,000	11,998,000
2024-2025	11,441,000	18,148,000	14,098,000	14,530,000	13,670,000	14,032,000	14,032,000
Totals						\$345,310,000	\$345,310,000
			Projected Losses for the Year 2024-2025 (H)			\$14,032,000	\$14,032,000
			Projected Losses for the Year 2025-2026 (I)			14,981,000	14,981,000
			Projected Losses for the Year 2026-2027 (J)			15,367,000	15,367,000
			Projected Losses for the Year 2027-2028 (K)			15,764,000	15,764,000

Notes:

- (A) From Appendix TC - A, Page 1, Column (G).
- (B) From Appendix TC - B, Page 1, Column (G).
- (C) From Appendix TC - C, Page 1, Column (G).
- (D) From Appendix TC - C, Page 2, Column (G).
- (E) From Appendix TC - D, Page 1, Column (C).
- (F) Selected averages of (A), (B), (C), (D), and (E).
- (G) (F) limited to applicable aggregate.
- (H) From Exhibit TC - 5, Page 1, Line (K).
- (I) From Exhibit TC - 5, Page 1, Line (K).
- (J) From Exhibit TC - 5, Page 1, Line (K).
- (K) From Exhibit TC - 5, Page 1, Line (K).

This exhibit summarizes the results of the actuarial methods we have applied to estimate ultimate losses for each year. It is important to apply a number of estimation methods because each one relies on specific assumptions about the claims process that tend to hold generally true, but that may be violated in specific situations. Thus, the more estimation methods that can be applied, the better.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Estimated Ultimate Limited Losses Capped at \$250,000 per Claim

Accident Year	Reported Loss Development Method (A)	Paid Loss Development Method (B)	Exposure Method Based on Reported Losses (C)	Exposure Method Based on Paid Losses (D)	Frequency-Severity Method (E)	Selected Ultimate Limited Losses (F)
Prior	\$58,097,000	\$59,005,000	\$58,097,000	\$59,010,000	\$58,096,000	\$58,097,000
2004-2005	13,417,000	13,647,000	13,417,000	13,648,000	13,416,000	13,417,000
2005-2006	13,095,000	13,259,000	13,096,000	13,262,000	13,095,000	13,095,000
2006-2007	11,691,000	11,827,000	11,691,000	11,818,000	11,691,000	11,691,000
2007-2008	12,956,000	13,110,000	12,956,000	13,100,000	12,956,000	12,956,000
2008-2009	10,900,000	11,062,000	10,901,000	11,054,000	10,900,000	10,900,000
2009-2010	15,427,000	15,600,000	15,428,000	15,591,000	15,427,000	15,427,000
2010-2011	13,803,000	14,039,000	13,804,000	14,032,000	13,803,000	13,803,000
2011-2012	13,403,000	13,688,000	13,404,000	13,672,000	13,403,000	13,403,000
2012-2013	15,116,000	15,452,000	15,118,000	15,442,000	15,116,000	15,116,000
2013-2014	11,662,000	12,015,000	11,665,000	11,989,000	11,663,000	11,662,000
2014-2015	11,422,000	11,878,000	11,426,000	11,840,000	11,422,000	11,422,000
2015-2016	12,824,000	13,279,000	12,819,000	13,237,000	12,824,000	12,824,000
2016-2017	10,717,000	11,304,000	10,722,000	11,256,000	10,864,000	10,864,000
2017-2018	10,743,000	11,362,000	10,753,000	11,307,000	10,991,000	10,991,000
2018-2019	10,528,000	11,322,000	10,531,000	11,176,000	10,691,000	10,691,000
2019-2020	7,732,000	8,834,000	7,931,000	9,198,000	8,513,000	8,198,000
2020-2021	13,938,000	15,369,000	13,521,000	13,652,000	10,288,000	13,587,000
2021-2022	7,079,000	8,331,000	7,631,000	9,273,000	9,775,000	7,903,000
2022-2023	9,643,000	12,005,000	10,069,000	11,567,000	10,427,000	10,048,000
2023-2024	9,125,000	11,839,000	10,169,000	11,419,000	10,194,000	10,450,000
2024-2025	9,794,000	15,473,000	11,969,000	12,412,000	11,653,000	11,667,000
Totals						\$308,212,000
			Projected Losses for the Year 2024-2025 (G)			\$11,667,000
			Projected Losses for the Year 2025-2026 (H)			12,701,000
			Projected Losses for the Year 2026-2027 (I)			12,954,000
			Projected Losses for the Year 2027-2028 (J)			13,211,000

Notes:

- (A) From Appendix TC - A, Page 1, Column (D).
- (B) From Appendix TC - B, Page 1, Column (D).
- (C) Based on results in Appendix TC - C, Page 1.
- (D) Based on results in Appendix TC - C, Page 2.
- (E) Based on results in Appendix TC - D, Page 1.
- (F) Selected averages of (A), (B), (C), (D), and (E).
- (G) From Exhibit TC - 5, Page 1, Line (K) / Line (G).
- (H) From Exhibit TC - 5, Page 1, Line (K) / Line (G).
- (I) From Exhibit TC - 5, Page 1, Line (K) / Line (G).
- (J) From Exhibit TC - 5, Page 1, Line (K) / Line (G).

This exhibit summarizes the results of the actuarial methods we have applied to estimate limited losses for each year. These results are used to select a limited loss rate for future years.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Selection of Projected Limited Loss Rate
and Projection of Program Losses and ULAE

Accident Year	Ultimate Limited Losses (A)	Trend Factor (B)	Trended Limited Losses (C)	Trended Payroll (\$00) (D)	Trended Limited Loss Rate (E)
Prior	\$58,097,000	0.817	\$47,465,000	\$32,278,000	1.471
2004-2005	13,417,000	1.135	15,228,000	11,011,000	1.383
2005-2006	13,095,000	1.246	16,317,000	11,684,000	1.397
2006-2007	11,691,000	1.196	13,982,000	12,372,000	1.130
2007-2008	12,956,000	1.129	14,627,000	13,365,000	1.094
2008-2009	10,900,000	1.066	11,619,000	13,665,000	0.850
2009-2010	15,427,000	0.992	15,304,000	12,553,000	1.219
2010-2011	13,803,000	0.952	13,140,000	12,437,000	1.057
2011-2012	13,403,000	0.950	12,733,000	12,114,000	1.051
2012-2013	15,116,000	0.976	14,753,000	10,963,000	1.346
2013-2014	11,662,000	0.994	11,592,000	10,676,000	1.086
2014-2015	11,422,000	0.998	11,399,000	10,268,000	1.110
2015-2016	12,824,000	1.047	13,427,000	10,582,000	1.269
2016-2017	10,864,000	1.107	12,026,000	10,571,000	1.138
2017-2018	10,991,000	1.109	12,189,000	10,364,000	1.176
2018-2019	10,691,000	1.084	11,589,000	10,458,000	1.108
2019-2020	8,198,000	1.078	8,837,000	10,863,000	0.814
2020-2021	13,587,000	1.039	14,117,000	10,052,000	1.404
2021-2022	7,903,000	1.001	7,911,000	10,305,000	0.768
2022-2023	10,048,000	1.022	10,269,000	11,209,000	0.916
2023-2024	10,450,000	1.022	10,680,000	11,253,000	0.949
2024-2025	11,667,000	1.000	11,667,000	12,010,000	0.971
Totals	\$308,212,000		\$310,872,000	\$271,054,000	\$1.147
17/18-24/25	83,535,033		87,259,255	86,514,044	1.009
21/22-24/25	40,068,576		40,527,442	44,776,907	0.905
			Selected Limited Rate (F):		\$1.025
			Prior:		\$1.100

Program Year:	2024-2025	2025-2026	2026-2027	2027-2028
(G) Factor to SIR:	1.203	1.180	1.186	1.193
(H) Trend Factor:	1.000	1.006	1.000	0.994
(I) Program Rate:	\$1.168	\$1.216	\$1.216	\$1.216
(J) Trended Payroll (\$00):	12,010,000	12,320,000	12,637,000	12,963,000
(K) Projected Program Losses:	14,032,000	14,981,000	15,367,000	15,764,000

Notes appear on the next page.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial CourtsSelection of Projected Limited Loss Rate
and Projection of Program Losses and ULAE

Notes:

- (A) From Exhibit TC - 4, Page 2, Column (F).
For purposes of projecting future losses, losses are capped at \$250,000 per occurrence.
- (B) From Appendix TC - E, Page 1, Column (B).
- (C) $(A) \times (B)$.
- (D) Appendix TC - L, Column (C).
- (E) $(C) / (D)$.
- (F) Selected based on (E).
- (G) Based on a Weibull distribution, a mathematical model of claims sizes. 2024-2025 is $(K) / (A)$.
- (H) From Appendix TC - E.
(I) $(F) \times (G) \times (H)$. 2024-2025 is $(K) / (J)$.
- (J) Appendix TC - L, Column (C).
- (K) $(I) \times (J)$. 2024-2025 is from Exhibit TC - 4, Page 1.

This exhibit shows the calculation of future loss costs based on the past loss rates. The projections will be accurate only to the extent that what has happened in the past is representative of what will happen in the future.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Reported Loss Development

Accident Year (A)	Limited Reported Losses as of 12/31/24 (B)	Reported Loss Development Factor (C)	Ultimate Limited Losses (D)	Program Reported Losses as of 12/31/24 (E)	Reported Loss Development Factor (F)	Ultimate Program Losses (G)
Prior	\$57,981,278	1.002	\$58,097,241	\$62,839,105	1.004	\$63,090,461
2004-2005	13,376,459	1.003	13,416,588	14,101,852	1.007	14,200,565
2005-2006	13,043,173	1.004	13,095,346	14,212,701	1.009	14,340,615
2006-2007	11,632,665	1.005	11,690,828	14,162,589	1.011	14,318,377
2007-2008	12,878,286	1.006	12,955,556	13,531,104	1.012	13,693,477
2008-2009	10,824,252	1.007	10,900,022	11,001,962	1.014	11,155,989
2009-2010	15,304,557	1.008	15,426,993	16,554,437	1.017	16,835,862
2010-2011	13,679,530	1.009	13,802,646	15,237,158	1.021	15,557,138
2011-2012	13,270,009	1.010	13,402,709	14,896,024	1.026	15,283,321
2012-2013	14,936,536	1.012	15,115,774	15,705,743	1.033	16,224,033
2013-2014	11,490,076	1.015	11,662,427	11,996,369	1.042	12,500,217
2014-2015	11,209,199	1.019	11,422,174	11,587,921	1.054	12,213,669
2015-2016	12,523,842	1.024	12,824,414	12,814,326	1.070	13,711,329
2016-2017	10,374,565	1.033	10,716,926	10,406,289	1.090	11,342,855
2017-2018	10,280,239	1.045	10,742,850	10,739,130	1.113	11,952,652
2018-2019	9,941,098	1.059	10,527,623	10,978,458	1.139	12,504,464
2019-2020	7,145,972	1.082	7,731,942	7,299,162	1.187	8,664,105
2020-2021	12,489,357	1.116	13,938,122	13,525,086	1.243	16,811,682
2021-2022	5,963,513	1.187	7,078,690	5,977,211	1.342	8,021,417
2022-2023	7,100,728	1.358	9,642,789	7,285,483	1.557	11,343,497
2023-2024	4,740,419	1.925	9,125,307	4,764,669	2.232	10,634,741
2024-2025	1,308,445	7.485	9,793,711	1,308,445	8.744	11,441,043
Totals	\$281,494,198		\$303,110,677	\$300,925,224		\$335,841,510

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council. These losses exclude amounts over \$250,000 per occurrence.
- (C) From Appendix TC - A, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over \$250,000 per occurrence.
- (E) Losses capped at the Judicial Council's SIR. Amounts are provided by the Judicial Council.
- (F) Derived from factors on Appendix TC - A, Page 4.
- (G) (E) x (F).

This method tends to understate ultimate losses for the most recent several years because the large losses for those years generally have not yet emerged at the time of our review.

This exhibit shows the calculation of estimated ultimate losses for each year based on paid losses and case reserves as reported by the claims administrator. These losses tend to "develop" or change from period to period as more information becomes available about the cases. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Reported Loss Development

Accident Year	<u>Limited Losses Reported as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004						17,081,348	17,607,526	17,831,466	18,113,577	18,498,696	18,252,954
2004-2005					11,918,204	12,788,313	12,918,562	12,935,223	13,132,746	13,071,296	13,175,846
2005-2006				10,613,575	11,383,120	11,433,004	11,643,265	12,158,901	12,365,308	12,579,276	12,769,237
2006-2007			10,628,404	11,376,186	11,606,600	11,241,180	10,936,562	11,128,753	11,264,289	11,387,221	11,448,157
2007-2008		6,840,751	9,248,340	10,435,853	11,169,718	11,718,268	12,210,055	12,233,366	12,201,755	12,349,590	12,654,673
2008-2009	1,818,711	7,104,278	9,822,441	10,488,489	10,755,699	10,650,780	10,747,868	10,623,422	10,727,955	10,865,101	10,932,102
2009-2010	1,608,680	8,414,296	11,653,395	13,062,279	13,775,458	14,205,608	14,444,660	14,429,697	14,947,708	14,878,002	15,028,790
2010-2011	2,077,731	7,600,947	10,005,154	11,627,046	12,296,649	12,754,832	13,216,498	13,783,493	13,661,056	13,576,245	13,540,429
2011-2012	2,062,750	7,094,966	9,204,118	10,747,063	11,578,024	12,178,455	13,036,954	12,979,532	13,135,662	13,191,955	13,280,090
2012-2013	1,942,676	7,247,078	10,017,071	11,682,361	13,297,166	14,083,944	13,992,451	14,397,907	14,518,479	14,722,269	14,788,379
2013-2014	1,883,261	6,621,326	8,913,543	10,211,051	11,223,356	11,200,387	11,322,699	11,281,824	11,284,309	11,361,037	11,513,470
2014-2015	1,297,240	5,086,907	8,333,536	10,956,287	10,802,836	11,046,794	11,169,739	11,339,011	11,122,451	11,166,473	11,209,199
2015-2016	1,841,257	6,912,410	9,659,649	10,285,158	11,008,942	11,470,232	11,830,835	12,086,996	12,314,580	12,523,842	
2016-2017	1,277,577	6,303,846	8,428,148	9,115,288	9,447,908	10,095,262	10,289,746	10,264,285	10,374,565		
2017-2018	1,609,668	5,295,232	7,815,249	8,372,308	9,169,643	9,614,535	10,041,132	10,280,239			
2018-2019	1,288,504	4,905,159	7,228,306	8,316,546	9,015,306	9,316,996	9,941,098				
2019-2020	1,206,028	3,849,026	5,657,250	6,831,813	7,001,907	7,145,972					
2020-2021	1,216,304	5,353,546	8,923,519	10,894,551	12,489,357						
2021-2022	1,096,703	3,745,317	4,832,256	5,963,513							
2022-2023	1,276,003	4,639,667	7,100,728								
2023-2024	1,015,132	4,740,419									
2024-2025	1,308,445										

Reported Loss Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004						1.031	1.013	1.016	1.021	0.987	1.001
2004-2005					1.073	1.010	1.001	1.015	0.995	1.008	1.002
2005-2006				1.073	1.004	1.018	1.044	1.017	1.017	1.015	1.027
2006-2007			1.070	1.020	0.969	0.973	1.018	1.012	1.011	1.005	1.010
2007-2008		1.352	1.128	1.070	1.049	1.042	1.002	0.997	1.012	1.025	0.999
2008-2009	3.906	1.383	1.068	1.025	0.990	1.009	0.988	1.010	1.013	1.006	0.991
2009-2010	5.231	1.385	1.121	1.055	1.031	1.017	0.999	1.036	0.995	1.010	1.002
2010-2011	3.658	1.316	1.162	1.058	1.037	1.036	1.043	0.991	0.994	0.997	1.003
2011-2012	3.440	1.297	1.168	1.077	1.052	1.070	0.996	1.012	1.004	1.007	1.002
2012-2013	3.730	1.382	1.166	1.138	1.059	0.994	1.029	1.008	1.014	1.004	1.009
2013-2014	3.516	1.346	1.146	1.099	0.998	1.011	0.996	1.000	1.007	1.013	0.998
2014-2015	3.921	1.638	1.315	0.986	1.023	1.011	1.015	0.981	1.004	1.004	
2015-2016	3.754	1.397	1.065	1.070	1.042	1.031	1.022	1.019	1.017		
2016-2017	4.934	1.337	1.082	1.036	1.069	1.019	0.998	1.011			
2017-2018	3.290	1.476	1.071	1.095	1.049	1.044	1.024				
2018-2019	3.807	1.474	1.151	1.084	1.033	1.067					
2019-2020	3.191	1.470	1.208	1.025	1.021						
2020-2021	4.401	1.667	1.221	1.146							
2021-2022	3.415	1.290	1.234								
2022-2023	3.636	1.530									
2023-2024	4.670										

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average	3.906	1.421	1.149	1.066	1.031	1.024	1.013	1.009	1.008	1.007	1.004
Dollar-Weighted Averages											
3-yr	3.874	1.518	1.220	1.095	1.035	1.043	1.015	1.004	1.010	1.007	1.004
4-yr	4.014	1.508	1.201	1.095	1.044	1.040	1.015	1.003	1.011	1.007	1.003
Industry Factors	2.794	1.252	1.051	1.006	1.005	1.003	1.003	1.003	1.003	1.003	1.002
Prior	3.870	1.414	1.139	1.062	1.031	1.020	1.014	1.012	1.009	1.005	1.004
Selected	3.888	1.418	1.144	1.064	1.031	1.022	1.014	1.012	1.009	1.005	1.004
Cumulated	7.485	1.925	1.358	1.187	1.116	1.082	1.059	1.045	1.033	1.024	1.019

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Reported Loss Development

Accident Year	<u>Limited Losses Reported as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	18,279,069	18,226,045	18,164,653	18,387,593	18,299,094	18,555,017	18,698,247	18,660,434	18,623,836	18,598,580	18,587,106
2004-2005	13,203,802	13,320,640	13,538,704	13,417,106	13,407,710	13,405,678	13,385,183	13,401,372	13,380,425	13,376,459	
2005-2006	13,117,866	12,952,624	12,888,306	12,791,601	12,929,744	13,000,393	13,032,206	13,025,212	13,043,173		
2006-2007	11,565,891	11,542,198	11,593,311	11,533,363	11,654,863	11,670,936	11,661,364	11,632,665			
2007-2008	12,638,619	12,812,884	12,876,403	12,847,543	12,872,129	12,848,537	12,878,286				
2008-2009	10,830,425	10,894,992	10,966,960	10,930,574	10,789,478	10,824,252					
2009-2010	15,053,835	15,166,276	15,215,130	15,266,909	15,304,557						
2010-2011	13,582,768	13,548,271	13,594,442	13,679,530							
2011-2012	13,306,008	13,175,696	13,270,009								
2012-2013	14,924,678	14,936,536									
2013-2014	11,490,076										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

	<u>Reported Loss Development Factors:</u>										
	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
2003-2004	0.997	0.997	1.012	0.995	1.014	1.008	0.998	0.998	0.999	0.999	
2004-2005	1.009	1.016	0.991	0.999	1.000	0.998	1.001	0.998	1.000		
2005-2006	0.987	0.995	0.992	1.011	1.005	1.002	0.999	1.001			
2006-2007	0.998	1.004	0.995	1.011	1.001	0.999	0.998				
2007-2008	1.014	1.005	0.998	1.002	0.998	1.002					
2008-2009	1.006	1.007	0.997	0.987	1.003						
2009-2010	1.007	1.003	1.003	1.002							
2010-2011	0.997	1.003	1.006								
2011-2012	0.990	1.007									
2012-2013	1.001										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
Average Dollar-Weighted Averages	1.001	1.004	0.999	1.001	1.004	1.002	0.999	0.999	1.000	0.999	
3-yr	0.996	1.005	1.003	0.998	1.001	1.001	0.999	0.999			
4-yr	0.999	1.005	1.001	1.001	1.002	1.001	0.999				
Industry Factors	1.002	1.002	1.002	1.002	1.002	1.001	1.001	1.001	1.001	1.001	1.016
Prior	1.003	1.002	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.002
Selected	1.003	1.002	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.002
Cumulated	1.015	1.012	1.010	1.009	1.008	1.007	1.006	1.005	1.004	1.003	1.002

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Reported between \$250,000 and \$500,000 Loss Development

Accident Year	<u>Losses Reported as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004						304,210	406,710	892,235	1,034,586	936,797	980,589
2004-2005					23,232	278,625	226,993	416,019	434,789	505,507	540,094
2005-2006					41,061	344,639	466,942	511,059	501,109	529,607	955,828
2006-2007			21,038	280,954	435,397	533,449	1,034,629	1,232,300	1,375,282	1,744,538	1,816,983
2007-2008		133,559				23,517	289,352	372,067	547,688	506,189	589,127
2008-2009				24,584	345,494	235,365	247,797	241,870	139,772	151,199	149,622
2009-2010			14,898	276,901	183,248	194,590	426,655	682,386	1,014,019	930,275	940,577
2010-2011				55,242	273,550	830,937	1,164,248	1,470,056	1,105,578	1,337,658	1,295,659
2011-2012					66,389	226,348	501,557	701,537	967,740	925,737	1,121,223
2012-2013			941	29,460	428,371	730,668	692,950	620,101	572,872	592,884	619,176
2013-2014			57,190	117,585	532,568	295,011	309,099	325,233	348,913	488,200	498,587
2014-2015				233,807	114,833	117,508	312,576	286,197	274,519	332,441	378,722
2015-2016			31,603	38,024	201,339	341,851	350,502	388,740	399,019	290,484	
2016-2017		93,608	95,008	160,011			16,074		31,724		
2017-2018					48,176	123,706	184,099	383,560			
2018-2019				73,766	145,596	555,886	928,081				
2019-2020				19,437	150,622	153,190					
2020-2021				384,459	614,250						
2021-2022			15,429	13,699							
2022-2023		14,253	184,755								
2023-2024		24,250									
2024-2025											

Reported Loss Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004						1.337	2.194	1.160	0.905	1.047	1.155
2004-2005					11.993	0.815	1.833	1.045	1.163	1.068	1.120
2005-2006					8.393	1.355	1.094	0.981	1.057	1.805	0.968
2006-2007			13.355	1.550	1.225	1.940	1.191	1.116	1.268	1.042	1.218
2007-2008						12.304	1.286	1.472	0.924	1.164	0.869
2008-2009				14.054	0.681	1.053	0.976	0.578	1.082	0.990	1.047
2009-2010			18.587	0.662	1.062	2.193	1.599	1.486	0.917	1.011	0.977
2010-2011				4.952	3.038	1.401	1.263	0.752	1.210	0.969	1.063
2011-2012					3.409	2.216	1.399	1.379	0.957	1.211	1.164
2012-2013			31.307	14.541	1.706	0.948	0.895	0.924	1.035	1.044	1.303
2013-2014			2.056	4.529	0.554	1.048	1.052	1.073	1.399	1.021	1.015
2014-2015				0.491	1.023	2.660	0.916	0.959	1.211	1.139	
2015-2016			1.203	5.295	1.698	1.025	1.109	1.026	0.728		
2016-2017		1.015	1.684								
2017-2018					2.568	1.488	2.083				
2018-2019				1.974	3.818	1.670					
2019-2020				7.749	1.017						
2020-2021				1.598							
2021-2022			0.888								
2022-2023		12.963									
2023-2024											

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average Dollar-Weighted Averages		6.989	9.869	5.218	3.013	2.230	1.349	1.073	1.066	1.126	1.082
3-yr				1.906	2.418				1.087	1.059	1.169
4-yr									1.068	1.119	1.130
Industry Factors	4.362	1.973	1.381	1.179	1.083	1.042	1.027	1.015	1.011	1.010	1.010
Prior	6.063	3.072	2.220	1.777	1.503	1.521	1.195	1.154	1.158	1.132	1.087
Selected	5.779	2.889	2.080	1.677	1.433	1.442	1.167	1.138	1.140	1.131	1.086
Cumulated	308.917	53.452	18.501	8.895	5.304	3.701	2.567	2.200	1.933	1.696	1.499

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Reported between \$250,000 and \$500,000 Loss Development

Accident Year	<u>Losses Reported as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	1,132,654	1,321,659	1,325,255	1,799,350	1,726,944	1,988,442	1,478,573	1,491,407	1,565,115	1,556,634	1,574,200
2004-2005	604,660	571,375	658,159	626,019	638,588	409,712	394,998	460,424	457,584	477,218	
2005-2006	924,975	1,132,473	1,203,742	1,229,377	1,097,776	1,082,380	1,094,931	1,094,931	1,122,825		
2006-2007	2,212,910	2,500,707	2,617,634	1,731,408	1,754,578	1,758,200	1,726,807	1,668,174			
2007-2008	512,195	525,111	548,673	521,322	542,601	545,478	652,818				
2008-2009	156,677	179,581	180,523	188,842	177,105	177,710					
2009-2010	918,842	957,398	1,150,589	1,171,916	1,174,994						
2010-2011	1,376,640	1,403,273	1,441,469	1,386,014							
2011-2012	1,304,633	1,448,487	1,425,039								
2012-2013	806,664	738,908									
2013-2014	506,293										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

Reported Loss Development Factors:

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
2003-2004	1.167	1.003	1.358	0.960	1.151	0.744	1.009	1.049	0.995	1.011	
2004-2005	0.945	1.152	0.951	1.020	0.642	0.964	1.166	0.994	1.043		
2005-2006	1.224	1.063	1.021	0.893	0.986	1.012	1.000	1.025			
2006-2007	1.130	1.047	0.661	1.013	1.002	0.982	0.966				
2007-2008	1.025	1.045	0.950	1.041	1.005	1.197					
2008-2009	1.146	1.005	1.046	0.938	1.003						
2009-2010	1.042	1.202	1.019	1.003							
2010-2011	1.019	1.027	0.962								
2011-2012	1.110	0.984									
2012-2013	0.916										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
Average Dollar-Weighted Averages	1.072	1.059	0.996	0.981	0.965	0.980	1.035	1.023	1.019	1.011	
3-yr	1.029	1.055	0.991	1.007	1.003	1.026	1.002	1.032			
4-yr	1.032	1.052	0.984	1.010	0.998	1.019	1.004				
Industry Factors	1.010	1.010	1.010	1.008	1.008	1.006	1.005	1.005	1.003	1.003	1.041
Prior	1.080	1.058	1.040	1.030	1.020	1.010	1.005	1.005	1.014	1.030	1.041
Selected	1.078	1.058	1.040	1.030	1.020	1.010	1.005	1.005	1.014	1.030	1.041
Cumulated	1.380	1.280	1.210	1.163	1.129	1.107	1.096	1.091	1.086	1.072	1.041

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Paid Loss Development

Accident Year (A)	Limited Paid Losses as of 12/31/24 (B)	Paid Loss Development Factor (C)	Ultimate Limited Losses (D)	Program Paid Losses as of 12/31/24 (E)	Paid Loss Development Factor (F)	Ultimate Program Losses (G)
Prior	\$57,847,760	1.020	\$59,004,715	\$62,126,710	1.032	\$64,114,765
2004-2005	13,366,643	1.021	13,647,343	14,033,504	1.037	14,552,744
2005-2006	12,974,025	1.022	13,259,454	14,029,340	1.041	14,604,543
2006-2007	11,561,218	1.023	11,827,126	14,061,740	1.046	14,708,580
2007-2008	12,802,483	1.024	13,109,743	13,307,638	1.051	13,986,328
2008-2009	10,792,384	1.025	11,062,194	10,970,094	1.056	11,584,419
2009-2010	15,204,992	1.026	15,600,322	16,387,713	1.061	17,387,363
2010-2011	13,590,628	1.033	14,039,119	15,042,155	1.074	16,155,274
2011-2012	13,149,219	1.041	13,688,337	14,562,654	1.091	15,887,856
2012-2013	14,716,321	1.050	15,452,137	15,485,529	1.109	17,173,452
2013-2014	11,323,997	1.061	12,014,761	11,800,083	1.131	13,345,894
2014-2015	11,028,817	1.077	11,878,036	11,298,011	1.159	13,094,395
2015-2016	12,082,950	1.099	13,279,162	12,333,149	1.194	14,725,780
2016-2017	10,039,327	1.126	11,304,282	10,060,632	1.238	12,455,062
2017-2018	9,702,896	1.171	11,362,091	9,806,738	1.302	12,768,373
2018-2019	9,174,757	1.234	11,321,650	9,701,050	1.388	13,465,057
2019-2020	6,697,547	1.319	8,834,064	6,730,677	1.497	10,075,823
2020-2021	10,526,983	1.460	15,369,395	11,251,035	1.670	18,789,228
2021-2022	4,799,019	1.736	8,331,097	4,799,019	2.000	9,598,038
2022-2023	5,181,145	2.317	12,004,713	5,229,002	2.687	14,050,328
2023-2024	2,852,042	4.151	11,838,826	2,852,042	4.841	13,806,735
2024-2025	484,036	31.967	15,473,179	484,036	37.494	18,148,446
Totals	\$269,899,189		\$323,701,745	\$286,352,551		\$364,478,484

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council. These losses exclude amounts over \$250,000 per occurrence.
- (C) From Appendix TC - B, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over \$250,000 per occurrence.
- (E) Losses capped at the Judicial Council's SIR. Amounts are provided by the Judicial Council.
- (F) Derived from factors on Appendix TC - B, Page 4.
- (G) (E) x (F).

This method tends to understate ultimate losses for the most recent several years because the large losses for those years generally have not yet emerged at the time of our review.

This exhibit shows the calculation of estimated ultimate losses for each year based on paid losses as reported by the claims administrator. These losses tend to "develop" or change from period to period as more information becomes available about the cases. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Paid Loss Development

Accident Year	<u>Limited Losses Paid as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004						14,244,193	15,135,240	15,795,943	16,385,329	16,825,676	17,134,379
2004-2005					9,312,103	10,263,766	10,959,900	11,554,070	11,929,327	12,193,453	12,517,980
2005-2006				7,518,738	8,522,029	9,388,958	9,984,912	10,554,943	11,055,421	11,377,246	11,736,360
2006-2007			5,604,484	7,197,283	8,310,895	9,190,933	9,737,594	10,218,829	10,549,323	10,828,048	11,002,691
2007-2008		3,185,782	5,297,864	7,033,067	8,337,068	9,082,337	10,028,334	10,938,511	11,396,645	11,578,352	11,796,041
2008-2009	454,230	3,499,847	5,966,402	7,711,858	8,680,674	9,236,108	9,599,782	9,907,242	10,107,914	10,225,208	10,359,238
2009-2010	429,214	3,866,567	6,981,920	9,142,137	10,885,297	11,814,154	12,804,749	13,246,012	13,767,036	14,171,967	14,543,862
2010-2011	434,154	3,507,731	6,028,970	8,016,256	9,451,632	10,554,256	11,539,699	12,178,483	12,537,919	12,874,138	13,226,361
2011-2012	427,443	3,187,957	5,784,261	7,595,166	9,253,021	10,269,285	11,009,731	11,762,400	12,341,860	12,752,881	12,976,759
2012-2013	389,782	3,201,349	5,892,691	7,910,587	10,160,662	11,523,730	12,294,542	13,146,077	13,601,506	13,876,160	14,118,513
2013-2014	502,329	3,187,869	5,266,456	7,014,954	8,431,241	9,295,101	9,939,680	10,501,126	10,737,639	10,986,744	11,178,951
2014-2015	227,098	2,346,387	4,954,175	6,853,331	8,365,366	9,345,951	10,007,865	10,484,321	10,529,014	10,832,304	11,028,817
2015-2016	416,214	3,275,544	5,732,421	7,537,992	9,100,768	10,297,803	10,844,895	11,343,106	11,781,374	12,082,950	
2016-2017	299,568	2,721,824	5,121,094	6,959,370	7,889,282	8,654,379	9,266,563	9,763,127	10,039,327		
2017-2018	320,467	2,819,403	5,066,565	6,341,231	7,550,597	8,753,720	9,328,757	9,702,896			
2018-2019	360,102	2,603,660	4,593,277	6,508,167	7,761,789	8,599,146	9,174,757				
2019-2020	367,700	2,280,483	3,998,493	5,241,176	6,236,201	6,697,547					
2020-2021	398,001	2,953,928	5,789,474	8,644,941	10,526,983						
2021-2022	405,497	2,156,171	3,588,316	4,799,019							
2022-2023	523,737	3,039,644	5,181,145								
2023-2024	412,426	2,852,042									
2024-2025	484,036										

Paid Loss Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004						1.063	1.044	1.037	1.027	1.018	1.017
2004-2005					1.102	1.068	1.054	1.032	1.022	1.027	1.013
2005-2006				1.133	1.102	1.063	1.057	1.047	1.029	1.032	1.044
2006-2007			1.284	1.155	1.106	1.059	1.049	1.032	1.026	1.016	1.011
2007-2008		1.663	1.328	1.185	1.089	1.104	1.091	1.042	1.016	1.019	1.022
2008-2009	7.705	1.705	1.293	1.126	1.064	1.039	1.032	1.020	1.012	1.013	1.011
2009-2010	9.008	1.806	1.309	1.191	1.085	1.084	1.034	1.039	1.029	1.026	1.013
2010-2011	8.079	1.719	1.330	1.179	1.117	1.093	1.055	1.030	1.027	1.027	1.015
2011-2012	7.458	1.814	1.313	1.218	1.110	1.072	1.068	1.049	1.033	1.018	1.006
2012-2013	8.213	1.841	1.342	1.284	1.134	1.067	1.069	1.035	1.020	1.017	1.019
2013-2014	6.346	1.652	1.332	1.202	1.102	1.069	1.056	1.023	1.023	1.017	1.013
2014-2015	10.332	2.111	1.383	1.221	1.117	1.071	1.048	1.004	1.029	1.018	
2015-2016	7.870	1.750	1.315	1.207	1.132	1.053	1.046	1.039	1.026		
2016-2017	9.086	1.881	1.359	1.134	1.097	1.071	1.054	1.028			
2017-2018	8.798	1.797	1.252	1.191	1.159	1.066	1.040				
2018-2019	7.230	1.764	1.417	1.193	1.108	1.067					
2019-2020	6.202	1.753	1.311	1.190	1.074						
2020-2021	7.422	1.960	1.493	1.218							
2021-2022	5.317	1.664	1.337								
2022-2023	5.804	1.705									
2023-2024	6.915										

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average	7.612	1.787	1.337	1.189	1.106	1.069	1.053	1.033	1.025	1.021	1.017
Dollar-Weighted Averages											
3-yr	5.998	1.786	1.397	1.203	1.116	1.068	1.046	1.024	1.026	1.018	1.013
4-yr	6.324	1.779	1.402	1.200	1.111	1.064	1.047	1.024	1.024	1.018	1.013
Industry Factors	3.503	1.627	1.223	1.107	1.059	1.035	1.023	1.018	1.015	1.011	1.010
Prior	7.790	1.796	1.332	1.189	1.108	1.070	1.055	1.040	1.025	1.020	1.015
Selected	7.701	1.791	1.335	1.189	1.107	1.069	1.054	1.040	1.025	1.020	1.015
Cumulated	31.967	4.151	2.317	1.736	1.460	1.319	1.234	1.171	1.126	1.099	1.077

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Paid Loss Development

Accident Year	<u>Limited Losses Paid as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	17,420,152	17,656,429	17,820,525	17,952,636	18,025,032	18,342,707	18,511,555	18,464,077	18,511,024	18,536,831	18,547,309
2004-2005	12,681,865	12,873,737	13,154,579	13,183,163	13,245,647	13,286,516	13,334,709	13,354,829	13,361,005	13,366,643	
2005-2006	12,251,097	12,417,670	12,463,243	12,565,990	12,684,211	12,753,385	12,823,594	12,898,874	12,974,025		
2006-2007	11,127,846	11,263,156	11,408,022	11,442,767	11,472,259	11,510,829	11,528,441	11,561,218			
2007-2008	12,056,102	12,352,077	12,554,923	12,596,964	12,669,513	12,733,550	12,802,483				
2008-2009	10,473,231	10,615,289	10,659,686	10,741,330	10,779,007	10,792,384					
2009-2010	14,736,442	14,899,865	15,023,470	15,118,777	15,204,992						
2010-2011	13,425,974	13,475,327	13,524,685	13,590,628							
2011-2012	13,052,444	13,110,989	13,149,219								
2012-2013	14,389,427	14,716,321									
2013-2014	11,323,997										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

Paid Loss Development Factors:

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
2003-2004	1.014	1.009	1.007	1.004	1.018	1.009	0.997	1.003	1.001	1.001	
2004-2005	1.015	1.022	1.002	1.005	1.003	1.004	1.002	1.000	1.000		
2005-2006	1.014	1.004	1.008	1.009	1.005	1.006	1.006	1.006			
2006-2007	1.012	1.013	1.003	1.003	1.003	1.002	1.003				
2007-2008	1.025	1.016	1.003	1.006	1.005	1.005					
2008-2009	1.014	1.004	1.008	1.004	1.001						
2009-2010	1.011	1.008	1.006	1.006							
2010-2011	1.004	1.004	1.005								
2011-2012	1.004	1.003									
2012-2013	1.023										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
Average Dollar-Weighted Averages	1.014	1.009	1.005	1.005	1.006	1.005	1.002	1.003	1.001	1.001	
3-yr	1.011	1.005	1.006	1.005	1.003	1.004	1.003	1.003			
4-yr	1.011	1.005	1.006	1.005	1.004	1.004	1.001				
Industry Factors	1.009	1.007	1.006	1.004	1.004	1.004	1.004	1.003	1.003	1.003	1.037
Prior	1.010	1.009	1.008	1.007	1.001	1.001	1.001	1.001	1.001	1.001	1.020
Selected	1.010	1.009	1.008	1.007	1.001	1.001	1.001	1.001	1.001	1.001	1.020
Cumulated	1.061	1.050	1.041	1.033	1.026	1.025	1.024	1.023	1.022	1.021	1.020

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Paid between \$250,000 and \$500,000 Loss Development

Accident Year	<u>Losses Paid as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004							21,057	151,728	302,937	395,608	480,720
2004-2005						63,571	87,226	142,521	164,946	319,981	357,821
2005-2006							41,774	191,927	344,679	377,329	452,915
2006-2007				56,074	206,592	281,994	405,486	615,341	769,011	1,102,966	1,278,972
2007-2008								45,884	106,333	253,061	327,829
2008-2009						7,468	24,017	39,667	90,387	93,647	121,410
2009-2010					10,328	97,117	111,611	167,604	272,227	487,078	675,163
2010-2011				2,270	83,989	208,211	429,902	635,542	730,851	870,421	935,340
2011-2012					47,878	104,791	145,194	328,284	387,817	578,945	675,701
2012-2013					2,539	168,581	280,130	526,532	518,214	513,685	518,393
2013-2014					97,339	128,375	253,053	279,215	299,270	399,338	411,128
2014-2015				58,149	57,827	57,827	79,931	135,087	165,935	253,575	269,194
2015-2016					1,769	46,953	94,566	137,654	187,243	250,199	
2016-2017			16,920	36,435					21,305		
2017-2018						4,667	24,688	103,841			
2018-2019					54,509	320,018	526,293				
2019-2020						33,131					
2020-2021				24,248	391,848						
2021-2022											
2022-2023			47,857								
2023-2024											
2024-2025											

	<u>Paid Loss Development Factors:</u>										
	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004							7.205	1.997	1.306	1.215	1.295
2004-2005						1.372	1.634	1.157	1.940	1.118	1.078
2005-2006							4.594	1.796	1.095	1.200	1.030
2006-2007				3.684	1.365	1.438	1.518	1.250	1.434	1.160	1.199
2007-2008								2.317	2.380	1.295	1.079
2008-2009						3.216	1.652	2.279	1.036	1.296	1.151
2009-2010					9.403	1.149	1.502	1.624	1.789	1.386	1.143
2010-2011				37.000	2.479	2.065	1.478	1.150	1.191	1.075	1.102
2011-2012					2.189	1.386	2.261	1.181	1.493	1.167	1.569
2012-2013					66.397	1.662	1.880	0.984	0.991	1.009	1.001
2013-2014					1.319	1.971	1.103	1.072	1.334	1.030	1.158
2014-2015				0.994	1.000	1.382	1.690	1.228	1.528	1.062	
2015-2016					26.542	2.014	1.456	1.360	1.336		
2016-2017			2.153								
2017-2018						5.290	4.206				
2018-2019					5.871	1.645					
2019-2020											
2020-2021				16.160							
2021-2022											
2022-2023											
2023-2024											

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average Dollar-Weighted Averages			2.153	14.460	12.952	2.049	2.475	1.492	1.450	1.168	1.164
3-yr									1.384	1.028	1.280
4-yr									1.210	1.074	1.215
Industry Factors	8.015	3.238	1.934	1.454	1.263	1.177	1.137	1.098	1.067	1.057	1.050
Prior	17.182	5.974	3.960	2.819	2.193	1.814	1.766	1.474	1.391	1.279	1.228
Selected	15.654	5.518	3.623	2.592	2.038	1.814	1.778	1.478	1.403	1.257	1.215
Cumulated	47,353.629	3,024.961	548.228	151.334	58.393	28.657	15.794	8.885	6.012	4.285	3.409

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Paid between \$250,000 and \$500,000 Loss Development

Accident Year	<u>Losses Paid as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	622,324	722,364	887,225	984,415	1,090,543	1,478,030	1,165,478	1,242,226	1,326,448	1,401,609	1,424,104
2004-2005	385,829	396,627	419,864	619,445	619,560	373,069	373,279	388,946	399,566	418,686	
2005-2006	466,500	675,512	730,878	844,539	935,853	952,446	979,548	1,003,458	1,054,136		
2006-2007	1,533,191	1,662,849	2,075,751	1,544,411	1,576,689	1,598,230	1,615,956	1,638,771			
2007-2008	353,730	364,500	378,742	412,796	449,512	471,146	505,155				
2008-2009	139,718	160,355	171,666	176,489	177,105	177,710					
2009-2010	771,724	875,659	948,757	1,093,269	1,127,165						
2010-2011	1,030,720	1,121,472	1,185,645	1,337,456							
2011-2012	1,060,448	1,152,249	1,257,120								
2012-2013	518,948	738,908									
2013-2014	476,086										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

Paid Loss Development Factors:

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
2003-2004	1.161	1.228	1.110	1.108	1.355	0.789	1.066	1.068	1.057	1.016	
2004-2005	1.028	1.059	1.475	1.000	0.602	1.001	1.042	1.027	1.048		
2005-2006	1.448	1.082	1.156	1.108	1.018	1.028	1.024	1.051			
2006-2007	1.085	1.248	0.744	1.021	1.014	1.011	1.014				
2007-2008	1.030	1.039	1.090	1.089	1.048	1.072					
2008-2009	1.148	1.071	1.028	1.003	1.003						
2009-2010	1.135	1.083	1.152	1.031							
2010-2011	1.088	1.057	1.128								
2011-2012	1.087	1.091									
2012-2013	1.424										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
Average	1.163	1.106	1.110	1.051	1.007	0.980	1.037	1.049	1.053	1.016	
Dollar-Weighted Averages											
3-yr	1.154	1.077	1.131	1.042	1.020	1.026	1.021	1.055			
4-yr	1.150	1.077	1.125	1.032	1.019	1.023	1.034				
Industry Factors											
Prior	1.040	1.035	1.035	1.032	1.030	1.028	1.025	1.025	1.022	1.018	1.284
Selected	1.189	1.155	1.142	1.079	1.073	1.050	1.050	1.050	1.050	1.030	1.284
Cumulated	1.184	1.145	1.135	1.073	1.060	1.050	1.047	1.050	1.050	1.030	1.284
	2.805	2.370	2.070	1.823	1.699	1.603	1.527	1.458	1.389	1.323	1.284

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial CourtsExposure and Development Method
Based on Reported Losses

Accident Year	Trended Payroll (\$00) (A)	Reported Losses as of 12/31/24 (B)	Reported Loss Development Factor (C)	Percentage of Losses Yet to Be Reported (D)	Program Rate (E)	Incurred but not Reported (IBNR) (F)	Ultimate Program Losses (G)
Prior	32,278,244	62,839,105	1.004	0.004	1.911	246,735	63,085,840
2004-2005	11,010,906	14,101,852	1.007	0.007	1.306	100,662	14,202,514
2005-2006	11,683,732	14,212,701	1.009	0.009	1.205	126,710	14,339,411
2006-2007	12,371,839	14,162,589	1.011	0.011	1.020	138,812	14,301,401
2007-2008	13,364,876	13,531,104	1.012	0.012	1.050	168,397	13,699,501
2008-2009	13,664,993	11,001,962	1.014	0.014	0.868	166,057	11,168,019
2009-2010	12,553,382	16,554,437	1.017	0.017	1.342	286,393	16,840,830
2010-2011	12,437,273	15,237,158	1.021	0.021	1.217	317,859	15,555,017
2011-2012	12,114,136	14,896,024	1.026	0.025	1.217	368,573	15,264,597
2012-2013	10,963,398	15,705,743	1.033	0.032	1.524	534,663	16,240,406
2013-2014	10,676,279	11,996,369	1.042	0.040	1.213	518,013	12,514,382
2014-2015	10,268,274	11,587,921	1.054	0.051	1.240	649,366	12,237,287
2015-2016	10,581,697	12,814,326	1.070	0.065	1.358	934,046	13,748,372
2016-2017	10,571,135	10,406,289	1.090	0.083	1.157	1,015,157	11,421,446
2017-2018	10,363,853	10,739,130	1.113	0.102	1.199	1,267,478	12,006,608
2018-2019	10,458,436	10,978,458	1.139	0.122	1.145	1,460,939	12,439,397
2019-2020	10,862,681	7,299,162	1.187	0.158	1.086	1,863,906	9,163,068
2020-2021	10,052,167	13,525,086	1.243	0.195	1.133	2,220,876	15,745,962
2021-2022	10,305,076	5,977,211	1.342	0.255	1.182	3,106,053	9,083,264
2022-2023	11,208,909	7,285,483	1.557	0.358	1.164	4,670,887	11,956,370
2023-2024	11,253,201	4,764,669	2.232	0.552	1.170	7,267,767	12,032,436
2024-2025	12,009,721	1,308,445	8.744	0.886	1.202	12,790,017	14,098,462
Totals	271,054,208	\$300,925,224				\$40,219,365	\$341,144,589

Notes:

- (A) Appendix TC - L, Column (C).
- (B) Provided by the Judicial Council. These losses exclude amounts incurred above the Judicial Council's SIR for each year.
- (C) From Appendix TC - A, Page 1, Column (F).
- (D) $1 - 1 / (C)$.
- (E) From Appendix TC - C, Page 3, Column (H).
- (F) $(A) \times (D) \times (E)$.
- (G) $(B) + (F)$.

This exhibit shows the calculation of ultimate losses based on the assumption that there is an underlying relationship between losses and exposure that changes in regular ways over time. The method relies on the premise that the losses that are currently unreported will cost what this relationship would suggest.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial CourtsExposure and Development Method
Based on Paid Losses

Accident Year	Trended Payroll (\$00) (A)	Paid Losses as of 12/31/24 (B)	Paid Loss Development Factor (C)	Percentage of Losses Yet to Be Paid (D)	Program Rate (E)	Incurred but not Paid (F)	Ultimate Program Losses (G)
Prior	32,278,244	62,126,710	1.032	0.031	1.911	1,912,195	64,038,905
2004-2005	11,010,906	14,033,504	1.037	0.036	1.306	517,689	14,551,193
2005-2006	11,683,732	14,029,340	1.041	0.039	1.205	549,077	14,578,417
2006-2007	12,371,839	14,061,740	1.046	0.044	1.020	555,248	14,616,988
2007-2008	13,364,876	13,307,638	1.051	0.049	1.050	687,623	13,995,261
2008-2009	13,664,993	10,970,094	1.056	0.053	0.868	628,644	11,598,738
2009-2010	12,553,382	16,387,713	1.061	0.057	1.342	960,258	17,347,971
2010-2011	12,437,273	15,042,155	1.074	0.069	1.217	1,044,395	16,086,550
2011-2012	12,114,136	14,562,654	1.091	0.083	1.217	1,223,661	15,786,315
2012-2013	10,963,398	15,485,529	1.109	0.098	1.524	1,637,405	17,122,934
2013-2014	10,676,279	11,800,083	1.131	0.116	1.213	1,502,238	13,302,321
2014-2015	10,268,274	11,298,011	1.159	0.137	1.240	1,744,374	13,042,385
2015-2016	10,581,697	12,333,149	1.194	0.162	1.358	2,327,931	14,661,080
2016-2017	10,571,135	10,060,632	1.238	0.192	1.157	2,348,314	12,408,946
2017-2018	10,363,853	9,806,738	1.302	0.232	1.199	2,882,892	12,689,630
2018-2019	10,458,436	9,701,050	1.388	0.280	1.145	3,352,975	13,054,025
2019-2020	10,862,681	6,730,677	1.497	0.332	1.086	3,916,561	10,647,238
2020-2021	10,052,167	11,251,035	1.670	0.401	1.133	4,567,031	15,818,066
2021-2022	10,305,076	4,799,019	2.000	0.500	1.182	6,090,300	10,889,319
2022-2023	11,208,909	5,229,002	2.687	0.628	1.164	8,193,623	13,422,625
2023-2024	11,253,201	2,852,042	4.841	0.793	1.170	10,440,832	13,292,874
2024-2025	12,009,721	484,036	37.494	0.973	1.202	14,045,921	14,529,957
Totals	271,054,208	\$286,352,551				\$71,129,190	\$357,481,741

Notes:

- (A) Appendix TC - L, Column (C).
- (B) Provided by the Judicial Council. These losses exclude amounts paid above the Judicial Council's SIR for each year.
- (C) From Appendix TC - B, Page 1, Column (F).
- (D) $1 - 1 / (C)$.
- (E) From Appendix TC - C, Page 3, Column (H).
- (F) $(A) \times (D) \times (E)$.
- (G) $(B) + (F)$.

This exhibit shows the calculation of ultimate losses based on the assumption that there is an underlying relationship between losses and exposure that changes in regular ways over time. The method relies on the premise that the losses that are currently unpaid will cost what this relationship would suggest.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Exposure and Development Method

Accident Year	Trended Payroll (\$00) (A)	Ultimate Limited Losses (B)	Trend Factor (C)	Trended Limited Losses (D)	Trended Limited Loss Rate (E)	Limited Loss Rate (F)	Factor to SIR (G)	Program Loss Rate (H)
Prior	32,278,244	58,097,241	0.817	47,465,446	1.471	1.800	1.062	1.911
2004-2005	11,010,906	13,416,589	1.135	15,227,829	1.383	1.218	1.072	1.306
2005-2006	11,683,732	13,095,346	1.246	16,316,801	1.397	1.121	1.075	1.205
2006-2007	12,371,839	11,690,829	1.196	13,982,231	1.130	0.945	1.079	1.020
2007-2008	13,364,876	12,955,556	1.129	14,626,823	1.094	0.969	1.083	1.050
2008-2009	13,664,993	10,900,022	1.066	11,619,423	0.850	0.798	1.087	0.868
2009-2010	12,553,382	15,426,994	0.992	15,303,578	1.219	1.229	1.092	1.342
2010-2011	12,437,273	13,802,646	0.952	13,140,119	1.057	1.110	1.096	1.217
2011-2012	12,114,136	13,402,710	0.950	12,732,575	1.051	1.106	1.101	1.217
2012-2013	10,963,398	15,115,775	0.976	14,752,996	1.346	1.379	1.105	1.524
2013-2014	10,676,279	11,662,428	0.994	11,592,453	1.086	1.092	1.110	1.213
2014-2015	10,268,274	11,422,174	0.998	11,399,330	1.110	1.112	1.115	1.240
2015-2016	10,581,697	12,824,415	1.047	13,427,163	1.269	1.212	1.120	1.358
2016-2017	10,571,135	10,863,765	1.107	12,026,188	1.138	1.028	1.126	1.157
2017-2018	10,363,853	10,990,547	1.109	12,188,517	1.176	1.060	1.131	1.199
2018-2019	10,458,436	10,527,623	1.084	11,411,943	1.091	1.007	1.137	1.145
2019-2020	10,862,681	8,007,473	1.078	8,632,056	0.795	0.951	1.142	1.086
2020-2021	10,052,167	13,938,123	1.039	14,481,710	1.441	0.987	1.148	1.133
2021-2022	10,305,076	7,704,894	1.001	7,712,599	0.748	1.024	1.154	1.182
2022-2023	11,208,909	9,878,982	1.022	10,096,320	0.901	1.003	1.160	1.164
2023-2024	11,253,201	10,210,715	1.022	10,435,351	0.927	1.003	1.167	1.170
2024-2025	12,009,721	11,213,578	1.000	11,213,578	0.934	1.025	1.173	1.202
Total/Avg	271,054,208	\$307,148,425		\$309,785,027	\$1.143			
17/18-24/25	86,514,044	82,471,935		86,172,073	0.996			
23/24-24/25	23,262,922	21,424,293		21,648,929	0.931			
				Selected Limited Rate:	\$1.025			
				Prior:	\$1.080			

Notes:

- (A) Appendix TC - L, Column (C).
- (B) Selected average of results from Appendices T and T.
- (C) From Appendix TC - E, Page 1, Column (B).
- (D) (B) x (C).
- (E) (D) / (A).
- (F) Selected Limited Rate / (C). For 2018-2019 and prior (B) / (A).
- (G) Based on a Weibull distribution, a mathematical model of claim sizes.
- (H) (F) x (G).

This exhibit shows the calculation of the underlying historical relationship between losses and exposure that is needed to apply the estimation methods shown on pages 1 and 2 of this Appendix.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Frequency and Severity Method

Accident Year	Ultimate Program Severity (A)	Adjusted Ultimate Claims (B)	Ultimate Program Losses (C)
Prior	\$20,098	3,069	\$61,680,762
2004-2005	14,812	971	14,382,452
2005-2006	14,934	943	14,082,762
2006-2007	13,640	925	12,617,000
2007-2008	17,676	794	14,034,744
2008-2009	13,560	874	11,851,440
2009-2010	21,184	795	16,841,280
2010-2011	19,831	763	15,131,053
2011-2012	22,086	668	14,753,448
2012-2013	26,026	642	16,708,692
2013-2014	22,251	582	12,950,082
2014-2015	23,034	553	12,737,802
2015-2016	24,818	579	14,369,622
2016-2017	21,800	561	12,229,800
2017-2018	24,470	508	12,430,760
2018-2019	25,744	472	12,151,168
2019-2020	28,687	339	9,724,893
2020-2021	31,172	379	11,814,188
2021-2022	33,878	333	11,281,374
2022-2023	34,768	348	12,099,264
2023-2024	36,366	327	11,891,682
2024-2025	38,945	351	13,669,695
Total		15,776	\$339,433,963

Notes:

- (A) From Appendix TC - D, Page 2, Column (H).
- (B) From Appendix TC - D, Page 2, Column (B).
- (C) (A) x (B).

This exhibit shows the calculation of the estimated ultimate losses for each year based on the observed average frequency and severity of claims.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Frequency and Severity Method

Accident Year	Ultimate Limited Losses (A)	Adjusted Ultimate Claims (B)	Ultimate Limited Severity (C)	Trend Factor (D)	Trended Limited Severity (E)	Limited Severity (F)	Factor to SIR (G)	Program Severity (H)
Prior	\$58,097,241	3,069	\$18,930	1.910	\$36,156	\$18,930	1.062	\$20,098
2004-2005	13,416,589	971	13,817	2.549	35,220	13,817	1.072	14,812
2005-2006	13,095,346	943	13,887	2.689	37,342	13,887	1.075	14,934
2006-2007	11,690,829	925	12,639	2.479	31,332	12,639	1.079	13,640
2007-2008	12,955,556	794	16,317	2.249	36,697	16,317	1.083	17,676
2008-2009	10,900,022	874	12,471	2.041	25,453	12,471	1.087	13,560
2009-2010	15,426,994	795	19,405	1.824	35,395	19,405	1.092	21,184
2010-2011	13,802,646	763	18,090	1.682	30,427	18,090	1.096	19,831
2011-2012	13,402,710	668	20,064	1.613	32,363	20,064	1.101	22,086
2012-2013	15,115,775	642	23,545	1.592	37,484	23,545	1.105	26,026
2013-2014	11,662,428	582	20,039	1.557	31,201	20,039	1.110	22,251
2014-2015	11,422,174	553	20,655	1.500	30,983	20,655	1.115	23,034
2015-2016	12,824,415	579	22,149	1.511	33,467	22,149	1.120	24,818
2016-2017	10,863,765	561	19,365	1.533	29,687	19,365	1.126	21,800
2017-2018	10,990,547	508	21,635	1.476	31,933	21,635	1.131	24,470
2018-2019	10,691,284	472	22,651	1.385	31,372	22,651	1.137	25,744
2019-2020	8,124,626	339	23,966	1.322	31,683	25,113	1.142	28,687
2020-2021	13,586,722	379	35,849	1.223	43,843	27,146	1.148	31,172
2021-2022	7,793,651	333	23,404	1.131	26,470	29,355	1.154	33,878
2022-2023	9,951,979	348	28,598	1.108	31,687	29,964	1.160	34,768
2023-2024	10,335,439	327	31,607	1.065	33,661	31,174	1.167	36,366
2024-2025	11,535,963	351	32,866	1.000	32,866	33,200	1.173	38,945

Average Limited Severity: \$33,033
 Average 20/21-24/25 Limited Severity: 33,705
 Average 22/23-24/25 Limited Severity: 32,738

Selected Limited Severity: \$33,200
 Prior: \$30,400

Notes:

- (A) Selected average of results from Appendices T, T, and T.
- (B) Appendix TC - D, Page 3, Column (C).
- (C) (A) / (B).
- (D) From Appendix TC - E, Page 1, Column (J).
- (E) (C) x (D).
- (F) Selected Limited Severity / (D).
- (G) Based on a Weibull distribution, a mathematical model of claim sizes.
- (H) (F) x (G).

This exhibit shows the calculation of the historical average cost per claim, or severity. The observed average severity is used in the method shown on page 1 of this Appendix.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Frequency and Severity Method
Projection of Ultimate Claims

Accident Year	Reported Claim Development (A)	Closed Claim Development (B)	Selected Ultimate Claims (C)	Trended Payroll (\$000,000) (D)	Claim Frequency (E)	Trend Factor (F)	Trended Claim Frequency (G)
Prior	3,069	3,040	3,069	3,227.8	0.951	0.423	0.402
2004-2005	971	968	971	1,101.1	0.882	0.441	0.389
2005-2006	943	935	943	1,168.4	0.807	0.459	0.370
2006-2007	925	917	925	1,237.2	0.748	0.478	0.358
2007-2008	794	782	794	1,336.5	0.594	0.498	0.296
2008-2009	874	871	874	1,366.5	0.640	0.519	0.332
2009-2010	795	783	795	1,255.3	0.633	0.540	0.342
2010-2011	763	754	763	1,243.7	0.613	0.563	0.345
2011-2012	668	657	668	1,211.4	0.551	0.586	0.323
2012-2013	642	631	642	1,096.3	0.586	0.611	0.358
2013-2014	582	577	582	1,067.6	0.545	0.637	0.347
2014-2015	553	550	553	1,026.8	0.539	0.664	0.358
2015-2016	579	577	579	1,058.2	0.547	0.692	0.379
2016-2017	561	556	561	1,057.1	0.531	0.721	0.383
2017-2018	508	504	508	1,036.4	0.490	0.751	0.368
2018-2019	472	471	472	1,045.8	0.451	0.783	0.353
2019-2020	339	333	339	1,086.3	0.312	0.816	0.255
2020-2021	379	358	379	1,005.2	0.377	0.850	0.320
2021-2022	333	345	333	1,030.5	0.323	0.885	0.286
2022-2023	348	351	348	1,120.9	0.310	0.922	0.286
2023-2024	327	345	327	1,125.3	0.291	0.960	0.279
2024-2025	310	371	351	1,201.0	0.292	1.000	0.292
Total	15,735	15,676	15,776	27,105.4			0.342
18/19-22/23	1,399	1,387	1,399	4,242.9			0.286
						(H) Selected Frequency:	0.350
						Prior:	0.400
Program Year:				2024-2025	2025-2026	2026-2027	2027-2028
(I) Trend Factor:				1.000	0.960	0.922	0.885
(J) Selected Frequency:				0.292	0.336	0.323	0.310
(K) Est. Payroll (\$000,000):				1,201.0	1,232.0	1,263.7	1,296.3
(L) Ultimate Claims:				351	414	408	402

Notes:

- (A) Appendix TC - D, Page 4, (C).
- (B) Appendix TC - D, Page 5, (C).
- (C) Selected from (A) and (B).
- (D) Appendix TC - L, Column (C) / 10,000.
- (E) (C) / (D).
- (F) Appendix TC - E, Page 1, Column (F).
- (G) (E) x (F).
- (H) The selected frequency of 0.350 is based on (G).
- (I) Appendix TC - E, Page 1, Column (F).
- (J) (H) x (I). 2024-2025 is (L) / (K).
- (K) Appendix TC - L, Column (C) / 10,000.
- (L) (J) x (K). 2024-2025 is (C).

This exhibit summarizes the estimated numbers of claims and shows the estimated frequencies per \$1,000,000 of trended payroll.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial CourtsFrequency and Severity Method
Reported Claim Count Development

Accident Year	Claims Reported as of 12/31/2024 (A)	Reported Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
Prior	3,069	1.000	3,069	0.402
2004-2005	971	1.000	971	0.389
2005-2006	943	1.000	943	0.370
2006-2007	925	1.000	925	0.357
2007-2008	794	1.000	794	0.296
2008-2009	874	1.000	874	0.332
2009-2010	795	1.000	795	0.342
2010-2011	763	1.000	763	0.345
2011-2012	668	1.000	668	0.323
2012-2013	642	1.000	642	0.358
2013-2014	582	1.000	582	0.347
2014-2015	553	1.000	553	0.358
2015-2016	579	1.000	579	0.379
2016-2017	561	1.000	561	0.383
2017-2018	508	1.000	508	0.368
2018-2019	472	1.000	472	0.353
2019-2020	339	1.001	339	0.255
2020-2021	378	1.002	379	0.320
2021-2022	331	1.005	333	0.286
2022-2023	345	1.008	348	0.286
2023-2024	317	1.030	327	0.279
2024-2025	138	2.244	310	0.258
Total	15,547		15,735	0.340

Notes:

- (A) Provided by the Judicial Council.
- (B) From Appendix TC - D, Page 6.
- (C) (A) x (B).
- (D) (C) / [Appendix TC - D, Page 3, (D)] x [Appendix TC - D, Page 3, (F)].

This exhibit shows the calculation of estimated ultimate claims for each year based on reported claims as provided by the Judicial Council. These numbers of claims tend to "develop" or change from period to period as more claims are filed. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial CourtsFrequency and Severity Method
Closed Claim Count Development

Accident Year	Claims Closed as of 12/31/2024 (A)	Closed Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
Prior	3,040	1.000	3,040	0.398
2004-2005	968	1.000	968	0.388
2005-2006	935	1.000	935	0.367
2006-2007	917	1.000	917	0.354
2007-2008	782	1.000	782	0.291
2008-2009	871	1.000	871	0.331
2009-2010	782	1.001	783	0.337
2010-2011	752	1.002	754	0.341
2011-2012	655	1.003	657	0.318
2012-2013	625	1.009	631	0.352
2013-2014	569	1.014	577	0.344
2014-2015	539	1.021	550	0.356
2015-2016	561	1.029	577	0.377
2016-2017	535	1.039	556	0.379
2017-2018	479	1.052	504	0.365
2018-2019	438	1.075	471	0.353
2019-2020	302	1.102	333	0.250
2020-2021	311	1.151	358	0.303
2021-2022	280	1.232	345	0.296
2022-2023	259	1.355	351	0.289
2023-2024	210	1.642	345	0.294
2024-2025	52	7.131	371	0.309
Total	14,862		15,676	0.340

Notes:

- (A) Provided by the Judicial Council.
- (B) From Appendix TC - D, Page 7.
- (C) (A) x (B).
- (D) (C) / [Appendix TC - D, Page 3, (D)] x [Appendix TC - D, Page 3, (F)].

This exhibit shows the calculation of estimated ultimate claims for each year based on closed claims as provided by the Judicial Council. These numbers of closed claims tend to "develop" or change from period to period as more claims are closed. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Reported Claim Count Development

Accident Year	Claims Reported as of:													
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months	138 Months	150 Months	162 Months
2003-2004						1,099	1,098	1,101	1,101	1,101	1,101	1,101	1,101	1,102
2004-2005					971	972	970	969	969	969	969	971	971	971
2005-2006				930	931	941	941	941	942	942	944	943	942	943
2006-2007			929	923	923	918	919	921	922	925	925	925	925	925
2007-2008		761	785	792	793	792	793	792	793	793	794	793	794	794
2008-2009	413	857	866	868	870	871	872	872	872	873	873	873	873	874
2009-2010	355	767	783	783	788	789	791	793	794	794	794	794	794	795
2010-2011	328	730	749	753	757	759	760	762	763	763	763	763	763	763
2011-2012	264	647	658	660	664	664	666	666	667	667	668	668	668	668
2012-2013	283	625	635	633	640	642	642	642	642	642	642	642	642	
2013-2014	274	573	572	574	577	578	580	580	581	582	582	582		
2014-2015	246	529	547	551	550	552	553	555	554	554	553			
2015-2016	250	556	568	574	577	578	579	579	579	579				
2016-2017	217	551	558	559	560	561	561	561	561					
2017-2018	223	497	501	506	508	507	507	508						
2018-2019	208	467	469	470	470	471	472							
2019-2020	190	329	336	335	338	339								
2020-2021	170	376	379	377	378									
2021-2022	145	294	332	331										
2022-2023	148	341	345											
2023-2024	145	317												
2024-2025	138													

Reported Claim Count Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months	138-150 Months	150-162 Months	162-174 Months
2003-2004						0.999	1.003	1.000	1.000	1.000	1.000	1.000	1.001	1.000
2004-2005					1.001	0.998	0.999	1.000	1.000	1.000	1.002	1.000	1.000	1.000
2005-2006				1.001	1.011	1.000	1.000	1.001	1.000	1.002	0.999	0.999	1.001	1.000
2006-2007			0.994	1.000	0.995	1.001	1.002	1.001	1.003	1.000	1.000	1.000	1.000	1.000
2007-2008		1.032	1.009	1.001	0.999	1.001	0.999	1.001	1.000	1.001	0.999	1.001	1.000	1.000
2008-2009	2.075	1.011	1.002	1.002	1.001	1.001	1.000	1.000	1.001	1.000	1.000	1.000	1.001	1.000
2009-2010	2.161	1.021	1.000	1.006	1.001	1.003	1.003	1.001	1.000	1.000	1.000	1.000	1.001	1.000
2010-2011	2.226	1.026	1.005	1.005	1.003	1.001	1.003	1.001	1.000	1.000	1.000	1.000	1.000	1.000
2011-2012	2.451	1.017	1.003	1.006	1.000	1.003	1.000	1.002	1.000	1.001	1.000	1.000	1.000	1.000
2012-2013	2.208	1.016	0.997	1.011	1.003	1.000	1.000	1.000	1.000	1.000	1.000	1.000		
2013-2014	2.091	0.998	1.003	1.005	1.002	1.003	1.000	1.002	1.002	1.000	1.000			
2014-2015	2.150	1.034	1.007	0.998	1.004	1.002	1.004	0.998	1.000	0.998				
2015-2016	2.224	1.022	1.011	1.005	1.002	1.002	1.000	1.000	1.000					
2016-2017	2.539	1.013	1.002	1.002	1.002	1.000	1.000	1.000						
2017-2018	2.229	1.008	1.010	1.004	0.998	1.000	1.002							
2018-2019	2.245	1.004	1.002	1.000	1.002	1.002								
2019-2020	1.732	1.021	0.997	1.009	1.003									
2020-2021	2.212	1.008	0.995	1.003										
2021-2022	2.028	1.129	0.997											
2022-2023	2.304	1.012												
2023-2024	2.186													
Average Claim-Weighted Averages	2.191	1.023	1.002	1.004	1.002	1.001	1.001	1.001	1.000	1.000	1.000	1.000	1.000	1.000
3-yr	2.174	1.045	0.996	1.003	1.001	1.001	1.001	0.999	1.001	0.999	1.000	1.000	1.000	1.000
4-yr	2.184	1.039	0.998	1.004	1.001	1.001	1.001	1.000	1.000	1.000	1.000	1.000	1.001	1.000
Comparative Factors	2.453	1.040	1.009	1.008	1.006	1.006	1.004	1.002	1.002	1.002	1.002	1.002	1.001	1.001
Prior	2.118	1.019	1.004	1.003	1.002	1.001	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Selected	2.179	1.022	1.003	1.003	1.001	1.001	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Cumulated	2.244	1.030	1.008	1.005	1.002	1.001	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Judicial Branch Workers' Compensation Program - Workers' Compensation - Trial Courts
Closed Claim Development

Accident Year	Claims Closed as of:													
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months	138 Months	150 Months	162 Months
2003-2004						973	998	1,037	1,050	1,048	1,063	1,062	1,068	1,078
2004-2005					841	872	898	911	920	935	938	945	943	949
2005-2006				774	817	857	878	883	895	894	904	909	918	920
2006-2007			640	729	767	835	862	871	876	890	898	901	904	907
2007-2008		480	589	644	680	701	722	734	747	756	761	762	771	774
2008-2009	94	588	690	753	786	816	823	834	846	848	851	855	861	861
2009-2010	104	472	570	641	675	692	727	741	755	759	764	769	773	774
2010-2011	123	475	564	604	642	672	692	710	718	731	740	745	752	751
2011-2012	73	413	508	529	567	597	608	624	630	641	646	651	655	655
2012-2013	72	385	446	490	535	566	575	592	608	612	617	624	625	
2013-2014	97	286	413	455	490	514	530	548	558	562	566	569		
2014-2015	18	330	391	430	464	492	507	518	526	533	539			
2015-2016	59	361	441	475	504	527	537	544	556	561				
2016-2017	83	374	425	469	500	511	520	530	535					
2017-2018	61	304	362	411	439	461	473	479						
2018-2019	49	292	352	382	412	427	438							
2019-2020	50	211	247	264	295	302								
2020-2021	36	208	246	287	311									
2021-2022	39	192	265	280										
2022-2023	54	222	259											
2023-2024	56	210												
2024-2025	52													

Closed Claim Count Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months	138-150 Months	150-162 Months	162-174 Months
2003-2004						1.026	1.039	1.013	0.998	1.014	0.999	1.006	1.009	0.999
2004-2005					1.037	1.030	1.014	1.010	1.016	1.003	1.007	0.998	1.006	1.008
2005-2006				1.056	1.049	1.025	1.006	1.014	0.999	1.011	1.006	1.010	1.002	1.005
2006-2007			1.139	1.052	1.089	1.032	1.010	1.006	1.016	1.009	1.003	1.003	1.003	1.008
2007-2008		1.227	1.093	1.056	1.031	1.030	1.017	1.018	1.012	1.007	1.001	1.012	1.004	1.005
2008-2009	6.255	1.173	1.091	1.044	1.038	1.009	1.013	1.014	1.002	1.004	1.005	1.007	1.000	1.006
2009-2010	4.538	1.208	1.125	1.053	1.025	1.051	1.019	1.019	1.005	1.007	1.007	1.005	1.001	1.006
2010-2011	3.862	1.187	1.071	1.063	1.047	1.030	1.026	1.011	1.018	1.012	1.007	1.009	0.999	1.001
2011-2012	5.658	1.230	1.041	1.072	1.053	1.018	1.026	1.010	1.017	1.008	1.008	1.006	1.000	
2012-2013	5.347	1.158	1.099	1.092	1.058	1.016	1.030	1.027	1.007	1.008	1.011	1.002		
2013-2014	2.948	1.444	1.102	1.077	1.049	1.031	1.034	1.018	1.007	1.007	1.005			
2014-2015	18.333	1.185	1.100	1.079	1.060	1.030	1.022	1.015	1.013	1.011				
2015-2016	6.119	1.222	1.077	1.061	1.046	1.019	1.013	1.022	1.009					
2016-2017	4.506	1.136	1.104	1.066	1.022	1.018	1.019	1.009						
2017-2018	4.984	1.191	1.135	1.068	1.050	1.026	1.013							
2018-2019	5.959	1.205	1.085	1.079	1.036	1.026								
2019-2020	4.220	1.171	1.069	1.117	1.024									
2020-2021	5.778	1.183	1.167	1.084										
2021-2022	4.923	1.380	1.057											
2022-2023	4.111	1.167												
2023-2024	3.750													
Average Claim-Weighted Averages	5.706	1.217	1.097	1.070	1.045	1.026	1.020	1.015	1.009	1.008	1.005	1.006	1.003	1.005
3-yr	4.188	1.238	1.096	1.091	1.038	1.023	1.015	1.016	1.010	1.009	1.008	1.006	1.000	1.005
4-yr	4.497	1.221	1.093	1.084	1.033	1.022	1.017	1.016	1.009	1.009	1.008	1.006	1.000	1.005
Comparative Factors	2.753	1.242	1.074	1.064	1.046	1.030	1.023	1.016	1.011	1.008	1.005	1.006	1.004	1.004
Prior	4.738	1.210	1.102	1.068	1.047	1.026	1.023	1.012	1.010	1.008	1.007	1.005	1.006	1.001
Selected	4.343	1.212	1.100	1.071	1.045	1.025	1.022	1.012	1.010	1.008	1.007	1.005	1.006	1.001
Cumulated	7.131	1.642	1.355	1.232	1.151	1.102	1.075	1.052	1.039	1.029	1.021	1.014	1.009	1.003

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Loss Trend Factors

Accident Year	Benefit Level Factor (A)	Factor to 2024-2025 Loss Rate Level (B)	Factor to 2025-2026 Loss Rate Level (C)	Factor to 2026-2027 Loss Rate Level (D)	Factor to 2027-2028 Loss Rate Level (E)	Factor to 2024-2025 Frequency Level (F)	Factor to 2025-2026 Frequency Level (G)	Factor to 2026-2027 Frequency Level (H)	Factor to 2027-2028 Frequency Level (I)	Factor to 2024-2025 Severity Level (J)
Prior	0.926	0.817	0.822	0.817	0.812	0.423	0.406	0.390	0.374	1.910
2004-2005	1.279	1.135	1.142	1.135	1.128	0.441	0.423	0.406	0.390	2.549
2005-2006	1.397	1.246	1.253	1.246	1.238	0.459	0.440	0.423	0.406	2.689
2006-2007	1.333	1.196	1.203	1.196	1.188	0.478	0.459	0.441	0.423	2.479
2007-2008	1.252	1.129	1.136	1.129	1.123	0.498	0.478	0.459	0.441	2.249
2008-2009	1.175	1.066	1.073	1.066	1.060	0.519	0.498	0.478	0.459	2.041
2009-2010	1.087	0.992	0.998	0.992	0.986	0.540	0.518	0.498	0.478	1.824
2010-2011	1.038	0.952	0.958	0.952	0.946	0.563	0.540	0.519	0.498	1.682
2011-2012	1.030	0.950	0.956	0.950	0.945	0.586	0.563	0.541	0.519	1.613
2012-2013	1.053	0.976	0.982	0.976	0.970	0.611	0.587	0.564	0.541	1.592
2013-2014	1.066	0.994	1.000	0.994	0.988	0.637	0.612	0.588	0.564	1.557
2014-2015	1.063	0.998	1.004	0.998	0.992	0.664	0.638	0.613	0.588	1.500
2015-2016	1.108	1.047	1.054	1.047	1.041	0.692	0.664	0.638	0.612	1.511
2016-2017	1.163	1.107	1.113	1.106	1.100	0.721	0.692	0.665	0.638	1.533
2017-2018	1.159	1.109	1.116	1.109	1.102	0.751	0.721	0.693	0.665	1.476
2018-2019	1.126	1.084	1.091	1.084	1.078	0.783	0.752	0.722	0.693	1.385
2019-2020	1.112	1.078	1.085	1.078	1.072	0.816	0.783	0.752	0.722	1.322
2020-2021	1.065	1.039	1.046	1.039	1.033	0.850	0.816	0.783	0.752	1.223
2021-2022	1.019	1.001	1.007	1.000	0.994	0.885	0.849	0.816	0.783	1.131
2022-2023	1.034	1.022	1.028	1.022	1.015	0.922	0.885	0.850	0.816	1.108
2023-2024	1.029	1.022	1.028	1.022	1.016	0.960	0.922	0.885	0.850	1.065
2024-2025	1.000	1.000	1.006	1.000	0.994	1.000	0.960	0.922	0.885	1.000
2025-2026	0.988	--	1.000	0.994	0.988	--	1.000	0.960	0.922	--
2026-2027	0.988	--	--	1.000	0.994	--	--	1.000	0.960	--
2027-2028	0.988	--	--	--	1.000	--	--	--	1.000	--

Notes:

- (A) Based on WCIRB.
- (B) - (E) (A) adjusted for a -0.6% annual loss rate trend.
- (F) - (I) (A) adjusted for a -4.0% annual frequency trend.
- (J) (A) adjusted for a 3.5% annual severity trend.

This exhibit shows the calculation of the ways in which we expect claims costs to have changed over the past twenty years due to changes in statutory workers' compensation benefit levels and changes in actual claims costs in excess of changes in payroll. Changes in the ways in which claims are filed as a result of greater awareness of workers' compensation benefits are not generally reflected in the statutory benefit level factors shown above, but may be part of the reason for changes in actual claims costs in excess of payroll changes.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Residual Trend Factors

Accident Year	Initial Estimate of Ultimate Limited Losses (A)	Ultimate Reported Claims (B)	BLF (C)	Adjusted Limited Severity (D)	Trended Payroll (\$00) (E)	Ultimate Frequency (F)
Prior	\$58,097,241	3,069	0.926	17,530	32,278,244	0.951
2004-2005	13,416,589	971	1.279	17,677	11,010,906	0.882
2005-2006	13,095,346	943	1.397	19,394	11,683,732	0.807
2006-2007	11,690,829	925	1.333	16,844	12,371,839	0.748
2007-2008	12,955,556	794	1.252	20,426	13,364,876	0.594
2008-2009	10,900,022	874	1.175	14,659	13,664,993	0.640
2009-2010	15,426,994	795	1.087	21,099	12,553,382	0.633
2010-2011	13,802,646	763	1.038	18,770	12,437,273	0.613
2011-2012	13,402,710	668	1.030	20,666	12,114,136	0.551
2012-2013	15,115,775	642	1.053	24,782	10,963,398	0.586
2013-2014	11,662,428	582	1.066	21,356	10,676,279	0.545
2014-2015	11,422,174	553	1.063	21,946	10,268,274	0.539
2015-2016	12,824,415	579	1.108	24,548	10,581,697	0.547
2016-2017	10,863,765	561	1.163	22,529	10,571,135	0.531
2017-2018	10,990,547	508	1.159	25,070	10,363,853	0.490
2018-2019	10,527,623	472	1.126	25,107	10,458,436	0.451
2019-2020	8,007,473	339	1.112	26,270	10,862,681	0.312
2020-2021	13,938,123	379	1.065	39,181	10,052,167	0.377
2021-2022	7,704,894	333	1.019	23,583	10,305,076	0.323
2022-2023	9,878,982	348	1.034	29,360	11,208,909	0.310
2023-2024	10,210,715	327	1.029	32,117	11,253,201	0.291

Severity Trend Factors

Frequency Trend Factors

Latest 10 x 2023-2024	1.038	0.929
Mvg 5-Yr Wtd Latest 10 x 2023-2024	1.035	0.947
Latest 5 x 2023-2024	1.021	0.931
Mvg 5-Yr Wtd Latest 5 x 2023-2024	1.051	0.913
Prior	1.035	0.950
Default	1.025	0.980
Selected Residual Trend	1.035	0.960

Notes:

- (A) Selected average of results from Appendix TC - A and Appendix TC - B.
- (B) Appendix TC - D, Page 3, Column (C).
- (C) Appendix TC - E, Page 1, Column (A).
- (D) (A) x (C) / (B).
- (E) Appendix TC - L, Column (C).
- (F) (B) / (E) x 10,000.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Outstanding Liability for
Unallocated Loss Adjustment Expenses
as of 6/30/24

Fiscal Year (A)	Number of Claims Active During Fiscal Year (B)	Average ULAE Charge per Active Claim (C)	Inflation Trend Factor (D)	Trended ULAE Charge per Active Claim (E)	ULAE Paid During Year (F)
2024-2025	656.0	\$1,269	1.000	\$1,269	\$832,464
2025-2026	391.2	1,269	1.050	1,332	521,078
2026-2027	268.1	1,269	1.103	1,400	375,340
2027-2028	187.4	1,269	1.158	1,470	275,478
2028-2029	130.3	1,269	1.216	1,543	201,053
2029-2030	91.2	1,269	1.277	1,621	147,835
2030-2031	63.2	1,269	1.341	1,702	107,566
2031-2032	43.1	1,269	1.408	1,787	77,020
2032-2033	28.9	1,269	1.478	1,876	54,216
2033-2034	18.4	1,269	1.552	1,969	36,230
2034-2035	10.8	1,269	1.630	2,068	22,334
2035-2036	6.0	1,269	1.712	2,173	13,038
2036-2037	2.7	1,269	1.798	2,282	6,161
2037-2038	0.9	1,269	1.888	2,396	2,156
2038-2039	0.3	1,269	1.982	2,515	755
2039-2040	0.0	1,269	2.081	2,641	0
2040-2041	0.0	1,269	2.185	2,773	0
2041-2042	0.0	1,269	2.294	2,911	0

(G) Total ULAE Outstanding as of 6/30/24: \$2,672,724

(H) Total ULAE Outstanding as of 12/31/24: \$2,700,918

Notes:

- (A) We assume fiscal years will be 7/1 to 6/30.
- (B) Based on an estimated claim closing pattern.
- (C) Based on claims administration payment information provided by the Judicial Council.
- (D) We assume ULAE costs will increase at 5.0% per year.
- (E) (C) x (D).
- (F) (B) x (E).
- (G) Total of Column (F).
- (H) (G) from this page and the next, interpolated to 12/31/24.

This exhibit shows the calculation of the outstanding ULAE based on the expected pattern of claims closings and assumptions about future claims administration costs per open claim.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Outstanding Liability for
Unallocated Loss Adjustment Expenses
as of 6/30/25

Fiscal Year (A)	Number of Claims Active During Fiscal Year (B)	Average ULAE Charge per Active Claim (C)	Inflation Trend Factor (D)	Trended ULAE Charge per Active Claim (E)	ULAE Paid During Year (F)
2025-2026	603.5	\$1,269	1.050	\$1,332	\$803,862
2026-2027	380.9	1,269	1.103	1,400	533,260
2027-2028	265.6	1,269	1.158	1,470	390,432
2028-2029	186.4	1,269	1.216	1,543	287,615
2029-2030	130.4	1,269	1.277	1,621	211,378
2030-2031	91.5	1,269	1.341	1,702	155,733
2031-2032	63.8	1,269	1.408	1,787	114,011
2032-2033	43.9	1,269	1.478	1,876	82,356
2033-2034	29.9	1,269	1.552	1,969	58,873
2034-2035	19.3	1,269	1.630	2,068	39,912
2035-2036	11.8	1,269	1.712	2,173	25,641
2036-2037	6.5	1,269	1.798	2,282	14,833
2037-2038	3.0	1,269	1.888	2,396	7,188
2038-2039	1.0	1,269	1.982	2,515	2,515
2039-2040	0.4	1,269	2.081	2,641	1,056
2040-2041	0.0	1,269	2.185	2,773	0
2041-2042	0.0	1,269	2.294	2,911	0
2042-2043	0.0	1,269	2.409	3,057	0

(G) Total ULAE Outstanding as of 6/30/25: \$2,728,665

Notes:

- (A) We assume fiscal years will be 7/1 to 6/30.
- (B) Based on an estimated claim closing pattern.
- (C) Based on claims administration payment information provided by the Judicial Council.
- (D) We assume ULAE costs will increase at 5.0% per year.
- (E) (C) x (D).
- (F) (B) x (E).
- (G) Total of Column (F).

This exhibit shows the calculation of the outstanding ULAE based on the expected pattern of claims closings and assumptions about future claims administration costs per open claim.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
Prior					
Ultimate Loss	\$119,643,499	\$119,643,499	\$119,643,499	\$119,643,499	\$119,643,499
Paid in Calendar Period	-	157,956	246,587	224,380	208,908
Paid to Date	117,558,932	117,716,888	117,963,475	118,187,855	118,396,763
Outstanding Liability	2,084,567	1,926,611	1,680,024	1,455,644	1,246,736
2008-2009					
Ultimate Loss	\$11,155,990	\$11,155,990	\$11,155,990	\$11,155,990	\$11,155,990
Paid in Calendar Period	-	9,481	15,877	16,054	13,004
Paid to Date	10,970,094	10,979,575	10,995,452	11,011,506	11,024,510
Outstanding Liability	185,896	176,415	160,538	144,484	131,480
2009-2010					
Ultimate Loss	\$16,835,863	\$16,835,863	\$16,835,863	\$16,835,863	\$16,835,863
Paid in Calendar Period	-	20,615	35,058	35,323	35,715
Paid to Date	16,387,713	16,408,328	16,443,386	16,478,709	16,514,424
Outstanding Liability	448,150	427,535	392,477	357,154	321,439
2010-2011					
Ultimate Loss	\$15,557,139	\$15,557,139	\$15,557,139	\$15,557,139	\$15,557,139
Paid in Calendar Period	-	45,834	59,582	33,585	33,838
Paid to Date	15,042,155	15,087,989	15,147,571	15,181,156	15,214,994
Outstanding Liability	514,984	469,150	409,568	375,983	342,145
2011-2012					
Ultimate Loss	\$15,283,321	\$15,283,321	\$15,283,321	\$15,283,321	\$15,283,321
Paid in Calendar Period	-	65,581	112,020	68,969	38,876
Paid to Date	14,562,654	14,628,235	14,740,255	14,809,224	14,848,100
Outstanding Liability	720,667	655,086	543,066	474,097	435,221
2012-2013					
Ultimate Loss	\$16,224,033	\$16,224,033	\$16,224,033	\$16,224,033	\$16,224,033
Paid in Calendar Period	-	55,388	113,397	97,422	59,982
Paid to Date	15,485,529	15,540,917	15,654,314	15,751,736	15,811,718
Outstanding Liability	738,504	683,116	569,719	472,297	412,315
2013-2014					
Ultimate Loss	\$12,796,204	\$12,796,204	\$12,796,204	\$12,796,204	\$12,796,204
Paid in Calendar Period	-	74,709	140,055	129,705	111,432
Paid to Date	11,800,083	11,874,792	12,014,847	12,144,552	12,255,984
Outstanding Liability	996,121	921,412	781,357	651,652	540,220
2014-2015					
Ultimate Loss	\$12,609,996	\$12,609,996	\$12,609,996	\$12,609,996	\$12,609,996
Paid in Calendar Period	-	101,023	186,488	155,720	144,213
Paid to Date	11,298,011	11,399,034	11,585,522	11,741,242	11,885,455
Outstanding Liability	1,311,985	1,210,962	1,024,474	868,754	724,541

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
2015-2016					
Ultimate Loss	\$14,117,110	\$14,117,110	\$14,117,110	\$14,117,110	\$14,117,110
Paid in Calendar Period	-	140,933	253,026	214,060	178,743
Paid to Date	12,333,149	12,474,082	12,727,108	12,941,168	13,119,911
Outstanding Liability	1,783,961	1,643,028	1,390,002	1,175,942	997,199
2016-2017					
Ultimate Loss	\$11,843,349	\$11,843,349	\$11,843,349	\$11,843,349	\$11,843,349
Paid in Calendar Period	-	135,486	258,615	213,847	180,914
Paid to Date	10,060,632	10,196,118	10,454,733	10,668,580	10,849,494
Outstanding Liability	1,782,717	1,647,231	1,388,616	1,174,769	993,855
2017-2018					
Ultimate Loss	\$12,360,513	\$12,360,513	\$12,360,513	\$12,360,513	\$12,360,513
Paid in Calendar Period	-	219,625	378,132	307,095	253,934
Paid to Date	9,806,738	10,026,363	10,404,495	10,711,590	10,965,524
Outstanding Liability	2,553,775	2,334,150	1,956,018	1,648,923	1,394,989
2018-2019					
Ultimate Loss	\$12,888,702	\$12,888,702	\$12,888,702	\$12,888,702	\$12,888,702
Paid in Calendar Period	-	267,763	502,221	391,662	318,083
Paid to Date	9,701,050	9,968,813	10,471,034	10,862,696	11,180,779
Outstanding Liability	3,187,652	2,919,889	2,417,668	2,026,006	1,707,923
2019-2020					
Ultimate Loss	\$9,902,756	\$9,902,756	\$9,902,756	\$9,902,756	\$9,902,756
Paid in Calendar Period	-	253,766	472,767	420,634	328,036
Paid to Date	6,730,677	6,984,443	7,457,210	7,877,844	8,205,880
Outstanding Liability	3,172,079	2,918,313	2,445,546	2,024,912	1,696,876
2020-2021					
Ultimate Loss	\$15,980,737	\$15,980,737	\$15,980,737	\$15,980,737	\$15,980,737
Paid in Calendar Period	-	406,754	721,932	583,365	519,036
Paid to Date	11,251,035	11,657,789	12,379,721	12,963,086	13,482,122
Outstanding Liability	4,729,702	4,322,948	3,601,016	3,017,651	2,498,615
2021-2022					
Ultimate Loss	\$9,868,636	\$9,868,636	\$9,868,636	\$9,868,636	\$9,868,636
Paid in Calendar Period	-	501,892	849,597	620,927	501,747
Paid to Date	4,799,019	5,300,911	6,150,508	6,771,435	7,273,182
Outstanding Liability	5,069,617	4,567,725	3,718,128	3,097,201	2,595,454
2022-2023					
Ultimate Loss	\$12,212,385	\$12,212,385	\$12,212,385	\$12,212,385	\$12,212,385
Paid in Calendar Period	-	712,305	1,260,487	931,970	681,130
Paid to Date	5,229,002	5,941,307	7,201,794	8,133,764	8,814,894
Outstanding Liability	6,983,383	6,271,078	5,010,591	4,078,621	3,397,491

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
2023-2024					
Ultimate Loss	\$11,998,123	\$11,998,123	\$11,998,123	\$11,998,123	\$11,998,123
Paid in Calendar Period	-	951,192	1,696,342	1,306,208	965,775
Paid to Date	2,852,042	3,803,234	5,499,576	6,805,784	7,771,559
Outstanding Liability	9,146,081	8,194,889	6,498,547	5,192,339	4,226,564
2024-2025					
Ultimate Loss	\$7,015,899	\$14,031,797	\$14,031,797	\$14,031,797	\$14,031,797
Paid in Calendar Period	-	1,246,394	2,411,068	2,047,292	1,576,444
Paid to Date	484,036	1,730,430	4,141,498	6,188,790	7,765,234
Outstanding Liability	6,531,863	12,301,367	9,890,299	7,843,007	6,266,563
2025-2026					
Ultimate Loss	-	-	\$14,980,600	\$14,980,600	\$14,980,600
Paid in Calendar Period	-	-	1,752,730	2,592,663	2,201,488
Paid to Date	-	-	1,752,730	4,345,393	6,546,881
Outstanding Liability	-	-	13,227,870	10,635,207	8,433,719
2026-2027					
Ultimate Loss	-	-	-	\$15,367,099	\$15,367,099
Paid in Calendar Period	-	-	-	1,797,951	2,659,553
Paid to Date	-	-	-	1,797,951	4,457,504
Outstanding Liability	-	-	-	13,569,148	10,909,595
2027-2028					
Ultimate Loss	-	-	-	-	\$15,763,570
Paid in Calendar Period	-	-	-	-	1,844,338
Paid to Date	-	-	-	-	1,844,338
Outstanding Liability	-	-	-	-	13,919,232
Totals					
Ultimate Loss	\$338,294,255	\$345,310,153	\$360,290,753	\$375,657,852	\$391,421,422
Paid in Calendar Period	-	5,366,697	11,465,981	12,188,832	12,855,189
Paid to Date	286,352,551	291,719,248	303,185,229	315,374,061	328,229,250
Outstanding Liability	51,941,704	53,590,905	57,105,524	60,283,791	63,192,172
Total Outstanding ULAE	2,700,918	2,728,665	3,028,236	3,283,544	3,513,885
Outstanding Liability plus ULAE	54,642,622	56,319,570	60,133,760	63,567,335	66,706,057

Notes appear on the next page.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Payment and Reserve Forecast

Notes to previous page:

- Accident Year is associated with date of loss. Calendar Period is associated with date of transaction. For example, for the losses which occurred during 2022-2023, \$712,305 is expected to be paid between 1/1/25 and 6/30/25, \$5,941,307 will have been paid by 6/30/25, and the reserve for remaining payments on these claims should be \$6,271,078.
- Ultimate Losses for each accident year are from Exhibit TC - 4, Page 1.
- Paid in Calendar Period is a proportion of the Outstanding Liability from the previous calendar period. These proportions are derived from the paid loss development pattern selected in Appendix B. For example, $\$1,260,487 = \$6,271,078 \times 20.1\%$.
- Paid to Date is Paid in Calendar Period plus Paid to Date from previous calendar period. For example, $\$7,201,794 = \$1,260,487 + \$5,941,307$.
- Outstanding Liability is Ultimate Loss minus Paid to Date. For example, $\$6,271,078 = \$12,212,385 - \$5,941,307$.

This exhibit shows the calculation of the liability for outstanding claims as of the date of evaluation, the end of the current fiscal year, and the end of the coming fiscal year. It also shows the expected claims payout during the remainder of the current fiscal year and the coming fiscal year. Refer to the Totals at the end of the exhibit for the balance sheet information. The top parts of the exhibit show information for each program year.

Short- and Long-Term Liabilities

		<u>Expected</u>	<u>Discounted</u>
<u>Liabilities as of 12/31/24:</u>			
<u>Current (Short Term)</u>	Loss and ALAE:	\$8,997,359	\$8,997,359
	ULAE:	832,464	832,464
	Short-Term Loss and LAE:	<u>\$9,829,823</u>	<u>\$9,829,823</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$42,944,345	\$42,944,345
	ULAE:	1,868,454	1,868,454
	Long-Term Loss and LAE:	<u>\$44,812,799</u>	<u>\$44,812,799</u>
<u>Total Liability</u>	Loss and ALAE:	\$51,941,704	\$51,941,704
	ULAE:	2,700,918	2,700,918
	Total Loss and LAE:	<u>\$54,642,622</u>	<u>\$54,642,622</u>
<u>Liabilities as of 6/30/25:</u>			
<u>Current (Short Term)</u>	Loss and ALAE:	\$9,713,251	\$9,713,251
	ULAE:	803,862	803,862
	Short-Term Loss and LAE:	<u>\$10,517,113</u>	<u>\$10,517,113</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$43,877,654	\$43,877,654
	ULAE:	1,924,803	1,924,803
	Long-Term Loss and LAE:	<u>\$45,802,457</u>	<u>\$45,802,457</u>
<u>Total Liability</u>	Loss and ALAE:	\$53,590,905	\$53,590,905
	ULAE:	2,728,665	2,728,665
	Total Loss and LAE:	<u>\$56,319,570</u>	<u>\$56,319,570</u>

		<u>Discounted with a Margin for Contingencies</u>				
		<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>98%</u>
		<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>
<u>Liabilities as of 12/31/24:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$9,717,148	\$10,328,968	\$10,733,849	\$11,255,696	\$13,512,966
	ULAE:	899,061	955,669	993,130	1,041,412	1,250,262
	Short-Term Loss and LAE:	<u>\$10,616,209</u>	<u>\$11,284,637</u>	<u>\$11,726,979</u>	<u>\$12,297,108</u>	<u>\$14,763,228</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$46,379,892	\$49,300,108	\$51,232,604	\$53,723,376	\$64,497,314
	ULAE:	2,017,931	2,144,985	2,229,065	2,337,436	2,806,196
	Long-Term Loss and LAE:	<u>\$48,397,823</u>	<u>\$51,445,093</u>	<u>\$53,461,669</u>	<u>\$56,060,812</u>	<u>\$67,303,510</u>
<u>Total Liability</u>	Loss and ALAE:	\$56,097,040	\$59,629,076	\$61,966,453	\$64,979,072	\$78,010,280
	ULAE:	2,916,992	3,100,654	3,222,195	3,378,848	4,056,458
	Total Loss and LAE:	<u>\$59,014,032</u>	<u>\$62,729,730</u>	<u>\$65,188,648</u>	<u>\$68,357,920</u>	<u>\$82,066,738</u>
<u>Liabilities as of 6/30/25:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$10,490,311	\$11,150,812	\$11,587,908	\$12,151,277	\$14,588,151
	ULAE:	868,171	922,834	959,007	1,005,631	1,207,305
	Short-Term Loss and LAE:	<u>\$11,358,482</u>	<u>\$12,073,646</u>	<u>\$12,546,915</u>	<u>\$13,156,908</u>	<u>\$15,795,456</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$47,387,866	\$50,371,547	\$52,346,042	\$54,890,945	\$65,899,033
	ULAE:	2,078,788	2,209,673	2,296,290	2,407,929	2,890,826
	Long-Term Loss and LAE:	<u>\$49,466,654</u>	<u>\$52,581,220</u>	<u>\$54,642,332</u>	<u>\$57,298,874</u>	<u>\$68,789,859</u>
<u>Total Liability</u>	Loss and ALAE:	\$57,878,177	\$61,522,359	\$63,933,950	\$67,042,222	\$80,487,184
	ULAE:	2,946,959	3,132,507	3,255,297	3,413,560	4,098,131
	Total Loss and LAE:	<u>\$60,825,136</u>	<u>\$64,654,866</u>	<u>\$67,189,247</u>	<u>\$70,455,782</u>	<u>\$84,585,315</u>

Note: Current (short term) liabilities are the portion of the total estimated liability shown on Appendix TC - G that is expected to be paid out within the coming year. Totals may vary from Exhibit TC - 1, due to rounding.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Confidence Level Table

Probability	Projected Losses	Outstanding Losses
98%		1.502
95%	1.479	1.345
90%	1.347	1.251
85%	1.264	1.193
80%	1.202	1.148
75%	1.151	1.111
70%	1.108	1.080
65%	1.069	1.051
60%	1.033	1.026
55%	1.000	1.002
50%	0.968	0.978
45%	0.937	0.956
40%	0.906	0.934
35%	0.876	0.912
30%	0.845	0.889
25%	0.813	0.865

To read table: For the above retention, there is a 90% chance that final loss settlements will be less than 1.347 times the average expected amount of losses.

This exhibit shows the loads that must be applied to bring estimated losses at the expected level to the various indicated confidence levels.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Program History

Policy Year Start Date	Policy Year End Date	Policy Year	Self-Insured Retention	
			Per Occurrence	Aggregate
1/1/2001	7/1/2004	Prior	Various	(none)
7/1/2004	6/30/2005	2004-2005	Various	(none)
7/1/2005	6/30/2006	2005-2006	2,000,000	(none)
7/1/2006	6/30/2007	2006-2007	2,000,000	(none)
7/1/2007	6/30/2008	2007-2008	2,000,000	(none)
7/1/2008	6/30/2009	2008-2009	2,000,000	(none)
7/1/2009	6/30/2010	2009-2010	2,000,000	(none)
7/1/2010	6/30/2011	2010-2011	2,000,000	(none)
7/1/2011	6/30/2012	2011-2012	2,000,000	(none)
7/1/2012	6/30/2013	2012-2013	2,000,000	(none)
7/1/2013	6/30/2014	2013-2014	2,000,000	(none)
7/1/2014	6/30/2015	2014-2015	2,000,000	(none)
7/1/2015	6/30/2016	2015-2016	2,000,000	(none)
7/1/2016	6/30/2017	2016-2017	2,000,000	(none)
7/1/2017	6/30/2018	2017-2018	2,000,000	(none)
7/1/2018	6/30/2019	2018-2019	2,000,000	(none)
7/1/2019	6/30/2020	2019-2020	2,000,000	(none)
7/1/2020	6/30/2021	2020-2021	2,000,000	(none)
7/1/2021	6/30/2022	2021-2022	2,000,000	(none)
7/1/2022	6/30/2023	2022-2023	2,000,000	(none)
7/1/2023	6/30/2024	2023-2024	2,000,000	(none)
7/1/2024	6/30/2025	2024-2025	2,000,000	(none)
7/1/2025	6/30/2026	2025-2026	2,000,000	(none)

Third Party Claims Administrator	Begin Date	End Date
Corvel	7/1/2008	9/30/2014
AIMS	10/1/2014	6/30/2022
Sedgwick	7/1/2022	Current

This exhibit summarizes some of the key facts about the history of the program.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Incurred Losses as of 12/31/24

Accident Year (A)	Unlimited Incurred (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Incurred (E)	Incurred Over SIR (F)	Incurred Over \$250,000 (G)	Incurred Capped at \$250,000 (H)	Incurred \$250,000 to SIR Layer (I)	Incurred Capped at SIR (J)	Incurred Capped at SIR & Aggregate (K)
Prior	\$66,464,717	\$0	\$2,095,151	\$64,369,566	\$1,530,461	\$6,388,288	\$57,981,278	\$4,857,827	\$62,839,105	\$62,839,105
2004-2005	14,111,512	0	9,660	14,101,852	0	725,393	13,376,459	725,393	14,101,852	14,101,852
2005-2006	14,278,937	0	66,236	14,212,701	0	1,169,528	13,043,173	1,169,528	14,212,701	14,212,701
2006-2007	14,209,926	0	47,337	14,162,589	0	2,529,924	11,632,665	2,529,924	14,162,589	14,162,589
2007-2008	13,627,250	0	96,147	13,531,104	0	652,818	12,878,286	652,818	13,531,104	13,531,104
2008-2009	11,020,210	0	18,248	11,001,962	0	177,710	10,824,252	177,710	11,001,962	11,001,962
2009-2010	16,557,884	0	3,447	16,554,437	0	1,249,880	15,304,557	1,249,880	16,554,437	16,554,437
2010-2011	15,240,732	0	3,575	15,237,158	0	1,557,628	13,679,530	1,557,628	15,237,158	15,237,158
2011-2012	14,906,747	0	10,723	14,896,024	0	1,626,014	13,270,009	1,626,014	14,896,024	14,896,024
2012-2013	15,899,004	0	193,261	15,705,743	0	769,208	14,936,536	769,208	15,705,743	15,705,743
2013-2014	12,089,295	0	92,926	11,996,369	0	506,293	11,490,076	506,293	11,996,369	11,996,369
2014-2015	11,691,183	0	103,262	11,587,921	0	378,722	11,209,199	378,722	11,587,921	11,587,921
2015-2016	12,865,146	0	50,820	12,814,326	0	290,484	12,523,842	290,484	12,814,326	12,814,326
2016-2017	10,534,099	0	127,810	10,406,289	0	31,724	10,374,565	31,724	10,406,289	10,406,289
2017-2018	10,813,912	0	74,781	10,739,130	0	458,892	10,280,239	458,892	10,739,130	10,739,130
2018-2019	11,001,053	0	22,595	10,978,458	0	1,037,360	9,941,098	1,037,360	10,978,458	10,978,458
2019-2020	7,313,193	0	14,031	7,299,162	0	153,190	7,145,972	153,190	7,299,162	7,299,162
2020-2021	13,566,334	0	41,248	13,525,086	0	1,035,729	12,489,357	1,035,729	13,525,086	13,525,086
2021-2022	5,982,441	0	5,230	5,977,211	0	13,699	5,963,513	13,699	5,977,211	5,977,211
2022-2023	7,286,487	0	1,004	7,285,483	0	184,755	7,100,728	184,755	7,285,483	7,285,483
2023-2024	4,764,823	0	154	4,764,669	0	24,250	4,740,419	24,250	4,764,669	4,764,669
2024-2025	1,308,445	0	0	1,308,445	0	0	1,308,445	0	1,308,445	1,308,445
Total	\$305,533,330	\$0	\$3,077,645	\$302,455,685	\$1,530,461	\$20,961,489	\$281,494,197	\$19,431,028	\$300,925,224	\$300,925,224

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) Subrogation recoveries.
- (E) (B) + (C) - (D).
- (F) Sum of incurred losses in excess of SIR.
- (G) Sum of incurred losses in excess of \$250,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix TC - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Paid Losses as of 12/31/24

Accident Year (A)	Unlimited Paid (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Paid (E)	Paid Over SIR (F)	Paid Over \$250,000 (G)	Paid Capped at \$250,000 (H)	Paid \$250,000 to SIR Layer (I)	Paid Capped at SIR (J)	Paid Capped at SIR & Aggregate (K)
Prior	\$65,097,528	\$0	\$2,095,151	\$63,002,378	\$875,668	\$5,154,617	\$57,847,760	\$4,278,949	\$62,126,710	\$62,126,710
2004-2005	14,043,164	0	9,660	14,033,504	0	666,861	13,366,643	666,861	14,033,504	14,033,504
2005-2006	14,095,576	0	66,236	14,029,340	0	1,055,315	12,974,025	1,055,315	14,029,340	14,029,340
2006-2007	14,109,076	0	47,337	14,061,740	0	2,500,522	11,561,218	2,500,522	14,061,740	14,061,740
2007-2008	13,403,785	0	96,147	13,307,638	0	505,155	12,802,483	505,155	13,307,638	13,307,638
2008-2009	10,988,342	0	18,248	10,970,094	0	177,710	10,792,384	177,710	10,970,094	10,970,094
2009-2010	16,391,160	0	3,447	16,387,713	0	1,182,721	15,204,992	1,182,721	16,387,713	16,387,713
2010-2011	15,045,729	0	3,575	15,042,155	0	1,451,527	13,590,628	1,451,527	15,042,155	15,042,155
2011-2012	14,573,377	0	10,723	14,562,654	0	1,413,435	13,149,219	1,413,435	14,562,654	14,562,654
2012-2013	15,678,790	0	193,261	15,485,529	0	769,208	14,716,321	769,208	15,485,529	15,485,529
2013-2014	11,893,009	0	92,926	11,800,083	0	476,086	11,323,997	476,086	11,800,083	11,800,083
2014-2015	11,401,273	0	103,262	11,298,011	0	269,194	11,028,817	269,194	11,298,011	11,298,011
2015-2016	12,383,969	0	50,820	12,333,149	0	250,199	12,082,950	250,199	12,333,149	12,333,149
2016-2017	10,188,442	0	127,810	10,060,632	0	21,305	10,039,327	21,305	10,060,632	10,060,632
2017-2018	9,881,519	0	74,781	9,806,738	0	103,841	9,702,896	103,841	9,806,738	9,806,738
2018-2019	9,723,645	0	22,595	9,701,050	0	526,293	9,174,757	526,293	9,701,050	9,701,050
2019-2020	6,744,708	0	14,031	6,730,677	0	33,131	6,697,547	33,131	6,730,677	6,730,677
2020-2021	11,292,283	0	41,248	11,251,035	0	724,052	10,526,983	724,052	11,251,035	11,251,035
2021-2022	4,804,249	0	5,230	4,799,019	0	0	4,799,019	0	4,799,019	4,799,019
2022-2023	5,230,005	0	1,004	5,229,002	0	47,857	5,181,145	47,857	5,229,002	5,229,002
2023-2024	2,852,197	0	154	2,852,042	0	0	2,852,042	0	2,852,042	2,852,042
2024-2025	484,036	0	0	484,036	0	0	484,036	0	484,036	484,036
Total	\$290,305,862	\$0	\$3,077,645	\$287,228,217	\$875,668	\$17,329,028	\$269,899,189	\$16,453,360	\$286,352,550	\$286,352,550

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) Subrogation recoveries.
- (E) (B) + (C) - (D).
- (F) Sum of paid losses in excess of SIR.
- (G) Sum of paid losses in excess of \$250,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix TC - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Case Reserves as of 12/31/24

Accident Year (A)	Unlimited Reserves (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Reserves (E)	Reserves Over SIR (F)	Reserves Over \$250,000 (G)	Reserves Capped at \$250,000 (H)	Reserves \$250,000 to SIR Layer (I)	Reserves Capped at SIR (J)	Reserves Capped at SIR & Aggregate (K)
Prior	\$1,367,189	\$0	\$0	\$1,367,189	\$654,793	\$1,233,671	\$133,518	\$578,877	\$712,395	\$712,395
2004-2005	68,348	0	0	68,348	0	58,532	9,816	58,532	68,348	68,348
2005-2006	183,361	0	0	183,361	0	114,213	69,148	114,213	183,361	183,361
2006-2007	100,850	0	0	100,850	0	29,403	71,447	29,403	100,850	100,850
2007-2008	223,466	0	0	223,466	0	147,663	75,803	147,663	223,466	223,466
2008-2009	31,868	0	0	31,868	0	0	31,868	0	31,868	31,868
2009-2010	166,725	0	0	166,725	0	67,159	99,565	67,159	166,725	166,725
2010-2011	195,003	0	0	195,003	0	106,100	88,902	106,100	195,003	195,003
2011-2012	333,369	0	0	333,369	0	212,580	120,790	212,580	333,369	333,369
2012-2013	220,214	0	0	220,214	0	0	220,214	0	220,214	220,214
2013-2014	196,286	0	0	196,286	0	30,208	166,079	30,208	196,286	196,286
2014-2015	289,910	0	0	289,910	0	109,528	180,382	109,528	289,910	289,910
2015-2016	481,177	0	0	481,177	0	40,285	440,892	40,285	481,177	481,177
2016-2017	345,657	0	0	345,657	0	10,419	335,238	10,419	345,657	345,657
2017-2018	932,393	0	0	932,393	0	355,050	577,342	355,050	932,393	932,393
2018-2019	1,277,408	0	0	1,277,408	0	511,067	766,341	511,067	1,277,408	1,277,408
2019-2020	568,485	0	0	568,485	0	120,060	448,425	120,060	568,485	568,485
2020-2021	2,274,051	0	0	2,274,051	0	311,677	1,962,374	311,677	2,274,051	2,274,051
2021-2022	1,178,192	0	0	1,178,192	0	13,699	1,164,494	13,699	1,178,192	1,178,192
2022-2023	2,056,481	0	0	2,056,481	0	136,898	1,919,584	136,898	2,056,481	2,056,481
2023-2024	1,912,626	0	0	1,912,626	0	24,250	1,888,376	24,250	1,912,626	1,912,626
2024-2025	824,408	0	0	824,408	0	0	824,408	0	824,408	824,408
Total	\$15,227,468	\$0	\$0	\$15,227,468	\$654,793	\$3,632,461	\$11,595,007	\$2,977,667	\$14,572,675	\$14,572,675

Notes:

- (A) Years are 7/1 to 6/30.
(B) Appendix TC - K, Page 1, Column (B) - Appendix TC - K, Page 2, Column (B).
(C) Appendix TC - K, Page 1, Column (C) - Appendix TC - K, Page 2, Column (C).
(D) Appendix TC - K, Page 1, Column (D) - Appendix TC - K, Page 2, Column (D).
(E) (B) + (C) - (D).
(F) Sum of case reserves in excess of SIR.
(G) Sum of case reserves in excess of \$250,000.
(H) (E) - (G).
(I) (G) - (F).
(J) (E) - (F).
(K) Minimum of (J) and the aggregate stop loss. See Appendix TC - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Claim Counts as of 12/31/24

Accident Year (A)	Reported Claims (B)	Additions to Reported Claims (C)	Subtractions from Reported Claims (D)	Adjusted Reported Claims (E)	Closed Claims (F)	Additions to Closed Claims (G)	Subtractions from Closed Claims (H)	Adjusted Closed Claims (I)	Open Claims (J)	Adjusted Open Claims (K)
Prior	3,069	0	0	3,069	3,040	0	0	3,040	29	29
2004-2005	971	0	0	971	968	0	0	968	3	3
2005-2006	943	0	0	943	935	0	0	935	8	8
2006-2007	925	0	0	925	917	0	0	917	8	8
2007-2008	794	0	0	794	782	0	0	782	12	12
2008-2009	874	0	0	874	871	0	0	871	3	3
2009-2010	795	0	0	795	782	0	0	782	13	13
2010-2011	763	0	0	763	752	0	0	752	11	11
2011-2012	668	0	0	668	655	0	0	655	13	13
2012-2013	642	0	0	642	625	0	0	625	17	17
2013-2014	582	0	0	582	569	0	0	569	13	13
2014-2015	553	0	0	553	539	0	0	539	14	14
2015-2016	579	0	0	579	561	0	0	561	18	18
2016-2017	561	0	0	561	535	0	0	535	26	26
2017-2018	508	0	0	508	479	0	0	479	29	29
2018-2019	472	0	0	472	438	0	0	438	34	34
2019-2020	339	0	0	339	302	0	0	302	37	37
2020-2021	378	0	0	378	311	0	0	311	67	67
2021-2022	331	0	0	331	280	0	0	280	51	51
2022-2023	345	0	0	345	259	0	0	259	86	86
2023-2024	317	0	0	317	210	0	0	210	107	107
2024-2025	138	0	0	138	52	0	0	52	86	86
Total	15,547	0	0	15,547	14,862	0	0	14,862	685	685

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) No adjustments were made.
- (E) (B) + (C) - (D).
- (F) Provided by the Judicial Council.
- (G) No adjustments were made.
- (H) No adjustments were made.
- (I) (F) + (G) - (H).
- (J) (B) - (F).
- (K) (E) - (I).

Judicial Branch Workers' Compensation Program - Workers' Compensation
Trial Courts

Exposure Measures

Accident Year	Total Payroll (\$00) (A)	Inflation Trend Factor (B)	Trended Payroll (\$00) (C)
Prior	\$19,224,684	1.679	\$32,278,244
2004-2005	6,722,165	1.638	11,010,906
2005-2006	7,311,472	1.598	11,683,732
2006-2007	7,935,753	1.559	12,371,839
2007-2008	8,786,901	1.521	13,364,876
2008-2009	9,208,216	1.484	13,664,993
2009-2010	8,669,463	1.448	12,553,382
2010-2011	8,802,033	1.413	12,437,273
2011-2012	8,784,725	1.379	12,114,136
2012-2013	8,151,225	1.345	10,963,398
2013-2014	8,137,408	1.312	10,676,279
2014-2015	8,022,089	1.280	10,268,274
2015-2016	8,472,135	1.249	10,581,697
2016-2017	8,671,973	1.219	10,571,135
2017-2018	8,716,445	1.189	10,363,853
2018-2019	9,015,893	1.160	10,458,436
2019-2020	9,596,008	1.132	10,862,681
2020-2021	9,105,224	1.104	10,052,167
2021-2022	9,568,316	1.077	10,305,076
2022-2023	10,664,994	1.051	11,208,909
2023-2024	10,978,733	1.025	11,253,201
2024-2025	12,009,721	1.000	12,009,721
2025-2026	12,319,572	1.000	12,319,572
2026-2027	12,637,417	1.000	12,637,417
2027-2028	12,963,462	1.000	12,963,462

Notes:

- (A) Provided by the Judicial Council.
- (B) Based on WCIRB.
- (C) (A) x (B).

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Guidelines for Outstanding Liabilities at
December 31, 2024

(A) Estimated Ultimate Losses Incurred through 12/31/24: (From Appendix J - G)	\$22,868,000
(B) Estimated Paid Losses through 12/31/24: (From Appendix J - G)	20,252,000
(C) Estimated Liability for Claims Outstanding at 12/31/24: (From Appendix J - G)	<u>\$2,616,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 12/31/24: (From Appendix J - F)	408,000
(E) Total Outstanding Liability for Claims at 12/31/24: ((C) + (D))	<u>\$3,023,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000
(G) Discounted Outstanding Liability for Claims at 12/31/24: ((E) x (F))	<u>\$3,023,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u> 90%	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix J - I)	1.133	1.259	1.344	1.456	1.960
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	402,000	783,000	1,040,000	1,379,000	2,901,000
(J) Total Required Assets at 12/31/24: ((G) + (I))	<u>\$3,425,000</u>	<u>\$3,806,000</u>	<u>\$4,063,000</u>	<u>\$4,402,000</u>	<u>\$5,924,000</u>

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Guidelines for Outstanding Liabilities at
June 30, 2025

(A) Estimated Ultimate Losses Incurred through 6/30/25: (From Appendix J - G)	\$23,168,000
(B) Estimated Paid Losses through 6/30/25: (From Appendix J - G)	20,517,000
(C) Estimated Liability for Claims Outstanding at 6/30/25: (From Appendix J - G)	<u>\$2,651,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 6/30/25: (From Appendix J - F)	434,000
(E) Total Outstanding Liability for Claims at 6/30/25: ((C) + (D))	<u>\$3,085,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 0.00%.): (Not Applicable)	1.000
(G) Discounted Outstanding Liability for Claims at 6/30/25: ((E) x (F))	<u>\$3,085,000</u>

	<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>Target</u> 90%	<u>98%</u>
Confidence Level of Adequacy:					
(H) Confidence Level Factor: (From Appendix J - I)	1.133	1.259	1.344	1.456	1.960
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	410,000	799,000	1,061,000	1,407,000	2,961,000
(J) Total Required Assets at 6/30/25: ((G) + (I))	<u>\$3,496,000</u>	<u>\$3,884,000</u>	<u>\$4,147,000</u>	<u>\$4,492,000</u>	<u>\$6,046,000</u>

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Options for Program Year 2024-2025 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2024-2025: (From Appendix J - G)	\$601,000	\$0.081			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2024-2025: (From Exhibit J - 5, Page 1, (L))	125,000	0.017			
(C) Total Claims Costs Incurred in Accident Year 2024-2025: ((A) + (B))	<u>\$726,000</u>	<u>\$0.098</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2024-2025: ((C) x (D))	<u>\$726,000</u>	<u>\$0.098</u>			
	60%	Marginally Acceptable 65%	70%	Recommended 75%	80%
(F) Confidence Level Factor: (From Appendix J - I)	1.005	1.119	1.244	1.385	1.550
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	3,000	72,000	147,000	231,000	331,000
(H) Recommended Funding in 2024-2025 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$729,000</u>	<u>\$798,000</u>	<u>\$873,000</u>	<u>\$958,000</u>	<u>\$1,057,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$7,421,009)	\$0.098	\$0.107	\$0.118	\$0.129	\$0.142

Payroll rates are per hundred dollars of 2024-2025 payroll of \$742,100,900.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Options for Program Year 2025-2026 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2025-2026: (From Appendix J - G)	\$639,000	\$0.084			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2025-2026: (From Exhibit J - 5, Page 1, (L))	129,000	0.017			
(C) Total Claims Costs Incurred in Accident Year 2025-2026: ((A) + (B))	<u>\$768,000</u>	<u>\$0.101</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2025-2026: ((C) x (D))	<u>\$768,000</u>	<u>\$0.101</u>			
	Marginally Acceptable		Recommended		
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix J - I)	1.005	1.119	1.244	1.385	1.550
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	3,000	76,000	156,000	246,000	352,000
(H) Recommended Funding in 2025-2026 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$772,000</u>	<u>\$845,000</u>	<u>\$924,000</u>	<u>\$1,015,000</u>	<u>\$1,120,000</u>
(I) Budgeted Non Claims Related Expenses: (Provided by the Judicial Council)	353,000	353,000	353,000	353,000	353,000
(J) Recommended Funding in 2025-2026 for Claims Costs, Other Expenses, and Non Claims Related Expenses: ((H) + (I))	<u>\$1,125,000</u>	<u>\$1,198,000</u>	<u>\$1,277,000</u>	<u>\$1,368,000</u>	<u>\$1,473,000</u>
(K) Rate per \$100 of Payroll: ((J) / \$7,612,472)	\$0.148	\$0.157	\$0.168	\$0.180	\$0.194

Payroll rates are per hundred dollars of 2025-2026 payroll of \$761,247,200.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Options for Program Year 2026-2027 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2026-2027: (From Appendix J - G)	\$679,000	\$0.087			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2026-2027: (From Exhibit J - 5, Page 1, (L))	137,000	0.018			
(C) Total Claims Costs Incurred in Accident Year 2026-2027: ((A) + (B))	<u>\$816,000</u>	<u>\$0.105</u>			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%.): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2026-2027: ((C) x (D))	<u>\$816,000</u>	<u>\$0.105</u>			
			Marginally Acceptable	Recommended	
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix J - I)	1.005	1.119	1.244	1.385	1.550
(G) Margin for Adverse Experience: ((A) x [(F) - 1])	3,000	81,000	166,000	262,000	374,000
(H) Recommended Funding in 2026-2027 for Claims Costs and Other Expenses: ((E) + (G))	<u>\$820,000</u>	<u>\$897,000</u>	<u>\$982,000</u>	<u>\$1,078,000</u>	<u>\$1,190,000</u>
(I) Rate per \$100 of Payroll: ((H) / \$7,808,873)	\$0.105	\$0.115	\$0.126	\$0.138	\$0.152

Payroll rates are per hundred dollars of 2026-2027 payroll of \$780,887,300.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Funding Options for Program Year 2027-2028 (SIR = \$2,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2027-2028: (From Appendix J - G)	\$713,000	\$0.089			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2027-2028: (From Exhibit J - 5, Page 1, (L))	144,000	0.018			
(C) Total Claims Costs Incurred in Accident Year 2027-2028: ((A) + (B))	\$857,000	\$0.107			
(D) Loss Discount Factor (Based on a Discount Rate of 0.00%): (Not Applicable)	1.000				
(E) Discounted Total Claims Costs Incurred in Accident Year 2027-2028: ((C) x (D))	\$857,000	\$0.107			
	Marginally Acceptable	Recommended			
	60%	65%	70%	75%	80%
(F) Confidence Level Factor: (From Appendix J - I)	1.005	1.119	1.244	1.385	1.550
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	4,000	102,000	209,000	330,000	471,000
(H) Recommended Funding in 2027-2028 for Claims Costs and Other Expenses: ((E) + (G))	\$861,000	\$959,000	\$1,066,000	\$1,187,000	\$1,328,000
(I) Rate per \$100 of Payroll: ((H) / \$8,010,342)	\$0.108	\$0.120	\$0.133	\$0.148	\$0.166

Payroll rates are per hundred dollars of 2027-2028 payroll of \$801,034,200.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

IBNR as of 6/30/25 at Expected Claims Level

Accident Year	Estimated Ultimate (A)	Reported as of 12/31/24 (B)	Estimated IBNR as of 12/31/24 (C)	Estimated Percent of IBNR Reported Between 1/1/25 and 6/30/25 (D)	Estimated IBNR Reported (E)	Estimated IBNR as of 6/30/25 (F)
Prior	\$13,876,000	\$13,807,000	\$69,000	0.0%	\$0	\$69,000
2004-2005	465,000	465,000	0	0.0%	0	0
2005-2006	241,000	239,000	1,000	16.6%	0	1,000
2006-2007	575,000	575,000	0	12.4%	0	0
2007-2008	290,000	287,000	3,000	9.9%	0	3,000
2008-2009	757,000	747,000	10,000	15.2%	1,000	8,000
2009-2010	686,000	686,000	0	11.6%	0	0
2010-2011	309,000	309,000	0	9.3%	0	0
2011-2012	549,000	549,000	0	11.3%	0	0
2012-2013	431,000	431,000	0	9.1%	0	0
2013-2014	62,000	62,000	0	9.9%	0	0
2014-2015	332,000	317,000	15,000	8.2%	1,000	14,000
2015-2016	866,000	821,000	45,000	6.9%	3,000	42,000
2016-2017	468,000	439,000	29,000	7.3%	2,000	26,000
2017-2018	228,000	179,000	49,000	8.4%	4,000	45,000
2018-2019	284,000	162,000	122,000	10.9%	13,000	108,000
2019-2020	519,000	357,000	161,000	11.4%	18,000	143,000
2020-2021	236,000	14,000	223,000	14.2%	32,000	191,000
2021-2022	425,000	281,000	144,000	15.7%	23,000	121,000
2022-2023	461,000	268,000	193,000	17.6%	34,000	159,000
2023-2024	507,000	62,000	445,000	21.7%	97,000	349,000
2024-2025	601,000	14,000	287,000	13.0%	76,000	511,000
Totals	\$23,168,000	\$21,073,000	\$1,795,000		\$305,000	\$1,790,000

Notes:

- (A) From Exhibit J - 4, Page 1.
- (B) Provided by the Judicial Council. These losses exclude amounts incurred above the Judicial Council's SIR for each year.
- (C) (A) - (B).
- (D) Percentage of incurred but not reported (IBNR) expected to be reported between 1/1/25 and 6/30/25. The percentage is based on the development pattern selected in Appendix J - A.
- (E) ((A) - (B)) x (D).
- (F) (A) - (B) - (E).

This exhibit shows the calculation of the amount of incurred but not reported losses we expect as of 6/30/25. This amount is dependent on both the strength of the case reserves and the average frequency and severity of the losses incurred.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Estimated Ultimate Program Losses

Accident Year	Reported Loss Development Method (A)	Paid Loss Development Method (B)	Exposure Method Based on Reported Losses (C)	Exposure Method Based on Paid Losses (D)	Frequency-Severity Method (E)	Selected Estimate of Ultimate Losses (F)	Selected Estimate of Ultimate Losses Limited to Aggregate (G)	
Prior	\$13,876,000	\$14,064,000	\$13,863,000	\$13,983,000	\$11,151,000	\$13,876,000	\$13,876,000	
2004-2005	467,000	477,000	467,000	478,000	489,000	465,000	465,000	
2005-2006	241,000	241,000	242,000	245,000	362,000	241,000	241,000	
2006-2007	580,000	597,000	579,000	593,000	478,000	575,000	575,000	
2007-2008	290,000	263,000	292,000	272,000	449,000	290,000	290,000	
2008-2009	757,000	783,000	759,000	791,000	930,000	757,000	757,000	
2009-2010	698,000	736,000	700,000	739,000	781,000	686,000	686,000	
2010-2011	315,000	336,000	319,000	347,000	467,000	309,000	309,000	
2011-2012	564,000	608,000	571,000	632,000	848,000	549,000	549,000	
2012-2013	445,000	486,000	447,000	487,000	502,000	431,000	431,000	
2013-2014	64,000	71,000	66,000	75,000	106,000	62,000	62,000	
2014-2015	332,000	360,000	332,000	357,000	338,000	332,000	332,000	
2015-2016	866,000	790,000	871,000	821,000	964,000	866,000	866,000	
2016-2017	468,000	477,000	481,000	518,000	682,000	468,000	468,000	
2017-2018	193,000	197,000	197,000	210,000	261,000	228,000	228,000	
2018-2019	178,000	228,000	191,000	252,000	315,000	284,000	284,000	
2019-2020	405,000	482,000	409,000	466,000	622,000	519,000	519,000	
2020-2021	17,000	25,000	83,000	202,000	318,000	236,000	236,000	
2021-2022	371,000	328,000	393,000	402,000	448,000	425,000	425,000	
2022-2023	427,000	364,000	456,000	465,000	360,000	461,000	461,000	
2023-2024	182,000	289,000	410,000	499,000	1,029,000	507,000	507,000	
Totals						\$22,567,000	\$22,567,000	
						Projected Losses for the Year 2024-2025 (H)	\$601,000	\$601,000
						Projected Losses for the Year 2025-2026 (I)	639,000	639,000
						Projected Losses for the Year 2026-2027 (J)	679,000	679,000
						Projected Losses for the Year 2027-2028 (K)	713,000	713,000

Notes:

- (A) From Appendix J - A, Page 1, Column (G).
- (B) From Appendix J - B, Page 1, Column (G).
- (C) From Appendix J - C, Page 1, Column (G).
- (D) From Appendix J - C, Page 2, Column (G).
- (E) From Appendix J - D, Page 1, Column (C).
- (F) Selected averages of (A), (B), (C), (D), and (E).
- (G) (F) limited to applicable aggregate.
- (H) From Exhibit J - 5, Page 1, Line (K).
- (I) From Exhibit J - 5, Page 1, Line (K).
- (J) From Exhibit J - 5, Page 1, Line (K).
- (K) From Exhibit J - 5, Page 1, Line (K).

This exhibit summarizes the results of the actuarial methods we have applied to estimate ultimate losses for each year. It is important to apply a number of estimation methods because each one relies on specific assumptions about the claims process that tend to hold generally true, but that may be violated in specific situations. Thus, the more estimation methods that can be applied, the better.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Estimated Ultimate Limited Losses Capped at \$100,000 per Claim

Accident Year	Reported Loss Development Method (A)	Paid Loss Development Method (B)	Exposure Method Based on Reported Losses (C)	Exposure Method Based on Paid Losses (D)	Frequency-Severity Method (E)	Selected Ultimate Limited Losses (F)
Prior	\$8,768,000	\$8,986,000	\$8,768,000	\$8,979,000	\$8,768,000	\$8,768,000
2004-2005	333,000	341,000	333,000	341,000	331,000	331,000
2005-2006	241,000	242,000	241,000	242,000	241,000	241,000
2006-2007	316,000	324,000	316,000	323,000	313,000	313,000
2007-2008	290,000	260,000	290,000	261,000	290,000	290,000
2008-2009	591,000	602,000	591,000	602,000	591,000	591,000
2009-2010	493,000	506,000	493,000	505,000	487,000	487,000
2010-2011	290,000	299,000	290,000	298,000	287,000	287,000
2011-2012	519,000	536,000	519,000	535,000	512,000	512,000
2012-2013	303,000	313,000	303,000	312,000	298,000	298,000
2013-2014	63,000	66,000	63,000	65,000	62,000	62,000
2014-2015	193,000	196,000	193,000	196,000	193,000	193,000
2015-2016	555,000	570,000	555,000	569,000	555,000	555,000
2016-2017	386,000	343,000	387,000	347,000	386,000	386,000
2017-2018	145,000	153,000	145,000	152,000	145,000	145,000
2018-2019	172,000	186,000	172,000	184,000	172,000	172,000
2019-2020	388,000	379,000	376,000	353,000	335,000	388,000
2020-2021	16,000	19,000	39,000	74,000	168,000	79,000
2021-2022	330,000	232,000	317,000	235,000	233,000	299,000
2022-2023	343,000	235,000	324,000	249,000	184,000	334,000
2023-2024	141,000	173,000	209,000	245,000	516,000	227,000
Totals						\$14,958,000
			Projected Losses for the Year 2024-2025 (G)			\$296,000
			Projected Losses for the Year 2025-2026 (H)			309,000
			Projected Losses for the Year 2026-2027 (I)			323,000
			Projected Losses for the Year 2027-2028 (J)			333,000

Notes:

- (A) From Appendix J - A, Page 1, Column (D).
- (B) From Appendix J - B, Page 1, Column (D).
- (C) Based on results in Appendix J - C, Page 1.
- (D) Based on results in Appendix J - C, Page 2.
- (E) Based on results in Appendix J - D, Page 1.
- (F) Selected averages of (A), (B), (C), (D), and (E).
- (G) From Exhibit J - 5, Page 1, Line (K) / Line (G).
- (H) From Exhibit J - 5, Page 1, Line (K) / Line (G).
- (I) From Exhibit J - 5, Page 1, Line (K) / Line (G).
- (J) From Exhibit J - 5, Page 1, Line (K) / Line (G).

This exhibit summarizes the results of the actuarial methods we have applied to estimate limited losses for each year. These results are used to select a limited loss rate for future years.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Selection of Projected Limited Loss Rate
and Projection of Program Losses and ULAE

Accident Year	Ultimate Limited Losses (A)	Trend Factor (B)	Trended Limited Losses (C)	Trended Payroll (\$00) (D)	Trended Limited Loss Rate (E)
Prior	\$8,768,000	1.117	\$9,793,000	\$15,839,000	0.618
2004-2005	331,000	1.530	506,000	6,031,000	0.084
2005-2006	241,000	1.655	399,000	6,088,000	0.066
2006-2007	313,000	1.565	490,000	6,600,000	0.074
2007-2008	290,000	1.457	422,000	6,935,000	0.061
2008-2009	591,000	1.355	801,000	6,859,000	0.117
2009-2010	487,000	1.242	605,000	6,657,000	0.091
2010-2011	287,000	1.175	337,000	6,636,000	0.051
2011-2012	512,000	1.156	592,000	6,487,000	0.091
2012-2013	298,000	1.171	348,000	6,160,000	0.057
2013-2014	62,000	1.176	73,000	6,051,000	0.012
2014-2015	193,000	1.162	225,000	5,903,000	0.038
2015-2016	555,000	1.201	666,000	6,056,000	0.110
2016-2017	386,000	1.249	483,000	6,043,000	0.080
2017-2018	145,000	1.233	179,000	6,179,000	0.029
2018-2019	172,000	1.187	205,000	6,380,000	0.032
2019-2020	388,000	1.162	451,000	6,699,000	0.067
2020-2021	79,000	1.103	87,000	6,147,000	0.014
2021-2022	299,000	1.046	313,000	6,305,000	0.050
2022-2023	334,000	1.052	351,000	6,838,000	0.051
2023-2024	227,000	1.038	236,000	6,764,000	0.035
Totals	\$14,958,000		\$17,562,000	\$143,657,000	\$0.122
19/20-22/23	1,099,443		1,201,518	25,988,737	0.046
20/21-23/24	938,692		986,531	26,053,728	0.038
			(F) Selected Limited Rate:		\$0.040
			Prior:		\$0.043
Program Year:		2024-2025	2025-2026	2026-2027	2027-2028
(G) Factor to SIR:		2.030	2.066	2.104	2.142
(H) Trend Factor:		1.000	1.021	1.030	1.039
(I) Program Rate:		\$0.081	\$0.084	\$0.087	\$0.089
(J) Trended Payroll (\$00):		7,421,000	7,612,000	7,809,000	8,010,000
(K) Projected Program Losses:		601,000	639,000	679,000	713,000
(L) Projected ULAE:		173,000	182,000	191,000	201,000
(M) Projected Loss and ULAE:		\$775,000	\$822,000	\$871,000	\$914,000

Notes appear on the next page.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State JudiciarySelection of Projected Limited Loss Rate
and Projection of Program Losses and ULAE

Notes:

- (A) From Exhibit J - 4, Page 2, Column (F).
For purposes of projecting future losses, losses are capped at \$100,000 per occurrence.
- (B) From Appendix J - E, Page 1, Column (B).
- (C) (A) x (B).
- (D) Appendix J - L, Column (C).
- (E) (C) / (D).
- (F) Selected based on (E).
- (G) Based on a Weibull distribution, a mathematical model of claims sizes.
- (H) From Appendix J - E.
- (I) (F) x (G) x (H).
- (J) Appendix J - L, Column (C).
- (K) (I) x (J).
- (L) Based on an estimated claim closing pattern and the Judicial Council's historical claims administration expenses.
- (M) (K) + (L).

This exhibit shows the calculation of future loss costs based on the past loss rates. The projections will be accurate only to the extent that what has happened in the past is representative of what will happen in the future.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Reported Loss Development

Accident Year (A)	Limited Reported Losses as of 12/31/24 (B)	Reported Loss Development Factor (C)	Ultimate Limited Losses (D)	Program Reported Losses as of 12/31/24 (E)	Reported Loss Development Factor (F)	Ultimate Program Losses (G)
Prior	\$8,724,042	1.005	\$8,767,662	\$13,807,042	1.005	\$13,876,077
2004-2005	330,818	1.006	332,803	464,806	1.005	467,130
2005-2006	239,338	1.007	241,013	239,338	1.006	240,774
2006-2007	313,363	1.008	315,870	575,305	1.008	579,907
2007-2008	287,357	1.009	289,943	287,357	1.010	290,231
2008-2009	584,979	1.010	590,829	746,878	1.013	756,587
2009-2010	487,464	1.011	492,826	686,343	1.017	698,011
2010-2011	286,930	1.012	290,373	308,913	1.021	315,400
2011-2012	512,002	1.014	519,170	549,454	1.026	563,740
2012-2013	297,599	1.017	302,658	431,425	1.032	445,231
2013-2014	61,947	1.021	63,248	61,947	1.039	64,363
2014-2015	188,451	1.026	193,351	317,093	1.047	331,996
2015-2016	537,368	1.032	554,564	821,104	1.055	866,265
2016-2017	371,875	1.039	386,378	438,972	1.065	467,505
2017-2018	138,270	1.049	145,045	178,732	1.078	192,673
2018-2019	161,926	1.065	172,451	161,926	1.101	178,281
2019-2020	357,389	1.086	388,124	357,389	1.134	405,279
2020-2021	13,884	1.126	15,633	13,884	1.199	16,647
2021-2022	281,484	1.172	329,899	281,484	1.319	371,277
2022-2023	265,422	1.293	343,191	267,571	1.595	426,776
2023-2024	62,060	2.265	140,566	62,060	2.930	181,836
Totals	\$14,503,968		\$14,875,598	\$21,059,023		\$21,735,986

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council. These losses exclude amounts over \$100,000 per occurrence.
- (C) From Appendix J - A, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over \$100,000 per occurrence.
- (E) Losses capped at the Judicial Council's SIR. Amounts are provided by the Judicial Council.
- (F) Derived from factors on Appendix J - A, Page 4.
- (G) (E) x (F).

This method tends to understate ultimate losses for the most recent several years because the large losses for those years generally have not yet emerged at the time of our review.

This exhibit shows the calculation of estimated ultimate losses for each year based on paid losses and case reserves as reported by the claims administrator. These losses tend to "develop" or change from period to period as more information becomes available about the cases. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Reported Loss Development

Accident Year	Limited Losses Reported as of:										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004						286,269	301,363	314,579	286,077	286,077	313,119
2004-2005					161,421	273,277	242,702	259,116	244,498	244,620	244,620
2005-2006				206,938	291,994	278,945	251,887	239,738	274,233	275,012	226,861
2006-2007			311,045	352,592	300,539	327,830	310,413	315,826	313,310	313,310	313,363
2007-2008		182,230	255,251	163,066	223,161	285,786	323,191	319,880	257,090	279,035	276,348
2008-2009	72,893	227,884	390,648	494,307	490,959	558,429	567,221	576,827	620,024	620,024	620,024
2009-2010	38,553	422,040	493,213	499,430	483,058	493,254	493,279	493,305	489,301	489,301	487,464
2010-2011	36,770	148,198	217,390	238,726	261,768	270,543	279,073	279,073	286,930	286,930	286,930
2011-2012	144,363	447,283	515,762	598,208	558,075	539,408	529,308	541,107	522,921	522,921	512,002
2012-2013	149,222	407,603	399,291	363,277	314,241	319,532	319,532	295,917	296,942	296,942	296,942
2013-2014	31,800	80,977	101,267	117,468	91,708	91,708	92,170	81,376	61,947	61,947	61,947
2014-2015	59,415	160,387	322,601	233,170	189,984	180,760	191,902	179,281	179,281	186,306	188,451
2015-2016	61,797	274,185	308,294	461,565	482,562	516,250	500,025	530,019	530,975	537,368	
2016-2017	37,632	151,356	265,636	250,033	274,033	269,471	300,470	309,752	371,875		
2017-2018	21,621	67,646	77,735	123,307	137,620	137,620	138,620	138,270			
2018-2019	79,605	112,551	179,011	180,168	161,926	161,926	161,926				
2019-2020	57,250	125,153	256,709	268,401	291,833	357,389					
2020-2021	21,333	19,890	18,230	13,884	13,884						
2021-2022	2,000	44,053	186,472	281,484							
2022-2023	14,159	90,164	265,422								
2023-2024	28,793	62,060									
2024-2025	13,776										

Reported Loss Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004						1.053	1.044	0.909	1.000	1.095	1.000
2004-2005					1.693	0.888	1.068	0.944	1.000	1.000	1.006
2005-2006				1.411	0.955	0.903	0.952	1.144	1.003	0.825	1.009
2006-2007			1.134	0.852	1.091	0.947	1.017	0.992	1.000	1.000	1.000
2007-2008		1.401	0.639	1.369	1.281	1.131	0.990	0.804	1.085	0.990	0.971
2008-2009	3.126	1.714	1.265	0.993	1.137	1.016	1.017	1.075	1.000	1.000	1.000
2009-2010	10.947	1.169	1.013	0.967	1.021	1.000	1.000	0.992	1.000	0.996	1.000
2010-2011	4.030	1.467	1.098	1.097	1.034	1.032	1.000	1.028	1.000	1.000	1.000
2011-2012	3.098	1.153	1.160	0.933	0.967	0.981	1.022	0.966	1.000	0.979	1.000
2012-2013	2.732	0.980	0.910	0.865	1.017	1.000	0.926	1.003	1.000	1.000	1.032
2013-2014	2.546	1.251	1.160	0.781	1.000	1.005	0.883	0.761	1.000	1.000	1.000
2014-2015	2.699	2.011	0.723	0.815	0.951	1.062	0.934	1.000	1.039	1.012	
2015-2016	4.437	1.124	1.497	1.045	1.070	0.969	1.060	1.002	1.012		
2016-2017	4.022	1.755	0.941	1.096	0.983	1.115	1.031	1.201			
2017-2018	3.129	1.149	1.586	1.116	1.000	1.007	0.997				
2018-2019	1.414	1.590	1.006	0.899	1.000	1.000					
2019-2020	2.186	2.051	1.046	1.087	1.225						
2020-2021	0.932	0.917	0.762	1.000							
2021-2022	22.027	4.233	1.510								
2022-2023	6.368	2.944									
2023-2024	2.155										

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average	4.741	1.682	1.091	1.020	1.089	1.007	0.996	0.987	1.011	0.991	1.002
Dollar-Weighted Averages											
3-yr	4.366	3.051	1.222	1.011	1.111	1.056	1.041	1.062	1.017	1.004	1.011
4-yr	3.261	2.603	1.162	1.033	1.070	1.015	1.023	1.040	1.013	0.992	1.008
Industry Factors	2.794	1.252	1.051	1.006	1.005	1.003	1.003	1.003	1.003	1.003	1.002
Prior	2.495	1.582	1.092	1.042	1.030	1.021	1.015	1.010	1.007	1.006	1.005
Selected	2.623	1.752	1.103	1.041	1.036	1.020	1.015	1.010	1.007	1.006	1.005
Cumulated	5.941	2.265	1.293	1.172	1.126	1.086	1.065	1.049	1.039	1.032	1.026

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Reported Loss Development

Accident Year	<u>Limited Losses Reported as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	313,119	313,119	289,343	289,343	289,343	289,343	289,343	289,343	289,343	289,343	289,343
2004-2005	245,971	245,980	245,980	245,980	245,980	245,980	257,680	257,937	330,818	330,818	
2005-2006	229,011	227,199	235,295	235,295	229,270	229,270	234,151	234,151	239,338		
2006-2007	313,363	313,363	313,363	313,363	313,363	313,363	313,363	313,363			
2007-2008	268,273	261,670	242,325	261,670	261,670	261,670	287,357				
2008-2009	620,024	597,547	580,677	580,677	584,836	584,979					
2009-2010	487,464	487,464	487,464	487,464	487,464						
2010-2011	286,930	286,930	286,930	286,930							
2011-2012	512,002	512,002	512,002								
2012-2013	306,440	297,599									
2013-2014	61,947										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

	<u>Reported Loss Development Factors:</u>										
	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
2003-2004	1.000	0.924	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005	1.000	1.000	1.000	1.000	1.000	1.048	1.001	1.283	1.000		
2005-2006	0.992	1.036	1.000	0.974	1.000	1.021	1.000	1.022			
2006-2007	1.000	1.000	1.000	1.000	1.000	1.000	1.000				
2007-2008	0.975	0.926	1.080	1.000	1.000	1.098					
2008-2009	0.964	0.972	1.000	1.007	1.000						
2009-2010	1.000	1.000	1.000	1.000							
2010-2011	1.000	1.000	1.000								
2011-2012	1.000	1.000									
2012-2013	0.971										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
Average	0.990	0.984	1.010	0.997	1.000	1.033	1.000	1.102	1.000	1.000	
Dollar-Weighted Averages											
3-yr	0.992	1.000	1.000	1.003	1.000	1.038	1.000	1.100			
4-yr	0.994	0.991	1.012	1.003	1.000	1.040	1.000				
Industry Factors											
Prior	1.002	1.002	1.002	1.002	1.002	1.001	1.001	1.001	1.001	1.001	1.016
Selected	1.004	1.003	1.002	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.005
Cumulated	1.004	1.003	1.002	1.001	1.001	1.001	1.001	1.001	1.001	1.001	1.005
	1.021	1.017	1.014	1.012	1.011	1.010	1.009	1.008	1.007	1.006	1.005

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Reported between \$100,000 and \$500,000 Loss Development

Accident Year	<u>Losses Reported as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004											
2004-2005						215,299	215,299	215,299	119,890	119,890	119,890
2005-2006					31,500				29,924	29,924	
2006-2007			24,768		48,987	50,405	112,853	178,973	285,617	272,323	272,323
2007-2008											
2008-2009			42,100	119,768	119,768	101,528	101,791	104,685	123,670	193,341	197,798
2009-2010		191,500	205,410	195,816	205,100	209,294	212,775	198,879	198,879	198,879	198,879
2010-2011									11,239	38,312	21,941
2011-2012			53,416	68,749	57,543	48,324	19,367	37,452	37,452	38,514	37,452
2012-2013		197,315	136,141	133,826	133,826	133,826	133,826	133,826	133,826	133,826	133,826
2013-2014											
2014-2015				7,314	91,347	91,998	95,479	93,011	99,410	116,856	128,641
2015-2016					96,683	120,683	123,186	169,838	191,723	283,735	
2016-2017			63,728	66,730	66,738	66,758	66,758	66,758	67,097		
2017-2018					10,063	14,259	15,762	40,462			
2018-2019											
2019-2020			5,844								
2020-2021											
2021-2022											
2022-2023			2,149								
2023-2024											
2024-2025											

	<u>Reported Loss Development Factors:</u>										
	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004											
2004-2005						1.000	1.000	0.557	1.000	1.000	1.000
2005-2006									1.000		
2006-2007					1.029	2.239	1.586	1.596	0.953	1.000	1.157
2007-2008											
2008-2009			2.845	1.000	0.848	1.003	1.028	1.181	1.563	1.023	1.003
2009-2010		1.073	0.953	1.047	1.020	1.017	0.935	1.000	1.000	1.000	1.000
2010-2011									3.409	0.573	1.001
2011-2012			1.287	0.837	0.840	0.401	1.934	1.000	1.028	0.972	1.000
2012-2013		0.690	0.983	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2013-2014											
2014-2015				12.489	1.007	1.038	0.974	1.069	1.175	1.101	
2015-2016					1.248	1.021	1.379	1.129	1.480		
2016-2017			1.047	1.000	1.000	1.000	1.000	1.005			
2017-2018					1.417	1.105	2.567				
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average Dollar-Weighted Averages		0.882	1.423	2.896	1.045	1.082	1.340	1.060	1.361	0.959	1.023
3-yr							1.347	1.087			
4-yr							1.229				
Industry Factors	4.362	1.973	1.381	1.179	1.083	1.042	1.027	1.015	1.011	1.010	1.010
Prior	4.362	1.973	1.381	1.179	1.083	1.042	1.027	1.015	1.011	1.010	1.010
Selected	4.362	1.973	1.381	1.179	1.083	1.042	1.027	1.015	1.011	1.010	1.010
Cumulated	18.133	4.157	2.107	1.526	1.294	1.195	1.147	1.117	1.100	1.088	1.077

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Reported between \$100,000 and \$500,000 Loss Development

Accident Year	<u>Losses Reported as of:</u>									
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months
2003-2004										
2004-2005	119,890	119,890	119,890	119,890	119,890	119,890	119,890	119,890	260,716	133,988
2005-2006										
2006-2007	314,969	291,698	261,397	261,570	261,942	261,942	261,942	261,942		
2007-2008										
2008-2009	198,468	155,261	155,261	148,674	161,899	161,899				
2009-2010	198,879	198,879	198,879	198,879	198,879					
2010-2011	21,966	21,983	21,983	21,983						
2011-2012	37,452	37,452	37,452							
2012-2013	133,826	133,826								
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										
2020-2021										
2021-2022										
2022-2023										
2023-2024										
2024-2025										

	<u>Reported Loss Development Factors:</u>									
	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-Ult. Months
2003-2004										
2004-2005	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.175	0.514	
2005-2006										
2006-2007	0.926	0.896	1.001	1.001	1.000	1.000	1.000			
2007-2008										
2008-2009	0.782	1.000	0.958	1.089	1.000					
2009-2010	1.000	1.000	1.000	1.000						
2010-2011	1.001	1.000	1.000							
2011-2012	1.000	1.000								
2012-2013	1.000									
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										
2020-2021										
2021-2022										
2022-2023										
2023-2024										

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-Ult. Months
Average Dollar-Weighted Averages	0.958	0.983	0.992	1.023	1.000	1.000	1.000	2.175	0.514	
3-yr	1.000	1.000	0.982							
4-yr	1.000	1.000								
Industry Factors	1.010	1.010	1.010	1.008	1.008	1.006	1.005	1.005	1.003	1.044
Prior	1.010	1.010	1.010	1.008	1.008	1.006	1.005	1.005	1.047	
Selected	1.010	1.010	1.010	1.008	1.008	1.006	1.005	1.005	1.003	
Cumulated	1.066	1.055	1.045	1.035	1.027	1.019	1.013	1.008	1.003	

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Paid Loss Development

Accident Year (A)	Limited Paid Losses as of 12/31/24 (B)	Paid Loss Development Factor (C)	Ultimate Limited Losses (D)	Program Paid Losses as of 12/31/24 (E)	Paid Loss Development Factor (F)	Ultimate Program Losses (G)
Prior	\$8,724,042	1.030	\$8,985,763	\$13,681,061	1.028	\$14,064,131
2004-2005	330,818	1.031	341,073	464,806	1.027	477,356
2005-2006	234,289	1.032	241,786	234,289	1.029	241,083
2006-2007	313,363	1.033	323,704	575,305	1.038	597,167
2007-2008	251,376	1.034	259,923	251,376	1.048	263,442
2008-2009	581,355	1.036	602,284	738,326	1.060	782,626
2009-2010	487,464	1.037	505,500	686,343	1.072	735,760
2010-2011	286,930	1.041	298,694	308,913	1.088	336,097
2011-2012	512,002	1.046	535,554	549,454	1.107	608,246
2012-2013	297,599	1.052	313,074	431,425	1.126	485,785
2013-2014	61,947	1.059	65,602	61,947	1.150	71,239
2014-2015	184,139	1.067	196,476	305,409	1.179	360,077
2015-2016	529,341	1.077	570,100	653,651	1.209	790,264
2016-2017	315,309	1.088	343,056	382,067	1.248	476,820
2017-2018	138,270	1.110	153,480	150,316	1.311	197,064
2018-2019	161,926	1.146	185,567	161,926	1.405	227,506
2019-2020	311,834	1.214	378,566	311,834	1.547	482,407
2020-2021	13,884	1.370	19,021	13,884	1.818	25,241
2021-2022	142,876	1.621	231,602	142,876	2.296	328,043
2022-2023	105,506	2.230	235,278	105,506	3.453	364,312
2023-2024	34,465	5.009	172,635	34,465	8.389	289,127
Totals	\$14,018,735		\$14,958,741	\$20,245,179		\$22,203,792

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council. These losses exclude amounts over \$100,000 per occurrence.
- (C) From Appendix J - B, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over \$100,000 per occurrence.
- (E) Losses capped at the Judicial Council's SIR. Amounts are provided by the Judicial Council.
- (F) Derived from factors on Appendix J - B, Page 4.
- (G) (E) x (F).

This method tends to understate ultimate losses for the most recent several years because the large losses for those years generally have not yet emerged at the time of our review.

This exhibit shows the calculation of estimated ultimate losses for each year based on paid losses as reported by the claims administrator. These losses tend to "develop" or change from period to period as more information becomes available about the cases. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Paid Loss Development

Accident Year	<u>Limited Losses Paid as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004						277,725	278,063	283,963	286,077	286,077	287,998
2004-2005					115,310	149,544	172,436	234,840	244,498	244,620	244,620
2005-2006				105,402	126,995	208,376	215,200	220,746	224,651	226,776	226,861
2006-2007			107,952	173,399	242,590	285,331	290,371	301,928	313,310	313,310	313,363
2007-2008		42,869	76,942	85,522	100,926	129,066	134,527	141,605	159,251	207,132	214,469
2008-2009	14,270	155,054	269,155	371,169	425,671	449,069	477,417	499,473	558,306	574,868	589,147
2009-2010	2,193	112,420	275,166	300,157	344,298	393,422	466,869	468,446	472,290	474,792	487,464
2010-2011	4,096	43,931	79,332	134,773	178,164	226,748	235,163	246,942	256,181	262,311	286,930
2011-2012	28,206	159,528	296,493	416,624	489,136	493,696	499,081	511,949	518,373	518,373	512,002
2012-2013	17,823	53,096	222,714	285,510	294,257	295,716	295,980	295,917	296,942	296,942	296,942
2013-2014	3,931	24,089	38,936	71,070	76,508	77,577	79,133	81,376	61,947	61,947	61,947
2014-2015	1,980	44,999	122,031	131,400	164,265	180,760	179,902	179,281	179,281	180,752	184,139
2015-2016	8,026	82,155	159,301	282,169	387,351	454,926	470,136	492,922	523,046	529,341	
2016-2017	4,233	88,693	192,273	212,766	227,164	242,046	255,752	283,147	315,309		
2017-2018	823	44,578	61,082	76,817	105,892	124,037	136,424	138,270			
2018-2019	8,269	70,794	143,933	161,926	161,926	161,926	161,926				
2019-2020	12,442	88,879	155,949	220,316	272,908	311,834					
2020-2021	7,595	11,515	11,515	13,884	13,884						
2021-2022	314	11,594	85,106	142,876							
2022-2023	343	54,938	105,506								
2023-2024	1,684	34,465									
2024-2025	6,908										

Paid Loss Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004						1.001	1.021	1.007	1.000	1.007	1.000
2004-2005					1.297	1.153	1.362	1.041	1.000	1.000	1.006
2005-2006				1.205	1.641	1.033	1.026	1.018	1.009	1.000	1.000
2006-2007			1.606	1.399	1.176	1.018	1.040	1.038	1.000	1.000	1.000
2007-2008		1.795	1.112	1.180	1.279	1.042	1.053	1.125	1.301	1.035	1.128
2008-2009	10.866	1.736	1.379	1.147	1.055	1.063	1.046	1.118	1.030	1.025	1.014
2009-2010	51.261	2.448	1.091	1.147	1.143	1.187	1.003	1.008	1.005	1.027	1.000
2010-2011	10.725	1.806	1.699	1.322	1.273	1.037	1.050	1.037	1.024	1.094	1.000
2011-2012	5.656	1.859	1.405	1.174	1.009	1.011	1.026	1.013	1.000	0.988	1.000
2012-2013	2.979	4.195	1.282	1.031	1.005	1.001	1.000	1.003	1.000	1.000	1.002
2013-2014	6.128	1.616	1.825	1.077	1.014	1.020	1.028	0.761	1.000	1.000	1.000
2014-2015	22.727	2.712	1.077	1.250	1.100	0.995	0.997	1.000	1.008	1.019	
2015-2016	10.236	1.939	1.771	1.373	1.174	1.033	1.048	1.061	1.012		
2016-2017	20.953	2.168	1.107	1.068	1.066	1.057	1.107	1.114			
2017-2018	54.165	1.370	1.258	1.378	1.171	1.100	1.014				
2018-2019	8.561	2.033	1.125	1.000	1.000	1.000					
2019-2020	7.143	1.755	1.413	1.239	1.143						
2020-2021	1.516	1.000	1.206	1.000							
2021-2022	36.924	7.341	1.679								
2022-2023	160.169	1.920									
2023-2024	20.466										
Average	26.905	2.356	1.377	1.187	1.159	1.047	1.055	1.025	1.030	1.016	1.014
Dollar-Weighted Averages											
3-yr	43.143	2.590	1.493	1.133	1.106	1.049	1.060	1.065	1.010	1.006	1.001
4-yr	11.324	2.145	1.359	1.173	1.094	1.042	1.049	1.041	1.007	0.997	1.001
Industry Factors	3.503	1.627	1.223	1.107	1.059	1.035	1.023	1.018	1.015	1.011	1.010
Prior	17.554	2.224	1.376	1.185	1.129	1.060	1.032	1.020	1.010	1.009	1.008
Selected	19.113	2.246	1.376	1.183	1.129	1.060	1.032	1.020	1.010	1.009	1.008
Cumulated	95.735	5.009	2.230	1.621	1.370	1.214	1.146	1.110	1.088	1.077	1.067

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Paid Loss Development

Accident Year	<u>Limited Losses Paid as of:</u>										
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months	258 Months
2003-2004	288,006	288,633	289,343	289,343	289,343	289,343	289,343	289,343	289,343	289,343	289,343
2004-2005	245,971	245,980	245,980	245,980	245,980	245,980	246,065	254,916	330,818	330,818	
2005-2006	226,861	227,199	229,141	229,270	229,270	229,270	230,313	231,971	234,289		
2006-2007	313,363	313,363	313,363	313,363	313,363	313,363	313,363	313,363			
2007-2008	242,004	242,325	242,325	242,651	244,719	244,719	251,376				
2008-2009	597,475	597,547	580,677	580,677	581,212	581,355					
2009-2010	487,464	487,464	487,464	487,464	487,464						
2010-2011	286,930	286,930	286,930	286,930							
2011-2012	512,002	512,002	512,002								
2012-2013	297,611	297,599									
2013-2014	61,947										
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

Paid Loss Development Factors:

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-258 Months	258-Ult. Months
	2003-2004	1.002	1.002	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005	1.000	1.000	1.000	1.000	1.000	1.000	1.036	1.298	1.000		
2005-2006	1.001	1.009	1.001	1.000	1.000	1.005	1.007	1.010			
2006-2007	1.000	1.000	1.000	1.000	1.000	1.000	1.000				
2007-2008	1.001	1.000	1.001	1.009	1.000	1.027					
2008-2009	1.000	0.972	1.000	1.001	1.000						
2009-2010	1.000	1.000	1.000	1.000							
2010-2011	1.000	1.000	1.000								
2011-2012	1.000	1.000									
2012-2013	1.000										
2013-2014											
2014-2015											
2015-2016											
2016-2017											
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
Average	1.000	0.998	1.000	1.001	1.000	1.006	1.011	1.103	1.000	1.000	
Dollar-Weighted Averages											
3-yr	1.000	1.000	1.000	1.002	1.000	1.010	1.013	1.101			
4-yr	1.000	0.991	1.000	1.002	1.000	1.008	1.010				
Industry Factors	1.009	1.007	1.006	1.004	1.004	1.004	1.004	1.003	1.003	1.003	1.037
Prior	1.007	1.006	1.005	1.004	1.001	1.002	1.001	1.001	1.001	1.001	1.030
Selected	1.007	1.006	1.005	1.004	1.001	1.002	1.001	1.001	1.001	1.001	1.030
Cumulated	1.059	1.052	1.046	1.041	1.037	1.036	1.034	1.033	1.032	1.031	1.030

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Paid between \$100,000 and \$500,000 Loss Development

Accident Year	<u>Losses Paid as of:</u>										
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
2003-2004											
2004-2005								116,940	119,890	119,890	119,890
2005-2006											
2006-2007						2,690	37,861	82,818	133,884	230,153	244,655
2007-2008											
2008-2009			5,000	27,875	34,876	101,528	101,791	101,791	101,856	101,856	101,856
2009-2010				4,316	4,085	4,085	179,131	198,879	198,879	198,879	198,879
2010-2011											21,941
2011-2012				9,253	3,276	9,228	9,741	37,452	37,452	38,514	37,452
2012-2013			133,826	133,826	133,826	133,826	133,826	133,826	133,826	133,826	133,826
2013-2014											
2014-2015						28,110	55,892	70,999	86,626	102,019	121,270
2015-2016					220	6,011	23,044	58,581	79,809	124,310	
2016-2017			47,925	66,730	66,738	66,758	66,758	66,758	66,758		
2017-2018								12,046			
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											
2024-2025											

	<u>Paid Loss Development Factors:</u>										
	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
2003-2004											
2004-2005								1.025	1.000	1.000	1.000
2005-2006											
2006-2007						14.073	2.187	1.617	1.719	1.063	1.034
2007-2008											
2008-2009			5.575	1.251	2.911	1.003	1.000	1.001	1.000	1.000	1.007
2009-2010				0.946	1.000	43.851	1.110	1.000	1.000	1.000	1.000
2010-2011											1.001
2011-2012				0.354	2.817	1.056	3.845	1.000	1.028	0.972	1.000
2012-2013			1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2013-2014											
2014-2015						1.988	1.270	1.220	1.178	1.189	
2015-2016					27.323	3.834	2.542	1.362	1.558		
2016-2017			1.392	1.000	1.000	1.000	1.000	1.000			
2017-2018											
2018-2019											
2019-2020											
2020-2021											
2021-2022											
2022-2023											
2023-2024											

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months
Average Dollar-Weighted Averages			2.656	0.910	6.009	8.476	1.744	1.136	1.185	1.032	1.006
3-yr								1.188			
4-yr											
Industry Factors	8.015	3.238	1.934	1.454	1.263	1.177	1.137	1.098	1.067	1.057	1.050
Prior	8.015	3.238	1.934	1.454	1.263	1.177	1.137	1.098	1.067	1.057	1.050
Selected	8.015	3.238	1.934	1.454	1.263	1.177	1.137	1.098	1.067	1.057	1.050
Cumulated	209.512	26.140	8.073	4.174	2.871	2.273	1.931	1.698	1.546	1.449	1.371

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Paid between \$100,000 and \$500,000 Loss Development

Accident Year	<u>Losses Paid as of:</u>									
	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months
2003-2004										
2004-2005	119,890	119,890	119,890	119,890	119,890	119,890	119,890	119,890	133,452	133,988
2005-2006										
2006-2007	252,853	261,631	261,397	261,570	261,942	261,942	261,942	261,942		
2007-2008										
2008-2009	102,561	143,549	148,674	148,674	156,971	156,971				
2009-2010	198,879	198,879	198,879	198,879	198,879					
2010-2011	21,966	21,983	21,983	21,983						
2011-2012	37,452	37,452	37,452							
2012-2013	133,826	133,826								
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										
2020-2021										
2021-2022										
2022-2023										
2023-2024										
2024-2025										

	<u>Paid Loss Development Factors:</u>									
	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-Ult. Months
2003-2004										
2004-2005	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.113	1.004	
2005-2006										
2006-2007	1.035	0.999	1.001	1.001	1.000	1.000	1.000			
2007-2008										
2008-2009	1.400	1.036	1.000	1.056	1.000					
2009-2010	1.000	1.000	1.000	1.000						
2010-2011	1.001	1.000	1.000							
2011-2012	1.000	1.000								
2012-2013	1.000									
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										
2020-2021										
2021-2022										
2022-2023										
2023-2024										

	138-150 Months	150-162 Months	162-174 Months	174-186 Months	186-198 Months	198-210 Months	210-222 Months	222-234 Months	234-246 Months	246-Ult. Months
Average	1.062	1.006	1.000	1.014	1.000	1.000	1.000	1.113	1.004	
Dollar-Weighted										
Averages										
3-yr	1.000	1.000	1.000							
4-yr	1.000	1.013								
Industry										
Factors	1.040	1.035	1.035	1.032	1.030	1.028	1.025	1.025	1.022	1.307
Prior	1.040	1.035	1.035	1.032	1.030	1.028	1.025	1.025	1.336	
Selected	1.040	1.035	1.035	1.032	1.030	1.028	1.025	1.025	1.022	
Cumulated	1.306	1.256	1.214	1.173	1.137	1.104	1.074	1.048	1.022	

Judicial Branch Workers' Compensation Program - Workers' Compensation
State JudiciaryExposure and Development Method
Based on Reported Losses

Accident Year	Trended Payroll (\$00) (A)	Reported Losses as of 12/31/24 (B)	Reported Loss Development Factor (C)	Percentage of Losses Yet to Be Reported (D)	Program Rate (E)	Incurred but not Reported (IBNR) (F)	Ultimate Program Losses (G)
Prior	15,838,892	13,807,042	1.005	0.005	0.705	55,832	13,862,874
2004-2005	6,030,666	464,806	1.005	0.005	0.081	2,442	467,248
2005-2006	6,087,763	239,338	1.006	0.006	0.060	2,192	241,530
2006-2007	6,600,215	575,305	1.008	0.008	0.072	3,802	579,107
2007-2008	6,934,764	287,357	1.010	0.010	0.065	4,508	291,865
2008-2009	6,859,422	746,878	1.013	0.013	0.135	12,038	758,916
2009-2010	6,656,963	686,343	1.017	0.017	0.117	13,241	699,584
2010-2011	6,636,235	308,913	1.021	0.021	0.070	9,755	318,668
2011-2012	6,487,263	549,454	1.026	0.025	0.131	21,246	570,700
2012-2013	6,160,423	431,425	1.032	0.031	0.081	15,469	446,894
2013-2014	6,050,724	61,947	1.039	0.038	0.017	3,909	65,856
2014-2015	5,902,621	317,093	1.047	0.045	0.058	15,406	332,499
2015-2016	6,055,688	821,104	1.055	0.052	0.160	50,383	871,487
2016-2017	6,042,849	438,972	1.065	0.061	0.113	41,653	480,625
2017-2018	6,179,258	178,732	1.078	0.072	0.041	18,241	196,973
2018-2019	6,380,498	161,926	1.101	0.092	0.049	28,763	190,689
2019-2020	6,698,749	357,389	1.134	0.118	0.065	51,379	408,768
2020-2021	6,147,270	13,884	1.199	0.166	0.068	69,390	83,274
2021-2022	6,304,839	281,484	1.319	0.242	0.073	111,381	392,865
2022-2023	6,837,879	267,571	1.595	0.373	0.074	188,739	456,310
2023-2024	6,763,740	62,060	2.930	0.659	0.078	347,670	409,730
Totals	143,656,721	\$21,059,023				\$1,067,440	\$22,126,463

Notes:

- (A) Appendix J - L, Column (C).
- (B) Provided by the Judicial Council. These losses exclude amounts incurred above the Judicial Council's SIR for each year.
- (C) From Appendix J - A, Page 1, Column (F).
- (D) $1 - 1 / (C)$.
- (E) From Appendix J - C, Page 3, Column (H).
- (F) $(A) \times (D) \times (E)$.
- (G) $(B) + (F)$.

This exhibit shows the calculation of ultimate losses based on the assumption that there is an underlying relationship between losses and exposure that changes in regular ways over time. The method relies on the premise that the losses that are currently unreported will cost what this relationship would suggest.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State JudiciaryExposure and Development Method
Based on Paid Losses

Accident Year	Trended Payroll (\$00) (A)	Paid Losses as of 12/31/24 (B)	Paid Loss Development Factor (C)	Percentage of Losses Yet to Be Paid (D)	Program Rate (E)	Incurred but not Paid (F)	Ultimate Program Losses (G)
Prior	15,838,892	13,681,061	1.028	0.027	0.705	301,493	13,982,554
2004-2005	6,030,666	464,806	1.027	0.026	0.081	12,701	477,507
2005-2006	6,087,763	234,289	1.029	0.028	0.060	10,227	244,516
2006-2007	6,600,215	575,305	1.038	0.037	0.072	17,583	592,888
2007-2008	6,934,764	251,376	1.048	0.046	0.065	20,735	272,111
2008-2009	6,859,422	738,326	1.060	0.057	0.135	52,783	791,109
2009-2010	6,656,963	686,343	1.072	0.067	0.117	52,184	738,527
2010-2011	6,636,235	308,913	1.088	0.081	0.070	37,627	346,540
2011-2012	6,487,263	549,454	1.107	0.097	0.131	82,434	631,888
2012-2013	6,160,423	431,425	1.126	0.112	0.081	55,887	487,312
2013-2014	6,050,724	61,947	1.150	0.130	0.017	13,372	75,319
2014-2015	5,902,621	305,409	1.179	0.152	0.058	52,038	357,447
2015-2016	6,055,688	653,651	1.209	0.173	0.160	167,621	821,272
2016-2017	6,042,849	382,067	1.248	0.199	0.113	135,886	517,953
2017-2018	6,179,258	150,316	1.311	0.237	0.041	60,044	210,360
2018-2019	6,380,498	161,926	1.405	0.288	0.049	90,042	251,968
2019-2020	6,698,749	311,834	1.547	0.354	0.065	154,138	465,972
2020-2021	6,147,270	13,884	1.818	0.450	0.068	188,106	201,990
2021-2022	6,304,839	142,876	2.296	0.564	0.073	259,583	402,459
2022-2023	6,837,879	105,506	3.453	0.710	0.074	359,262	464,768
2023-2024	6,763,740	34,465	8.389	0.881	0.078	464,791	499,256
Totals	143,656,721	\$20,245,179				\$2,588,537	\$22,833,716

Notes:

- (A) Appendix J - L, Column (C).
- (B) Provided by the Judicial Council. These losses exclude amounts paid above the Judicial Council's SIR for each year.
- (C) From Appendix J - B, Page 1, Column (F).
- (D) $1 - 1 / (C)$.
- (E) From Appendix J - C, Page 3, Column (H).
- (F) $(A) \times (D) \times (E)$.
- (G) $(B) + (F)$.

This exhibit shows the calculation of ultimate losses based on the assumption that there is an underlying relationship between losses and exposure that changes in regular ways over time. The method relies on the premise that the losses that are currently unpaid will cost what this relationship would suggest.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Exposure and Development Method

Accident Year	Trended Payroll (\$00) (A)	Ultimate Limited Losses (B)	Trend Factor (C)	Trended Limited Losses (D)	Trended Limited Loss Rate (E)	Limited Loss Rate (F)	Factor to SIR (G)	Program Loss Rate (H)
Prior	15,838,892	8,767,663	1.117	9,793,480	0.618	0.554	1.272	0.705
2004-2005	6,030,666	330,818	1.530	506,152	0.084	0.055	1.479	0.081
2005-2006	6,087,763	241,014	1.655	398,878	0.066	0.040	1.502	0.060
2006-2007	6,600,215	313,363	1.565	490,413	0.074	0.047	1.526	0.072
2007-2008	6,934,764	289,944	1.457	422,448	0.061	0.042	1.550	0.065
2008-2009	6,859,422	590,829	1.355	800,573	0.117	0.086	1.575	0.135
2009-2010	6,656,963	487,464	1.242	605,430	0.091	0.073	1.601	0.117
2010-2011	6,636,235	286,930	1.175	337,143	0.051	0.043	1.629	0.070
2011-2012	6,487,263	512,002	1.156	591,874	0.091	0.079	1.657	0.131
2012-2013	6,160,423	297,599	1.171	348,488	0.057	0.048	1.686	0.081
2013-2014	6,050,724	61,947	1.176	72,850	0.012	0.010	1.717	0.017
2014-2015	5,902,621	193,351	1.162	224,674	0.038	0.033	1.749	0.058
2015-2016	6,055,688	554,564	1.201	666,031	0.110	0.092	1.737	0.160
2016-2017	6,042,849	386,379	1.249	482,587	0.080	0.064	1.766	0.113
2017-2018	6,179,258	145,046	1.233	178,842	0.029	0.023	1.796	0.041
2018-2019	6,380,498	172,452	1.187	204,701	0.032	0.027	1.827	0.049
2019-2020	6,698,749	388,125	1.162	451,001	0.067	0.035	1.859	0.065
2020-2021	6,147,270	15,634	1.103	17,244	0.003	0.036	1.891	0.068
2021-2022	6,304,839	329,900	1.046	345,075	0.055	0.038	1.925	0.073
2022-2023	6,837,879	343,191	1.052	361,037	0.053	0.038	1.959	0.074
2023-2024	6,763,740	156,601	1.038	162,552	0.024	0.039	1.994	0.078
Total/Avg	143,656,721	\$14,864,816		\$17,461,474	\$0.122			
19/20-22/23	25,988,737	1,076,850		1,174,358	0.045			
20/21-23/24	26,053,728	845,326		885,908	0.034			
				Selected Limited Rate:	\$0.040			
				Prior:	\$0.042			

Notes:

- (A) Appendix J - L, Column (C).
- (B) Selected average of results from Appendices J and J.
- (C) From Appendix J - E, Page 1, Column (B).
- (D) (B) x (C).
- (E) (D) / (A).
- (F) Selected Limited Rate / (C). For 2018-2019 and prior (B) / (A).
- (G) Based on a Weibull distribution, a mathematical model of claim sizes.
- (H) (F) x (G).

This exhibit shows the calculation of the underlying historical relationship between losses and exposure that is needed to apply the estimation methods shown on pages 1 and 2 of this Appendix.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Frequency and Severity Method

Accident Year	Ultimate Program Severity (A)	Adjusted Ultimate Claims (B)	Ultimate Program Losses (C)
Prior	\$19,841	562	\$11,150,642
2004-2005	15,294	32	489,408
2005-2006	13,409	27	362,043
2006-2007	14,487	33	478,071
2007-2008	20,422	22	449,284
2008-2009	40,453	23	930,419
2009-2010	30,021	26	780,546
2010-2011	18,694	25	467,350
2011-2012	30,300	28	848,400
2012-2013	31,367	16	501,872
2013-2014	10,637	10	106,370
2014-2015	16,101	21	338,121
2015-2016	38,541	25	963,525
2016-2017	42,652	16	682,432
2017-2018	16,283	16	260,528
2018-2019	16,585	19	315,115
2019-2020	41,495	15	622,425
2020-2021	45,384	7	317,688
2021-2022	49,757	9	447,813
2022-2023	51,379	7	359,653
2023-2024	54,166	19	1,029,154
Total		958	\$21,900,859

Notes:

- (A) From Appendix J - D, Page 2, Column (H).
 (B) From Appendix J - D, Page 2, Column (B).
 (C) (A) x (B).

This exhibit shows the calculation of the estimated ultimate losses for each year based on the observed average frequency and severity of claims.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Frequency and Severity Method

Accident Year	Ultimate Limited Losses (A)	Adjusted Ultimate Claims (B)	Ultimate Limited Severity (C)	Trend Factor (D)	Trended Limited Severity (E)	Limited Severity (F)	Factor to SIR (G)	Program Severity (H)
Prior	\$8,767,663	562	\$15,601	1.724	\$26,896	\$15,601	1.272	\$19,841
2004-2005	330,818	32	10,338	2.313	23,912	10,338	1.479	15,294
2005-2006	241,014	27	8,926	2.451	21,878	8,926	1.502	13,409
2006-2007	313,363	33	9,496	2.270	21,556	9,496	1.526	14,487
2007-2008	289,944	22	13,179	2.071	27,294	13,179	1.550	20,422
2008-2009	590,829	23	25,688	1.887	48,473	25,688	1.575	40,453
2009-2010	487,464	26	18,749	1.695	31,780	18,749	1.601	30,021
2010-2011	286,930	25	11,477	1.570	18,019	11,477	1.629	18,694
2011-2012	512,002	28	18,286	1.513	27,667	18,286	1.657	30,300
2012-2013	297,599	16	18,600	1.501	27,919	18,600	1.686	31,367
2013-2014	61,947	10	6,195	1.476	9,144	6,195	1.717	10,637
2014-2015	193,351	21	9,207	1.429	13,157	9,207	1.749	16,101
2015-2016	554,564	25	22,183	1.447	32,099	22,183	1.737	38,541
2016-2017	386,379	16	24,149	1.474	35,596	24,149	1.766	42,652
2017-2018	145,046	16	9,065	1.426	12,927	9,065	1.796	16,283
2018-2019	172,452	19	9,076	1.345	12,207	9,076	1.827	16,585
2019-2020	388,125	15	25,875	1.290	33,379	22,326	1.859	41,495
2020-2021	48,049	7	6,864	1.200	8,237	24,000	1.891	45,384
2021-2022	323,302	9	35,922	1.114	40,017	25,853	1.925	49,757
2022-2023	333,799	7	47,686	1.098	52,359	26,230	1.959	51,379
2023-2024	227,374	19	11,967	1.060	12,685	27,170	1.994	54,166

Average Limited Severity: \$25,581
Average 18/19-22/23 Limited Severity: 29,240
Average 20/21-23/24 Limited Severity: 28,325

Selected Limited Severity: \$28,800
Prior: \$26,100

Notes:

- (A) Selected average of results from Appendices J, J, and J.
- (B) Appendix J - D, Page 3, Column (C).
- (C) (A) / (B).
- (D) From Appendix J - E, Page 1, Column (J).
- (E) (C) x (D).
- (F) Selected Limited Severity / (D).
- (G) Based on a Weibull distribution, a mathematical model of claim sizes.
- (H) (F) x (G).

This exhibit shows the calculation of the historical average cost per claim, or severity. The observed average severity is used in the method shown on page 1 of this Appendix.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Frequency and Severity Method
Projection of Ultimate Claims

Accident Year	Reported Claim Development (A)	Closed Claim Development (B)	Selected Ultimate Claims (C)	Trended Payroll (\$000,000) (D)	Claim Frequency (E)	Trend Factor (F)	Trended Claim Frequency (G)
Prior	562	557	562	1,583.9	0.355	0.655	0.233
2004-2005	32	32	32	603.1	0.053	0.668	0.035
2005-2006	27	26	27	608.8	0.044	0.682	0.030
2006-2007	33	33	33	660.0	0.050	0.696	0.035
2007-2008	22	21	22	693.5	0.032	0.710	0.023
2008-2009	23	21	23	685.9	0.034	0.725	0.025
2009-2010	26	26	26	665.7	0.039	0.740	0.029
2010-2011	25	25	25	663.6	0.038	0.755	0.029
2011-2012	28	28	28	648.7	0.043	0.769	0.033
2012-2013	16	16	16	616.0	0.026	0.785	0.020
2013-2014	10	10	10	605.1	0.017	0.801	0.014
2014-2015	21	20	21	590.3	0.036	0.817	0.029
2015-2016	25	23	25	605.6	0.041	0.834	0.034
2016-2017	16	15	16	604.3	0.026	0.851	0.022
2017-2018	16	16	16	617.9	0.026	0.868	0.023
2018-2019	19	21	19	638.0	0.030	0.886	0.027
2019-2020	15	13	15	669.9	0.022	0.904	0.020
2020-2021	7	9	7	614.7	0.011	0.922	0.010
2021-2022	9	9	9	630.5	0.014	0.942	0.013
2022-2023	7	5	7	683.8	0.010	0.961	0.010
2023-2024	13	24	19	676.4	0.028	0.980	0.027
Total	952	950	958	14,365.7			0.047
18/19-22/23	57	57	57	3,236.9			0.016
						(H) Selected Frequency:	0.024
						Prior:	0.025
Program Year:				2024-2025	2025-2026	2026-2027	2027-2028
(I) Trend Factor:				1.000	0.980	0.960	0.941
(J) Selected Frequency:				0.024	0.023	0.023	0.022
(K) Est. Payroll (\$000,000):				742.1	761.2	780.9	801.0
(L) Ultimate Claims:				18	18	18	18

Notes:

- (A) Appendix J - D, Page 4, (C).
- (B) Appendix J - D, Page 5, (C).
- (C) Selected from (A) and (B).
- (D) Appendix J - L, Column (C) / 10,000.
- (E) (C) / (D).
- (F) Appendix J - E, Page 1, Column (F).
- (G) (E) x (F).
- (H) The selected frequency of 0.024 is based on (G).
- (I) Appendix J - E, Page 1, Column (F).
- (J) (H) x (I).
- (K) Appendix J - L, Column (C) / 10,000.
- (L) (J) x (K).

This exhibit summarizes the estimated numbers of claims and shows the estimated frequencies per \$1,000,000 of trended payroll.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State JudiciaryFrequency and Severity Method
Reported Claim Count Development

Accident Year	Claims Reported as of 12/31/2024 (A)	Reported Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
Prior	562	1.000	562	0.232
2004-2005	32	1.000	32	0.035
2005-2006	27	1.000	27	0.030
2006-2007	33	1.000	33	0.035
2007-2008	22	1.000	22	0.023
2008-2009	23	1.000	23	0.024
2009-2010	26	1.000	26	0.029
2010-2011	25	1.000	25	0.028
2011-2012	28	1.000	28	0.033
2012-2013	16	1.000	16	0.020
2013-2014	10	1.000	10	0.013
2014-2015	21	1.000	21	0.029
2015-2016	25	1.000	25	0.034
2016-2017	16	1.000	16	0.023
2017-2018	16	1.000	16	0.022
2018-2019	19	1.000	19	0.026
2019-2020	15	0.999	15	0.020
2020-2021	7	1.009	7	0.010
2021-2022	9	1.026	9	0.013
2022-2023	7	1.058	7	0.010
2023-2024	12	1.112	13	0.019
Total	951		952	0.047

Notes:

- (A) Provided by the Judicial Council.
- (B) From Appendix J - D, Page 6.
- (C) (A) x (B).
- (D) (C) / [Appendix J - D, Page 3, (D)] x [Appendix J - D, Page 3, (F)].

This exhibit shows the calculation of estimated ultimate claims for each year based on reported claims as provided by the Judicial Council. These numbers of claims tend to "develop" or change from period to period as more claims are filed. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Frequency and Severity Method
Closed Claim Count Development

Accident Year	Claims Closed as of 12/31/2024 (A)	Closed Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
Prior	554	1.005	557	0.230
2004-2005	32	1.006	32	0.035
2005-2006	26	1.007	26	0.029
2006-2007	33	1.008	33	0.035
2007-2008	21	1.009	21	0.022
2008-2009	21	1.010	21	0.022
2009-2010	26	1.011	26	0.029
2010-2011	25	1.012	25	0.028
2011-2012	28	1.017	28	0.033
2012-2013	16	1.023	16	0.020
2013-2014	10	1.030	10	0.013
2014-2015	19	1.038	20	0.028
2015-2016	22	1.047	23	0.032
2016-2017	14	1.057	15	0.021
2017-2018	15	1.083	16	0.022
2018-2019	19	1.115	21	0.029
2019-2020	11	1.157	13	0.018
2020-2021	7	1.281	9	0.013
2021-2022	6	1.429	9	0.013
2022-2023	3	1.704	5	0.007
2023-2024	10	2.399	24	0.035
Total	918		950	0.047

Notes:

- (A) Provided by the Judicial Council.
- (B) From Appendix J - D, Page 7.
- (C) (A) x (B).
- (D) (C) / [Appendix J - D, Page 3, (D)] x [Appendix J - D, Page 3, (F)].

This exhibit shows the calculation of estimated ultimate claims for each year based on closed claims as provided by the Judicial Council. These numbers of closed claims tend to "develop" or change from period to period as more claims are closed. This development tends to follow quantifiable patterns over time.

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Reported Claim Count Development

Accident Year	Claims Reported as of:													
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months	138 Months	150 Months	162 Months
2003-2004						29	29	29	29	29	29	29	29	29
2004-2005					32	32	32	32	32	32	32	32	32	32
2005-2006				22	23	27	27	27	27	27	27	27	27	27
2006-2007			34	33	33	33	33	33	33	33	33	33	33	33
2007-2008		22	21	21	21	21	22	22	22	22	22	22	22	22
2008-2009	5	17	20	21	23	23	23	23	24	24	24	24	24	23
2009-2010	12	24	25	25	26	26	26	26	26	26	26	26	26	26
2010-2011	8	24	23	25	25	25	25	25	25	25	25	25	25	25
2011-2012	10	22	24	30	29	29	28	28	29	29	28	28	28	28
2012-2013	7	15	15	16	16	16	16	16	16	16	16	16	16	16
2013-2014	6	11	11	11	11	11	11	11	10	10	10	10		
2014-2015	9	21	25	23	24	23	22	21	21	21	21			
2015-2016	13	25	26	26	26	26	25	25	25	25				
2016-2017	6	15	16	16	16	16	16	16	16					
2017-2018	4	16	16	16	16	16	16	16						
2018-2019	8	20	19	19	19	19	19							
2019-2020	12	15	15	15	15	15								
2020-2021	4	6	7	7	7									
2021-2022	1	7	8	9										
2022-2023	3	7	7											
2023-2024	8	12												
2024-2025	5													

Reported Claim Count Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months	138-150 Months	150-162 Months	162-174 Months
2003-2004						1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2005-2006				1.045	1.174	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2006-2007			0.971	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2007-2008		0.955	1.000	1.000	1.000	1.048	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2008-2009	3.400	1.176	1.050	1.095	1.000	1.000	1.000	1.043	1.000	1.000	1.000	1.000	0.958	1.000
2009-2010	2.000	1.042	1.000	1.040	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2010-2011	3.000	0.958	1.087	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2011-2012	2.200	1.091	1.250	0.967	1.000	0.966	1.000	1.036	1.000	0.966	1.000	1.000	1.000	1.000
2012-2013	2.143	1.000	1.067	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000		
2013-2014	1.833	1.000	1.000	1.000	1.000	1.000	1.000	0.909	1.000	1.000	1.000			
2014-2015	2.333	1.190	0.920	1.043	0.958	0.957	0.955	1.000	1.000	1.000				
2015-2016	1.923	1.040	1.000	1.000	1.000	0.962	1.000	1.000	1.000					
2016-2017	2.500	1.067	1.000	1.000	1.000	1.000	1.000	1.000						
2017-2018	4.000	1.000	1.000	1.000	1.000	1.000	1.000							
2018-2019	2.500	0.950	1.000	1.000	1.000	1.000								
2019-2020	1.250	1.000	1.000	1.000	1.000									
2020-2021	1.500	1.167	1.000	1.000										
2021-2022	7.000	1.143	1.125											
2022-2023	2.333	1.000												
2023-2024	1.500													
Average Claim-Weighted Averages	2.588	1.049	1.029	1.012	1.008	0.996	0.997	0.999	1.000	0.997	1.000	1.000	0.995	1.000
3-yr	2.167	1.100	1.033	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
4-yr	2.000	1.057	1.020	1.000	1.000	0.987	0.987	0.986	1.000	0.987	1.000	1.000	0.990	1.000
Comparative Factors	2.453	1.040	1.009	1.008	1.006	1.006	1.004	1.002	1.002	1.002	1.002	1.002	1.001	1.001
Prior	2.597	1.052	1.031	1.018	1.011	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Selected	2.595	1.051	1.031	1.017	1.010	0.999	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Cumulated	2.886	1.112	1.058	1.026	1.009	0.999	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Judicial Branch Workers' Compensation Program - Workers' Compensation - State Judiciary
Closed Claim Development

Accident Year	Claims Closed as of:													
	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months	138 Months	150 Months	162 Months
2003-2004						27	28	27	29	29	28	28	28	29
2004-2005						27	28	30	30	32	32	32	32	32
2005-2006				13	18	25	25	26	25	25	27	26	27	26
2006-2007			21	25	29	29	30	31	32	32	32	32	32	33
2007-2008		8	13	15	15	15	17	18	19	19	19	21	21	22
2008-2009	3	10	13	15	17	20	21	21	22	22	22	22	23	22
2009-2010	1	12	17	21	22	24	24	25	25	25	26	26	26	26
2010-2011	4	12	15	18	22	24	24	24	24	24	25	25	25	25
2011-2012	1	9	12	20	22	26	25	26	28	28	28	28	28	28
2012-2013	1	6	10	12	15	14	14	14	16	16	16	15	16	
2013-2014	2	7	10	10	10	10	10	11	10	10	10	10		
2014-2015	1	13	17	20	21	21	20	20	20	19	19			
2015-2016	4	15	19	18	19	21	22	22	22	22				
2016-2017	1	8	11	14	13	13	13	13	14					
2017-2018	1	13	13	14	15	15	14	15						
2018-2019		11	16	18	19	19	19							
2019-2020		8	10	11	11	11								
2020-2021		5	6	7	7									
2021-2022		2	6	6										
2022-2023		2	3											
2023-2024	1	10												
2024-2025	3													

Closed Claim Count Development Factors:

	6-18 Months	18-30 Months	30-42 Months	42-54 Months	54-66 Months	66-78 Months	78-90 Months	90-102 Months	102-114 Months	114-126 Months	126-138 Months	138-150 Months	150-162 Months	162-174 Months
2003-2004						1.037	0.964	1.074	1.000	0.966	1.000	1.000	1.036	1.000
2004-2005					1.037	1.071	1.000	1.067	1.000	1.000	1.000	1.000	1.000	1.000
2005-2006				1.385	1.389	1.000	1.040	0.962	1.000	1.080	0.963	1.038	0.963	1.000
2006-2007			1.190	1.160	1.000	1.034	1.033	1.032	1.000	1.000	1.000	1.000	1.031	1.000
2007-2008		1.625	1.154	1.000	1.000	1.133	1.059	1.056	1.000	1.000	1.105	1.000	1.048	0.955
2008-2009	3.333	1.300	1.154	1.133	1.176	1.050	1.000	1.048	1.000	1.000	1.000	1.045	0.957	1.045
2009-2010	12.000	1.417	1.235	1.048	1.091	1.000	1.042	1.000	1.000	1.040	1.000	1.000	1.000	1.000
2010-2011	3.000	1.250	1.200	1.222	1.091	1.000	1.000	1.000	1.000	1.042	1.000	1.000	1.000	1.000
2011-2012	9.000	1.333	1.667	1.100	1.182	0.962	1.040	1.077	1.000	1.000	1.000	1.000	1.000	1.000
2012-2013	6.000	1.667	1.200	1.250	0.933	1.000	1.000	1.143	1.000	1.000	0.938	1.067		
2013-2014	3.500	1.429	1.000	1.000	1.000	1.000	1.100	0.909	1.000	1.000	1.000			
2014-2015	13.000	1.308	1.176	1.050	1.000	0.952	1.000	1.000	0.950	1.000				
2015-2016	3.750	1.267	0.947	1.056	1.105	1.048	1.000	1.000	1.000					
2016-2017	8.000	1.375	1.273	0.929	1.000	1.000	1.000	1.077						
2017-2018	13.000	1.000	1.077	1.071	1.000	0.933	1.071							
2018-2019		1.455	1.125	1.056	1.000	1.000								
2019-2020		1.250	1.100	1.000	1.000									
2020-2021		1.200	1.167	1.000										
2021-2022		3.000	1.000											
2022-2023		1.500												
2023-2024	10.000													
Average Claim-Weighted Averages	7.689	1.461	1.167	1.091	1.063	1.014	1.023	1.032	0.996	1.011	1.001	1.015	1.004	1.000
3-yr		1.667	1.091	1.028	1.000	0.979	1.020	1.018	0.981	1.000	0.981	1.015	1.000	1.014
4-yr		1.471	1.105	1.040	1.000	1.000	1.014	1.000	0.985	1.000	0.987	1.011	0.990	1.000
Comparative Factors	2.753	1.242	1.074	1.064	1.046	1.030	1.023	1.016	1.011	1.008	1.005	1.006	1.004	1.004
Prior	2.847	1.397	1.197	1.121	1.107	1.038	1.030	1.025	1.010	1.009	1.008	1.007	1.006	1.005
Selected	2.847	1.408	1.192	1.116	1.107	1.038	1.030	1.025	1.010	1.009	1.008	1.007	1.006	1.005
Cumulated	6.830	2.399	1.704	1.429	1.281	1.157	1.115	1.083	1.057	1.047	1.038	1.030	1.023	1.017

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Loss Trend Factors

Accident Year	Benefit Level Factor (A)	Factor to 2024-2025 Loss Rate Level (B)	Factor to 2025-2026 Loss Rate Level (C)	Factor to 2026-2027 Loss Rate Level (D)	Factor to 2027-2028 Loss Rate Level (E)	Factor to 2024-2025 Frequency Level (F)	Factor to 2025-2026 Frequency Level (G)	Factor to 2026-2027 Frequency Level (H)	Factor to 2027-2028 Frequency Level (I)	Factor to 2024-2025 Severity Level (J)
Prior	0.926	1.117	1.141	1.151	1.161	0.655	0.642	0.629	0.616	1.724
2004-2005	1.279	1.530	1.562	1.576	1.590	0.668	0.655	0.642	0.629	2.313
2005-2006	1.397	1.655	1.690	1.705	1.720	0.682	0.669	0.655	0.642	2.451
2006-2007	1.333	1.565	1.598	1.612	1.627	0.696	0.682	0.668	0.655	2.270
2007-2008	1.252	1.457	1.487	1.501	1.514	0.710	0.696	0.682	0.668	2.071
2008-2009	1.175	1.355	1.384	1.396	1.409	0.725	0.710	0.696	0.682	1.887
2009-2010	1.087	1.242	1.268	1.279	1.291	0.740	0.725	0.710	0.696	1.695
2010-2011	1.038	1.175	1.200	1.210	1.221	0.755	0.740	0.724	0.710	1.570
2011-2012	1.030	1.156	1.181	1.191	1.202	0.769	0.754	0.739	0.724	1.513
2012-2013	1.053	1.171	1.196	1.207	1.218	0.785	0.770	0.754	0.739	1.501
2013-2014	1.066	1.176	1.200	1.211	1.222	0.801	0.785	0.769	0.754	1.476
2014-2015	1.063	1.162	1.186	1.197	1.208	0.817	0.801	0.785	0.769	1.429
2015-2016	1.108	1.201	1.226	1.237	1.248	0.834	0.818	0.801	0.785	1.447
2016-2017	1.163	1.249	1.276	1.287	1.299	0.851	0.834	0.817	0.801	1.474
2017-2018	1.159	1.233	1.259	1.270	1.282	0.868	0.851	0.834	0.817	1.426
2018-2019	1.126	1.187	1.212	1.223	1.234	0.886	0.869	0.851	0.834	1.345
2019-2020	1.112	1.162	1.186	1.197	1.208	0.904	0.886	0.868	0.851	1.290
2020-2021	1.065	1.103	1.126	1.136	1.146	0.922	0.904	0.886	0.868	1.200
2021-2022	1.019	1.046	1.068	1.078	1.087	0.942	0.923	0.904	0.886	1.114
2022-2023	1.034	1.052	1.075	1.084	1.094	0.961	0.942	0.922	0.904	1.098
2023-2024	1.029	1.038	1.059	1.069	1.078	0.980	0.960	0.941	0.922	1.060
2024-2025	1.000	1.000	1.021	1.030	1.039	1.000	0.980	0.960	0.941	1.000
2025-2026	0.988	--	1.000	1.009	1.018	--	1.000	0.980	0.960	--
2026-2027	0.988	--	--	1.000	1.009	--	--	1.000	0.980	--
2027-2028	0.988	--	--	--	1.000	--	--	--	1.000	--

Notes:

- (A) Based on WCIRB.
- (B) - (E) (A) adjusted for a 0.9% annual loss rate trend.
- (F) - (I) (A) adjusted for a -2.0% annual frequency trend.
- (J) (A) adjusted for a 3.0% annual severity trend.

This exhibit shows the calculation of the ways in which we expect claims costs to have changed over the past twenty years due to changes in statutory workers' compensation benefit levels and changes in actual claims costs in excess of changes in payroll. Changes in the ways in which claims are filed as a result of greater awareness of workers' compensation benefits are not generally reflected in the statutory benefit level factors shown above, but may be part of the reason for changes in actual claims costs in excess of payroll changes.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Residual Trend Factors

Accident Year	Initial Estimate of Ultimate Limited Losses (A)	Ultimate Reported Claims (B)	BLF (C)	Adjusted Limited Severity (D)	Trended Payroll (\$00) (E)	Ultimate Frequency (F)
Prior	\$8,767,663	562	0.926	14,447	15,838,892	0.355
2004-2005	330,818	32	1.279	13,226	6,030,666	0.053
2005-2006	241,014	27	1.397	12,467	6,087,763	0.044
2006-2007	313,363	33	1.333	12,656	6,600,215	0.050
2007-2008	289,944	22	1.252	16,498	6,934,764	0.032
2008-2009	590,829	23	1.175	30,194	6,859,422	0.034
2009-2010	487,464	26	1.087	20,385	6,656,963	0.039
2010-2011	286,930	25	1.038	11,909	6,636,235	0.038
2011-2012	512,002	28	1.030	18,835	6,487,263	0.043
2012-2013	297,599	16	1.053	19,577	6,160,423	0.026
2013-2014	61,947	10	1.066	6,602	6,050,724	0.017
2014-2015	193,351	21	1.063	9,783	5,902,621	0.036
2015-2016	554,564	25	1.108	24,585	6,055,688	0.041
2016-2017	386,379	16	1.163	28,094	6,042,849	0.026
2017-2018	145,046	16	1.159	10,505	6,179,258	0.026
2018-2019	172,452	19	1.126	10,217	6,380,498	0.030
2019-2020	388,125	15	1.112	28,777	6,698,749	0.022
2020-2021	15,634	7	1.065	2,379	6,147,270	0.011
2021-2022	329,900	9	1.019	37,361	6,304,839	0.014
2022-2023	343,191	7	1.034	50,707	6,837,879	0.010
2023-2024	156,601	19	1.029	8,477	6,763,740	0.028

Severity Trend Factors

Frequency Trend Factors

Latest 10 x 2023-2024	1.102	0.899
Mvg 5-Yr Wtd Latest 10 x 2023-2024	1.030	0.940
Latest 5 x 2023-2024	1.414	0.772
Mvg 5-Yr Wtd Latest 5 x 2023-2024	1.051	0.860
Prior	1.025	0.980
Default	1.025	0.980

Selected Residual Trend 1.030 0.980

Notes:

- (A) Selected average of results from Appendix J - A and Appendix J - B.
- (B) Appendix J - D, Page 3, Column (C).
- (C) Appendix J - E, Page 1, Column (A).
- (D) (A) x (C) / (B).
- (E) Appendix J - L, Column (C).
- (F) (B) / (E) x 10,000.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Outstanding Liability for
Unallocated Loss Adjustment Expenses
as of 6/30/24

Fiscal Year (A)	Number of Claims Active During Fiscal Year (B)	Average ULAE Charge per Active Claim (C)	Inflation Trend Factor (D)	Trended ULAE Charge per Active Claim (E)	ULAE Paid During Year (F)
2024-2025	33.0	\$2,717	1.000	\$2,717	\$89,661
2025-2026	24.1	2,717	1.050	2,853	68,757
2026-2027	18.1	2,717	1.103	2,997	54,246
2027-2028	12.0	2,717	1.158	3,146	37,752
2028-2029	8.6	2,717	1.216	3,304	28,414
2029-2030	6.2	2,717	1.277	3,470	21,514
2030-2031	4.8	2,717	1.341	3,643	17,486
2031-2032	3.7	2,717	1.408	3,826	14,156
2032-2033	3.0	2,717	1.478	4,016	12,048
2033-2034	2.2	2,717	1.552	4,217	9,277
2034-2035	1.6	2,717	1.630	4,429	7,086
2035-2036	1.1	2,717	1.712	4,652	5,117
2036-2037	0.8	2,717	1.798	4,885	3,908
2037-2038	0.7	2,717	1.888	5,130	3,591
2038-2039	0.4	2,717	1.982	5,385	2,154
2039-2040	0.4	2,717	2.081	5,654	2,262
2040-2041	0.3	2,717	2.185	5,937	1,781
2041-2042	0.2	2,717	2.294	6,233	1,247

(G) Total ULAE Outstanding as of 6/30/24: \$380,457

(H) Total ULAE Outstanding as of 12/31/24: \$407,633

Notes:

- (A) We assume fiscal years will be 7/1 to 6/30.
- (B) Based on an estimated claim closing pattern.
- (C) Based on claims administration payment information provided by the Judicial Council.
- (D) We assume ULAE costs will increase at 5.0% per year.
- (E) (C) x (D).
- (F) (B) x (E).
- (G) Total of Column (F).
- (H) (G) from this page and the next, interpolated to 12/31/24.

This exhibit shows the calculation of the outstanding ULAE based on the expected pattern of claims closings and assumptions about future claims administration costs per open claim.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Outstanding Liability for
Unallocated Loss Adjustment Expenses
as of 6/30/25

Fiscal Year (A)	Number of Claims Active During Fiscal Year (B)	Average ULAE Charge per Active Claim (C)	Inflation Trend Factor (D)	Trended ULAE Charge per Active Claim (E)	ULAE Paid During Year (F)
2025-2026	36.1	\$2,717	1.050	\$2,853	\$102,993
2026-2027	26.0	2,717	1.103	2,997	77,922
2027-2028	18.5	2,717	1.158	3,146	58,201
2028-2029	13.2	2,717	1.216	3,304	43,613
2029-2030	9.3	2,717	1.277	3,470	32,271
2030-2031	6.9	2,717	1.341	3,643	25,137
2031-2032	5.3	2,717	1.408	3,826	20,278
2032-2033	4.2	2,717	1.478	4,016	16,867
2033-2034	3.1	2,717	1.552	4,217	13,073
2034-2035	2.3	2,717	1.630	4,429	10,187
2035-2036	1.7	2,717	1.712	4,652	7,908
2036-2037	1.3	2,717	1.798	4,885	6,351
2037-2038	1.1	2,717	1.888	5,130	5,643
2038-2039	0.7	2,717	1.982	5,385	3,770
2039-2040	0.6	2,717	2.081	5,654	3,392
2040-2041	0.5	2,717	2.185	5,937	2,969
2041-2042	0.4	2,717	2.294	6,233	2,493
2042-2043	0.2	2,717	2.409	6,545	1,309

(G) Total ULAE Outstanding as of 6/30/25: \$434,377

Notes:

- (A) We assume fiscal years will be 7/1 to 6/30.
- (B) Based on an estimated claim closing pattern.
- (C) Based on claims administration payment information provided by the Judicial Council.
- (D) We assume ULAE costs will increase at 5.0% per year.
- (E) (C) x (D).
- (F) (B) x (E).
- (G) Total of Column (F).

This exhibit shows the calculation of the outstanding ULAE based on the expected pattern of claims closings and assumptions about future claims administration costs per open claim.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
Prior					
Ultimate Loss	\$15,447,195	\$15,447,195	\$15,447,195	\$15,447,195	\$15,447,195
Paid in Calendar Period	-	38,820	31,972	25,205	18,874
Paid to Date	15,206,837	15,245,657	15,277,629	15,302,834	15,321,708
Outstanding Liability	240,358	201,538	169,566	144,361	125,487
2008-2009					
Ultimate Loss	\$756,588	\$756,588	\$756,588	\$756,588	\$756,588
Paid in Calendar Period	-	1,735	3,223	2,993	1,516
Paid to Date	738,326	740,061	743,284	746,277	747,793
Outstanding Liability	18,262	16,527	13,304	10,311	8,795
2009-2010					
Ultimate Loss	\$686,343	\$686,343	\$686,343	\$686,343	\$686,343
Paid in Calendar Period	-				
Paid to Date	686,343	686,343	686,343	686,343	686,343
Outstanding Liability					
2010-2011					
Ultimate Loss	\$308,913	\$308,913	\$308,913	\$308,913	\$308,913
Paid in Calendar Period	-				
Paid to Date	308,913	308,913	308,913	308,913	308,913
Outstanding Liability					
2011-2012					
Ultimate Loss	\$549,454	\$549,454	\$549,454	\$549,454	\$549,454
Paid in Calendar Period	-				
Paid to Date	549,454	549,454	549,454	549,454	549,454
Outstanding Liability					
2012-2013					
Ultimate Loss	\$431,425	\$431,425	\$431,425	\$431,425	\$431,425
Paid in Calendar Period	-				
Paid to Date	431,425	431,425	431,425	431,425	431,425
Outstanding Liability					
2013-2014					
Ultimate Loss	\$61,947	\$61,947	\$61,947	\$61,947	\$61,947
Paid in Calendar Period	-				
Paid to Date	61,947	61,947	61,947	61,947	61,947
Outstanding Liability					
2014-2015					
Ultimate Loss	\$331,997	\$331,997	\$331,997	\$331,997	\$331,997
Paid in Calendar Period	-	1,914	3,430	3,038	2,713
Paid to Date	305,409	307,323	310,753	313,791	316,504
Outstanding Liability	26,588	24,674	21,244	18,206	15,493

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
2015-2016					
Ultimate Loss	\$866,265	\$866,265	\$866,265	\$866,265	\$866,265
Paid in Calendar Period	-	12,757	26,581	24,085	21,334
Paid to Date	653,651	666,408	692,989	717,074	738,408
Outstanding Liability	212,614	199,857	173,276	149,191	127,857
2016-2017					
Ultimate Loss	\$467,506	\$467,506	\$467,506	\$467,506	\$467,506
Paid in Calendar Period	-	5,639	9,975	9,287	8,415
Paid to Date	382,067	387,706	397,681	406,968	415,383
Outstanding Liability	85,439	79,800	69,825	60,538	52,123
2017-2018					
Ultimate Loss	\$227,699	\$227,699	\$227,699	\$227,699	\$227,699
Paid in Calendar Period	-	6,191	10,608	7,573	7,050
Paid to Date	150,316	156,507	167,115	174,688	181,738
Outstanding Liability	77,383	71,192	60,584	53,011	45,961
2018-2019					
Ultimate Loss	\$283,542	\$283,542	\$283,542	\$283,542	\$283,542
Paid in Calendar Period	-	10,824	18,724	13,718	9,794
Paid to Date	161,926	172,750	191,474	205,192	214,986
Outstanding Liability	121,616	110,792	92,068	78,350	68,556
2019-2020					
Ultimate Loss	\$518,661	\$518,661	\$518,661	\$518,661	\$518,661
Paid in Calendar Period	-	19,028	34,179	25,962	19,021
Paid to Date	311,834	330,862	365,041	391,003	410,024
Outstanding Liability	206,827	187,799	153,620	127,658	108,637
2020-2021					
Ultimate Loss	\$236,398	\$236,398	\$236,398	\$236,398	\$236,398
Paid in Calendar Period	-	23,809	39,940	28,895	21,948
Paid to Date	13,884	37,693	77,633	106,528	128,476
Outstanding Liability	222,514	198,705	158,765	129,870	107,922
2021-2022					
Ultimate Loss	\$425,136	\$425,136	\$425,136	\$425,136	\$425,136
Paid in Calendar Period	-	28,791	52,468	40,401	29,229
Paid to Date	142,876	171,667	224,135	264,536	293,765
Outstanding Liability	282,260	253,469	201,001	160,600	131,371
2022-2023					
Ultimate Loss	\$460,540	\$460,540	\$460,540	\$460,540	\$460,540
Paid in Calendar Period	-	36,569	64,967	52,474	40,406
Paid to Date	105,506	142,075	207,042	259,516	299,922
Outstanding Liability	355,034	318,465	253,498	201,024	160,618

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2024</u>	<u>Calendar Period</u>			
		<u>1/1/2025</u> <u>to</u> <u>6/30/2025</u>	<u>7/1/2025</u> <u>to</u> <u>6/30/2026</u>	<u>7/1/2026</u> <u>to</u> <u>6/30/2027</u>	<u>7/1/2027</u> <u>to</u> <u>6/30/2028</u>
2023-2024					
Ultimate Loss	\$507,483	\$507,483	\$507,483	\$507,483	\$507,483
Paid in Calendar Period	-	45,883	85,000	69,796	56,374
Paid to Date	34,465	80,348	165,348	235,144	291,518
Outstanding Liability	473,018	427,135	342,135	272,339	215,965
2024-2025					
Ultimate Loss	\$300,551	\$601,102	\$601,102	\$601,102	\$601,102
Paid in Calendar Period	-	33,275	84,699	94,768	77,816
Paid to Date	6,908	40,183	124,882	219,650	297,466
Outstanding Liability	293,643	560,919	476,220	381,452	303,636
2025-2026					
Ultimate Loss	-	-	\$639,448	\$639,448	\$639,448
Paid in Calendar Period	-	-	40,285	90,474	101,229
Paid to Date	-	-	40,285	130,759	231,988
Outstanding Liability	-	-	599,163	508,689	407,460
2026-2027					
Ultimate Loss	-	-	-	\$679,372	\$679,372
Paid in Calendar Period	-	-	-	42,800	96,122
Paid to Date	-	-	-	42,800	138,922
Outstanding Liability	-	-	-	636,572	540,450
2027-2028					
Ultimate Loss	-	-	-	-	\$712,920
Paid in Calendar Period	-	-	-	-	44,914
Paid to Date	-	-	-	-	44,914
Outstanding Liability	-	-	-	-	668,006
Totals					
Ultimate Loss	\$22,867,643	\$23,168,194	\$23,807,642	\$24,487,014	\$25,199,934
Paid in Calendar Period	-	265,235	506,051	531,469	556,755
Paid to Date	20,252,087	20,517,322	21,023,373	21,554,842	22,111,597
Outstanding Liability	2,615,556	2,650,872	2,784,269	2,932,172	3,088,337
Total Outstanding ULAE	407,633	434,377	482,159	526,585	572,026
Outstanding Liability plus ULAE	3,023,189	3,085,249	3,266,428	3,458,757	3,660,363

Notes appear on the next page.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Payment and Reserve Forecast

Notes to previous page:

- Accident Year is associated with date of loss. Calendar Period is associated with date of transaction. For example, for the losses which occurred during 2022-2023, \$36,569 is expected to be paid between 1/1/25 and 6/30/25, \$142,075 will have been paid by 6/30/25, and the reserve for remaining payments on these claims should be \$318,465.
- Ultimate Losses for each accident year are from Exhibit J - 4, Page 1.
- Paid in Calendar Period is a proportion of the Outstanding Liability from the previous calendar period. These proportions are derived from the paid loss development pattern selected in Appendix B. For example, $\$64,967 = \$318,465 \times 20.4\%$.
- Paid to Date is Paid in Calendar Period plus Paid to Date from previous calendar period. For example, $\$207,042 = \$64,967 + \$142,075$.
- Outstanding Liability is Ultimate Loss minus Paid to Date. For example, $\$318,465 = \$460,540 - \$142,075$.

This exhibit shows the calculation of the liability for outstanding claims as of the date of evaluation, the end of the current fiscal year, and the end of the coming fiscal year. It also shows the expected claims payout during the remainder of the current fiscal year and the coming fiscal year. Refer to the Totals at the end of the exhibit for the balance sheet information. The top parts of the exhibit show information for each program year.

Short- and Long-Term Liabilities

<u>Liabilities as of 12/31/24:</u>		<u>Expected</u>	<u>Discounted</u>
<u>Current (Short Term)</u>	Loss and ALAE:	\$460,306	\$460,306
	ULAE:	89,661	89,661
	Short-Term Loss and LAE:	<u>\$549,967</u>	<u>\$549,967</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$2,155,250	\$2,155,250
	ULAE:	317,972	317,972
	Long-Term Loss and LAE:	<u>\$2,473,222</u>	<u>\$2,473,222</u>
<u>Total Liability</u>	Loss and ALAE:	\$2,615,556	\$2,615,556
	ULAE:	407,633	407,633
	Total Loss and LAE:	<u>\$3,023,189</u>	<u>\$3,023,189</u>
<u>Liabilities as of 6/30/25:</u>			
<u>Current (Short Term)</u>	Loss and ALAE:	\$465,766	\$465,766
	ULAE:	102,993	102,993
	Short-Term Loss and LAE:	<u>\$568,759</u>	<u>\$568,759</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$2,185,106	\$2,185,106
	ULAE:	331,384	331,384
	Long-Term Loss and LAE:	<u>\$2,516,490</u>	<u>\$2,516,490</u>
<u>Total Liability</u>	Loss and ALAE:	\$2,650,872	\$2,650,872
	ULAE:	434,377	434,377
	Total Loss and LAE:	<u>\$3,085,249</u>	<u>\$3,085,249</u>

		<u>Discounted with a Margin for Contingencies</u>				
		<u>70%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>	<u>98%</u>
		<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>
<u>Liabilities as of 12/31/24:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$521,527	\$579,525	\$618,651	\$670,206	\$902,020
	ULAE:	101,586	112,883	120,504	130,546	175,700
	Short-Term Loss and LAE:	<u>\$623,113</u>	<u>\$692,408</u>	<u>\$739,155</u>	<u>\$800,752</u>	<u>\$1,077,720</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$2,441,898	\$2,713,460	\$2,896,656	\$3,138,044	\$4,223,446
	ULAE:	360,262	400,327	427,355	462,967	623,101
	Long-Term Loss and LAE:	<u>\$2,802,160</u>	<u>\$3,113,787</u>	<u>\$3,324,011</u>	<u>\$3,601,011</u>	<u>\$4,846,547</u>
<u>Total Liability</u>	Loss and ALAE:	\$2,963,425	\$3,292,985	\$3,515,307	\$3,808,250	\$5,125,466
	ULAE:	461,848	513,210	547,859	593,513	798,801
	Total Loss and LAE:	<u>\$3,425,273</u>	<u>\$3,806,195</u>	<u>\$4,063,166</u>	<u>\$4,401,763</u>	<u>\$5,924,267</u>
<u>Liabilities as of 6/30/25:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$527,713	\$586,399	\$625,990	\$678,155	\$912,719
	ULAE:	116,691	129,668	138,423	149,958	201,826
	Short-Term Loss and LAE:	<u>\$644,404</u>	<u>\$716,067</u>	<u>\$764,413</u>	<u>\$828,113</u>	<u>\$1,114,545</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$2,475,725	\$2,751,049	\$2,936,782	\$3,181,515	\$4,281,952
	ULAE:	375,458	417,212	445,380	482,495	649,383
	Long-Term Loss and LAE:	<u>\$2,851,183</u>	<u>\$3,168,261</u>	<u>\$3,382,162</u>	<u>\$3,664,010</u>	<u>\$4,931,335</u>
<u>Total Liability</u>	Loss and ALAE:	\$3,003,438	\$3,337,448	\$3,562,772	\$3,859,670	\$5,194,671
	ULAE:	492,149	546,880	583,803	632,453	851,209
	Total Loss and LAE:	<u>\$3,495,587</u>	<u>\$3,884,328</u>	<u>\$4,146,575</u>	<u>\$4,492,123</u>	<u>\$6,045,880</u>

Note: Current (short term) liabilities are the portion of the total estimated liability shown on Appendix J - G that is expected to be paid out within the coming year. Totals may vary from Exhibit J - 1, due to rounding.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Confidence Level Table

Probability	Projected Losses	Outstanding Losses
98%		1.960
95%	2.507	1.641
90%	2.038	1.456
85%	1.756	1.344
80%	1.550	1.259
75%	1.385	1.191
70%	1.244	1.133
65%	1.119	1.081
60%	1.005	1.034
55%	0.902	0.991
50%	0.806	0.949
45%	0.718	0.910
40%	0.637	0.871
35%	0.561	0.833
30%	0.489	0.794
25%	0.419	0.753

To read table: For the above retention, there is a 90% chance that final loss settlements will be less than 2.038 times the average expected amount of losses.

This exhibit shows the loads that must be applied to bring estimated losses at the expected level to the various indicated confidence levels.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Program History

Policy Year Start Date	Policy Year End Date	Policy Year	Self-Insured Retention	
			Per Occurrence	Aggregate
1/1/1969	6/30/2004	Prior	Unlimited	(none)
7/1/2004	6/30/2005	2004-2005	Unlimited	(none)
7/1/2005	6/30/2006	2005-2006	Unlimited	(none)
7/1/2006	6/30/2007	2006-2007	Unlimited	(none)
7/1/2007	6/30/2008	2007-2008	Unlimited	(none)
7/1/2008	6/30/2009	2008-2009	Unlimited	(none)
7/1/2009	6/30/2010	2009-2010	Unlimited	(none)
7/1/2010	6/30/2011	2010-2011	Unlimited	(none)
7/1/2011	6/30/2012	2011-2012	Unlimited	(none)
7/1/2012	6/30/2013	2012-2013	Unlimited	(none)
7/1/2013	6/30/2014	2013-2014	Unlimited	(none)
7/1/2014	6/30/2015	2014-2015	Unlimited	(none)
7/1/2015	6/30/2016	2015-2016	2,000,000	(none)
7/1/2016	6/30/2017	2016-2017	2,000,000	(none)
7/1/2017	6/30/2018	2017-2018	2,000,000	(none)
7/1/2018	6/30/2019	2018-2019	2,000,000	(none)
7/1/2019	6/30/2020	2019-2020	2,000,000	(none)
7/1/2020	6/30/2021	2020-2021	2,000,000	(none)
7/1/2021	6/30/2022	2021-2022	2,000,000	(none)
7/1/2022	6/30/2023	2022-2023	2,000,000	(none)
7/1/2023	6/30/2024	2023-2024	2,000,000	(none)
7/1/2024	6/30/2025	2024-2025	2,000,000	(none)
7/1/2025	6/30/2026	2025-2026	2,000,000	(none)

Third Party Claims Administrator	Begin Date	End Date
Corvel	7/1/2008	9/30/2014
AIMS	10/1/2014	6/30/2022
Sedgwick	7/1/2022	Current

This exhibit summarizes some of the key facts about the history of the program.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Incurred Losses as of 12/31/24

Accident Year (A)	Unlimited Incurred (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Incurred (E)	Incurred Over SIR (F)	Incurred Over \$100,000 (G)	Incurred Capped at \$100,000 (H)	Incurred \$100,000 to SIR Layer (I)	Incurred Capped at SIR (J)	Incurred Capped at SIR & Aggregate (K)
Prior	\$13,811,761	\$0	\$4,718	\$13,807,042	\$0	\$5,083,001	\$8,724,042	\$5,083,001	\$13,807,042	\$13,807,042
2004-2005	464,806	0	0	464,806	0	133,988	330,818	133,988	464,806	464,806
2005-2006	239,338	0	0	239,338	0	0	239,338	0	239,338	239,338
2006-2007	575,305	0	0	575,305	0	261,942	313,363	261,942	575,305	575,305
2007-2008	294,793	0	7,436	287,357	0	0	287,357	0	287,357	287,357
2008-2009	746,878	0	0	746,878	0	161,899	584,979	161,899	746,878	746,878
2009-2010	686,343	0	0	686,343	0	198,879	487,464	198,879	686,343	686,343
2010-2011	308,913	0	0	308,913	0	21,983	286,930	21,983	308,913	308,913
2011-2012	587,517	0	38,062	549,454	0	37,452	512,002	37,452	549,454	549,454
2012-2013	431,425	0	0	431,425	0	133,826	297,599	133,826	431,425	431,425
2013-2014	61,947	0	0	61,947	0	0	61,947	0	61,947	61,947
2014-2015	317,573	0	481	317,093	0	128,641	188,451	128,641	317,093	317,093
2015-2016	833,861	0	12,757	821,104	0	283,735	537,368	283,735	821,104	821,104
2016-2017	476,653	0	37,681	438,972	0	67,097	371,875	67,097	438,972	438,972
2017-2018	178,732	0	0	178,732	0	40,462	138,270	40,462	178,732	178,732
2018-2019	186,926	0	25,000	161,926	0	0	161,926	0	161,926	161,926
2019-2020	358,591	0	1,202	357,389	0	0	357,389	0	357,389	357,389
2020-2021	13,884	0	0	13,884	0	0	13,884	0	13,884	13,884
2021-2022	281,484	0	0	281,484	0	0	281,484	0	281,484	281,484
2022-2023	270,830	0	3,259	267,571	0	2,149	265,422	2,149	267,571	267,571
2023-2024	62,060	0	0	62,060	0	0	62,060	0	62,060	62,060
2024-2025	13,776	0	0	13,776	0	0	13,776	0	13,776	13,776
Total	\$21,203,394	\$0	\$130,596	\$21,072,798	\$0	\$6,555,055	\$14,517,744	\$6,555,055	\$21,072,798	\$21,072,798

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) Recoveries
- (E) (B) + (C) - (D).
- (F) Sum of incurred losses in excess of SIR.
- (G) Sum of incurred losses in excess of \$100,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix J - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Paid Losses as of 12/31/24

Accident Year (A)	Unlimited Paid (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Paid (E)	Paid Over SIR (F)	Paid Over \$100,000 (G)	Paid Capped at \$100,000 (H)	Paid \$100,000 to SIR Layer (I)	Paid Capped at SIR (J)	Paid Capped at SIR & Aggregate (K)
Prior	\$13,685,779	\$0	\$4,718	\$13,681,061	\$0	\$4,957,019	\$8,724,042	\$4,957,019	\$13,681,061	\$13,681,061
2004-2005	464,806	0	0	464,806	0	133,988	330,818	133,988	464,806	464,806
2005-2006	234,289	0	0	234,289	0	0	234,289	0	234,289	234,289
2006-2007	575,305	0	0	575,305	0	261,942	313,363	261,942	575,305	575,305
2007-2008	258,811	0	7,436	251,376	0	0	251,376	0	251,376	251,376
2008-2009	738,326	0	0	738,326	0	156,971	581,355	156,971	738,326	738,326
2009-2010	686,343	0	0	686,343	0	198,879	487,464	198,879	686,343	686,343
2010-2011	308,913	0	0	308,913	0	21,983	286,930	21,983	308,913	308,913
2011-2012	587,517	0	38,062	549,454	0	37,452	512,002	37,452	549,454	549,454
2012-2013	431,425	0	0	431,425	0	133,826	297,599	133,826	431,425	431,425
2013-2014	61,947	0	0	61,947	0	0	61,947	0	61,947	61,947
2014-2015	305,890	0	481	305,409	0	121,270	184,139	121,270	305,409	305,409
2015-2016	666,408	0	12,757	653,651	0	124,310	529,341	124,310	653,651	653,651
2016-2017	419,747	0	37,681	382,067	0	66,758	315,309	66,758	382,067	382,067
2017-2018	150,316	0	0	150,316	0	12,046	138,270	12,046	150,316	150,316
2018-2019	186,926	0	25,000	161,926	0	0	161,926	0	161,926	161,926
2019-2020	313,037	0	1,202	311,834	0	0	311,834	0	311,834	311,834
2020-2021	13,884	0	0	13,884	0	0	13,884	0	13,884	13,884
2021-2022	142,876	0	0	142,876	0	0	142,876	0	142,876	142,876
2022-2023	108,765	0	3,259	105,506	0	0	105,506	0	105,506	105,506
2023-2024	34,465	0	0	34,465	0	0	34,465	0	34,465	34,465
2024-2025	6,908	0	0	6,908	0	0	6,908	0	6,908	6,908
Total	\$20,382,683	\$0	\$130,596	\$20,252,086	\$0	\$6,226,444	\$14,025,642	\$6,226,444	\$20,252,086	\$20,252,086

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) Recoveries
- (E) (B) + (C) - (D).
- (F) Sum of paid losses in excess of SIR.
- (G) Sum of paid losses in excess of \$100,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix J - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Case Reserves as of 12/31/24

Accident Year (A)	Unlimited Reserves (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Reserves (E)	Reserves Over SIR (F)	Reserves Over \$100,000 (G)	Reserves Capped at \$100,000 (H)	Reserves \$100,000 to SIR Layer (I)	Reserves Capped at SIR (J)	Reserves Capped at SIR & Aggregate (K)
Prior	\$125,982	\$0	\$0	\$125,982	\$0	\$125,982	\$0	\$125,982	\$125,982	\$125,982
2004-2005	0	0	0	0	0	0	0	0	0	0
2005-2006	5,049	0	0	5,049	0	0	5,049	0	5,049	5,049
2006-2007	0	0	0	0	0	0	0	0	0	0
2007-2008	35,982	0	0	35,982	0	0	35,982	0	35,982	35,982
2008-2009	8,551	0	0	8,551	0	4,928	3,624	4,928	8,551	8,551
2009-2010	0	0	0	0	0	0	0	0	0	0
2010-2011	0	0	0	0	0	0	0	0	0	0
2011-2012	0	0	0	0	0	0	0	0	0	0
2012-2013	0	0	0	0	0	0	0	0	0	0
2013-2014	0	0	0	0	0	0	0	0	0	0
2014-2015	11,683	0	0	11,683	0	7,371	4,312	7,371	11,683	11,683
2015-2016	167,453	0	0	167,453	0	159,425	8,028	159,425	167,453	167,453
2016-2017	56,905	0	0	56,905	0	339	56,566	339	56,905	56,905
2017-2018	28,416	0	0	28,416	0	28,416	0	28,416	28,416	28,416
2018-2019	0	0	0	0	0	0	0	0	0	0
2019-2020	45,554	0	0	45,554	0	0	45,554	0	45,554	45,554
2020-2021	0	0	0	0	0	0	0	0	0	0
2021-2022	138,608	0	0	138,608	0	0	138,608	0	138,608	138,608
2022-2023	162,065	0	0	162,065	0	2,149	159,916	2,149	162,065	162,065
2023-2024	27,595	0	0	27,595	0	0	27,595	0	27,595	27,595
2024-2025	6,869	0	0	6,869	0	0	6,869	0	6,869	6,869
Total	\$820,712	\$0	\$0	\$820,712	\$0	\$328,610	\$492,102	\$328,610	\$820,712	\$820,712

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Appendix J - K, Page 1, Column (B) - Appendix J - K, Page 2, Column (B).
- (C) Appendix J - K, Page 1, Column (C) - Appendix J - K, Page 2, Column (C).
- (D) Appendix J - K, Page 1, Column (D) - Appendix J - K, Page 2, Column (D).
- (E) (B) + (C) - (D).
- (F) Sum of case reserves in excess of SIR.
- (G) Sum of case reserves in excess of \$100,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix J - J.

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Claim Counts as of 12/31/24

Accident Year (A)	Reported Claims (B)	Additions to Reported Claims (C)	Subtractions from Reported Claims (D)	Adjusted Reported Claims (E)	Closed Claims (F)	Additions to Closed Claims (G)	Subtractions from Closed Claims (H)	Adjusted Closed Claims (I)	Open Claims (J)	Adjusted Open Claims (K)
Prior	562	0	0	562	554	0	0	554	8	8
2004-2005	32	0	0	32	32	0	0	32	0	0
2005-2006	27	0	0	27	26	0	0	26	1	1
2006-2007	33	0	0	33	33	0	0	33	0	0
2007-2008	22	0	0	22	21	0	0	21	1	1
2008-2009	23	0	0	23	21	0	0	21	2	2
2009-2010	26	0	0	26	26	0	0	26	0	0
2010-2011	25	0	0	25	25	0	0	25	0	0
2011-2012	28	0	0	28	28	0	0	28	0	0
2012-2013	16	0	0	16	16	0	0	16	0	0
2013-2014	10	0	0	10	10	0	0	10	0	0
2014-2015	21	0	0	21	19	0	0	19	2	2
2015-2016	25	0	0	25	22	0	0	22	3	3
2016-2017	16	0	0	16	14	0	0	14	2	2
2017-2018	16	0	0	16	15	0	0	15	1	1
2018-2019	19	0	0	19	19	0	0	19	0	0
2019-2020	15	0	0	15	11	0	0	11	4	4
2020-2021	7	0	0	7	7	0	0	7	0	0
2021-2022	9	0	0	9	6	0	0	6	3	3
2022-2023	7	0	0	7	3	0	0	3	4	4
2023-2024	12	0	0	12	10	0	0	10	2	2
2024-2025	5	0	0	5	3	0	0	3	2	2
Total	956	0	0	956	921	0	0	921	35	35

Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Judicial Council.
- (C) No adjustments were made.
- (D) No adjustments were made.
- (E) (B) + (C) - (D).
- (F) Provided by the Judicial Council.
- (G) No adjustments were made.
- (H) No adjustments were made.
- (I) (F) + (G) - (H).
- (J) (B) - (F).
- (K) (E) - (I).

Judicial Branch Workers' Compensation Program - Workers' Compensation
State Judiciary

Exposure Measures

Accident Year	Total Payroll (\$00) (A)	Inflation Trend Factor (B)	Trended Payroll (\$00) (C)
Prior	\$9,433,527	1.679	\$15,838,892
2004-2005	3,681,725	1.638	6,030,666
2005-2006	3,809,614	1.598	6,087,763
2006-2007	4,233,621	1.559	6,600,215
2007-2008	4,559,345	1.521	6,934,764
2008-2009	4,622,252	1.484	6,859,422
2009-2010	4,597,350	1.448	6,656,963
2010-2011	4,696,557	1.413	6,636,235
2011-2012	4,704,324	1.379	6,487,263
2012-2013	4,580,240	1.345	6,160,423
2013-2014	4,611,832	1.312	6,050,724
2014-2015	4,611,423	1.280	5,902,621
2015-2016	4,848,429	1.249	6,055,688
2016-2017	4,957,218	1.219	6,042,849
2017-2018	5,197,021	1.189	6,179,258
2018-2019	5,500,429	1.160	6,380,498
2019-2020	5,917,623	1.132	6,698,749
2020-2021	5,568,179	1.104	6,147,270
2021-2022	5,854,075	1.077	6,304,839
2022-2023	6,506,069	1.051	6,837,879
2023-2024	6,598,771	1.025	6,763,740
2024-2025	7,421,009	1.000	7,421,009
2025-2026	7,612,472	1.000	7,612,472
2026-2027	7,808,873	1.000	7,808,873
2027-2028	8,010,342	1.000	8,010,342

Notes:

- (A) Provided by the Judicial Council.
- (B) Based on WCIRB.
- (C) (A) x (B).



Bickmore

Actuarial

Actuarial Review of the Self-Insured Judicial Branch Workers' Compensation Program

Member Premium for Program Year 2025-26

Presented to
Judicial Council of California

January 24, 2025 - DRAFT



DRAFT



Friday, January 24, 2025

Mr. Edward Metro
Supervising Analyst
Human Resources / Administrative Division
Judicial Council of California
2850 Gateway Oaks Drive, Suite 100
Sacramento, CA 95833-4348

Re: Member Premium Allocation for Fiscal Year 2025-26

Dear Mr. Metro:

We have completed our review of the Judicial Council of California (the Judicial Council), Judicial Branch Workers' Compensation Program (JBWCP), and have updated the member cost allocation for fiscal year 2025-26 program premiums. The premiums include a provision for:

- Estimated Ultimate loss and ALAE at the 70% Confidence Level
- Third-Party Claims Administration Fees
- Excess Insurance
- Consulting and Brokerage Expenses

The JBWCP is a self-funded program in which each entity pays a share of cost based on each member's workers' compensation claims experience and historical payroll. The total cost for this program is broken up into three groups: 1) Trial Court employees and volunteers, which includes the membership of 57 out of the 58 California Trial Courts, 2) Judicial, which includes member coverage for the Appellate Justices, Trial Court Judges, and Retired Judges in the Assigned Judges Program, and 3) State Judiciary, which includes the membership of the Supreme Court, Courts of Appeal, Habeas Corpus Resource Center, California Judicial Center Library, Commission on Judicial Performance, and the Judicial Council and provides coverage for all of their employees and volunteers.

Given the low volume of loss experience and exposure, and in order to provide a credible actuarial estimate, the Judicial and the State Judiciary groups are valued together for purposes of determining total program cost. Thus for the purpose of the analysis, the three groups are consolidated to two groups, Trial Courts and the State Judiciary.

JBWCP Methodology

The methodology used by the JBWCP utilizes a calculation derived from experience and exposure, along with program costs, such as excess insurance, third party administrator (TPA) claim handling, and brokerage fees. Given the relative sizes of the courts and judiciary entities participating in the JBWCP, the JBWCP's methodology has features which make it appropriate for entities of all sizes.

Each year JBWCP retains an actuary to undertake an actuarial analysis and estimate of loss costs. The actuarial projections are based on loss data from the inception of the JBWCP program (1/1/2001), provided by the Judicial Council and the third party claims administrators. Additionally, historical and projected payroll is provided. The actuary determines the estimated outstanding liabilities since program inception and the forecasted program costs for the upcoming policy term. They also provide an estimate of the loss payments that will be made during the upcoming fiscal year. It is the amount of loss payments expected to be made that is allocated among the participating courts.

For purposes of calculating the allocation, the actuarial data is combined with cost data, consisting of excess insurance premiums, TPA fees, and brokerage and consulting costs. The allocation formula uses a combination of a 3-year loss distribution and a 3-year payroll distribution for calculating the annual charge to each member using a weighting formula. For determining 2025-26 premiums, the experience period used includes the 2021-22, 2022-23, and 2023-24 program years.

The weighting formula was developed with the following goals in mind:

- To establish adequate funding to cover the annual expected loss payments, excess premiums, and expenses associated with the JBWCP.
- To provide incentives to control workers' compensation losses by making the allocation responsive to recent loss experience.
- To minimize year-to-year volatility for budgetary planning purposes.
- To recognize that thresholds of acceptable volatility will vary according to the size of the court.

The weight given to the loss component of the allocation for each individual court is calculated using the following formula:

$$\sqrt[3]{\frac{\text{Individual Court Payroll for 3 - Yr Period (\$000's)}}{715,141}}$$

where 715,141 is a constant derived to set the weight given to the largest court at 80%.

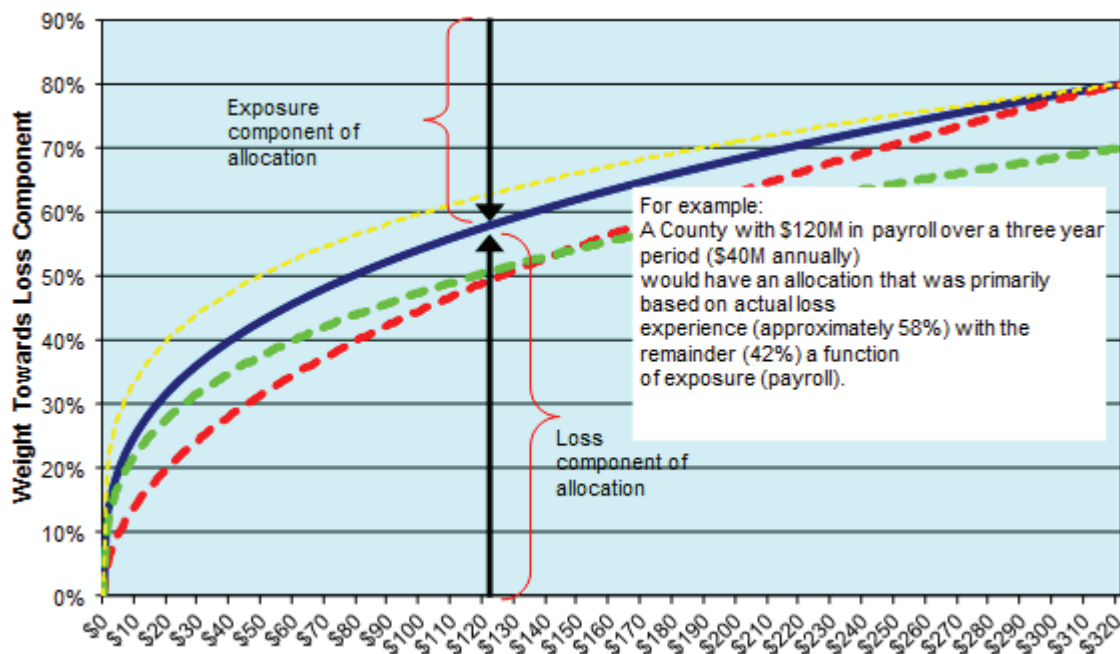
Inputs:

- 366,152 = Largest Court Payroll for 3-Yr Period (\$000's)
- 80% = Weight Given to Loss Component for Largest Court
- 3 = Exponent

For purposes of determining loss distribution, a cap of \$75,000 per occurrence is applied. This eliminates the volatility of large loss impact on distribution to individual courts. Ninety-five percent of all claims are within \$75,000 per occurrence.

The largest court by 3-year payroll size has a weighting of 80% of loss experience and 20% payroll. The smallest court by payroll size has a weighting of at least 10% loss experience. All other courts are weighted by payroll and loss experience along that continuum. This ensures that the larger courts with more predictable losses are subject to an allocation that emphasizes losses, while the smaller courts' allocations are more reliant upon payroll to ensure more year-to-year budget stability.

Here is a graphic illustration of the continuum:



The selected parameters of 80% weight and power of 3 are shown as the solid line above. Other parameters are shown as dashed lines for comparison.

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The claims handling fees are allocated based upon the distribution of Loss and ALAE premium by member. Brokerage fees and Excess insurance costs are allocated based upon the distribution of payroll by member.

We appreciate the opportunity to be of service the Judicial Council of California in preparing this report. Please feel free to call Mike Harrington at (916) 244-1162, Becky Richard at (916) 244-1183 or Eric Small at (916) 244-1165 with any questions you may have concerning this report.

Sincerely,

Bickmore Actuarial

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Mike Harrington, FCAS, MAAA
Managing Partner, Bickmore Actuarial
Fellow, Casualty Actuarial Society
Member, American Academy of Actuaries

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Becky Richard, ACAS, MAAA
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Eric Small
Actuarial Consultant

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**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

2025-26 Premium

Court	2021-22 to 2023-24		2025-26 Indicated Loss & ALAE		2021-22 to 2023-24		2025-26 Indicated Loss & ALAE		2025-26 Weighted		2025-26 Excess Premium (J)	2025-26 Claims Handling (TPA) Fees (K)	2025-26 Program Admin. Premium (L)	2025-26 Brokerage / Consulting Premium (M)	2025-26 Total Premium (N)	2025-26 Out of State Premium (O)	2025-26 Adjusted Premium (P)	2025-26 Percent of Premium (Q)
	Payroll (\$000) (A)	Percent Payroll (B)	Premium Based on Payroll (C)	Limited to \$75K (D)	Percent Limited Losses (E)	Premium Based on Losses (F)	Weighting (G)	Loss & ALAE Premium (H)	Loss & ALAE Premium (I)									
Alameda	\$183,555	5.88%	\$976,171	\$467,974	3.44%	\$570,704	63.55%	\$718,491	\$726,403	\$30,463	\$47,744	\$0	\$14,291	\$818,901	\$0	\$818,901	4.44%	
Alpine	1,182	0.04%	6,288	0	0.00%	0	11.82%	5,544	5,605	196	368	0	92	6,262	0	6,262	0.03%	
Amador	6,816	0.22%	36,249	51,867	0.38%	63,252	21.20%	41,974	42,436	1,131	2,789	0	531	46,887	0	46,887	0.25%	
Butte	21,069	0.68%	112,046	62,084	0.46%	75,712	30.89%	100,824	101,934	3,497	6,700	0	1,640	113,771	0	113,771	0.62%	
Calaveras	5,594	0.18%	29,748	56,628	0.42%	69,059	19.85%	37,552	37,965	928	2,495	0	435	41,824	0	41,824	0.23%	
Colusa	2,901	0.09%	15,430	15,757	0.12%	19,216	15.95%	16,034	16,211	482	1,065	0	226	17,983	0	17,983	0.10%	
Contra Costa	77,620	2.49%	412,796	381,098	2.80%	464,756	47.70%	437,582	442,400	12,882	29,078	0	6,043	490,403	0	490,403	2.66%	
Del Norte	4,771	0.15%	25,370	38,464	0.28%	46,908	18.82%	29,425	29,749	792	1,955	0	371	32,867	0	32,867	0.18%	
El Dorado	14,754	0.47%	78,463	23,751	0.17%	28,964	27.43%	64,887	65,602	2,449	4,312	0	1,149	73,511	0	73,511	0.40%	
Fresno	100,720	3.23%	535,642	434,924	3.20%	530,399	52.03%	532,914	538,783	16,716	35,412	0	7,842	598,752	0	598,752	3.25%	
Glenn	3,593	0.12%	19,107	6,108	0.04%	7,448	17.13%	17,110	17,299	596	1,137	0	280	19,312	0	19,312	0.10%	
Humboldt	13,693	0.44%	72,820	87,748	0.64%	107,010	26.75%	81,967	82,870	2,272	5,447	0	1,066	91,655	0	91,655	0.50%	
Imperial	18,918	0.61%	100,609	395,211	2.90%	481,967	29.80%	214,240	216,599	3,140	14,236	0	1,473	235,448	0	235,448	1.28%	
Inyo	3,762	0.12%	20,007	4,761	0.03%	5,806	17.39%	17,537	17,731	624	1,165	0	293	19,813	0	19,813	0.11%	
Kern	110,899	3.55%	589,774	541,989	3.98%	660,967	53.73%	628,022	634,938	18,405	41,733	0	8,634	703,710	0	703,710	3.81%	
Kings	18,589	0.60%	98,857	100,388	0.74%	122,425	29.62%	105,838	107,004	3,085	7,033	0	1,447	118,569	0	118,569	0.64%	
Lake	6,944	0.22%	36,931	38	0.00%	46	21.33%	29,062	29,382	1,152	1,931	0	541	33,006	0	33,006	0.18%	
Lassen	4,812	0.15%	25,590	7,626	0.06%	9,300	18.88%	22,514	22,762	799	1,996	0	375	25,432	0	25,432	0.14%	
Madera	21,346	0.68%	113,521	110,489	0.81%	134,744	31.02%	120,104	121,427	3,543	7,981	0	1,662	134,613	0	134,613	0.73%	
Marin	26,948	0.86%	143,315	1,829	0.01%	2,231	33.53%	96,015	97,072	4,472	6,380	0	2,098	110,023	0	110,023	0.60%	
Mariposa	2,623	0.08%	13,950	75,000	0.55%	91,464	15.42%	25,905	26,190	435	1,721	0	204	28,551	0	28,551	0.15%	
Mendocino	12,973	0.42%	68,990	1,135	0.01%	1,385	26.28%	51,226	51,791	2,153	3,404	0	1,010	58,358	0	58,358	0.32%	
Merced	27,601	0.88%	146,786	270,767	1.99%	330,205	33.79%	208,772	211,071	4,581	13,873	0	2,149	231,673	0	231,673	1.26%	
Modoc	2,079	0.07%	11,057	0	0.00%	0	14.27%	9,479	9,584	345	630	0	162	10,721	0	10,721	0.06%	
Mono	3,021	0.10%	16,068	53	0.00%	65	16.17%	13,481	13,630	501	896	0	235	15,262	0	15,262	0.08%	
Monterey	44,713	1.43%	237,788	474,646	3.49%	578,841	39.69%	373,151	377,260	7,421	24,796	0	3,481	412,958	0	412,958	2.24%	
Napa	15,317	0.49%	81,458	5,654	0.04%	6,895	27.77%	60,751	61,420	2,542	4,037	0	1,192	69,192	0	69,192	0.38%	
Nevada	10,533	0.34%	56,019	20,886	0.15%	25,471	24.51%	48,530	49,065	1,748	3,225	0	820	54,858	0	54,858	0.30%	
Orange	366,152	11.73%	1,947,249	955,205	7.02%	1,164,891	80.00%	1,321,363	1,335,914	60,767	87,805	0	28,507	1,512,993	0	1,512,993	8.20%	
Placer	37,706	1.21%	200,528	13,271	0.10%	16,185	37.50%	131,403	132,850	6,258	8,732	0	2,936	150,775	0	150,775	0.82%	
Plumas	1,879	0.06%	9,993	0	0.00%	0	13.80%	8,614	8,709	312	572	0	146	9,740	0	9,740	0.05%	
Riverside	288,072	9.23%	1,532,008	1,456,712	10.70%	1,776,489	73.85%	1,712,565	1,731,424	47,809	113,801	0	22,428	1,915,462	0	1,915,462	10.38%	
Sacramento	187,637	6.01%	997,882	416,765	3.06%	508,253	64.02%	684,426	691,963	31,141	45,481	0	14,608	783,193	0	783,193	4.24%	
San Benito	7,889	0.25%	41,952	10,318	0.08%	12,583	22.26%	35,415	35,805	1,309	2,353	0	614	40,081	0	40,081	0.22%	
San Bernardino	253,585	8.12%	1,348,602	1,126,373	8.28%	1,373,634	70.78%	1,366,320	1,381,366	42,085	90,793	0	19,743	1,533,987	0	1,533,987	8.31%	
San Diego	274,289	8.79%	1,458,708	1,869,981	13.74%	2,280,479	72.66%	2,055,775	2,078,414	45,521	136,608	0	21,355	2,281,898	0	2,281,898	12.37%	
San Francisco	124,513	3.99%	662,178	517,501	3.80%	631,103	55.84%	644,826	651,927	20,664	42,849	0	9,694	725,135	0	725,135	3.93%	
San Joaquin	73,818	2.37%	392,577	263,579	1.94%	321,439	46.91%	359,207	363,163	12,251	23,870	0	5,747	405,030	0	405,030	2.20%	
San Luis Obispo	33,991	1.09%	180,771	227,573	1.67%	277,529	36.22%	215,821	218,197	5,641	14,341	0	2,646	240,826	0	240,826	1.31%	
San Mateo	80,675	2.58%	429,040	294,610	2.16%	359,283	48.32%	395,334	399,688	13,389	26,270	0	6,281	445,628	0	445,628	2.42%	
Santa Barbara	53,141	1.70%	282,610	80,669	0.59%	98,378	42.04%	205,156	207,415	8,819	13,633	0	4,137	234,005	0	234,005	1.27%	
Santa Clara	151,208	4.84%	804,146	766,785	5.63%	935,110	59.57%	882,167	891,882	25,095	58,621	0	11,772	987,369	0	987,369	5.35%	
Santa Cruz	30,902	0.99%	164,343	196,666	1.44%	239,838	35.09%	190,836	192,937	5,129	12,681	0	2,406	213,153	0	213,153	1.16%	
Shasta	35,687	1.14%	189,788	214,879	1.58%	262,050	36.82%	216,392	218,775	5,923	14,379	0	2,778	241,855	0	241,855	1.31%	
Sierra	1,083	0.03%	5,759	0	0.00%	0	11.48%	5,097	5,154	180	339	0	84	5,756	0	5,756	0.03%	
Siskiyou	6,139	0.20%	32,650	211	0.00%	257	20.48%	26,017	26,304	1,019	1,729	0	478	29,529	0	29,529	0.16%	

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**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

2025-26 Premium

Court	2021-22 to 2023-24		2025-26 Indicated Loss & ALAE Premium Based on		2021-22 to 2023-24		2025-26 Indicated Loss & ALAE Premium Based on		2025-26 Weighted Loss & ALAE		2025-26 Weighted Adjusted Loss & ALAE		2025-26 Excess		2025-26 Total Premium		2025-26 Out of State Premium		2025-26 Adjusted Premium		2025-26 Percent of Premium	
	Payroll (\$000)	Percent Payroll	Payroll	Limited to \$75K	Incurred	Percent Limited Losses	Losses	Weighting	Premium	Premium	Premium	Claims Handling (TPA) Fees	Program Admin.	Brokerage / Consulting	Premium	Premium	Premium	Premium	Premium	Premium	Percent of Premium	
	(A)	(B)	(C)	(D)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Solano	46,883	1.50%	249,331	349,354	2.57%	426,044	40.32%	320,585	324,115	7,781	21,303	0	3,650	356,849	0	356,849	1.93%					
Sonoma	41,368	1.33%	220,000	129,305	0.95%	157,690	38.67%	195,902	198,060	6,865	13,018	0	3,221	221,164	0	221,164	1.20%					
Stanislaus	53,092	1.70%	282,353	122,905	0.90%	149,885	42.03%	226,679	229,175	8,811	15,063	0	4,133	257,183	0	257,183	1.39%					
Sutter	11,261	0.36%	59,889	0	0.00%	0	25.06%	44,878	45,372	1,869	2,982	0	877	51,100	0	51,100	0.28%					
Tehama	8,972	0.29%	47,717	95,044	0.70%	115,908	23.24%	63,562	64,262	1,489	4,224	0	699	70,674	0	70,674	0.38%					
Trinity	3,346	0.11%	17,796	0	0.00%	0	16.73%	14,819	14,983	555	985	0	261	16,783	0	16,783	0.09%					
Tulare	50,274	1.61%	267,363	175,750	1.29%	214,330	41.27%	245,475	248,179	8,344	16,312	0	3,914	276,748	0	276,748	1.50%					
Tuolumne	8,284	0.27%	44,057	156,424	1.15%	190,762	22.63%	77,252	78,102	1,375	5,133	0	645	85,256	0	85,256	0.46%					
Ventura	85,388	2.74%	454,103	452,564	3.32%	551,911	49.24%	502,265	507,796	14,171	33,376	0	6,648	561,991	0	561,991	3.05%					
Yolo	25,323	0.81%	134,669	6,693	0.05%	8,163	32.84%	93,127	94,153	4,203	6,188	0	1,971	106,515	0	106,515	0.58%					
Yuba	11,299	0.36%	60,088	75,082	0.55%	91,564	25.09%	67,986	68,735	1,875	4,518	0	880	76,007	0	76,007	0.41%					
All Courts	\$3,121,204	100.00%	\$16,599,000	\$13,611,094	100.00%	\$16,599,000		\$16,418,198	\$16,599,000	\$518,000	\$1,091,000	\$0	\$243,000	\$18,451,000	\$0	\$18,451,000	100.00%					

Notes:

- (A): From Exhibit TC-2.
- (B): (A)/[Total (A)]
- (C): (B) x [Total (C)]. Total (C) was provided by Judicial Branch Workers' Compensation Program.
- (D): From Exhibit TC-3.
- (E): (D)/[Total (D)]
- (F): (E) x [Total (F)].
- (G): Based on relative size (according the (A)) of each court. The largest is subjectively set to an 80.00% weight. The weight of all other courts are based on that standard.
- (H): (G) x (F) + [1-(G)] x (C)
- (I): [Total (F) / Total (H)] x (H)
- (J): (B) x [Total (J)]. Total (J) was provided by Judicial Branch Workers' Compensation Program.
- (K): [(I) / Total (I)] x Total (K). Total (K) was provided by Judicial Branch Workers' Compensation Program.
- (L): (B) x [Total (L)]. Total (L) was provided by Judicial Branch Workers' Compensation Program.
- (M): (B) x [Total (M)]. Total (M) was provided by Judicial Branch Workers' Compensation Program.
- (N): Sum[(I)..(M)]
- (O): Adjustment for out of state workers.
- (P): (N) + (O).
- (Q): (P) x [Total (P)].

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Payroll

Court	Payroll		
	2021-22	2022-23	2023-24
Alameda	\$58,359,337	\$62,325,948	\$62,869,617
Alpine	353,790	422,403	406,097
Amador	2,180,469	2,163,832	2,471,737
Butte	7,057,271	6,879,345	7,131,940
Calaveras	1,899,554	1,920,298	1,773,885
Colusa	912,882	865,965	1,122,577
Contra Costa	24,647,009	25,648,467	27,324,907
Del Norte	1,513,689	1,551,619	1,705,195
El Dorado	4,603,546	5,050,303	5,099,921
Fresno	31,985,039	34,486,077	34,248,751
Glenn	1,086,526	1,226,567	1,279,741
Humboldt	4,586,649	4,391,934	4,714,263
Imperial	6,367,498	6,198,699	6,351,914
Inyo	1,206,696	1,213,234	1,342,147
Kern	32,536,140	39,393,284	38,969,113
Kings	5,631,200	6,222,478	6,734,908
Lake	2,051,765	2,461,594	2,430,919
Lassen	1,372,840	1,675,024	1,763,947
Madera	5,988,105	7,516,811	7,841,118
Marin	8,761,010	8,970,611	9,216,646
Mariposa	845,789	873,687	903,699
Mendocino	3,935,658	4,422,250	4,614,632
Merced	7,878,243	10,026,541	9,696,287
Modoc	699,253	704,177	675,765
Mono	966,548	1,015,469	1,039,385
Monterey	14,896,490	14,754,482	15,061,578
Napa	4,643,728	5,316,801	5,356,467
Nevada	3,456,756	3,255,418	3,821,314
Orange	111,240,819	126,868,975	128,042,536
Placer	11,260,325	14,014,202	12,431,823
Plumas	604,778	582,804	691,534
Riverside	84,341,572	93,426,355	110,304,197
Sacramento	52,715,262	66,750,882	68,171,302
San Benito	1,979,318	2,864,771	3,044,414
San Bernardino	77,361,315	86,986,931	89,237,077
San Diego	87,527,770	93,913,405	92,848,047
San Francisco	37,797,867	42,112,727	44,602,576
San Joaquin	23,535,060	25,384,293	24,899,091
San Luis Obispo	10,014,295	11,937,931	12,039,226
San Mateo	24,954,718	26,371,598	29,348,437
Santa Barbara	15,924,584	18,366,072	18,850,181
Santa Clara	46,937,842	51,244,754	53,025,540
Santa Cruz	9,457,815	10,988,197	10,456,408
Shasta	10,682,774	12,499,120	12,504,952
Sierra	315,474	340,221	427,156
Siskiyou	1,735,781	2,172,814	2,230,746

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Payroll

Court	Payroll		
	2021-22	2022-23	2023-24
Solano	15,011,080	15,601,759	16,270,215
Sonoma	12,813,159	13,911,414	14,643,371
Stanislaus	16,297,417	18,374,744	18,420,338
Sutter	3,332,080	3,880,904	4,048,355
Tehama	2,897,001	3,089,390	2,986,093
Trinity	1,092,846	1,161,623	1,091,818
Tulare	15,543,761	17,168,534	17,561,422
Tuolumne	2,567,700	2,747,068	2,969,539
Ventura	27,070,813	30,432,895	27,883,809
Yolo	7,586,762	8,644,843	9,091,017
Yuba	3,808,103	3,706,862	3,783,650
All Courts	\$956,831,571	\$1,066,499,408	\$1,097,873,340

Notes:

Provided by Judicial Branch Workers' Compensation Program.

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Loss Data

Court	Incurred Losses			Incurred Losses Capped at \$75K		
	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24
Alameda	\$269,300	\$307,406	\$110,785	\$174,107	\$183,082	\$110,785
Alpine	0	0	0	0	0	0
Amador	7,310	44,557	0	7,310	44,557	0
Butte	0	58,088	3,996	0	58,088	3,996
Calaveras	107	0	56,521	107	0	56,521
Colusa	15,757	0	0	15,757	0	0
Contra Costa	100,474	138,093	160,610	100,474	138,093	142,530
Del Norte	21,624	0	16,840	21,624	0	16,840
El Dorado	3,657	65	20,029	3,657	65	20,029
Fresno	208,240	114,890	379,278	140,006	114,890	180,028
Glenn	6,108	0	0	6,108	0	0
Humboldt	117	32,084	55,547	117	32,084	55,547
Imperial	115,299	227,476	198,914	84,615	111,681	198,914
Inyo	53	0	4,707	53	0	4,707
Kern	132,121	136,907	295,151	124,473	136,907	280,609
Kings	36,825	1,186	62,378	36,825	1,186	62,378
Lake	0	0	38	0	0	38
Lassen	311	7,314	0	311	7,314	0
Madera	534	64,648	45,307	534	64,648	45,307
Marin	0	0	1,829	0	0	1,829
Mariposa	166,380	0	0	75,000	0	0
Mendocino	0	1,135	0	0	1,135	0
Merced	1,272	203,836	89,686	1,272	179,809	89,686
Modoc	0	0	0	0	0	0
Mono	53	0	0	53	0	0
Monterey	298,166	213,670	65,689	197,641	211,317	65,689
Napa	1,401	230	4,022	1,401	230	4,022
Nevada	14,637	4,965	1,285	14,637	4,965	1,285
Orange	638,982	245,825	180,647	528,732	245,825	180,647
Placer	8,906	0	4,365	8,906	0	4,365
Plumas	0	0	0	0	0	0
Riverside	314,809	1,002,473	840,913	267,990	615,324	573,397
Sacramento	235,198	229,407	11,486	232,476	172,803	11,486
San Benito	0	0	10,318	0	0	10,318
San Bernardino	241,484	1,021,617	238,517	216,712	675,728	233,933
San Diego	1,060,497	894,315	527,076	706,194	676,494	487,293
San Francisco	170,793	374,642	158,716	170,793	187,992	158,716
San Joaquin	110,947	242,492	43,175	86,215	134,188	43,175
San Luis Obispo	75,010	119,843	75,199	75,010	77,363	75,199
San Mateo	25,559	497,889	1,931	25,559	267,120	1,931
Santa Barbara	0	7,162	73,507	0	7,162	73,507
Santa Clara	418,598	133,685	358,146	274,954	133,685	358,146
Santa Cruz	192,647	336,294	740	89,435	106,491	740
Shasta	277,762	76,555	49,260	89,064	76,555	49,260
Sierra	0	0	0	0	0	0
Siskiyou	211	0	0	211	0	0

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**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

2025-26 Premium

Court	2021-22 to 2023-24 Payroll (\$000) (A)	Percent Payroll (B)	2025-26 Indicated Loss & ALAE Premium Based on Payroll (C)	2021-22 to 2023-24 Incurred Limited to \$75K (D)	Percent Limited Losses (E)	2025-26 Indicated Loss & ALAE Premium Based on Losses (F)	Weighting (G)	2025-26 Weighted Loss & ALAE Premium (H)	2025-26 Weighted Adjusted Loss & ALAE Premium (I)	2025-26 Excess Premium (J)	2025-26 Claims Handling (TPA) Fees (K)	2025-26 Program Admin. Premium (L)	2025-26 Brokerage / Consulting Premium (M)	2025-26 Total Premium (N)	2025-26 Out of State Premium (O)	2025-26 Adjusted Premium (P)	2025-26 Percent of Premium (Q)
Alameda	\$183,555	5.88%	\$976,171	\$467,974	3.44%	\$570,704	63.55%	\$718,491	\$726,403	\$30,463	\$47,744	\$0	\$14,291	\$818,901	\$0	\$818,901	4.44%
Alpine	1,182	0.04%	6,288	0	0.00%	0	11.82%	5,544	5,605	196	368	0	92	6,262	0	6,262	0.03%
Amador	6,816	0.22%	36,249	51,867	0.38%	63,252	21.20%	41,974	42,436	1,131	2,789	0	531	46,887	0	46,887	0.25%
Butte	21,069	0.68%	112,046	62,084	0.46%	75,712	30.89%	100,824	101,934	3,497	6,700	0	1,640	113,771	0	113,771	0.62%
Calaveras	5,594	0.18%	29,748	56,628	0.42%	69,059	19.85%	37,552	37,965	928	2,495	0	435	41,824	0	41,824	0.23%
Colusa	2,901	0.09%	15,430	15,757	0.12%	19,216	15.95%	16,034	16,211	482	1,065	0	226	17,983	0	17,983	0.10%
Contra Costa	77,620	2.49%	412,796	381,098	2.80%	464,756	47.70%	437,582	442,400	12,882	29,078	0	6,043	490,403	0	490,403	2.66%
Del Norte	4,771	0.15%	25,370	38,464	0.28%	46,908	18.82%	29,425	29,749	792	1,955	0	371	32,867	0	32,867	0.18%
El Dorado	14,754	0.47%	78,463	23,751	0.17%	28,964	27.43%	64,887	65,602	2,449	4,312	0	1,149	73,511	0	73,511	0.40%
Fresno	100,720	3.23%	535,642	434,924	3.20%	530,399	52.03%	532,914	538,783	16,716	35,412	0	7,842	598,752	0	598,752	3.25%
Glenn	3,593	0.12%	19,107	6,108	0.04%	7,448	17.13%	17,110	17,299	596	1,137	0	280	19,312	0	19,312	0.10%
Humboldt	13,693	0.44%	72,820	87,748	0.64%	107,010	26.75%	81,967	82,870	2,272	5,447	0	1,066	91,655	0	91,655	0.50%
Imperial	18,918	0.61%	100,609	395,211	2.90%	481,967	29.80%	214,240	216,599	3,140	14,236	0	1,473	235,448	0	235,448	1.28%
Inyo	3,762	0.12%	20,007	4,761	0.03%	5,806	17.39%	17,537	17,731	624	1,165	0	293	19,813	0	19,813	0.11%
Kern	110,899	3.55%	589,774	541,989	3.98%	660,967	53.73%	628,022	634,938	18,405	41,733	0	8,634	703,710	0	703,710	3.81%
Kings	18,589	0.60%	98,857	100,388	0.74%	122,425	29.62%	105,838	107,004	3,085	7,033	0	1,447	118,569	0	118,569	0.64%
Lake	6,944	0.22%	36,931	38	0.00%	46	21.33%	29,062	29,382	1,152	1,931	0	541	33,006	0	33,006	0.18%
Lassen	4,812	0.15%	25,590	7,626	0.06%	9,300	18.88%	22,514	22,762	799	1,996	0	375	25,432	0	25,432	0.14%
Madera	21,346	0.68%	113,521	110,489	0.81%	134,744	31.02%	120,104	121,427	3,543	7,981	0	1,662	134,613	0	134,613	0.73%
Marin	26,948	0.86%	143,315	1,829	0.01%	2,231	33.53%	96,015	97,072	4,472	6,380	0	2,098	110,023	0	110,023	0.60%
Mariposa	2,623	0.08%	13,950	75,000	0.55%	91,464	15.42%	25,905	26,190	435	1,721	0	204	28,551	0	28,551	0.15%
Mendocino	12,973	0.42%	68,990	1,135	0.01%	1,385	26.28%	51,226	51,791	2,153	3,404	0	1,010	58,358	0	58,358	0.32%
Merced	27,601	0.88%	146,786	270,767	1.99%	330,205	33.79%	208,772	211,071	4,581	13,873	0	2,149	231,673	0	231,673	1.26%
Modoc	2,079	0.07%	11,057	0	0.00%	0	14.27%	9,479	9,584	345	630	0	162	10,721	0	10,721	0.06%
Mono	3,021	0.10%	16,068	53	0.00%	65	16.17%	13,481	13,630	501	896	0	235	15,262	0	15,262	0.08%
Monterey	44,713	1.43%	237,788	474,646	3.49%	578,841	39.69%	373,151	377,260	7,421	24,796	0	3,481	412,958	0	412,958	2.24%
Napa	15,317	0.49%	81,458	5,654	0.04%	6,895	27.77%	60,751	61,420	2,542	4,037	0	1,192	69,192	0	69,192	0.38%
Nevada	10,533	0.34%	56,019	20,886	0.15%	25,471	24.51%	48,530	49,065	1,748	3,225	0	820	54,858	0	54,858	0.30%
Orange	366,152	11.73%	1,947,249	955,205	7.02%	1,164,891	80.00%	1,321,363	1,335,914	60,767	87,805	0	28,507	1,512,993	0	1,512,993	8.20%
Placer	37,706	1.21%	200,528	13,271	0.10%	16,185	37.50%	131,403	132,850	6,258	8,732	0	2,936	150,775	0	150,775	0.82%
Plumas	1,879	0.06%	9,993	0	0.00%	0	13.80%	8,614	8,709	312	572	0	146	9,740	0	9,740	0.05%
Riverside	288,072	9.23%	1,532,008	1,456,712	10.70%	1,776,489	73.85%	1,712,565	1,731,424	47,809	113,801	0	22,428	1,915,462	0	1,915,462	10.38%
Sacramento	187,637	6.01%	997,882	416,765	3.06%	508,253	64.02%	684,426	691,963	31,141	45,481	0	14,608	783,193	0	783,193	4.24%
San Benito	7,889	0.25%	41,952	10,318	0.08%	12,583	22.26%	35,415	35,805	1,309	2,353	0	614	40,081	0	40,081	0.22%
San Bernardino	253,585	8.12%	1,348,602	1,126,373	8.28%	1,373,634	70.78%	1,366,320	1,381,366	42,085	90,793	0	19,743	1,533,987	0	1,533,987	8.31%
San Diego	274,289	8.79%	1,458,708	1,869,981	13.74%	2,280,479	72.66%	2,055,775	2,078,414	45,521	136,608	0	21,355	2,281,898	0	2,281,898	12.37%
San Francisco	124,513	3.99%	662,178	517,501	3.80%	631,103	55.84%	644,826	651,927	20,664	42,849	0	9,694	725,135	0	725,135	3.93%
San Joaquin	73,818	2.37%	392,577	263,579	1.94%	321,439	46.91%	359,207	363,163	12,251	23,870	0	5,747	405,030	0	405,030	2.20%
San Luis Obispo	33,991	1.09%	180,771	227,573	1.67%	277,529	36.22%	215,821	218,197	5,641	14,341	0	2,646	240,826	0	240,826	1.31%
San Mateo	80,675	2.58%	429,040	294,610	2.16%	359,283	48.32%	395,334	399,688	13,389	26,270	0	6,281	445,628	0	445,628	2.42%
Santa Barbara	53,141	1.70%	282,610	80,669	0.59%	98,378	42.04%	205,156	207,415	8,819	13,633	0	4,137	234,005	0	234,005	1.27%
Santa Clara	151,208	4.84%	804,146	766,785	5.63%	935,110	59.57%	882,167	891,882	25,095	58,621	0	11,772	987,369	0	987,369	5.35%
Santa Cruz	30,902	0.99%	164,343	196,666	1.44%	239,838	35.09%	190,836	192,937	5,129	12,681	0	2,406	213,153	0	213,153	1.16%
Shasta	35,687	1.14%	189,788	214,879	1.58%	262,050	36.82%	216,392	218,775	5,923	14,379	0	2,778	241,855	0	241,855	1.31%
Sierra	1,083	0.03%	5,759	0	0.00%	0	11.48%	5,097	5,154	180	339	0	84	5,756	0	5,756	0.03%
Siskiyou	6,139	0.20%	32,650	211	0.00%	257	20.48%	26,017	26,304	1,019	1,729	0	478	29,529	0	29,529	0.16%

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**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

2025-26 Premium

Court	2021-22 to 2023-24		2025-26 Indicated Loss & ALAE Premium Based on		2021-22 to 2023-24		2025-26 Indicated Loss & ALAE Premium Based on		2025-26 Weighted Loss & ALAE		2025-26 Weighted Adjusted Loss & ALAE		2025-26 Excess		2025-26 Claims Handling (TPA) Fees		2025-26 Program Admin. Premium		2025-26 Brokerage / Consulting Premium		2025-26 Total Premium		2025-26 Out of State Premium		2025-26 Adjusted Premium		2025-26 Percent of Premium	
	Payroll (\$000)	Percent Payroll	Payroll	Limited to \$75K	Incurred	Percent Limited Losses	Losses	Weighting	Premium	Loss & ALAE	Premium	Loss & ALAE	Premium	Excess	TPA Fees	Premium	Premium	Total Premium	Out of State Premium	Adjusted Premium	Premium	Total Premium	Out of State Premium	Adjusted Premium	Percent of Premium			
Solano	46,883	1.50%	249,331	349,354	2.57%	426,044	40.32%	320,585	324,115	7,781	21,303	0	3,650	356,849	0	356,849	1.93%											
Sonoma	41,368	1.33%	220,000	129,305	0.95%	157,690	38.67%	195,902	198,060	6,865	13,018	0	3,221	221,164	0	221,164	1.20%											
Stanislaus	53,092	1.70%	282,353	122,905	0.90%	149,885	42.03%	226,679	229,175	8,811	15,063	0	4,133	257,183	0	257,183	1.39%											
Sutter	11,261	0.36%	59,889	0	0.00%	0	25.06%	44,878	45,372	1,869	2,982	0	877	51,100	0	51,100	0.28%											
Tehama	8,972	0.29%	47,717	95,044	0.70%	115,908	23.24%	63,562	64,262	1,489	4,224	0	699	70,674	0	70,674	0.38%											
Trinity	3,346	0.11%	17,796	0	0.00%	0	16.73%	14,819	14,983	555	985	0	261	16,783	0	16,783	0.09%											
Tulare	50,274	1.61%	267,363	175,750	1.29%	214,330	41.27%	245,475	248,179	8,344	16,312	0	3,914	276,748	0	276,748	1.50%											
Tuolumne	8,284	0.27%	44,057	156,424	1.15%	190,762	22.63%	77,252	78,102	1,375	5,133	0	645	85,256	0	85,256	0.46%											
Ventura	85,388	2.74%	454,103	452,564	3.32%	551,911	49.24%	502,265	507,796	14,171	33,376	0	6,648	561,991	0	561,991	3.05%											
Yolo	25,323	0.81%	134,669	6,693	0.05%	8,163	32.84%	93,127	94,153	4,203	6,188	0	1,971	106,515	0	106,515	0.58%											
Yuba	11,299	0.36%	60,088	75,082	0.55%	91,564	25.09%	67,986	68,735	1,875	4,518	0	880	76,007	0	76,007	0.41%											
All Courts	\$3,121,204	100.00%	\$16,599,000	\$13,611,094	100.00%	\$16,599,000		\$16,418,198	\$16,599,000	\$518,000	\$1,091,000	\$0	\$243,000	\$18,451,000	\$0	\$18,451,000	100.00%											

Notes:

- (A): From Exhibit TC-2.
- (B): (A)/[Total (A)]
- (C): (B) x [Total (C)]. Total (C) was provided by Judicial Branch Workers' Compensation Program.
- (D): From Exhibit TC-3.
- (E): (D)/[Total (D)]
- (F): (E) x [Total (F)].
- (G): Based on relative size (according the (A)) of each court. The largest is subjectively set to an 80.00% weight. The weight of all other courts are based on that standard.
- (H): (G) x (F) + [1-(G)] x (C)
- (I): [Total (F) / Total (H)] x (H)
- (J): (B) x [Total (J)]. Total (J) was provided by Judicial Branch Workers' Compensation Program.
- (K): [(I) / Total (I)] x Total (K). Total (K) was provided by Judicial Branch Workers' Compensation Program.
- (L): (B) x [Total (L)]. Total (L) was provided by Judicial Branch Workers' Compensation Program.
- (M): (B) x [Total (M)]. Total (M) was provided by Judicial Branch Workers' Compensation Program.
- (N): Sum[(I)..(M)]
- (O): Adjustment for out of state workers.
- (P): (N) + (O).
- (Q): (P) x [Total (P)].

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Payroll

Court	Payroll		
	2021-22	2022-23	2023-24
Alameda	\$58,359,337	\$62,325,948	\$62,869,617
Alpine	353,790	422,403	406,097
Amador	2,180,469	2,163,832	2,471,737
Butte	7,057,271	6,879,345	7,131,940
Calaveras	1,899,554	1,920,298	1,773,885
Colusa	912,882	865,965	1,122,577
Contra Costa	24,647,009	25,648,467	27,324,907
Del Norte	1,513,689	1,551,619	1,705,195
El Dorado	4,603,546	5,050,303	5,099,921
Fresno	31,985,039	34,486,077	34,248,751
Glenn	1,086,526	1,226,567	1,279,741
Humboldt	4,586,649	4,391,934	4,714,263
Imperial	6,367,498	6,198,699	6,351,914
Inyo	1,206,696	1,213,234	1,342,147
Kern	32,536,140	39,393,284	38,969,113
Kings	5,631,200	6,222,478	6,734,908
Lake	2,051,765	2,461,594	2,430,919
Lassen	1,372,840	1,675,024	1,763,947
Madera	5,988,105	7,516,811	7,841,118
Marin	8,761,010	8,970,611	9,216,646
Mariposa	845,789	873,687	903,699
Mendocino	3,935,658	4,422,250	4,614,632
Merced	7,878,243	10,026,541	9,696,287
Modoc	699,253	704,177	675,765
Mono	966,548	1,015,469	1,039,385
Monterey	14,896,490	14,754,482	15,061,578
Napa	4,643,728	5,316,801	5,356,467
Nevada	3,456,756	3,255,418	3,821,314
Orange	111,240,819	126,868,975	128,042,536
Placer	11,260,325	14,014,202	12,431,823
Plumas	604,778	582,804	691,534
Riverside	84,341,572	93,426,355	110,304,197
Sacramento	52,715,262	66,750,882	68,171,302
San Benito	1,979,318	2,864,771	3,044,414
San Bernardino	77,361,315	86,986,931	89,237,077
San Diego	87,527,770	93,913,405	92,848,047
San Francisco	37,797,867	42,112,727	44,602,576
San Joaquin	23,535,060	25,384,293	24,899,091
San Luis Obispo	10,014,295	11,937,931	12,039,226
San Mateo	24,954,718	26,371,598	29,348,437
Santa Barbara	15,924,584	18,366,072	18,850,181
Santa Clara	46,937,842	51,244,754	53,025,540
Santa Cruz	9,457,815	10,988,197	10,456,408
Shasta	10,682,774	12,499,120	12,504,952
Sierra	315,474	340,221	427,156
Siskiyou	1,735,781	2,172,814	2,230,746

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Payroll

Court	Payroll		
	2021-22	2022-23	2023-24
Solano	15,011,080	15,601,759	16,270,215
Sonoma	12,813,159	13,911,414	14,643,371
Stanislaus	16,297,417	18,374,744	18,420,338
Sutter	3,332,080	3,880,904	4,048,355
Tehama	2,897,001	3,089,390	2,986,093
Trinity	1,092,846	1,161,623	1,091,818
Tulare	15,543,761	17,168,534	17,561,422
Tuolumne	2,567,700	2,747,068	2,969,539
Ventura	27,070,813	30,432,895	27,883,809
Yolo	7,586,762	8,644,843	9,091,017
Yuba	3,808,103	3,706,862	3,783,650
All Courts	\$956,831,571	\$1,066,499,408	\$1,097,873,340

Notes:

Provided by Judicial Branch Workers' Compensation Program.

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Loss Data

Court	Incurred Losses			Incurred Losses Capped at \$75K		
	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24
Alameda	\$269,300	\$307,406	\$110,785	\$174,107	\$183,082	\$110,785
Alpine	0	0	0	0	0	0
Amador	7,310	44,557	0	7,310	44,557	0
Butte	0	58,088	3,996	0	58,088	3,996
Calaveras	107	0	56,521	107	0	56,521
Colusa	15,757	0	0	15,757	0	0
Contra Costa	100,474	138,093	160,610	100,474	138,093	142,530
Del Norte	21,624	0	16,840	21,624	0	16,840
El Dorado	3,657	65	20,029	3,657	65	20,029
Fresno	208,240	114,890	379,278	140,006	114,890	180,028
Glenn	6,108	0	0	6,108	0	0
Humboldt	117	32,084	55,547	117	32,084	55,547
Imperial	115,299	227,476	198,914	84,615	111,681	198,914
Inyo	53	0	4,707	53	0	4,707
Kern	132,121	136,907	295,151	124,473	136,907	280,609
Kings	36,825	1,186	62,378	36,825	1,186	62,378
Lake	0	0	38	0	0	38
Lassen	311	7,314	0	311	7,314	0
Madera	534	64,648	45,307	534	64,648	45,307
Marin	0	0	1,829	0	0	1,829
Mariposa	166,380	0	0	75,000	0	0
Mendocino	0	1,135	0	0	1,135	0
Merced	1,272	203,836	89,686	1,272	179,809	89,686
Modoc	0	0	0	0	0	0
Mono	53	0	0	53	0	0
Monterey	298,166	213,670	65,689	197,641	211,317	65,689
Napa	1,401	230	4,022	1,401	230	4,022
Nevada	14,637	4,965	1,285	14,637	4,965	1,285
Orange	638,982	245,825	180,647	528,732	245,825	180,647
Placer	8,906	0	4,365	8,906	0	4,365
Plumas	0	0	0	0	0	0
Riverside	314,809	1,002,473	840,913	267,990	615,324	573,397
Sacramento	235,198	229,407	11,486	232,476	172,803	11,486
San Benito	0	0	10,318	0	0	10,318
San Bernardino	241,484	1,021,617	238,517	216,712	675,728	233,933
San Diego	1,060,497	894,315	527,076	706,194	676,494	487,293
San Francisco	170,793	374,642	158,716	170,793	187,992	158,716
San Joaquin	110,947	242,492	43,175	86,215	134,188	43,175
San Luis Obispo	75,010	119,843	75,199	75,010	77,363	75,199
San Mateo	25,559	497,889	1,931	25,559	267,120	1,931
Santa Barbara	0	7,162	73,507	0	7,162	73,507
Santa Clara	418,598	133,685	358,146	274,954	133,685	358,146
Santa Cruz	192,647	336,294	740	89,435	106,491	740
Shasta	277,762	76,555	49,260	89,064	76,555	49,260
Sierra	0	0	0	0	0	0
Siskiyou	211	0	0	211	0	0

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Summary of Loss Data

Court	Incurred Losses			Incurred Losses Capped at \$75K		
	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24
Solano	39,924	207,945	101,485	39,924	207,945	101,485
Sonoma	28,989	4,773	114,971	28,989	4,773	95,544
Stanislaus	8,464	51,228	63,213	8,464	51,228	63,213
Sutter	0	0	0	0	0	0
Tehama	118,072	0	0	95,044	0	0
Trinity	0	0	0	0	0	0
Tulare	49,850	147,122	22,924	49,850	102,976	22,924
Tuolumne	165,573	52,974	0	103,450	52,974	0
Ventura	392,748	79,629	239,197	230,463	79,629	142,472
Yolo	2,441	3,063	1,189	2,441	3,063	1,189
Yuba	0	0	75,082	0	0	75,082
All Courts	5,977,211	7,285,483	4,764,669	4,336,960	5,169,371	4,104,762

Notes:

Provided by Judicial Branch Workers' Compensation Program.

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
Alameda	\$951,274	\$818,901	-\$132,373	-13.92%
Alpine	5,821	6,262	441	7.58%
Amador	39,657	46,887	7,231	18.23%
Butte	107,189	113,771	6,582	6.14%
Calaveras	27,761	41,824	14,064	50.66%
Colusa	16,334	17,983	1,649	10.10%
Contra Costa	634,422	490,403	-144,019	-22.70%
Del Norte	28,121	32,867	4,746	16.88%
El Dorado	73,130	73,511	380	0.52%
Fresno	478,877	598,752	119,875	25.03%
Glenn	18,795	19,312	517	2.75%
Humboldt	91,428	91,655	227	0.25%
Imperial	163,925	235,448	71,523	43.63%
Inyo	18,598	19,813	1,215	6.53%
Kern	867,192	703,710	-163,483	-18.85%
Kings	81,441	118,569	37,128	45.59%
Lake	31,152	33,006	1,853	5.95%
Lassen	22,611	25,432	2,821	12.48%
Madera	100,296	134,613	34,316	34.21%
Marin	154,015	110,023	-43,992	-28.56%
Mariposa	26,924	28,551	1,627	6.04%
Mendocino	78,884	58,358	-20,526	-26.02%
Merced	209,205	231,673	22,468	10.74%
Modoc	11,029	10,721	-308	-2.80%
Mono	16,013	15,262	-751	-4.69%
Monterey	373,717	412,958	39,241	10.50%
Napa	88,968	69,192	-19,777	-22.23%
Nevada	60,783	54,858	-5,925	-9.75%
Orange	1,576,856	1,512,993	-63,862	-4.05%
Placer	147,380	150,775	3,395	2.30%
Plumas	20,996	9,740	-11,256	-53.61%
Riverside	1,562,805	1,915,462	352,657	22.57%
Sacramento	793,493	783,193	-10,300	-1.30%
San Benito	29,525	40,081	10,556	35.75%
San Bernardino	1,341,528	1,533,987	192,459	14.35%
San Diego	1,896,829	2,281,898	385,069	20.30%
San Francisco	803,778	725,135	-78,643	-9.78%
San Joaquin	375,567	405,030	29,463	7.84%
San Luis Obispo	227,136	240,826	13,690	6.03%
San Mateo	572,558	445,628	-126,931	-22.17%
Santa Barbara	179,676	234,005	54,329	30.24%
Santa Clara	838,177	987,369	149,192	17.80%
Santa Cruz	221,163	213,153	-8,010	-3.62%
Shasta	340,067	241,855	-98,212	-28.88%
Sierra	5,266	5,756	491	9.32%
Siskiyou	27,073	29,529	2,456	9.07%

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
Solano	256,970	356,849	99,879	38.87%
Sonoma	206,766	221,164	14,398	6.96%
Stanislaus	235,344	257,183	21,838	9.28%
Sutter	47,825	51,100	3,275	6.85%
Tehama	66,227	70,674	4,447	6.71%
Trinity	17,120	16,783	-336	-1.96%
Tulare	317,829	276,748	-41,081	-12.93%
Tuolumne	77,270	85,256	7,985	10.33%
Ventura	476,868	561,991	85,123	17.85%
Yolo	138,716	106,515	-32,201	-23.21%
Yuba	51,627	76,007	24,380	47.22%
All Courts	\$17,630,000	\$18,451,000	\$821,000	4.66%

Notes:

- (A): From Prior Premium Report
- (B): From Exhibit TC-1.
- (C): (B) - (A)
- (D): (C) / (A)

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

2025-26 Premium

Court	2021-22 to 2023-24 Payroll (\$000) (A)	Percent Payroll (B)	2025-26 Indicated Loss & ALAE Premium Based on Payroll (C)	2021-22 to 2023-24 Incurred Limited to \$75K (D)	Percent Limited Losses (E)	2025-26 Indicated Loss & ALAE Premium Based on Losses (F)	Weighting (G)	2025-26 Weighted Loss & ALAE Premium (H)	2025-26 Weighted Adjusted Loss & ALAE Premium (I)	2025-26 Excess Premium (J)	2025-26 Claims Handling (TPA) Fees (K)	2025-26 Program Admin. Premium (L)	2025-26 Brokerage / Consulting Premium (M)	2025-26 Total Premium (N)	2025-26 Out of State Premium (O)	2025-26 Adjusted Premium (P)	2025-26 Percent of Premium (Q)
Supreme Court	\$55,614	2.93%	\$23,320	\$3,801	0.71%	\$5,665	28.67%	\$18,259	\$24,551	\$6,013	\$3,984	\$0	\$4,341	\$38,890	\$125	\$39,015	3.05%
1st District Court	50,953	2.69%	21,366	0	0.00%	0	27.84%	15,417	20,730	5,509	3,364	0	3,978	33,581	0	33,581	2.63%
2nd District Court	101,954	5.38%	42,752	153,649	28.81%	229,005	35.08%	108,097	145,345	11,024	23,584	0	7,959	187,912	0	187,912	14.71%
3rd District Court	37,791	1.99%	15,847	2,718	0.51%	4,051	25.20%	12,874	17,310	4,086	2,809	0	2,950	27,155	0	27,155	2.13%
4th District Court	86,043	4.54%	36,080	189,037	35.44%	281,749	33.15%	117,531	158,029	9,304	25,642	0	6,717	199,692	0	199,692	15.63%
5th District Court	36,105	1.90%	15,140	378	0.07%	563	24.82%	11,522	15,492	3,904	2,514	0	2,818	24,728	571	25,299	1.98%
6th District Court	24,847	1.31%	10,419	83,395	15.63%	124,295	21.91%	35,374	47,564	2,687	7,718	0	1,940	59,908	0	59,908	4.69%
Judicial Council	259,672	13.70%	108,888	4,932	0.92%	7,351	47.91%	60,239	80,996	28,078	13,143	0	20,271	142,488	0	142,488	11.15%
CJP	10,123	0.53%	4,245	0	0.00%	0	16.25%	3,555	4,780	1,095	776	0	790	7,441	0	7,441	0.58%
HCRC	21,758	1.15%	9,124	16,925	3.17%	25,226	20.97%	12,500	16,807	2,353	2,727	0	1,699	23,585	0	23,585	1.85%
CJCL	2,231	0.12%	936	0	0.00%	0	9.81%	844	1,135	241	184	0	174	1,734	0	1,734	0.14%
Trial Court Judges	1,208,801	63.76%	506,884	78,563	14.73%	117,094	80.00%	195,052	262,263	130,706	42,556	0	94,363	529,888	0	529,888	41.47%
All Courts	\$1,895,892	100.00%	\$795,000	\$533,397	100.00%	\$795,000		\$591,264	\$795,000	\$205,000	\$129,000	\$0	\$148,000	\$1,277,000	\$696	\$1,277,696	100.00%

Notes:

- (A): From Exhibit J-2.
- (B): (A)/[Total (A)]
- (C): (B) x [Total (C)]. Total (C) was provided by Judicial Branch Workers' Compensation Program.
- (D): From Exhibit J-3.
- (E): (D)/[Total (D)]
- (F): (E) x [Total (F)].
- (G): Based on relative size (according the (A)) of each court. The largest is subjectively set to an 80.00% weight. The weight of all other courts are based on that standard.
- (H): (G) x (F) + [1-(G)] x (C)
- (I): [Total (F) / Total (H)] x (H)
- (J): (B) x [Total (J)]. Total (J) was provided by Judicial Branch Workers' Compensation Program.
- (K): [(I) / Total (I)] x Total (K). Total (K) was provided by Judicial Branch Workers' Compensation Program.
- (L): (B) x [Total (L)]. Total (L) was provided by Judicial Branch Workers' Compensation Program.
- (M): (B) x [Total (M)]. Total (M) was provided by Judicial Branch Workers' Compensation Program.
- (N): Sum[(I)..(M)]
- (O): Adjustment for out of state workers.
- (P): (N) + (O).
- (Q): (P) x [Total (P)].

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

2025-26 Premium
2nd and 4th District by Division

Court	Division	2021-22 to 2023-24		2025-26 Indicated	2021-22 to 2023-24		2025-26 Indicated		2025-26		2025-26		2025-26	
		Payroll (\$000) (A)	Percent Payroll (B)	Loss & ALAE Premium Based on Payroll (C)	Limited to \$75K (D)	Percent Limited Losses (E)	Loss & ALAE Premium Based on Losses (F)	Weighting (G)	Weighted Loss & ALAE Premium (H)	2025-26 Excess Premium (I)	2025-26 Claims Handling (TPA) Fees (J)	2025-26 Brokerage / Consulting Premium (K)	2025-26 Total Premium (L)	2025-26 Percent of Premium (M)
2nd District Court	COA 2nd District (LA)	\$89,487	87.77%	\$127,572	\$156,019	100.00%	\$145,345	35.08%	\$133,807	\$9,676	\$21,712	\$6,986	\$172,181	91.63%
	COA 2nd District- (Ven)	12,467	12.23%	17,773	0	0.00%	0	35.08%	11,538	1,348	1,872	973	15,731	8.37%
	Total	\$101,954	100.00%	\$145,345	\$156,019	100.00%	\$145,345	35.08%	\$145,345	\$11,024	\$23,584	\$7,959	\$187,912	
4th District Court	COA 4th District (SD)	\$31,832	37.00%	\$58,463	\$182,403	96.49%	\$152,483	33.15%	\$89,635	\$3,442	\$14,545	\$2,485	\$110,107	55.14%
	COA 4th District (RSVD)	28,203	32.78%	51,798	6,634	3.51%	5,546	33.15%	36,463	3,050	5,917	2,202	47,631	23.85%
	COA 4th District (SA)	26,008	30.23%	47,767	0	0.00%	0	33.15%	31,930	2,812	5,181	2,030	41,954	21.01%
	Total	\$86,043	100.00%	\$158,029	\$189,037	100.00%	\$158,029	33.15%	\$158,029	\$9,304	\$25,642	\$6,717	\$199,692	100.00%

Notes:

- (A): Provided by Judiciary Branch Workers' Compensation Program
- (B): (A)/[Total (A)]
- (C): (B) x [Total (C)]. Total (C) was provided by Judicial Branch Workers' Compensation Program.
- (D): Provided by Judiciary Branch Workers' Compensation Program
- (E): (D)/[Total (D)]
- (F): (E) x [Total (F)].
- (G): Allocated based on total for each court shown in Exhibit J-1
- (H): (G) x (F) + [1-(G)] x (C)
- (I): Allocated based on total for each court shown in Exhibit J-1
- (J): Allocated based on total for each court shown in Exhibit J-1
- (K): Allocated based on total for each court shown in Exhibit J-1
- (L): Sum[(H)..(K)]
- (M): (L) x [Total (L)].

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

Summary of Payroll

Court	Payroll		
	2021-22	2022-23	2023-24
Supreme Court	\$18,119,071	\$18,360,881	\$19,133,703
1st District Court	16,235,113	16,814,500	17,903,523
2nd District Court	32,334,555	33,754,500	35,865,157
3rd District Court	12,164,049	12,467,000	13,159,970
4th District Court	27,003,504	28,080,500	30,958,532
5th District Court	11,133,374	12,005,500	12,965,883
6th District Court	7,629,329	8,343,000	8,874,677
Judicial Council	80,182,072	86,126,895	93,362,900
CJP	3,123,664	3,450,000	3,549,155
HCRC	7,049,575	6,892,000	7,816,512
CJCL	689,664	749,119	792,610
Trial Court Judges	369,743,523	423,563,000	415,494,500
All Courts	\$585,407,493	\$650,606,895	\$659,877,122

Notes:

Provided by Judicial Branch Workers' Compensation Program.

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

Summary of Loss Data

Court	Incurred Losses			Incurred Losses Capped at \$75K		
	2021-22	2022-23	2023-24	2021-22	2022-23	2023-24
Supreme Court	\$0	\$3,801	\$0	\$0	\$3,801	\$0
1st District Court	0	0	0	0	0	0
2nd District Court	0	175,199	5,599	0	148,050	5,599
3rd District Court	2,718	0	0	2,718	0	0
4th District Court	63,735	79,107	50,302	63,735	75,000	50,302
5th District Court	0	53	324	0	53	324
6th District Court	98,861	8,395	0	75,000	8,395	0
Judicial Council	202	1,016	3,714	202	1,016	3,714
CJP	0	0	0	0	0	0
HCRC	16,925	0	0	16,925	0	0
CJCL	0	0	0	0	0	0
Trial Court Judges	99,043	0	2,120	76,443	0	2,120
All Courts	281,484	267,571	62,060	235,023	236,315	62,060

Notes:

Provided by Judicial Branch Workers' Compensation Program.

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
Supreme Court	\$46,129	\$39,015	-\$7,115	-15.42%
1st District Court	36,370	33,581	-2,789	-7.67%
2nd District Court	119,443	187,912	68,469	57.32%
3rd District Court	30,412	27,155	-3,257	-10.71%
4th District Court	253,977	199,692	-54,286	-21.37%
5th District Court	27,457	25,299	-2,158	-7.86%
6th District Court	107,874	59,908	-47,966	-44.46%
Judicial Council	152,651	142,488	-10,163	-6.66%
CJP	8,701	7,441	-1,260	-14.49%
HCRC	34,028	23,585	-10,442	-30.69%
CJCL	1,826	1,734	-92	-5.05%
Trial Court Judges	428,828	529,888	101,060	23.57%
All Courts	\$1,247,696	\$1,277,696	\$30,000	2.40%

Notes:

- (A): From Prior Premium Report
- (B): From Exhibit J-1.
- (C): (B) - (A)
- (D): (C) / (A)

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

Trial Court and State Judiciary Claims Handling, Program Admin and Brokerage/Consulting Premium

Division	2021-22 to 2023-24 Payroll (\$000) (A)	Percent Payroll (B)	2021-22 to 2023-24 Incurred Limited to \$75K (C)	Percent Limited Losses (D)	2025-26 Claims Handling (E)	2025-26 Program Admin. (F)	2025-26 Brokerage / Consulting (G)
Trial Courts	\$3,121,204	62.21%	\$13,611,094	96.23%	\$1,091,000	\$0	\$243,000
State Judiciary	1,895,892	37.79%	533,397	3.77%	129,000	0	148,000
Total	\$5,017,096	100.00%	\$14,144,491	100.00%	\$1,220,000	\$0	\$391,000

Notes:

- (A): Provided by Judicial Branch Workers' Compensation Program.
- (B): (A)/[Total (A)]
- (C): Provided by Judicial Branch Workers' Compensation Program.
- (D): (C)/[Total (C)]
- (E): Total (E) x [80% x (D) + 20% x (B)]
- (F): (B) x [Total (F)]. Total (F) was provided by Judicial Branch Workers' Compensation Program.
- (G): (B) x [Total (G)]. Total (G) was provided by Judicial Branch Workers' Compensation Program.

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**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
Alameda	\$951,274	\$818,901	-\$132,373	-13.92%
Alpine	5,821	6,262	441	7.58%
Amador	39,657	46,887	7,231	18.23%
Butte	107,189	113,771	6,582	6.14%
Calaveras	27,761	41,824	14,064	50.66%
Colusa	16,334	17,983	1,649	10.10%
Contra Costa	634,422	490,403	-144,019	-22.70%
Del Norte	28,121	32,867	4,746	16.88%
El Dorado	73,130	73,511	380	0.52%
Fresno	478,877	598,752	119,875	25.03%
Glenn	18,795	19,312	517	2.75%
Humboldt	91,428	91,655	227	0.25%
Imperial	163,925	235,448	71,523	43.63%
Inyo	18,598	19,813	1,215	6.53%
Kern	867,192	703,710	-163,483	-18.85%
Kings	81,441	118,569	37,128	45.59%
Lake	31,152	33,006	1,853	5.95%
Lassen	22,611	25,432	2,821	12.48%
Madera	100,296	134,613	34,316	34.21%
Marin	154,015	110,023	-43,992	-28.56%
Mariposa	26,924	28,551	1,627	6.04%
Mendocino	78,884	58,358	-20,526	-26.02%
Merced	209,205	231,673	22,468	10.74%
Modoc	11,029	10,721	-308	-2.80%
Mono	16,013	15,262	-751	-4.69%
Monterey	373,717	412,958	39,241	10.50%
Napa	88,968	69,192	-19,777	-22.23%
Nevada	60,783	54,858	-5,925	-9.75%
Orange	1,576,856	1,512,993	-63,862	-4.05%
Placer	147,380	150,775	3,395	2.30%
Plumas	20,996	9,740	-11,256	-53.61%
Riverside	1,562,805	1,915,462	352,657	22.57%
Sacramento	793,493	783,193	-10,300	-1.30%
San Benito	29,525	40,081	10,556	35.75%
San Bernardino	1,341,528	1,533,987	192,459	14.35%
San Diego	1,896,829	2,281,898	385,069	20.30%
San Francisco	803,778	725,135	-78,643	-9.78%
San Joaquin	375,567	405,030	29,463	7.84%
San Luis Obispo	227,136	240,826	13,690	6.03%
San Mateo	572,558	445,628	-126,931	-22.17%
Santa Barbara	179,676	234,005	54,329	30.24%
Santa Clara	838,177	987,369	149,192	17.80%
Santa Cruz	221,163	213,153	-8,010	-3.62%
Shasta	340,067	241,855	-98,212	-28.88%
Sierra	5,266	5,756	491	9.32%
Siskiyou	27,073	29,529	2,456	9.07%

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
Trial Courts**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
	Solano	256,970	356,849	99,879
Sonoma	206,766	221,164	14,398	6.96%
Stanislaus	235,344	257,183	21,838	9.28%
Sutter	47,825	51,100	3,275	6.85%
Tehama	66,227	70,674	4,447	6.71%
Trinity	17,120	16,783	-336	-1.96%
Tulare	317,829	276,748	-41,081	-12.93%
Tuolumne	77,270	85,256	7,985	10.33%
Ventura	476,868	561,991	85,123	17.85%
Yolo	138,716	106,515	-32,201	-23.21%
Yuba	51,627	76,007	24,380	47.22%
All Courts	\$17,630,000	\$18,451,000	\$821,000	4.66%

Notes:

- (A): From Prior Premium Report
- (B): From Exhibit TC-1.
- (C): (B) - (A)
- (D): (C) / (A)

**Judicial Branch Workers' Compensation Program
Workers' Compensation Fiscal Year 2025-26 Premium
State Judiciary**

Comparison to Prior Premium

Court	70% Confidence Level 2024-25 Total Premium (A)	70% Confidence Level 2025-26 Total Premium (B)	Total Difference (C)	Percent Change (D)
	Supreme Court	\$46,129	\$39,015	-\$7,115
1st District Court	36,370	33,581	-2,789	-7.67%
2nd District Court	119,443	187,912	68,469	57.32%
3rd District Court	30,412	27,155	-3,257	-10.71%
4th District Court	253,977	199,692	-54,286	-21.37%
5th District Court	27,457	25,299	-2,158	-7.86%
6th District Court	107,874	59,908	-47,966	-44.46%
Judicial Council	152,651	142,488	-10,163	-6.66%
CJP	8,701	7,441	-1,260	-14.49%
HCRC	34,028	23,585	-10,442	-30.69%
CJCL	1,826	1,734	-92	-5.05%
Trial Court Judges	428,828	529,888	101,060	23.57%
All Courts	\$1,247,696	\$1,277,696	\$30,000	2.40%

Notes:

- (A): From Prior Premium Report
- (B): From Exhibit J-1.
- (C): (B) - (A)
- (D): (C) / (A)

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2024 ANNUAL AUDIT OF THIRD-PARTY ADMINISTRATOR & CASE MANAGEMENT SERVICES PROVIDER (SEDGWICK CMS)

JUDICIAL BRANCH WORKERS' COMPENSATION PROGRAM

FEBRUARY 5, 2025

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1

Executive Summary

The Judicial Council of California (JCC) contracted with Marsh USA, Inc. (Marsh) to provide various claim auditing services over the period extending from July 1, 2024, through June 30, 2025. One such requested service was the completion of two annual audits of The Judicial Branch Workers' Compensation Program's (JBWCP) third-party administrator (TPA) and managed care vendor – Sedgwick Claim Management Services (Sedgwick).

The primary objective of the two audits was to assess Sedgwick's operational performance to allow JBWCP to: (1) identify potential opportunities to enhance Program performance and key outcomes; as well as (2) support future business initiatives. Claim auditing activities were completed in September and October of 2024. A total of one hundred eighty (180) TPA and eighty (80) managed care claims were audited. The following represents a high-level summary of audit results, findings and associated recommendations.

TPA/Managed Care Audit Results: Audit performance descriptions as well as finalized audit scores for each of the fifteen audit categories evaluated are as follows:

OBSERVED SCORE	INTERPRETATION OF PERFORMANCE
90.00% - 100.00%	High performance warranting no associated recommendations
85.00% - 89.99%	Overall performance is sound with minor fine-tuning opportunities
70.00% - 84.99%	Systemic process inconsistencies exist presenting opportunities for improvement
0.00% - 69.99%	Systemic breakdowns in performance exist warranted immediate corrective action

AUDIT CATEGORY	APPLICABLE CLAIMS	AUDIT SCORES
• Claim Setup & Assignment/Reassignment	29	100.00%
• Three-Point Contacts	30	88.30%
• Investigation	78	76.69%
• Medical Cost Containment	133	95.16%
• Disability Management	41	90.76%
• Litigation Management	71	96.46%
• Subrogation, Apportionment, Contribution	20	96.61%
• Reserving	167	85.25%
• Communication	129	88.29%
• Payments	165	97.74%
• Settlement/Resolution	86	86.30%
• Strategic Plans & Documentation	180	95.41%
• Supervisory Review	179	98.44%
• Nurse Triage	68	67.13%
• Nurse Case Management & Compliance	26	93.25%
TPA Composite Audit Score		92.61%
Case Management Composite Audit Score		88.37%

TPA Audit Major Findings & Associated Recommendations:

Sedgwick achieved a composite audit score of **92.61%** which (in aggregate) is indicative of a high-performing claims organization. Scores in the range of 90.00% to 100.00% suggest strong overall operational performance. Sedgwick achieved scores at or above the 90th percentile in eight (8) of the thirteen (13) audit categories evaluated.

The five (5) TPA audit categories failing to meet the 90th percentile of performance involved:

- Three-Point Contact (i.e., **88.30%**);
- Investigations (i.e., **76.69%**);
- Reserving (i.e., **85.25%**);
- Communications (i.e., **88.29%**); and
- Settlement/Resolution (i.e., **86.30%**).

Primary factors observed to be responsible for diminished performance at the underlying audit metric-level include:

- (1) Lapses in execution and follow-up on required activities (or documentation thereof) by Adjusters;
- (2) Failure to identify required activities or claim-related opportunities;
- (3) Failure to secure required authorization for services from Members;
- (4) Failure to maintain required communications with Program Stakeholders; and
- (5) Breakdowns in the supervisory review process regarding Adjuster oversight, provision of technical feedback and follow-up as to previously provided recommendations.

While overall performance is strong and the working relationship between the JBWCP Administrator, its Members and Sedgwick is both collaborative and sound, multiple opportunities exist to enhance existing levels of performance. To this end, general recommendations include:

- Reinforcement of claim management expectations found within JBWCP's Claims Service Guidelines with Adjusters;
- Leverage the supervisory review process to drive greater consistency, identify skills gaps, provide informal coaching/instruction, and access formal training requirements;
- Amend JBWCP's Claims Service Guidelines to provide greater clarity as to program expectations that drive both critical activities and Program outcomes.
- Emphasize the importance of work product documentation by Adjusters (i.e., show your work).

Case Management Audit Findings & Associated Recommendations:

Sedgwick achieved a composite audit score of **88.37%** which (in aggregate) is consistent with generally sound performance with the presence of one or more fine tuning opportunities within the program. Sedgwick achieved scores at or above the 90th percentile in one (1) of the two (2) audit categories evaluated.

The sole audit category failing to meet the 90th percentile of performance was Nurse Triage (i.e., **67.13%**). After considerable improvement was noted between the 2022 and 2023 case management audits (i.e., 1.96% and 80.09% respectively), a notable deterioration in performance was observed in 2024.

Primary factors observed to be responsible for diminished performance at the underlying audit metric-level include:

- (1) A lack of alignment between JBWCP Managed Care Guidelines' expectations and Sedgwick's Adjuster's and Triage Nurse interpretations of those expectations resulting in the:
 - a. Failure of Adjusters to consistently refer claims for nurse triage; and
 - b. Failure of Triage Nurses to pursue/complete required activities and communicate findings to Adjusters consistent with the Managed Care Guidelines.

While overall performance of various managed care services is generally sound, the nurse triage process continues to evidence challenges presenting various opportunities to the Program. To this end, general recommendations include:

- Reinforcement of expectations found within JBWCP's Managed Care Guidelines with Adjusters and Nurse Case Managers via formal training with subsequent monitoring through the supervisory review process; and
- Review and amendment portions of JBWCP's Managed Care Guidelines to: (1) provide greater clarity as to existing requirements; and (2) eliminate existing requirements that fail to provide program value.

A detailed discussion of Marsh's audit findings and associated recommendations can be found in **Section 3** of this report. Associated Audit Scoring Reports can be found in **Appendices C-F** of this report.

2

Methodology

Alan Turnipseed, Senior Engagement Lead, led the 2024 annual audits of Sedgwick's claims administration and case management services on behalf of the JBWCP. He is also responsible for preparing this written report. Marsh Colleagues Kelly Byrkit, Urvi Sutariya, James Baker and Ryan Kielhorn provided auditing support on both audits.

Case Management Auditing Methodology:

At the inception of the case management audit, JBWCP and Marsh collaboratively developed applicable audit categories and associated metrics. Two (2) case management audit categories were developed including:

1. Nurse Triage;
2. Nurse Case Management & Compliance with Protocols;

Twenty-one (21) associated case management audit metrics were developed across all five audit categories.

Once audit categories and metrics were finalized, a loss run was requested from Sedgwick containing all nurse case management referrals (i.e., Field Case Management, Telephonic Case Management) made between September 1, 2023, and August 31, 2024. A total of fifty-eight (58) claims were identified on the provided loss run. A claim sample was constructed consisting of eighty (80) workers' compensation claims including non-nurse case management referred claims evaluated solely for nurse triage at the time the losses were reported. The final claim management claim sample can be found in **Appendix B** of this report.

The audit was conducted remotely via on-line access to Sedgwick's' ViaOne claim system. Case management auditing activities were completed during the week of September 9, 2024. The following types of information were utilized by the Marsh project team to complete the audit:

- Claim/loss information;
- Claim notes;
- Financial transactions (i.e., payments and reserve histories);
- Images/documents (e.g., forms, emails, correspondence, reports);
- Prior JBWCP Managed Care Guidelines (effective Marsh 2023); and
- Current JBWCP Managed Care Guidelines (effective February 2024).

Third Party Administrator Auditing Methodology:

At the inception of the third-party administrator (TPA) audit, JBWCP and Marsh collaboratively developed applicable audit categories and associated metrics. Thirteen (13) audit categories were developed including:

1. Claim Set-up & Assignment/Reassignment;
2. Three-Point Contact;
3. Investigation;
4. Medical Cost Containment;
5. Disability Management;
6. Litigation Management;
7. Subrogation, Apportionment, Contribution;
8. Reserving;
9. Communication;
10. Payments;
11. Settlement/Resolution;
12. Action Plans; and
13. Supervisory Review.

Ninety associated TPA audit metrics were developed across all thirteen audit categories.

Once audit categories and metrics were finalized, a loss run was requested from Sedgwick valued as of August 31, 2024. The loss run was segmented by: (1) seven hundred five (705) open indemnity claims; and (2) one hundred forty-five total (145) indemnity claims closed over the six-month period between March 1, 2024, and August 31, 2024. Marsh was requested to review a similar number of claims for each of the primary Sedgwick Adjusters assigned to the JBWCP Account.

A total claim sample was constructed consisting of one hundred eighty (180) workers' compensation claims. Twenty-seven (27) claims were randomly selected across JBWCP's Judiciary Members including:

- Supreme Court (2);
- District Courts of Appeal (11);
- Habeas Corpus Resource Center (1);
- Judicial Council of California (3); and
- Trial Court Judges (10).

The remaining one hundred fifty-three (153) claims were randomly selected across JBWCP's Trial Court Members. With respect to the Trial Court portion of the claim sample (where possible), claim selections were made from each of the three strata of Trial Court Members:

- Large Members (i.e., Headcounts => 500 employees);
- Medium Members (i.e., Headcounts ranging from 101 to 499 employees);
- Small Members (i.e., Headcounts <= 100 employees).

The final third-party administrator claim sample can be found in **Appendix A** of this report.

The audit was conducted remotely via on-line access to Sedgwick's ViaOne claim system. Auditing activities were completed over a four-week period commencing September 16, 2024. The following types of information were utilized by the Marsh project team to complete the audit:

- Claim/loss information;
- Claim notes;
- Financial transactions (i.e., payments and reserve histories);
- Images/documents (e.g., forms, emails, correspondence, reports);
- Prior JBWCP Claim Service Guidelines (Effective March 2023); and
- Current JBWCP Claim Service Guidelines (Effective January 2024).

Scoring Methodology:

Both audits were performed using Marsh's proprietary software "*Performer*". The Performer audit software was configured with JBWCP's specific case management and TPA audit categories and associated metrics. Each of the two (2) case management and thirteen (13) TPA audit categories were equally weighted and contained one or more metrics with multiple-choice type answers. The maximum score for any one metric was **100.00%**. Some metrics have simple "Yes", "No" or "Not Applicable" answers. These are scored **100.00%** for "Yes" and **0.00%** for "No". "Not Applicable" answers were automatically removed from scoring by the software. Other metrics may have four or more different choices with various scores assigned to each answer ranging between **0.00%** and **100.00%**. Based upon auditor responses captured within the software, scores were calculated for:

- Each individual audit metric¹;
- Each audit category²; and
- Each of the two audits (i.e., case management and TPA audits).

All audit metrics and categories were tabulated to arrive at overall composite scores relating to the performance of Sedgwick on both the case management and TPA audits. At the conclusion of our auditing activities, preliminary scoring reports, auditor findings and supporting commentary were provided to Sedgwick for their review and rebuttal. In instances where audit findings (and associated comments) were demonstrated to be factually inaccurate and/or Sedgwick's positions were otherwise viewed as supportable, corresponding adjustments were made to our work papers and scoring. In instances where professional differences of opinion

¹ Metrics that are purely indicators (limited to Subrogation category) were not scored. Three such metrics exist. Additional other "informational" metrics were tracked but not scored. All such metrics are identified in Section 3 of this report.

² The JBWCP Member Loss Reporting audit category was not factored into the overall audit composite score. The reason for excluding this audit category is that the required actions involve Members exclusively, and are therefore out of the control of Sedgwick and its Adjusters/Supervisors. Accordingly, this category and associated metric was separately tracked to provide information baseline data to JBWCP.

existed between Marsh and Sedgwick, the Auditor's original findings were retained, and no adjustments were made. In all such cases, the reasons for rejecting offered rebuttals were provided to Sedgwick for their review.

Final aggregated scoring reports can be found in the Appendices of this report:

- **Appendix C – Scoring by Category;**
- **Appendix D – Scoring by Question;**
- **Appendix E – Scoring by Adjuster Office; and**
- **Appendix F – Scoring by Adjuster.**

3

Audit Findings & Recommendations

Third-party administrator (TPA) and case management audits of JBWCP's claim services provider – Sedgwick Claim Management Services (Sedgwick) were completed in September and early October of 2024. A total of one hundred eighty (180) and eighty (80) claims were audited respectively. Thirteen (13) TPA and two (2) case management audit categories were evaluated during both audits to provide a broad baseline of performance regarding Judicial Branch's Workers' Compensation Program. In addition, various Program-wide operational metrics were evaluated in conjunction with project to establish baselines for future trend analysis.

For purposes of developing a composite performance score for Sedgwick's TPA services, all thirteen (13) of the TPA audit categories were scored. Both audit categories on the case management audit were scored to develop a composite performance score for Sedgwick's managed care services. Program-wide operational metrics identified above are not subject to scoring under either the TPA or case management audits.

Within each of the fifteen (15) audit categories evaluated, multiple metrics were evaluated and scored. Unless otherwise indicated, each metric outcome was factored into one of the two annual audit composite scores.

Our scoring methodology is as follows:

OBSERVED SCORE	INTERPRETATION OF PERFORMANCE
90.00% - 100.00%	High performance warranting no associated recommendations
85.00% - 89.99%	Overall performance is sound with minor fine-tuning opportunities
70.00% - 84.99%	Systemic process inconsistencies exist presenting opportunities for improvement
0.00% - 69.99%	Systemic breakdowns in performance exist warranted immediate corrective action

For any audit metric scoring less than **90.00%**, recommendations have been provided for JBWCP's consideration. Additionally, we evaluated audit observations and JBWCP's current Claims Service Guidelines against industry best practices to provide additional opportunities to further enhance overall program performance.

The relevant audit review period was September 1, 2023, through the actual date each claim was audited (i.e., approximately 9/1/2024 through October 31, 2024) to focus on current year performance. Both open and recently closed claims (i.e., prior six months) were evaluated.

Sedgwick achieved a final TPA composite audit score of **92.61%**. Similarly, Sedgwick achieved a final case management audit score of **88.37%**. While the two scores reflect overall favorable performance, multiple opportunities for improvement were identified (i.e., predominantly minor fine-tuning opportunities in nature). The remainder of this section provides specific details relating to the observed performance of Sedgwick, the identification of opportunities for

enhancing Program performance, and recommendations as to how those opportunities can be successfully achieved. Detailed scoring reports by:

- Audit Category;
- Audit Question;
- Adjusting Office; and
- Adjuster,

Can be located within **Appendices C, D, E and F** of this report respectively.

Third Party Administration (TPA) Audit Categories & Metrics

Claim Set-up & Assignment/Reassignment

Composite Score = 100.00%

Audit Metric	Audit Category #1 - Metric Descriptions	Final Score	Metric Scored
1.01	Initial claim classification appropriate (i.e., indemnity, medical only)	100.00%	✓
1.02	Medical Only claims will be transitioned to Indemnity status following management review when: (1) the claim has been open six (6) months; and/or (2) has an incurred value of \$7,500 or ninety (90) days if the Claimant has been on modified duty	100.00%	✓

Findings:

Sedgwick’s overall composite audit score for claim set-up and assignment activities is **100.00%** which is consistent with a high-performing claims organization. A total of two audit metrics were evaluated. The respective scores for both metrics are identified above.

The accurate classification of claims at the time of report based upon potential benefit exposures is critical to ensure Adjusters can promptly initiate necessary activities to address compensability, and when warranted, provide necessary medical and/or indemnity benefits. Claim set-up should be achieved within one business day from the receipt of a loss. When new claims were originally set-up, the initial classification of all applicable audited claims by Adjusters (i.e., lost time versus medical only) were deemed to be appropriate. No exceptions were identified.

Additionally, existing conversion criteria require medical only claims to be reclassified as indemnity claims where they: (1) remain open in excess of six months; (2) reach a total incurred value of \$7,500; and/or (3) result in modified duty of ninety days or more. Where one or more pre-defined conversion criteria were found to exist, claims were consistently reclassified in-line with the requirements identified in the Claims Service Guidelines.

Recommendations:

No recommendations are warranted.

Three-Point Contacts

Composite Score = 88.30%

Audit Metric	Audit Category #2 - Metric Descriptions	Final Score	Metric Scored
2.01	Attempt to contact JBWCP Member was made within one (1) business day of assignment	90.00%	✓
2.02	Where initial JBWCP Member contact was unsuccessful, follow-up attempts were made and documented in the file <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0.00%	
2.03	Attempt to contact Claimant was made within one (1) business day of assignment	93.10%	✓
2.04	Where initial Claimant contact was unsuccessful, follow-up attempts were made and documented in the file <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0.00%	
2.05	Where Claimant contact attempts were unsuccessful, an attempt was made to contact the JBWCP Member to obtain alternate contact information for the Claimant including documentation of the file	80.00%	✓
2.06	Attempt to contact Medical Provider was made within one (1) business day of assignment	84.00%	✓
2.07	Where initial Medical Provider contact was unsuccessful, follow-up attempts were made and documented in the file <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0.00%	

Findings:

Sedgwick’s overall composite audit score for three-point contact is **88.30%** which is generally found to be consistent with industry claim practices with some noted fine-tuning opportunities. Seven audit metrics were evaluated – three of which were not scored due to recent changes to the Claims Service Guidelines (i.e., audit metrics 2.02, 2.04, and 2.07). Performance across the four scored metrics ranged from **80.00%** to **93.10%**. Of the four scored metrics evaluated, two scored at or above the 90th percentile.

Prompt attempts to communicate with Claimants, Medical Providers and Members is a key activity in the overall investigation process. Industry best practices typically require initial attempts to communicate with all three parties within one business day of assignment to an Adjuster. While best practices relating to follow-up communications varies by claim services provider, typically multiple attempts (i.e., two to three) are generally mandated over a two to five-day timeframe. In the case of the JBWCP’s Claims Service Guidelines, the new standard for follow-up communications with all three parties is two (2) follow-up attempts within three (3) business days.

Observed performance relating to Sedgwick’s Adjusters’ communication attempts were mixed. Scores relating to initial communication attempts with Members and Claimants were generally compliant with Claims Service Guidelines scoring or above the 90th percentile. In comparison, attempts to initially communicate with Medical Providers within one business day of assignment occurred in just **80.00%** of the applicable claims audited. This score is similar to the result achieved by Sedgwick in the 2023 Third-Party Administrator (TPA) audit.

As noted above, follow-up communication attempts with Members, Claimants and Medical Providers though scored were not counted against Sedgwick due to a recent change in JBWCP’s Claims Service Guidelines. However, the three metrics were tracked applying the new standard for informational purposes (i.e., two (2) follow-up attempts within three (3) business days). Each of the three metrics scored **0.00%**.

Finally, where communications could not be established with the Claimant, minor inconsistency was observed in Adjusters following-up with Members to obtain alternative contact information consistent with the current Claims Service Guidelines resulting in an audit score of **84.00%**. A total of four exceptions were identified.

Recommendations:

Sedgwick should periodically review and reinforce JBWCP’s contact standards with Adjusters. Furthermore, Sedgwick should utilize the supervisory review mechanism to continuously assess Adjuster performance and to provide necessary coaching/instruction were warranted.

Additional Best Practices Considerations:

The January 2024 JBWCP Sedgwick Claims Service Guidelines are silent as to the required follow-up communication standard that was utilized during the audit (i.e., two (2) follow-up attempts within three (3) business days). The “Contacts” section of JBWCP’s Claims Service Guidelines should be amended to reflect the follow-up communication standard.

Investigations

Composite Score = 76.69%

Audit Metric	Audit Category #3 - Metric Descriptions	Final Score	Metric Scored
3.01	Did the Adjuster take all necessary actions to evaluate compensability	93.75%	✓
3.02	Was the claim appropriately accepted, delayed or denied within the 14-day and 90-day statutory time periods	100.00%	✓
3.03	Were both indemnity and medical only claims timely reported to the Index Bureau and re-indexed every 180 days thereafter until closed OR annually on future medical claims	61.97%	✓
3.04	Where "hits" are identified through Index Bureau reports, was follow-up appropriate	83.72%	✓
3.05	The need for field investigations (including surveillance and/or social media checks) were appropriately recognized, authorized by JBWCP Member and managed by Adjuster	60.00%	✓
3.06	Does a note exist within the claim file documenting both: (1) the final compensability decision made by the Adjuster; and (2) a supporting rationale/justification. Where claim denial issued, was denial discussed with the Member and all approvals from Team Leads were obtained and documented	96.97%	✓
3.07	Where a sub-rosa investigation was made by Sedgwick, the assignment (both scope and provided information) was thorough and timely	80.00%	✓

Findings:

Sedgwick’s overall composite audit score for investigations is **76.69%** which is reflective of the presence of one or more systemic process inconsistencies requiring attention on the part of Sedgwick involving certain related activities. Seven audit metrics were evaluated. Performance across the metrics ranged from **60.00%** to **100.00%**. Of the seven specific audit metrics evaluated, three scored at or above the 90th percentile.

Sedgwick investigations were generally observed to be sufficiently thorough to support compensability decisions. Decisions to initially accept, deny and/or delay claims were

consistently rendered within the 14-day and/or 90-day statutory requirements. Compensability decisions were typically completed with supporting rationales documented within electronic claim notes.

Claim notes consistently documented the final compensability decisions made on claims as well as the supporting rationale/justification. Where claim denials were issued, documentation of discussions and approvals by Members and Team Leads were appropriately documented in claim notes as well.

Four areas of opportunity were identified regarding investigations. First, activities surrounding field investigations were inconsistent. Specifically, the need for field investigations were not consistently identified (i.e., three exceptions identified) and in one instance, a social media check was not authorized by the Member, resulted in a score of **60.00%**.

Second, claims notes were not consistently documented regarding indexed/re-indexed by Adjusters or support personnel at the cadence required by the Claims Service Guidelines. This observation applies to both indemnity and medical only claims, as well as new and legacy (future medical) claims resulting in an audit score of **61.97%**. A total of 54 exceptions were identified.

Third, where potential "hits" were identified within index reports, appropriate follow-up by Adjusters to secure additional information was either not consistently completed, or alternatively was completed but not documented. An audit score of **83.72%** was achieved with a total of seven exceptions identified.

Finally, minor inconsistency exists in the timeliness of sub rosa assignments (i.e., one exception in which no assignment was made despite having been recommended) resulting in a score of **80.00%**.

Recommendations:

Indexing requirements identified within the JBWCP Claims Service Guidelines are consistent with commonly observed industry practices. Current Sedgwick indexing practices do not provide documentation necessary to ensure consistency of execution by Adjuster. Accordingly, we recommend Sedgwick evaluate current process deficiencies surrounding the execution and documentation of index-related activities. Following this evaluation, a corrective action plan should be developed and presented to the JBWCP Administrator addressing what corrective actions will be undertaken to strengthen overall performance.

We also recommend Sedgwick leverage the supervisory review process to ensure the success of proposed corrective actions by Adjusters as well as evaluating the necessity for, and/or execution of investigation-related activities by Adjusters during each touchpoint.

Medical Cost Containment

Composite Score = 95.16%

Audit Metric	Audit Category #4 - Metric Descriptions	Final Score	Metric Scored
4.01	Assuming the JBWCP Member elected to participate within the Sedgwick Medical Provider Network AND the Claimant elected to treat outside of this Network, did the Adjuster either: (1) appropriately re-direct care; or (2) document why re-direction of care within Sedgwick Medical Provider Network was not possible	100.00%	✓
4.02	Where JBWCP Member did not elect to participate within the Sedgwick Medical Provider Network, did Adjuster direct or soft channel the Claimant to a preferred provider (primary or specialty) where possible	100.00%	✓
4.03	Issues of causation, treatment plan and permanent and stationary status are timely addressed and appropriately documented	95.96%	✓
4.04	Utilization review (e.g., surgical requests, medical diagnostics, treatment duration) referrals were timely made and the results were appropriately documented and acted upon	98.23%	✓
4.05	Agreed Medical Examinations/Qualified Medical Examinations/Peer Reviews were timely made, and utilization was appropriate	98.25%	✓
4.06	Upon receipt of Agreed Medical Examinations/Qualified Medical Examinations, was timely follow through completed by Adjusters	84.09%	✓
4.07	Nurse case management (either telephonic or field) assignment was approved by the Member and was timely, for appropriate duration and added value	85.00%	✓

Findings:

Sedgwick's overall composite audit score for medical cost containment is **95.16%** which (overall) is consistent with a high-performing claims organization. Seven audit metrics were evaluated. Performance across the metrics ranged from **84.09%** to **100.00%**. Of the seven specific audit metrics evaluated, five scored at or above the 90th percentile.

Claimants generally participated within Sedgwick's Medical Provider Network or Member designated alternate networks. In instances where Claimants attempted to treat outside the preferred/alternate Medical Provider Networks, Sedgwick Adjusters consistently attempted to re-direct or "soft channel" them back into the network or documented why treatment within the medical network was not possible.

Medical issues relating to causation, treatment plans and permanent and stationary status were typically observed to be appropriately addressed and documented by Adjusters. Utilization review was consistently and timely employed by Adjusters to ensure the appropriateness of medical procedures, diagnostic testing, and treatment plans.

Where medical disputes could be not reasonably resolved in a timely manner, Adjusters typically utilized a combination of agreed and/or qualified medical examinations to resolve all underlying disputes.

Minor inconsistency was observed in Adjuster follow-through of necessary activities once Agreed Medical Examinations (AMEs)/Qualified Medical Examinations (QMEs) reports were received. These inconsistencies centered on both the timeliness and comprehensiveness of required follow through resulting in a score of **84.09%**. A total of seven exceptions were identified.

Similarly, minor inconsistency was observed in both securing member authorization for nurse case managers as well as timely following through on required activities resulting in a score of **85.00%**. A total of three exceptions were identified.

Recommendations:

Sedgwick's Client Services Manager should reinforce Member authorization requirements regarding the utilization of ancillary claim services with Adjusters. To this end, Adjusters should be required to document all authorization requests and Member responses within claim notes. Additionally, the supervisory review process should be leveraged to ensure action plans reflect all required medical cost containments activities and execution by Adjusters with coaching/instruction provided as required.

Disability Management

Composite Score = 90.76%

Audit Metric	Audit Category #5 - Metric Descriptions	Final Score	Metric Scored
5.01	Where the Claimant's disability exceeds recognized industry standards, did the Adjuster/Nurse Case Manager request clarification from the treating physician	81.25%	✓
5.02	Adjuster/Nurse Case Manager demonstrate proactive efforts to pursue return to work	97.06%	✓
5.03	Where changes in temporary or permanent restrictions were provided, were those restrictions communicated to the JBWCP Member within two (2) business days of receipt by the Adjuster	93.94%	✓
5.04	Where necessary, were clarifications relating to specific temporary and/or permanent restrictions sought from the treating physician, Agreed Medical Examination &/or Qualified Medical Examination providing all evaluating physicians with all appropriate records and documentation prior to the evaluation	95.65%	✓
5.05	Confirmation email received and documented from the JBWCP Member regarding ability or inability to accommodate	96.97%	✓
5.06	Were Official Disability Guidelines (ODG) documented within Plans of Action and referenced for ongoing resolution and reserving in indemnity claim files. <i>[Note: ODG requirements shall not apply on either: (a) future medical claims; or (b) claims in which future indemnity exposure is no longer possible]</i>	80.00%	✓

Findings:

Sedgwick's overall composite audit score for disability management is **90.76%** which is consistent with a high-performing claims organization. Six audit metrics were evaluated in total. Performance across the metrics ranged from **80.00%** to **97.06%**. Of the six specific audit metrics evaluated, four scored at or above the 90th percentile.

Two opportunities were identified during the Third=Party Administrator (TPA) audit. First, inconsistency was observed regarding Adjusters seeking clarifications from treating or independent medical providers relating to temporary and/or permanent restrictions where industry disability guidelines were exceeded. An audit score of **81.25%** was achieved. A total of three exceptions were identified.

Both Adjusters and Nurse Case Managers demonstrated an appropriate level of proactivity in managing efforts to return Claimants to work. Communications with both Members and Medical Providers were reasonable and collaborative in nature.

Where changes in temporary or permanent restrictions were provided by physicians, Adjusters generally communicated this information to JBWCP Members on a timely basis. As required, clarifications relating to both temporary and permanent work restrictions were generally provided to both treating physicians as well as AME/QME providers on a timely basis along with all necessary records and documentation required to provide a medical assessment. Additionally, return to work communications from JBWCP Members relating to their ability/inability to accommodate work restrictions were consistently documented in Adjuster claim files – either notes or attachments.

The second opportunity observed was the lack of integration of Official Disability Guidelines into Adjuster Action Plans or within notes pertaining to reserving and/or settlement-related activities. A total of forty-five (45) applicable claims were identified during the audit. Of those forty-five (45) claims, thirty-six (36) were in compliance with the documentation requirements contained within JBWCP’s Claims Service Guidelines (i.e., 9 exceptions were identified) resulting in an audit score of **80.00%**. The availability and use of disability guidelines is key to the strategy management of disability-related aspects of the claim.

Recommendations:

The Sedgwick Client Services Manager should review and reinforce the current Sedgwick Claim Service Guidelines regarding the usage and documentation of disability guidelines with Adjusters and Supervisors. Compliance should be monitored through the supervisory review process and addressed via informal coaching/instruction as warranted.

Additional Best Practices Considerations:

Based upon prior year audit recommendations, the use of ODG guidelines on indemnity claims was subsequently restricted by JBWCP to non-future medical claims in indemnity exposures remain possible. The current Claims Service Guidelines do not reflect these nuances. We recommend that the Claims Service Guidelines be updated according to reflect JBWCP’s expectations.

Litigation Management

Composite Score = 96.46%

Audit Metric	Audit Category #6 - Metric Descriptions	Final Score	Metric Scored
6.01	Adjuster made a legal referral to defense counsel within five (5) calendar days of the need of litigation referral	88.89%	✓
6.02	Adjuster appropriately followed-up for required status reports when not provided by Defense Counsel on a timely basis	96.00%	✓
6.03	Adjuster worked collaboratively with Defense Counsel to develop long term strategy and specific tasks to resolve litigation	96.05%	✓
6.04	Defense Counsel activities were appropriately monitored by the Adjuster	94.74%	✓

6.05	Assigned Defense Counsel activities represent an appropriate delegation of work. <i>[Note: Adjusters are responsible for obtaining/subpoenaing prior medical records and/or claims information and forwarding to AME/POME]</i>	98.67%	✓
6.06	Adjuster was responsive to all Defense Counsel requests for information, assistance and authority	97.30%	✓
6.07	Where assignment to Defense Counsel is requested, did Adjuster consult with JBWCP Administrator and receive approval from the Member	0.00%	
6.08	Was there timely response to subpoenas, demands for records, requests from Applicants Attorneys	100.00%	✓

Findings:

Sedgwick’s overall composite audit score for litigation management is **96.46%**, which is consistent with a high-performing claims organization. Eight audit metrics were evaluated - seven of which were factored into the Third-Party Administrator (TPA) audit category score (i.e., metric 6.07 was excluded from scoring as it was not part of the Claims Service Guidelines and is being tracked for informational purposes). Performance across the seven scored metrics ranged from **88.89%** to **100.00%**. Six of the seven scored metrics evaluated scored at or above the 90th percentile.

Minor inconsistency was observed in the timely referrals to Defense Counsel by Adjusters were consistently made on a timely basis. A total of two exceptions were identified resulting in an audit score of **88.89%**.

Adjusters generally followed-up with defense counsel on a timely basis for overdue status reports. Adjusters also provided an appropriate level of oversight on legal referrals. Once legal referrals were made, Adjusters worked collaboratively with defense counsel on ongoing litigation to jointly develop legal strategies and/or specific activities/tasks.

Adjusters generally did a reasonable job monitoring defense counsel activities. Where referrals were made to defense counsel, the scope of work requested generally reflected an appropriate delegation of legal and claims-related activities. Where Defense Counsel requested information, assistance, and/or authority, Adjuster responses were typically observed to be both timely and sufficient in nature further bolstering the collaboration of the two parties. Finally, Adjusters demonstrated timely responses to legal requests made by Applicants Attorneys (e.g., subpoenas, discovery).

Metric 6.07 (i.e., timely consultation with JBWCP Administrator and Member approval regarding legal referrals) was not scored and factored into the composite audit category score as the performance expectation is not contained within the current Claims Service Guidelines. As such, Adjuster observe performance (i.e., 0.00%) was tracked for informational purposes only.

Recommendations:

Sedgwick’s Client Services Manager should reinforce JBWCP Administrator consultation and Member authorization requirements relating to legal referrals with Adjusters. Additionally, the supervisory review process should be leveraged to ensure compliance.

Subrogation, Apportionment, Contribution

Composite Score = 96.61%

Audit Metric	Audit Category #7 - Metric Descriptions	Final Score	Metric Scored
7.01	<u>Does subrogation potential exist:</u>	Flag Only	
7.01.1	- Was subrogation potential identified by the Adjuster	100.00%	✓
7.01.2	- Was subrogation timely pursued, as authorized and directed by JBWCP Member or JBWCP Administrator	85.71%	✓
7.01.3	- Where subrogation potential exists and the JBWCP Member elects not to pursue Sedgwick should bring the matter to the attention of the JBWCP Administrator for direction and assistance	100.00%	✓
7.01.4	- Was authority for compromised settlement of the Third-Party Lien obtained from the JBWCP Administrator	100.00%	✓
7.01.5	- Where assignment to TPA's recovery unit or subrogation counsel is requested, did Adjuster consult with JBWCP Administrator and receive approval from the Member	100.00%	✓
7.02.0	<u>Does apportionment potential exist:</u>	Flag Only	
7.02.1	- Was apportionment potential identified by the Adjuster	94.74%	✓
7.02.2	- Was apportionment appropriately pursued	100.00%	✓
7.03.0	<u>Does contribution potential exist:</u>	Flag Only	
7.03.1	- Was contribution potential identified by the Adjuster	100.00%	✓
7.03.2	- Was contribution appropriately pursued	100.00%	✓

Findings:

Sedgwick's overall composite audit score for subrogation, apportionment and contribution-related activities is **96.61%** which is consistent with a high-performing claims organization. Nine audit metrics were evaluated. Performance ranged from **85.71%** to **100.00%**. Eight of the applicable nine metrics scored at or above the 90% percentile.

On claims presenting subrogation opportunities, Adjusters consistently identified the potential for recoveries. In instances where subrogation potential was identified, Adjusters generally were observed to timely and appropriately pursued subrogation opportunities including protecting the financial interests of JBWCP. Only one exception was identified resulting in a score of **85.71%**. Despite scoring below the 90th percentile, the one exception does not appear to be indicative of a larger adverse trend but rather, is reflective of a small number of applicable claims (e.g., seven total).

Authority for compromised settlement of third-party liens was obtained from the JBWCP Administrator on the one applicable claim. Similarly, in the limited number of instances where subrogation potential was found to exist and Members did not wish to pursue recovery against a third-parties, Adjusters consistently consulted with the JCWCP Administrator regarding Member's positions for direction and assistance. Finally, in instances where subrogation opportunities were identified and requests were made to assign the opportunities to Sedgwick's dedicated recovery unit, consultation with the JBWCP Administrator and Member authorizations were completed.

Regarding apportionment, Adjusters consistently identified opportunities to mitigate claim exposures based upon the existence of prior impairment ratings and/or pre-existing injuries

and/or medical conditions. Once identified, Adjusters timely and appropriately pursued activities necessary to support mitigation efforts.

Finally, contribution-related activities were also assessed in conjunction with the Third-Party Administrator (TPA) audit. The overall number of applicable claims with contribution potential was limited (i.e., two). In both cases, Adjusters consistently identified opportunities to seek contribution from other employers regarding injuries to common body parts to mitigate JBWCP's claim exposures. Once identified, Adjusters timely and appropriately pursued necessary activities to support overall mitigation efforts.

Recommendations:

No recommendations are warranted.

Reserving
Composite Score = 85.25%

Audit Metric	Audit Category #8 - Metric Descriptions	Final Score	Metric Scored
8.01	Initial case reserves set by Adjuster within five (5) business days of assignment	90.32%	✓
8.02	Subsequent case reserve reviews for all non-future medical claims occurred at least every ninety (90) days OR within fourteen (14) days of knowledge of a material claim file development impacting the claim's overall exposure. Subsequent case reserve reviews for future medical claims occurred at least every one hundred-eighty (180) days	85.71%	✓
8.03	Case reserves are sufficiently documented	93.18%	✓
8.04	Has Supervisor reviewed reserves timely (i.e., within the last 10/90/120 days on active claims; 180 days on future medical claims)	76.16%	✓
8.05	Was guidance provided to Adjusters in instances where reserves were not appropriate	82.76%	✓

Findings:

Sedgwick's overall composite audit score for reserving is **85.25%** which is reflective of generally sound performance with some minor fine-tuning opportunities. Five audit metrics were evaluated with scores ranging from **76.16%** to **93.18%**. Of the five metrics evaluated, two scored at or above the 90th percentile.

Overall, the timing, documentation, and valuation of claim exposures were largely viewed as consistent with JBWCP Claims Service Guidelines. JBWCP's Claims Service Guidelines provide that initial reserves are to be established within five business days from the date of assignment. All but three of the thirty-one applicable claims reflected initial case reserves being established in alignment with the Claims Service Guidelines.

JBWCP's Claim Service Guidelines further require reserves to be subsequently reviewed a minimum of every: (1) ninety (90) calendar days on non-future medical claims; or (2) one hundred eighty (180) calendar days on future medical claims. Additionally, where new information is received involving a material claim file development that impacts a claim's projected exposure, then reserves must be reviewed within fourteen (14) days of receipt of the new information. Twenty-five of the applicable claims audited reflected inconsistencies in the completion of required reserve reviewed (i.e., exceptions) resulting in a score of **85.71%**. These

exceptions were evenly split between active (non-future medical) claims and future medical claims (i.e., twelve (12) and thirteen (13) claims respectively. Approximately half (i.e., or twelve {12}) of the exceptions were attributable to one Adjuster (i.e., Lowe). The remaining exceptions were attributable to four other Adjusters.

Two notable opportunities were identified relating to reserving. First, periodic supervisory review of claim reserves at the cadence required within the Claims Service Guidelines is inconsistent resulting in a score of **76.16%**. A total of forty-one (41) exceptions were observed during the audit. Second, in instances where reserve adequacy was questionable, supervisory guidance was not consistently provided to Adjusters. A total of five (5) exceptions were identified resulting in a score of **82.76%**. There appears to be a direct correlation between inconsistencies in current level of supervisory oversight and the performance of reserve-related activities at the Adjuster level of the Program.

Recommendations:

The Supervisory review process should be better leveraged to address inconsistencies in Adjuster reserving practices through the claim notes and via informal coaching and instruction as required (i.e., (1) are current reserves reasonable; (2) If not, what issue(s) exist; (3) what are required next steps and associated timelines for completion; and (4) diary follow-up to ensure execution). Where inconsistencies continue, formal training surrounding Program reserving requirements should be developed and provided to Sedgwick Adjusters.

Additionally, Sedgwick’s Client Services Manager should ensure that Supervisory review (both frequency and substantive content) is compliant with current Claims Service Guidelines through periodic spot checks of work product.

Communications

Composite Score = 88.29%

Audit Metric	Audit Category #9 - Metric Descriptions	Final Score	Metric Scored
9.01	Ongoing contact with the injured worker was maintained on indemnity files that have not been settled as needed or at intervals not to exceed every ninety (90) calendar days	85.96%	✓
9.02	Adjuster maintained appropriate communication with the JBWCP Member including responding to all telephonic or written requests within one (1) business day	97.40%	✓
9.03	Did the Adjuster keep the JBWCP Member informed of case status, significant changes and resolution plans without the Member initiating an inquiry	81.82%	✓

Findings:

Sedgwick’s overall composite audit score for communications is **88.29%** which is reflective of generally sound performance with two noted minor fine-tuning opportunities. Three audit metrics were evaluated. Performance ranged from **81.82%** to **97.40%**. One of the three metrics evaluated scored at or above the 90% percentile.

The JBWCP standard for response times to Member inquiries is one business day. Adjusters were observed to be highly responsive to JBWCP Member inquiries with the vast majority in inbound communications being returned within one business day by Adjusters.

One of the two noted areas of opportunity involves greater consistency in maintaining employee communication cadence on non-litigated claims. Maintaining communications with Claimants in general is critical to achieving key program outcomes including mitigating loss costs, maintaining control of the claim and litigation avoidance. Minor inconsistencies are observed by Adjusters in maintaining Claimant communication cadence on non-litigated claims. A total of eight (8) exceptions were identified during the audit resulting in a score of **85.96%** where the timeliness of ongoing communication cadence was inconsistent with Claims Service Guidelines or was non-existent.

The second area of opportunity involves Adjusters keeping Members apprised of claim status – particularly involving developments impacting resolution strategies. Communications with JBWCP Members (i.e., case status, material developments, and resolution strategies) evidenced lapses in communications regarding material claim developments resulting in an audit score of **81.82%**. A total of sixteen (16) exceptions were identified. Though numerous issues were identified, the most prevalent included lack of updates surrounding claim closures, settlement opportunities, AME/QME scheduling/follow-up, and medical status and work-related restrictions.

Recommendations:

Periodic review of injured worker communication requirements contained within JBWCP's Claims Service Guidelines should occur on a regular basis with Adjusters to reinforce Program expectations. Furthermore, the supervisory review process should be leveraged to assess compliance with this requirement.

Additional Best Practices Considerations:

There is an opportunity for JBWCP to be more explicit in defining the specific types of developments to be communicated to Members over the life of a claim (i.e., what is most important to JBWCP and its Members). For example, the closure of a claim would constitute a key development in the life of the claim. However, the “**Closures**” section of the Claims Service Guidelines is silent as to communication of this information to a Member.

This lack of transparency likely results in ambiguity on the part of the Adjusters regarding JBWCP's expectations and are otherwise likely to vary by Member. Greater clarity relating to Program expectations would drive greater consistency on the part of Adjusters. Notable areas of focus should include (but are not necessarily limited to):

- Claim closures;
- Factors impacting settlement opportunities (e.g., injured worker termination, retirement);
- Medical treatment concerns/strategies (e.g., treatments, examinations);

- Reserve developments;
- Evolving work restrictions – particularly when permanent in nature; and/or
- Legal developments/strategies.

Payments

Composite Score = 97.74%

Audit Metric	Audit Category #10 - Metric Descriptions	Final Score	Metric Scored
10.01	Average weekly wage and workers' compensation benefit rates appropriately calculated and documented in claim file	95.92%	✓
10.02	Initial and ongoing temporary total disability benefits were paid timely (i.e., no penalties/ fines imposed)	100.00%	✓
10.03	Initial and ongoing permanent partial disability benefits were paid timely (i.e., no penalties/fines imposed)	92.16%	✓
10.04	Approved medical invoices were paid timely (i.e., no penalties/fines imposed)	100.00%	✓
10.05	Payment of medical invoices were appropriate (i.e., no payments made for non-accepted body part or non-approved treatments)	100.00%	✓
10.06	Legal invoices from Defense Counsel were reviewed for accuracy and paid timely (i.e., no evidence of defense counsel requesting payment on outstanding invoices)	98.57%	✓
10.07	No evidence of 132(a) and/or Serious and Willful awards paid against the file (defense costs ok)	100.00%	✓
10.08	Appropriate benefit notices were provided on all accepted and denied claims (e.g., initial, revised, final) including identification of any overpayment of benefits and a request for credit against future permanent partial disability benefits payable)	97.78%	✓
10.09	Where an overpayment exists, did the Adjuster notify their Sedgwick Program Manager and documented within the claim file by the Adjuster	75.00%	✓
10.10	Where an overpayment exists, did the Adjuster attempt to recover or offset against future payments? <i>[Note: Neither Sedgwick or a JBWCP Member can agree to waive an overpayment or provide a future credit - only the JBWCP Administrator may do so]</i>	100.00%	✓
10.11	If an Employment Development Department notice was received, did the Adjuster proactively contact the organization to coordinate or negotiate benefits/reimbursement as opposed to waiting until the claim is ultimately settled	77.78%	✓
10.12	Adjusters will establish proactive diaries focused on case resolution activities, including management of upcoming disability due to surgeries and scheduled time loss, anticipated PD advances and settlements	96.99%	✓

Findings:

Sedgwick's overall composite audit score for payments is **97.74%** which is consistent with a high-performing claims organization. Twelve audit metrics were evaluated. Performance across the metrics ranged from **75.00%** to **100.00%**. Of the twelve specific audit metrics evaluated, ten scored at or above the 90th percentile.

Average weekly wage, temporary total and permanent benefit rates were typically found to have been appropriately calculated and documented in the audited claim files. Adjusters paid both temporary total disability and permanent partial disability benefits timely. Payments made on submitted medical invoices were both appropriate and paid in a timely fashion. Similarly, legal invoices were evaluated and paid in a timely fashion.

Appropriate benefit notices were provided on all claims (both accepted and denied). Where Section 132(a) or Serious and Willful awards were entered against Members, we observed no evidence of awards being paid against the claim files.

Where overpayments were observed to exist, efforts were consistently made to recover and/or offset against future payments. Overpayment notifications were generally provided to the Sedgwick Client Services Manager and documented within the claim file notes. Despite achieving an audit score of **75.00%**, only one exception was identified in which documentation of a notification regarding an overpayment to the Sedgwick Program Manager was not observed. Despite scoring below the 90th percentile, the one exception does not appear to be indicative of a larger adverse trend but rather, is reflective of a small number of applicable claims (e.g., four total).

Finally, where Employment Development Department (EDD) lien notices were received, minor inconsistencies were identified regarding Sedgwick Adjusters making proactive attempts to contact the organization to coordinate and/or negotiate benefits and/or reimbursements on the claim. A total of two exceptions were identified resulting in a score of **77.78%**. Even where EDD liens had been negotiated, lien information (e.g., count, amount, estimated resolution value) was not consistently documented and/or documented in detail within the claim notes.

Recommendations:

The importance of the timely resolution of EDD (and provider) liens by Adjusters should be emphasized by the Sedgwick Client Services Manager and Supervisor. Delays in timely resolving these liens adverse impacts claim durations.

Additionally, the presence, count, amount and resolution value of existing EDD liens should be consistently identified by Adjusters within Action Plans and associated required activities to reinforce early resolution and allow for critique by supervisory personnel in alignment with the Claims Service Guidelines. The same expectation should be true for Provider liens as well.

Settlement/Resolution

Composite Score = 86.30%

Audit Metric	Audit Category #11 - Metric Descriptions	Final Score	Metric Scored
11.01	Adjuster recognized settlement opportunities early and approached settlement creatively including relevant methods and considerations to conclude the claim (i.e., global resolution, employment status, MSA, structures, arbitration, mediation)	78.33%	✓
11.02	A Settlement Authority Request was completed (including rationale) and submitted to appropriate party/parties (i.e., Level) within thirty (30) days of the occurrence of a "triggering" event by the assigned Adjuster	67.74%	✓
11.03	Ten (10) calendar days within receipt of the SAR from the Adjuster (total forty (40) calendar days of the occurrence of a "triggering" event), and/or ten (10) Court days prior to any Hearing, MSC, or Trial, the Sedgwick Supervisor submitted the SAR to Members for approval, with a copy to the JBWCP Administrator's assigned analyst for the trial courts or directly to the analyst for the judiciary claims. File documentation will clarify any time these timelines cannot be met	88.00%	✓
11.04	Where settlement evaluations were completed, did the Adjuster price-out both stipulations and compromise and release options for the Claimant's consideration (where appropriate)	100.00%	✓

11.05	Adjuster adhered to the following settlement authority guidelines (new money to be paid out but not money that has already been paid out or advanced against settlement): * <u>Level I</u> - \$0-\$10,000 Sedgwick has full authority with notice to JBWCP Member ten court days prior to finalizing the settlement offer * <u>Level II</u> - \$10,001-\$100,000 JBWCP Member has full authority. * <u>Level III</u> - \$100,001+ Settlement Authority Panel (majority of 4 voting JBWCP Advisory Committee Members and the JBWCP Administrator/designee) in consultation with JBWCP Member	100.00%	✓
11.06	The Adjuster appropriately addressed Medicare Set-Aside and Medicare-related issues in the claim resolution strategy	89.29%	✓
11.07	Adjuster conducted aggressive, strategic and prompt settlement negotiations and follow-up	84.21%	✓
11.08	Provider and Employment Development Department liens were/are being resolved in a timely and effective manner	85.71%	✓
11.09	The file closed appropriately without delay, final bills were received and paid timely	100.00%	✓
11.10	Administrative closure occurred on future medical claims with no treatment in excess of twelve (12) months	94.44%	✓

Findings:

Sedgwick’s overall composite audit score for settlement/resolution is **86.30%** which is reflective of multiple systemic process inconsistencies requiring attention on the part of Sedgwick involving certain related activities. Ten audit metrics were evaluated. Performance across the metrics ranged from **67.74%** to **100.00%**. Of the ten specific audit metrics evaluated, four scored at or above the 90th percentile.

Inconsistency exists regarding Sedgwick Adjusters’ recognition of early settlement opportunities as well as the creativity they bring to resolving open claims. A total of thirteen (13) exceptions were identified resulting in a score of **78.33%**. One or more of the exceptions observed were attributable to five different Adjusters. Moreover, the range of concerns included a variety of different issues including failure to:

- Follow-up on Claimants that were either terminated or retired;
- Verify Claimant work status (i.e., opportunity detection);
- Execute on settlement requests or defense counsel settlement evaluations; and
- Aggressively explore compromise and release settlements on future medical claims where treatment is quite limited but nevertheless prevents administrative closures

A larger systemic breakdown concern that was identified involves the timely completion of formal settlement authority requests (SARs) by Adjusters. A total of ten exceptions were identified resulting in a score of **67.74%**. One or more of the exceptions observed were attributable to five different Adjusters. Moreover, the range of concerns included a variety of different issues including either: (1) a failure to identify events triggering the necessity for the completion of SARs (i.e., no SARs completed); or (2) untimely completion of SARs (i.e., > 30 days post a triggering event). Examples of triggering events included such items as:

- Receipt of medical reports/QME reports finding maximum medical improvement status,
- Requests for defense counsel for evaluations to be completed,
- Verification of non-employment status (i.e., termination, retirement) and
- Preparation for legal proceedings such as mandatory settlement conferences.

Minor inconsistencies were identified supervisory personnel's timely review of SARs and submission to Members for review and approval. A total of three exceptions were identified resulting in a score of **88.00%**.

Where SARs were submitted, Adjusters consistently priced out both stipulations and compromise and release settlement valuations. Additionally, Adjusters were highly compliant with JBWCP's settlement authority guidelines relating to new money payouts identified in the Claims Service Guidelines.

Minor inconsistencies were observed regarding the timely resolution of Provider and/or Employment Development Department liens. However, just one exception was identified resulting in a score of **85.71%**. We do not view as a larger adverse trend within the Program but rather, is due to a small applicable claim count.

Minor inconsistencies were also observed regarding Adjusters conducting aggressive, strategic, and prompt settlement negotiations. A total of six exceptions were identified resulting in a score of **84.21%**. This finding aligns with our overall findings associated with metrics 11.01 and 11.02 in that there as a common theme regarding causative drivers.

Adjusters were generally consistent in their consideration and work-up of Medicare Set-Aside and other Medicare-related issues in conjunction with the development of overall claim resolution strategies. A total of three exceptions were identified resulting in a score of **89.29%**.

Once resolved, claims were consistently closed in a timely and efficient manner once final provider and legal bills were received and processed. Additionally, future medical claims were generally observed to be "administratively" closed based upon a lack of medical treatment over the prior twelve-month period consistent with JBWCP's Claims Service Guidelines.

Recommendations:

There exists a common theme through many of the metrics within the Settlement/Resolution audit category surrounding the identification of settlement triggers as well as required follow-up. Exceptions were observed across nearly all Adjusters. We would recommend that training be provided regarding claim related triggers that should prompt the completion of claim evaluations and SAR preparation. This training should be administered within 90 days with refreshers completed on an annual basis. Additionally, supervisory personnel should monitor Adjuster work product via the oversight process providing appropriate informal coaching/instruction as warranted.

Additional Best Practices Considerations:

We note that the current Claims Service Guidelines provide for review of older legacy claims by Sedgwick to assess closure potential. However, the language is both limiting (i.e., limited to claims five years of age or more) and non-descript (i.e., claim settlement triggers are not clearly identified).

By JBWCP's own admission, closure activities post TPA transition has been successful. To further strengthen this overall process, specific closure triggers should be identified and documented within the "Legacy Claims" section of the Claims Service Guidelines (e.g., Claimant

retirement and terminations, receive of medical reports finding Claimants to be at maximum medical improvement, legal proceedings preparation, Defense Counsel and Member requests and inquiries). This inclusion should enhance both transparency and execution on the part of Adjusters as to Program expectations and results.

Additionally, the potential for settlement opportunities should be expended to claims that are less than five years of age. This would transition the Legacy Claim section from a focus on older claims to one of a focus on the identification of early resolution opportunities across all open JBWCP claims. These triggers should for the basis for the training and supervisory oversight activities addressed above.

Strategic Plans & Documentation

Composite Score = 95.41%

Audit Metric	Audit Category 12 - Metric Descriptions	Final Score	Metric Scored
12.01	Initial claim file review completed by Adjuster within thirty (30) days of claim assignment	100.00%	✓
12.02	Action plans on indemnity claims are completed at least every ninety (90) days by Adjuster (two-week grace period to apply) on non-future medical claims. On future medical claims, at least every one hundred-eighty (180) days (two-week grace period to apply)	93.22%	✓
12.03	Claim files are appropriately documented	96.11%	✓
12.04	Did Adjuster reasonably pursue Claimant’s prior existing medical records as part of the overall management of the claim	0.00%	
12.05	Claim notes reflect consistent and timely follow-up on key activities	95.51%	✓
12.06	Examiners will establish proactive diaries to support the Plan of Action outlined in each file	97.66%	✓
12.07	Supervisor feedback/recommendations are appropriately responded to and acted upon by Adjuster	93.67%	✓
12.08	Total number of assigned lost time Adjusters documented in claim file over the audit period	Table 1	

Findings:

Sedgwick’s overall composite audit score for strategic plans and documentation is **95.41%** which is consistent with a high-performing claims organization. Eight audit metrics were evaluated – two of which were not scored (i.e., 12.4 and 12.8). Metric 12.4 was not scored as the metric is not currently a requirement under the Claims Service Guidelines. Performance was however tracked for informational purposes and potential inclusion in future audits. Metric 12.8 was also tracked exclusively for informational purposes only - the results of which are displayed in Table 1 below. Performance across the remaining six scored metrics ranged from **93.22%** to **100.00%** (i.e., all at or above the 90th percentile).

Initial claim file reviews were consistently completed by Adjusters within 30 days of claim assignment consistent with JBWCP’s Claims Service Guidelines. Follow-up reviews were also generally completed by Adjusters at least: (1) every ninety days on active (newer) claims; and (2) one hundred and eighty days on legacy future medical claims.

Sedgwick claim files were appropriately documented by Adjusters within the JURIS system (e.g., notes, documents/images). Additionally, claim notes generally reflect timely follow-up (i.e., execution) of prospective activities identified in strategic plans. Adjusters generally utilized diary functionality within Juris to manage existing caseloads. On claims where supervisory feedback

and/or recommendations were provided, Adjusters were generally responsive to those suggestions with follow-up being documented within the claim notes.

A new metric (i.e., 12.4) was added to the audit and tracked for informational purposes only. Specifically, the metric sought to assess if Adjusters reasonably pursued Claimants' prior existing medical records in conjunction with the overall management of claims. A total of thirty-seven applicable claims were identified. Adjusters were observed to pursue prior medical records in thirty-five (35) of those claims (i.e., two exceptions). Results from this metric have not been factored into the audit category composite score.

Finally, for informational purposes, we tracked the total number of Adjusters documented on each of the one hundred eighty audited claims over the relevant audit period (i.e., 9/1/23 to present) to assess continuity of claim file management. **66.67%** of the claims audited evidenced only one Adjuster working each claim. The remaining **33.33%** of the claims audited evidenced two or more Adjusters responsible for working each claim. **Table 1** below provides a breakdown of the actual number of Adjusters observed for each of the audited claims.

TABLE 1

# of Adjusters Documented	Total Applicable Claims	% Of Audit Population
- 1 Indemnity Adjuster	120	66.7%
- 2 Indemnity Adjusters	49	27.2%
- 3 Indemnity Adjusters	10	5.5%
- 4 Indemnity Adjusters	-	0.0%
- 5 or more Indemnity Adjusters	1	0.6%
TOTALS	180	100.0%

Recommendations:

No recommendations are warranted.

Supervisory Review

Composite Score = 98.44%

Audit Metric	Audit Category #13 - Metric Descriptions	Final Score	Metric Scored
13.01	Initial indemnity Supervisor review completed within ten (10) days of claim assignment	100.00%	✓
13.02	Subsequent indemnity review(s) completed within ninety (90) days and then one hundred-twenty (120) calendar days thereafter through closure on all non-future medical claims (two-week grace period to apply). On future medical claims, at least every one hundred-eighty (180) days (two-week grace period to apply)	99.44%	✓
13.03	Throughout the claim, the Supervisor provided timely, responsive and meaningful direction on the claim	97.77%	✓
13.04	If the Adjuster(s) did not appropriately respond to Supervisor's direction, did the Supervisor provide the appropriate level of follow-up	88.24%	✓
13.05	Supervisors will establish proactive diaries to follow up on specific cases or issues as necessary	100.00%	✓
13.06	Total number of assigned Supervisors documented in the claim file over the audit period	Table 2	

Findings:

Sedgwick’s overall composite audit score for supervisory review is **98.44%** which is consistent with a high-performing claims organization. Six audit metrics were evaluated – one of which has not been scored (i.e., Metric 13.6) but was tracked for informational purposes only - the results of which are displayed in Table 2 below. Performance across the remaining five scored metrics ranged from **88.24%** to **100.00%**. Of the five scored audit metrics evaluated, four scored at or above the 90th percentile.

With respect to timing considerations, initial supervisor reviews were fully compliant with the ten (10) day requirement contained in the Claims Service Guidelines. Similarly, the frequency of subsequent supervisory reviews was highly compliant with JBWCP’s Claims Service Guidelines – both for active claims (i.e. 90 days maximum) and future medical claims (i.e., 180 days maximum). Supervisory personnel consistently utilized the diary functionality to track future review dates and follow-up items.

Supervisory reviews demonstrated and documented the requisite level of proactive sound technical expertise and necessary feedback/recommendations required to address barriers to claim resolution. Moreover, where Adjusters posed questions to their assigned Supervisors, feedback was observed to be both timely in nature and on-point with the underlying questions/concerns posed.

One minor fine-tuning opportunity observed involved Supervisors’ failure to consistently follow through on prior feedback and/or recommendations. In instances where prior recommendations/feedback had not been (timely) acted upon by Adjusters, Supervisory personnel did not consistently perform the necessary level of follow-up to ensure completion of requested activities by Adjusters. Based upon a total of thirty applicable claims, a total of four exceptions were identified resulting in audit score of **88.24%**.

Finally, for informational purposes, we tracked the total number of Supervisors documented on each of the one hundred eighty audited claims over the relevant audit period (i.e., 9/1/23 to present) to assess continuity of supervisory oversight. **90.00%** of the claims audited evidenced only one Supervisor providing oversight on each claim. The remaining **10.00%** of the claims audited evidenced a total of two supervisory personnel that were responsible for providing oversight on each claim. **Table 2** below provides a breakdown of the actual number of Supervisors observed for each of the audited claims.

TABLE 2

# of Supervisors	Total Applicable Claims	% Of Audit Population
- 1 Supervisors	162	90.00%
- 2 Supervisors	18	10.00%
TOTALS	180	100.0%

Recommendations:

No recommendations are warranted.

Case Management Audit Categories & Metrics

Nurse Triage

Composite Score = 67.13%

Audit Metric	Audit Category #14 - Metric Descriptions	Final Score	Metric Scored
14.01	Triage Nurse contacted Claimant (if open to communication) and the Treating Doctor within three (3) business days of the claim assignment and documented the file accordingly	76.92%	✓
14.02	Triage Nurse documented: (1) appropriate treatment and estimated return to work using Official Disability Guidelines (ODG) and the American College of Occupational and Environmental Medicine (ACOEM) guidance; (2) review of work status; and availability of accommodations; and (3) treating Physician's treatment/disability Plan and their recommendations	76.92%	✓
14.03	If Claimant is a judge, was approval (from Jade Vu) first obtained (and documented) to triage claim	Not Applicable	✓
14.04	Triage Nurse obtained availability of transitional work and a copy of the employee's duty statement (job description)	24.00%	✓
14.05	Triage Nurse followed-up with Adjuster with specific recommendations if additional clinical resources were warranted within three (3) business days	75.00%	✓

Findings:

Sedgwick's overall composite audit score for nurse triage is **67.13%** which is reflective of multiple systemic breakdowns and process inconsistencies requiring attention on the part of Sedgwick involving multiple triage-related activities. We note that this represents a significant decline in performance from the 2023 case management audit (i.e., **80.09%** in 2023 versus **67.13%** in 2024). Five audit metrics were evaluated – one of which was found to be not applicable (i.e., **14.3**). Performance across the remaining four metrics ranged from **24.00%** to **76.92%**. Of the applicable metrics evaluated, none scored at or above the 90th percentile.

Per JBWCP's Managed Care Guidelines, Adjusters are required to communicate with treating doctors and Claimants during three-point contacts that a Nurse will contact them within three days to medically triage and assess the claim. The Nurse is to then contact those Claimants and complete triage reports to forward to Adjusters. The Nurse is also expected to recommend whether claims should be referred for nurse case management (NCM) and at what level (i.e., telephonic case management (TCM) vs. field case management (FCM)) based on pre-selected triggers.

Actual communications by Triage Nurses with Claimants were inconsistent. Of the thirty-nine applicable claims that were audited, a total of nine (9) exceptions were identified for a resulting audit score of **76.92%**. Despite the communications requirement being explicitly documented within the JBWCP Managed Care Guidelines, multiple examples were identified of: (1) Referrals having been made with delayed contact attempts (i.e., seven exceptions); or (2) no triage referrals were made by Adjusters (i.e., two exceptions).

Where triage nurse referrals were made by Adjusters and pursued by Triage Nurses, required documentation was not always observed. A total of nine (9) exceptions were identified resulting in a score of **76.92%**. Observed documentation gaps include:

- (1) No use of Official Disability Guidelines (ODG) in documentation; and
- (2) A general lack of documentation (e.g., work status, the availability of accommodations); and
- (3) No documentation due to a lack of a referral.

JBWCP's Managed Care Guidelines require the JBWCP Administrator to approve Nurse Triage on all claims in which the Claimant is a Judge. No applicable claims were identified. As a result, no score was calculated.

Another Nurse Triage requirement identified in JBWCP's Managed Care Guidelines is the requirement to obtain the availability of transitional work as well as a description of the Claimant's job duties. However, based upon our evaluation of Nurse Triage documentation, compliance with all requirements – especially securing job descriptions – was seldom achieved. A total of nineteen (19) exceptions were identified resulting in an audit score of just **24.00%**. This is a considerable deterioration in performance from the **66.67%** score observed in the 2023 case management audit.

Finally, JBWCP Managed Care Guidelines require nurse triage to be completed with follow-up with the Adjuster with specific recommendations if additional clinical resources are required. Documentation of referral recommendations. Based upon our observations, inconsistencies exist. A total of ten (10) exceptions were identified resulting audit score of **75.00%**. A variety of factors appear to be driving the observed inconsistencies including:

- A failure on the part of the Adjuster to initially make an initial triage referral;
- A failure on the part of the triage nurse to provide recommendations to the Adjuster (or to document having done so); and
- A failure on the part of the triage nurse to provide the recommendations within the three (3) day requirement identified within the Claims Service Guidelines.

Recommendations:

As noted above, a material deterioration has occurred regarding nurse triage activities across the board from the results achieved during the 2023 case management audit. Currently, JBWCP and Sedgwick do not appear to be aligned on both the intent and expectations relating to Nurse Triage activities as detailed in the JBWCP Managed Care Guidelines. A meeting with Sedgwick is warranted to discuss the findings and address the corrective actions that Sedgwick will implement to address ongoing issues in performance surrounding nurse triage. A corrective action plan should be completed within 30 days and presented to JBWCP regarding the actions being undertaken, accountability for change and subsequent status updates as to progression.

Consider revisions to the JBWCP Managed Care Guidelines involving the triaging of all medical only and indemnity claims. Most medical only claims are of a short duration and by their very nature, do not present a disability management component. As such, they typically do not require nurse intervention. JBWCP's current triage practices (as written) do not currently align with industry best practices. Furthermore, by redefining referral criteria, Nurses can be more appropriately utilized.

Nurse Case Management & Compliance With Protocols
Composite Score = 93.25%

Audit Metric	Audit Category #15 - Metric Descriptions	Final Score	Metric Scored
15.1	If a Nurse Case Manager is assigned, is it consistent with case management protocols and by agreement of Adjuster and JBWCP Member	95.65%	✓
15.2	Was case management initiated within one (1) business day from the date of referral	86.05%	✓
15.3	Did Nurse Case Manager make up to three (3) attempts at communications with Medical Provider and Employee (Two-Point Contact) within five (5) business days from the date of assignment, and document the content of communications within the claim notes	84.09%	✓
15.4	Nurse Case Manager progress reports contain medical treatment plan, next appointment date, work status, barriers to recovery and recommendations	97.87%	✓
15.5	Nurse Case Manager integrated Official Disability Guidelines and American College of Occupational and Environmental Medicine guidance into progress reports	91.43%	✓
15.6	Initial Nurse Case Manager evaluation completed within seven (7) business days of referral	97.78%	✓
15.7	Nurse Case Manager Progress Reports completed every thirty (30) days or upon significant activity	90.91%	✓
15.8	Appointment updates provided to Adjuster within one (1) business day of appointment	97.83%	✓
15.9	Updates provided to Adjuster within one (1) business day of significant file developments (return to work full or modified duty, anticipated surgery, etc.)	100.00%	✓
15.10	Nurse Case Manager tracked lost time, modified and return to work dates in claim system	94.59%	✓
15.11	If a Telephonic Case Management assignment exceeded sixty (60) lost time days or other barriers to recovery or return to work are present, was Field Case Management considered	78.57%	✓
15.12	Did Nurse Case Manager discuss the case with Adjuster and Team Lead when the case reached ninety (90) days of service	57.89%	✓
15.13	Did the Nurse Case Manager attempt to influence the Claimant to treat within the preferred medical provider network relating to the choice of a primary or specialty provider (if applicable)	100.00%	✓
15.14	Nurse Case Manager notes appropriately documented in the claim system	100.00%	
15.15	If one or more of the following criteria were met, was the nurse case management assignment timely closed out: (1) Claimant returned to work full duty; (2) Claimant returned to work in a permanent modified position; (3) Claimant was declared Permanent & Stationary; (4) Claim was denied; (5) No impact can be made on the file; (6) Request made by adjuster; (7) Task assignment completed	100.00%	
15.16	Closure report completed upon file closure within five (5) calendar days	89.47%	

Findings:

Sedgwick’s overall composite audit score for nurse case management compliance with JBWCP protocols is **93.25%** which (overall) is consistent with a high-performing claims organization. However, two material opportunities exist that require corrective action on the part of the Third-Party Administrator (TPA). Sixteen audit metrics were evaluated. Performance across the metrics ranged from **57.89%** to **100.00%**. Of the sixteen specific audit metrics evaluated, eleven scored at or above the 90th percentile.

Nurse case management protocols are defined within the JBWCP’s Managed Care Guidelines which include the ability to assign nurse case management throughout the life of the claim as

well as how to determine the appropriate level of assignment (i.e., telephonic case management versus field case management). Furthermore, required activities are identified, including:

1. Timeframes for making three-point contacts;
2. Required information to be included within the nurse case management reports (and timeframes for supplying those reports to the Adjusters);
3. Utilization of standard of care guidelines to facilitate recovery/return to work; and
4. The tracking of lost time/modified duty experienced by a Claimant.

Lastly, there are guardrails in place for TCM assignments, which include assessing claims at sixty days for possible task FCM assignments, and for Adjusters and Supervisors to review files at ninety days to evaluate the need to continue ongoing case management.

Nurse Case Managers were generally assigned consistent with the existing case management protocols (both timing and circumstances). Progress reports were generally found to be timely and contained the required level of information in accordance with JBWCP's Managed Care Guidelines (i.e., medical treatment plan, next appointment date, work status, barriers to recovery and recommendations).

Minor inconsistency was observed in the initiation of case management within twenty-four hours after the case was referred. A total of six (6) exceptions were identified resulting in a score of **86.05%**. Some inconsistencies were also identified meeting the two-point contact requirements with Providers and Claimants post referral - both attempts to contact parties and required follow-up cadence. A total of seven (7) exceptions were identified resulting in a score of **84.09%**.

Initial Nurse Case Manager evaluations were consistently completed within seven days of referrals. Additionally, updated status reports were generally completed every thirty (30) days or earlier in the event of significant medical or disability-related developments. Both initial and updated status reports routinely addressed required documentation specified within JBWCP's Managed Care Guidelines. Nurse Case Managers were also observed to consistently provided updates to Adjusters within one business day following medical visits.

Significant file developments such as surgical recommendations were communicated to Adjusters at a regular cadence with those updates being documented within the claim notes. Medical updates including reference to Official Disability Guidelines.

Lost time, modified duty and return to work dates were documented within Sedgwick's Juris system. However, it is unclear who is accountable for documenting this information within the system (i.e., Nurse Case Managers or Adjusters). Nurse Case Managers consistently worked to influence the Claimant medical treatment within preferred provider medical networks.

Material inconsistencies were identified regarding mandatory periodic assessment of nurse case management and field case management referrals. For example, Managed Care Guidelines require a review of telephonic case management (TCM) referrals at the sixty-day mark to determine if field case management (FCM) should be considered. Documentation of these reviews were not consistently observed. A total of three (3) exceptions were identified resulting in an audit score of **78.57%**.

Similarly, the Managed Care Guidelines also require the Nurse Case Manager to discuss the case with both Adjuster and Team Lead at the 90-day mark. This collaboration was not commonly observed to have occurred based upon a lack of claim file documentation. A total of eight (8) exceptions were identified resulting in a score of **57.89%** suggesting immediate corrective action is required on the part of the Third-Party Administrator and Managed Care Provider.

Where nurse case management referrals were made, closures aligned with the criteria contained within the Managed Care Guidelines. Closure reports were generally also observed to be completed with five days of closure.

Recommendations:

We continue to recommend that nurse case management referral criteria should be identified and documented within JBWCP's Managed Care Guidelines. Additionally, in conjunction with the training recommendations made in the Nurse Triage section of this report, we also recommend that the sixty (60) and ninety (90) day referral assessment checkpoints be reviewed with both Nurse Case Managers and Adjusters.

Additional Operational Metrics

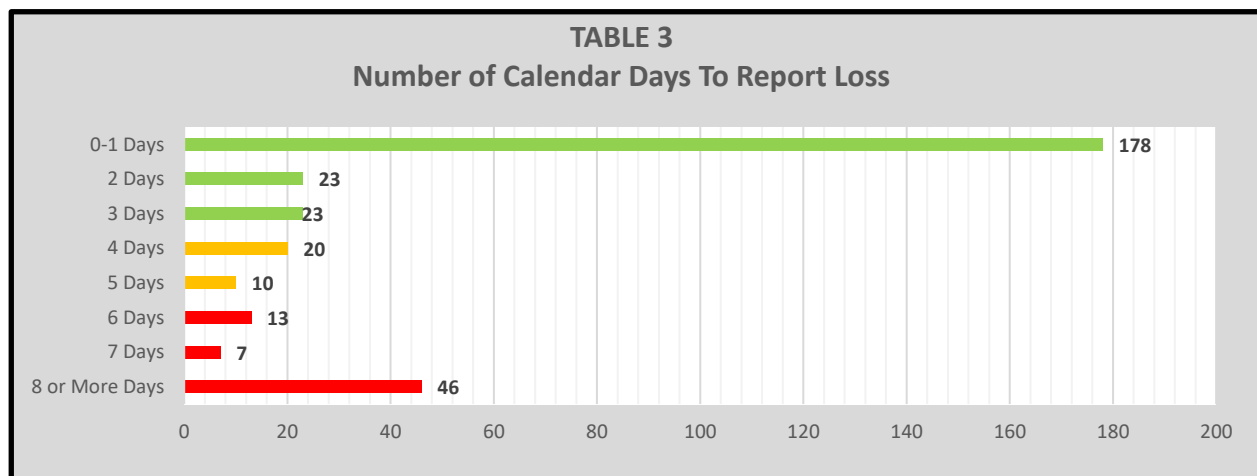
In addition to the third-party administrator and case management audit metrics evaluated, multiple operational metrics were also assessed. Operational metric performance is based upon applicable Program claims for the twelve-month period extending from September 1, 2023, through August 31, 2024, verses a subset/sample of Program claims.

Results for each of these operational metrics have not been included within the aggregate third-party administrator and case management audit scores. These metrics are designed to provide operational baselines of performance regarding key activities. JBWCP Leadership should monitor these key operational metrics to assess trended performance by various Program stakeholders across time.

JBWCP Member Loss Reporting Lag Outcomes

Section V.B of the Judicial Branch Workers' Compensation Program (JBWCP) Claims Manual outlines the requirement for Members to complete and provide an Employer's Report of Occupational Injury or Illness (i.e., 5020) to the Third-Party Administrator (TPA) within five calendar days of the date of knowledge of a reported injury or illness. The provision further acknowledges that the Program recommended best practice for providing Form 5020 to the TPA is two to three calendar days.

A total of 320 injuries/illnesses were reported to JBWCP Members between 9/1/2023 and 8/31/2024. Of these 320 injuries/illnesses, 254 (or 79.38%) were reported by Members within the five-calendar day requirement. 224 injuries/illnesses (or 70%) were reported by Members within the recommended two-three-day best practice. **Table 3** below provides an overview of observed JBWCP Member performance for the 320 injuries/illnesses reported to Members over the applicable 12-month period.

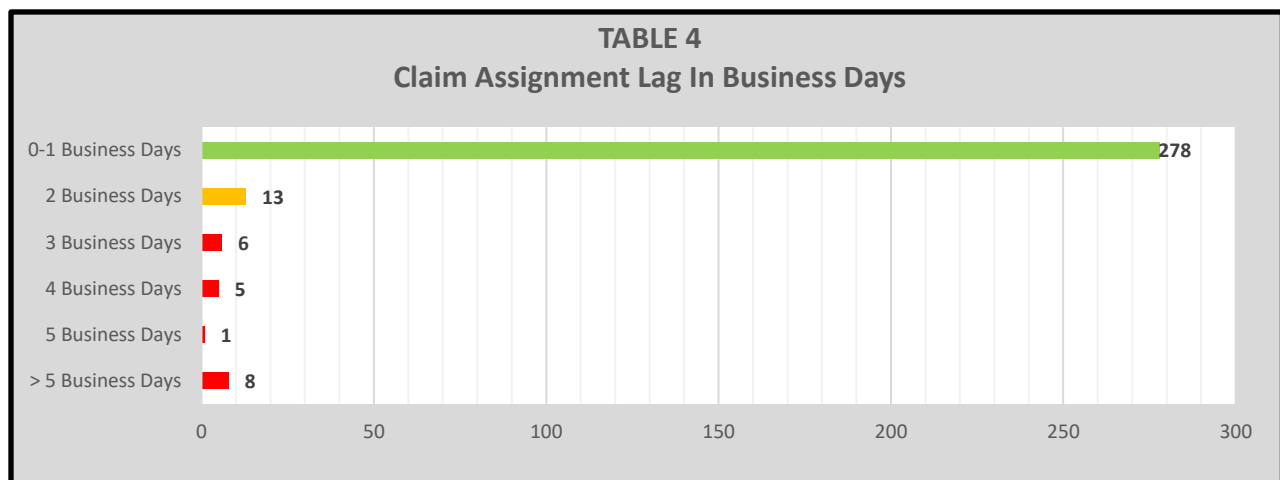


Claim Assignment Timeliness

The timely assignment of claims is critical to ensure Adjusters can promptly initiate necessary activities to address compensability and provide necessary medical and/or indemnity benefits. Claim assignments should be achieved within one business day from the date of receipt of a loss by a Third-Party Administrator.

A total of 320 injuries/illnesses were reported to the Third-Party Administrator over the twelve (12) month period between 9/1/2023 and 8/31/2024. Of these 320 injuries/illnesses, 278 (or 89.7%) were assigned to Adjusters either the same day or within one business day which is reflective of an industry best practice.

Table 4 located below provides an overview of the timeliness of the Third-Party Administrator’s claim assignment practices over the applicable 12-month period.



Indemnity Claim Examiner Caseloads

Current Claims Service Guidelines require Adjusters to maintain average caseloads not to exceed one hundred twenty (120) claims per Indemnity Adjuster unless requested by JBWCP and agreed upon by Sedgwick. Sedgwick Adjusters were required to manage both indemnity and medical only cases through April of 2024. In May of 2024, JBWCP transitioned all medical only claims to Medical Only Adjuster (i.e., Morales).

Four of the Sedgwick Adjusters (i.e., Billett, Bosanko, McWatters and Segovia-Humble) maintained caseloads more than the one hundred twenty caseload target in one or more months during the applicable twelve-month period. Average caseloads for each of the six Adjusters over the twelve-month period were less than one hundred twenty (120) claims.

Sedgwick Indemnity Adjuster caseloads for the twelve-month period extending from September 1, 2023, through August 31, 2024, are documented in **Table 5** below.

TABLE 5

Month	Billett	Bosanko	Lowe	McWatters	Palmer	Segovia-Humble
• September (2023)		94	95		111	106
• October (2023)		92	90		102	100
• November (2023)		93	90	99	98	99
• December (2023)		125	117	124	100	118
• January (2024)	117	118	87	109	104	94
• February (2024)	111	119	86	112	106	95
• March (2024)	116	119	86	112	109	93
• April (2024)	117	117	83	110	109	95
• May (2024)	121	119	114	120	111	128
• June (2024)	119	121	115	119	109	125
• July (2024)	118	125	118	115	108	121
• August (2024)	121	126	118	111	108	118
• Monthly Average	117.5	114.0	99.9	113.1	106.3	107.7

No Caseload
 Caseload <= 120
 Caseload > 120

Medical Only Claim Examiner Caseloads

In May of 2024, JBWCP's Program transitioned the management of medical only claims to a designate Medical Only Adjuster (i.e., Morales). JBWCP's average open medical only claim caseload accounted for approximately 12.3% of the Medical Only Adjuster's total claim inventory over the period from May 1, 2024, through August 31, 2024.

We note that the Designated Medical Only Adjuster maintained a total average caseload (i.e., all Sedgwick Clients including JBWCP) over this four-month period of 148.3 claims which is more than the 120-caseload target contained within the Claims Service Guidelines. While industry caseloads for a medical only desk are typically more than 120 claims, we note that the current Claims Service Guidelines do not distinguish between Indemnity, Medical Only, and or Indemnity & Medical Only claim inventory targets. We recommend that the Claims Services Guideline's "Caseload" section be updated to reflect these recent changes within the Program.

Monthly caseloads for the Medical Only Adjuster for the four-month period extending from May 1, 2024, through August 31, 2024, are documented in **Table 6** below.

TABLE 6

Month	JBWCP Claims	Other Client Claims	Total Claims
• May (2024)	9	Unknown	Unknown
• June (2024)	17	113	130
• July (2024)	19	138	157
• August (2024)	28	130	158
• Monthly Average	18.3	127.0	148.3

No Caseload
 Caseload <= 120
 Caseload > 120

Claim Denial Outcomes

Litigation avoidance and cost containment are important objectives for a Third-Party Administrator (TPA) to pursue. Unfortunately, there may be instances in which these objectives conflict with each other such as the need to issue claim denials.

Where denials (full or partial) are necessary, it is critical to make sound, medically supportable decisions to avoid incurring unnecessary expenses to defend positions that are weak and run the risk of having a Claimant seek legal representation and potentially pursue litigation. Evaluating program denial outcomes provided meaningful insight as to the overall quality of denial decisions made by a TPA's Adjusters.

JBWCP denial decisions initially issued between September 1, 2023, through August 31, 2024, were evaluated to assess the degree to which decisions were subject to reversal – either in whole or in part. A total of one hundred and one (101) denials were issued during this twelve-month evaluation period. Of the one hundred and one denials issued:

- Ninety-three or 92% (i.e., 93 of 101 denials) remain in-force;
- Two or 2% (i.e., 2 of 101 denials) were partially modified post denial; and
- Six or 6% (i.e., 6 of 101 denials) were fully overturned/accepted post denial.

We note that our assessment represents a point-in-time assessment of denial outcomes. Any of the one hundred one denials may be subject to change at a future point in time. Regardless, a 90%+ denial success rate reflects a favorable program outcome.

Utilization Review Process Activity Outcomes

Utilization review is a commonly performed activity involving medical-based assessments of the appropriateness of medical treatment provided to Claimants. Accuracy in utilization review decisions is critical to:

- Timely provide appropriate medical treatment to Claimants;
- Mitigate the potential for unnecessary and/or non-optimal medical treatments and associated payments and expense-related costs; and
- Minimize the potential for unnecessary litigation based upon unsupported medical evidenced based medical guidelines that can ultimately drive claim exposures.

A total 2,131 utilization review requests were completed by the Third-Party Administrator (TPA) between 9/1/2023 and 8/31/2024. During this same period, a total of 80 independent medical reviews (IMRs) were both filed, and decisions rendered resulting in an overall challenge rate of 3.75%. Of the 80 IMRs filed, 68 of the underlying utilization review decisions were upheld reflecting a win rate of approximately 85%. Of the remaining 12 utilization review decisions that were challenged via IMR:

- One was partially overturned reflecting a partial win rate of 1.25%; and
- 11 were overturned reflecting a loss rate of 13.75%.

Pharmacy Benefits Management Network Penetration and Costs

The use of a pharmacy benefits management (PBM) program is a common tool to control medical spend associated with medical prescriptions written on workers' compensation claims. It is critical for an employer to ensure that the PBM is consistently utilized to ensure that maximum discounts are applied and/or generic alternatives are considered to mitigate medical benefit spend.

A total of 1,076 pharmacy prescriptions were processed and paid by the Third-Party Administrator (TPA) between 9/1/2023 and 8/31/2024 at a total cost of \$66,299.69 resulting in an average cost of \$61.62 per prescription filled. 80% of all pharmacy prescriptions processed and paid by the TPA (i.e., approximately 861) were filled in-network by the TPA's PBM at a total cost of \$59,860.16, resulting in an average prescription cost of approximately \$69.52. The remaining 20% of pharmacy prescriptions processed and paid by the TPA (i.e., approximately 215) were filled out of network at a total cost of \$6,439.53, resulting in an average prescription cost of approximately \$29.95.

Appendix A: Third-Party Administrator Audit Claim Sample

Claim Count	JBWCP Segment	JCWCP Member	Claim Number	Date of Loss	Claim Adjuster
1	Trial Courts	Orange Co	0000089JUD	10/09/2014	Lowe
2	Trial Courts	Orange Co	JC03000829	08/16/2002	Lowe
3	Trial Courts	San Francisco Co	JC07020001	09/15/2010	Lowe
4	Trial Courts	Mendocino Co	JC13020160	09/24/2012	Lowe
5	Trial Courts	Orange Co	JC14020503	04/17/2014	Lowe
6	Trial Courts	Solano Co	190000564JUD	04/23/2019	McWatters
7	Trial Courts	Imperial Co	220000171JUD	11/04/2021	McWatters
8	Trial Courts	Alameda Co	4A2306YHW3F-0001	06/28/2023	McWatters
9	Trial Courts	Alameda Co	JC02000316	03/06/2002	McWatters
10	Trial Courts	San Mateo Co	JC15020045	08/01/2014	McWatters
11	Trial Courts	Contra Costa Co	20000009JUD	06/26/2019	Palmer
12	Trial Courts	Contra Costa Co	210000307JUD	11/17/2020	Palmer
13	Trial Courts	San Bernardino Co	210000537JUD	06/18/2021	Palmer
14	Trial Courts	Contra Costa Co	4A23022V02T-0001	02/02/2023	Palmer
15	Trial Courts	Contra Costa Co	JC14020286	12/02/2013	Palmer
16	Trial Courts	Riverside Co	200000208JUD	10/08/2019	Billett
17	Trial Courts	Riverside Co	210000056JUD	12/13/2019	Billett
18	Trial Courts	Riverside Co	4A2309SS2BB-0001	05/12/2023	Billett
19	Trial Courts	Santa Barbara Co	4A24018P4B0-0001	12/29/2023	Billett
20	Trial Courts	Riverside Co	JC05001081	03/24/2004	Billett
21	Trial Courts	Marin Co	180000259JUD	10/27/2017	Bosanko
22	Trial Courts	Fresno Co	200000233JUD	10/22/2019	Bosanko
23	Trial Courts	Santa Clara Co	210000311JUD	01/05/2021	Bosanko
24	Trial Courts	Fresno Co	220000068JUD	08/17/2021	Bosanko
25	Trial Courts	Fresno Co	4A24034G6HQ-0001	02/15/2024	Bosanko
26	Trial Courts	Yolo Co	JC05000841	06/01/2005	Bosanko
27	Judiciary	Supreme Court	150000535JUD	04/02/2015	Segovia-Humble
28	Judiciary	HCRC	200000257JUD	08/01/2019	Segovia-Humble
29	Judiciary	4th Dist. C/A	220000365JUD	03/23/2022	Segovia-Humble
30	Trial Ct Judges	Lassen Co	4A2403BNFGC-0001	03/19/2022	Segovia-Humble
31	Trial Ct Judges	Los Angeles Co	JC90000007	07/21/1989	Segovia-Humble
32	Trial Ct Judges	Los Angeles Co	JC91000040	01/22/1990	Segovia-Humble
33	Trial Courts	Nevada Co	190000508JUD	03/22/2019	Austin Lowe
34	Trial Courts	Tuolumne Co	4A22104GZS8-0001	02/09/2022	Austin Lowe
35	Trial Courts	San Francisco Co	4A230819RVP-0001	07/14/2023	Austin Lowe
36	Trial Courts	San Francisco Co	JC07000960	07/31/2006	Austin Lowe
37	Trial Courts	Sutter Co	JC10000310	09/25/2009	Austin Lowe
38	Trial Courts	Sacramento Co	220000082JUD	08/30/2021	Ben McWatters

Claim Count	JBWCP Segment	JCWCP Member	Claim Number	Date of Loss	Claim Adjuster
39	Trial Courts	Monterey Co	4A2306VFFLF-0001	06/08/2023	McWatters
40	Trial Courts	Sacramento Co	JC020020083	10/05/2001	McWatters
41	Trial Courts	Sacramento Co	JC10000533	02/03/2010	McWatters
42	Trial Courts	Solano Co	JC10000874	07/15/2009	McWatters
43	Trial Courts	Kern Co	170000776JUD	06/22/2017	Palmer
44	Trial Courts	Butte Co	200000486JUD	04/02/2020	Palmer
45	Trial Courts	Contra Costa Co	4A2403Q276J-0001	03/15/2024	Palmer
46	Trial Courts	Contra Costa Co	JC12020768	07/13/2012	Palmer
47	Trial Courts	Butte Co	JC13020638	05/22/2013	Palmer
48	Trial Courts	Riverside Co	160000234JUD	10/09/2015	Billett
49	Trial Courts	Kings Co	200000372JUD	12/09/2019	Billett
50	Trial Courts	Ventura Co	4A2402JYDRD-0001	02/16/2024	Billett
51	Trial Courts	Ventura Co	JC06000367	05/10/2005	Billett
52	Trial Courts	Humboldt Co	JC13020081	08/13/2012	Billett
53	Trial Courts	Sonoma Co	200000067JUD	07/24/2019	Bosanko
54	Trial Courts	Santa Cruz Co	210000320JUD	02/02/2021	Bosanko
55	Trial Courts	Merced Co	210000397JUD	02/08/2021	Bosanko
56	Trial Courts	Shasta Co	220000278JUD	01/10/2022	Bosanko
57	Trial Courts	Stanislaus Co	4A2401R4HV4-0001	01/23/2024	Bosanko
58	Trial Courts	Santa Clara Co	4A2406DDYMG-0001	06/06/2024	Bosanko
59	Judiciary	JCC	160000263JUD	10/21/2015	Segovia-Humble
60	Trial Courts	Tulare Co	160000626JUD	04/22/2016	Segovia-Humble
61	Judiciary	JCC	170000152JUD	09/06/2016	Segovia-Humble
62	Judiciary	4th Dist. C/A	4A2311XFF15-0001	07/17/2023	Segovia-Humble
63	Judiciary	2nd Dist. C/A	JC07000157	05/23/2006	Segovia-Humble
64	Judiciary	6th Dist. C/A	JC09020531	02/06/2009	Segovia-Humble
65	Trial Courts	El Dorado Co	170000327JUD	12/22/2016	Low
66	Trial Courts	Nevada Co	220000024JUD	11/02/2020	Low
67	Trial Courts	Tulare Co	4A22076SQZ1-0001	07/07/2022	Low
68	Trial Courts	Orange Co	JC03000870	02/19/2003	Low
69	Trial Courts	Orange Co	JC12020086	08/19/2011	Low
70	Trial Courts	Imperial Co	200000152JUD	09/06/2019	McWatters
71	Trial Courts	San Mateo Co	210000528JUD	06/16/2021	McWatters
72	Trial Courts	Imperial Co	4A2304WZWWN-0001	04/28/2023	McWatters
73	Trial Courts	Imperial Co	JC020020218	03/06/2002	McWatters
74	Trial Courts	Alameda Co	JC11000692	01/14/2011	McWatters
75	Trial Courts	Butte Co	160000736JUD	02/01/2016	Palmer
76	Trial Courts	Contra Costa Co	190000332JUD	11/15/2018	Palmer
77	Trial Courts	Contra Costa Co	4A2307JYQS7-0001	06/26/2019	Palmer
78	Trial Courts	San Bernardino Co	4A2402DT1XR-0001	02/09/2024	Palmer
79	Trial Courts	Kern Co	JC04001062	03/05/2004	Palmer
80	Trial Courts	San Luis Obispo Co	190000216JUD	10/09/2018	Billett
81	Trial Courts	Ventura Co	220000340JUD	02/10/2022	Billett
82	Trial Courts	Ventura Co	220000386JUD	03/25/2022	Billett
83	Trial Courts	Madera Co	4A2304CJPQN-0001	06/08/2023	Billett

Claim Count	JBWCP Segment	JCWCP Member	Claim Number	Date of Loss	Claim Adjuster
84	Trial Courts	Madera Co	4A2403FRZM5-0001	01/22/2024	Billett
85	Trial Courts	Sonoma Co	170000068JUD	08/04/2016	Bosanko
86	Trial Courts	Siskiyou Co	180000418JUD	01/25/2018	Bosanko
87	Trial Courts	Shasta Co	4A2211Y1H7L-0001	11/28/2022	Bosanko
88	Trial Courts	Fresno Co	4A2307DVXJX-0001	07/10/2023	Bosanko
89	Trial Courts	Santa Clara Co	4A2403T2VQ2-0001	03/26/2024	Bosanko
90	Trial Courts	Fresno Co	JC05000312	01/26/2004	Bosanko
91	Trial Courts	San Francisco Co	160000245JUD	09/08/2015	Segovia-Humble
92	Judiciary	2nd Dist. C/A	190000040JUD	06/25/2018	Segovia-Humble
93	Trial Ct Judges	Monterey Co	200000277JUD	11/27/2019	Segovia-Humble
94	Judiciary	6th Dist. C/A	4A2211PSXKL-0001	11/21/2022	Segovia-Humble
95	Trial Ct Judges	El Dorado Co	JC09020792	05/09/2009	Segovia-Humble
96	Trial Ct Judges	Sutter Co	JC93000011	06/08/1992	Segovia-Humble
97	Trial Courts	Tulare Co	180000520JUD	03/12/2018	Lowe
98	Trial Courts	San Francisco Co	200000310JUD	12/19/2019	Lowe
99	Trial Courts	Tuolumne Co	210000478JUD	05/13/2021	Lowe
100	Trial Courts	El Dorado Co	4A2401X9YRB-0001	12/16/2023	Lowe
101	Trial Courts	Orange Co	JC04000385	06/03/2004	Lowe
102	Trial Courts	Solano Co	210000131JUD	09/24/2020	McWatters
103	Trial Courts	Alameda Co	4A2309NNKFY-0001	09/20/2023	McWatters
104	Trial Courts	Solano Co	4A2402W7ZWC-0001	02/20/2024	McWatters
105	Trial Courts	San Mateo Co	JC08000457	04/23/2007	McWatters
106	Trial Courts	Solano Co	JC13020463	02/21/2013	McWatters
107	Trial Courts	Butte Co	210000324JUD	12/16/2020	Palmer
108	Trial Courts	Kern Co	220000212JUD	04/05/2021	Palmer
109	Trial Courts	San Bernardino Co	220000341JUD	01/26/2022	Palmer
110	Trial Courts	Kern Co	JC08000518	04/26/2007	Palmer
111	Trial Courts	San Bernardino Co	JC12020435	12/01/2011	Palmer
112	Trial Courts	Kings Co	190000010JUD	07/06/2018	Billett
113	Trial Courts	Ventura Co	210000076JUD	08/17/2020	Billett
114	Trial Courts	Kings Co	220000319JUD	02/07/2022	Billett
115	Trial Courts	Riverside Co	220000432JUD	04/20/2022	Billett
116	Trial Courts	San Luis Obispo Co	4A2406JHP4Y-0001	06/14/2024	Billett
117	Trial Courts	Yolo Co	210000235JUD	12/14/2020	Bosanko
118	Trial Courts	Santa Cruz Co	4A22074PBL7-0001	07/01/2022	Bosanko
119	Trial Courts	Shasta Co	4A2305YRF52-0001	04/26/2023	Bosanko
120	Trial Courts	Calaveras Co	4A24013HNH5-0001	01/02/2024	Bosanko
121	Trial Courts	Sonoma Co	4A2404HRDFD-0001	04/16/2024	Bosanko
122	Trial Courts	Santa Clara Co	JC10000704	04/29/2010	Bosanko
123	Trial Courts	San Diego Co	150000596JUD	06/17/2015	Segovia-Humble
124	Judiciary	4th Dist. C/A	4A22117F0BB-0001	11/03/2022	Segovia-Humble
125	Judiciary	2nd Dist. C/A	4A2307V5NRN-0001	06/29/2023	Segovia-Humble
126	Trial Courts	Stanislaus Co	4A2405Z0G7S-0001	05/31/2024	Segovia-Humble

Claim Count	JBWCP Segment	JCWCP Member	Claim Number	Date of Loss	Claim Adjuster
127	Trial Ct Judges	Los Angeles Co	JC13020045	07/24/2012	Segovia-Humble
128	Judiciary	Supreme Court	JC99000018	01/04/1999	Segovia-Humble
129	Trial Courts	Orange Co	180000296JUD	11/29/2017	Lowe
130	Trial Courts	San Joaquin Co	200000451JUD	03/06/2020	Lowe
131	Trial Courts	San Joaquin Co	220000172JUD	10/27/2021	Lowe
132	Trial Courts	Tulare Co	4A221278ZN2-0001	12/31/2013	Lowe
133	Trial Courts	Del Norte Co	4A2406MM7QM-0001	06/10/2023	Lowe
134	Trial Courts	Monterey Co	220000411JUD	03/29/2022	McWatters
135	Trial Courts	Monterey Co	4A2309CDQM2-0001	07/29/2023	McWatters
136	Trial Courts	Imperial Co	4A2403GT5YW-0001	03/14/2024	McWatters
137	Trial Courts	Imperial Co	JC10000706	05/10/2010	McWatters
138	Trial Courts	Alameda Co	JC13020371	01/22/2013	McWatters
139	Trial Courts	Kern Co	210000236JUD	03/21/2020	Palmer
140	Trial Courts	San Bernardino Co	4A2301VN1SZ-0001	01/26/2023	Palmer
141	Trial Courts	San Bernardino Co	4A2402V6WW3-0001	02/23/2024	Palmer
142	Trial Courts	Butte Co	JC06000321	01/25/2005	Palmer
143	Trial Courts	Contra Costa Co	JC13020085	08/23/2012	Palmer
144	Trial Courts	Humboldt Co	180000016JUD	06/28/2017	Billett
145	Trial Courts	Kings Co	180000175JUD	04/01/2016	Billett
146	Trial Courts	San Luis Obispo Co	4A2208K5MDV-0001	06/01/2020	Billett
147	Trial Courts	San Luis Obispo Co	4A23124LNFP-0001	11/30/2023	Billett
148	Trial Courts	Madera Co	4A2405HLS8W-0001	05/09/2024	Billett
149	Trial Courts	Santa Clara Co	150000468JUD	01/02/2015	Bosanko
150	Trial Courts	Stanislaus Co	190000688JUD	06/27/2019	Bosanko
151	Trial Courts	Shasta Co	210000093JUD	08/12/2020	Bosanko
152	Trial Courts	Amador Co	4A2210T2CCK-0001	10/26/2022	Bosanko
153	Trial Courts	Fresno Co	4A230510L81-0001	05/01/2023	Bosanko
154	Trial Courts	Napa Co	4A240794NLP-0001	06/27/2024	Bosanko
155	Judiciary	4th Dist. C/A	170000075JUD	08/01/2016	Segovia-Humble
156	Judiciary	1st Dist. C/A	200000285JUD	12/05/2019	Segovia-Humble
157	Judiciary	6th Dist. C/A	4A2211WZ111-0001	06/23/2022	Segovia-Humble
158	Judiciary	JCC	4A2305QLK28-0001	05/04/2023	Segovia-Humble
159	Trial Ct Judges	Los Angeles Co	JC01000042	02/29/2000	Segovia-Humble
160	Trial Ct Judges	Los Angeles Co	JC03000186	04/16/2002	Segovia-Humble
161	Trial Courts	Tulare Co	210000130JUD	09/24/2020	Lowe
162	Trial Courts	San Francisco Co	4A2305KGK60-0001	05/09/2023	Lowe
163	Trial Courts	Butte Co	4A24047GSST-0001	04/08/2024	Lowe
164	Trial Courts	Del Norte Co	JC04000583	01/17/2003	Lowe
165	Trial Courts	San Francisco Co	JC11000742	06/02/2011	Lowe
166	Trial Courts	Solano Co	160000142JUD	07/29/2015	McWatters
167	Trial Courts	Monterey Co	190000551JUD	04/12/2019	McWatters
168	Trial Courts	Alameda Co	4A24059FH5F-0001	05/08/2024	McWatters
169	Trial Courts	Alameda Co	JC08000275	03/08/2007	McWatters
170	Trial Courts	San Mateo Co	JC13020045	08/25/2011	McWatters

Claim Count	JBWCP Segment	JCWCP Member	Claim Number	Date of Loss	Claim Adjuster
171	Trial Courts	Contra Costa Co	180000405JUD	01/19/2018	Palmer
172	Trial Courts	Kern Co	180000502JUD	03/02/2018	Palmer
173	Trial Courts	San Bernardino Co	210000352JUD	04/01/2021	Palmer
174	Trial Courts	Kern Co	220000062JUD	08/19/2021	Palmer
175	Trial Courts	Kern Co	4A2308RZ5TV-0001	08/24/2023	Palmer
176	Trial Courts	Ventura Co	190000379JUD	12/21/2018	Billett
177	Trial Courts	Riverside Co	200000356JUD	01/27/2020	Billett
178	Trial Courts	Humboldt Co	200000472JUD	03/20/2020	Billett
179	Trial Courts	Santa Barbara Co	4A2311Q8HNF-0001	10/30/2023	Billett
180	Trial Courts	Humboldt Co	4A24057CJ2S-0001	05/03/2024	Billett






Appendix B: Case Management Audit Claim Sample

Claim Count	Claim Number	Date of Loss	Service Type
1	160000352JUD	09/16/2021	TCM
2	180000296JUD	10/03/2021	TCM
3	180000718JUD	10/05/2021	TCM
4	190000045JUD	10/12/2021	TCM
5	200000095JUD	10/13/2021	TCM
6	200000217JUD	10/18/2021	FCM
7	210000021JUD	10/22/2021	TCM
8	210000053JUD	10/27/2021	FCM
9	210000175JUD	11/01/2021	TCM
10	210000369JUD	11/01/2021	TCM
11	210000411JUD	11/04/2021	TCM
12	210000478JUD	11/16/2021	TCM
13	220000035JUD	11/17/2021	TCM
14	220000319JUD	11/29/2021	TCM
15	220000365JUD	12/06/2021	TCM
16	220000383JUD	12/27/2021	TCM
17	220000422JUD	01/10/2022	TCM
18	220000486JUD	01/13/2022	TCM
/19	4A22084TR470001	01/21/2022	TCM
20	4A22104GZS80001	01/28/2022	TCM
21	4A22104HCCS0001	02/04/2022	TCM
22	4A2210W2JJ20001	02/10/2022	TCM
23	4A22119GRT90001	03/01/2022	TCM
24	4A2211X07MP0001	03/09/2022	TCM
25	4A23049GZ8C0001	03/09/2022	TCM
26	4A2304WZWWN0001	03/14/2022	FCM
27	4A2305KGGK600001	03/25/2022	TCM
28	4A2305RM07D0001	04/06/2022	TCM
29	4A2305SN0FN0001	04/12/2022	FCM
30	4A2306F3JXL0001	04/18/2022	FCM
31	4A2307V5NRN0001	04/29/2022	TCM
32	4A2308FNH4X0001	05/06/2022	TCM
33	4A2308RZ7HN0001	05/10/2022	FCM
34	4A2308RZ87D0001	05/23/2022	FCM
35	4A23098BD5X0001	05/24/2022	FCM
36	4A2311Q8HNF0001	05/31/2022	FCM
37	4A2311XFF150001	06/02/2022	TCM
38	4A2312L0JWS0001	06/08/2022	FCM

Claim Count	Claim Number	Date of Loss	Service Type
39	220000471JUD	06/09/2022	TCM
40	220000495JUD	06/16/2022	
41	220000492JUD	06/22/2022	
42	4A22074PBL7-0001	07/01/2022	
43	4A2207CYVNH-0001	07/01/2022	
44	4A22080NN9Z-0001	07/06/2022	
45	4A22076SQZ1-0001	07/07/2022	FCM
46	4A2207N88H7-0001	07/08/2022	
47	4A22081PBT0-0001	07/11/2022	
48	4A2207CY5C3-0001	07/11/2022	TCM
49	4A2207DZWS5-0001	07/12/2022	FCM
50	4A2207L57K5-0001	07/15/2022	TCM
51	4A2207TFJZ1-0001	07/20/2022	
52	4A2207P8NQH-0001	07/21/2022	
53	4A2207WJCHC-0001	07/25/2022	TCM
54	4A2209CXP9L-0001	07/25/2022	TCM
55	4A22084TR47-0001	07/26/2022	
56	4A22080NFZ3-0001	07/27/2022	TCM
57	4A22087X3DK-0001	07/28/2022	
58	4A22080NP1L-0001	07/29/2022	
59	4A22081P96Q-0001	07/29/2022	FCM
60	4A2208B0HWW-0001	08/02/2022	
61	4A22091NKL4-0001	08/03/2022	
62	4A2208K5C02-0001	08/04/2022	
63	4A2208XJ39J-0001	08/05/2022	TCM
64	4A2208J4FN6-0001	08/08/2022	TCM
65	4A2208YJR4L-0001	08/08/2022	
66	4A22090LW58-0001	08/10/2022	TCM
67	4A2208C29G6-0001	08/11/2022	
68	4A2208J41KM-0001	08/12/2022	TCM
69	4A2208ZLF11-0001	08/12/2022	TCM
70	4A2208H3PGS-0001	08/13/2022	TCM
71	4A2208J4WHB-0001	08/17/2022	
72	4A2208YK5LD-0001	08/18/2022	
73	4A2208QBK6R-0001	08/23/2022	
74	4A22090MDGR-0001	08/29/2022	
75	4A22091NGTT-0001	08/31/2022	
76	4A22095QW3F-0001	09/01/2022	
77	4A22096RYMG-0001	09/06/2022	
78	4A22096SM3K-0001	09/07/2022	TCM
79	4A22096SBH2-0001	09/07/2022	TCM
80	4A2209CXVPS-0001	09/12/2022	TCM

Appendix C: Scoring By Category

JBWCP 2024 ANNUAL AUDIT SCORING SUMMARY		CAT. SCORES
		Score
Claim Set-Up & Assignment/Reassignment		100.00%
Three-Point Contact		88.30%
Investigations		76.69%
Medical Cost Containment		95.16%
Disability Management		90.76%
Litigation Management		96.46%
Subrogation, Apportionment, Contribution		96.61%
Reserving		85.25%
Communications		88.29%
Payments		97.74%
Settlement/Resolution		86.30%
Action Plans		95.41%
Supervisory Review		98.44%
Nurse Triage		67.13%
Nurse Case Management & Compliance With Protocols		93.25%
OVERALL TPA AUDIT SCORE		92.61%
OVERALL CASE MANAGEMENT AUDIT SCORE		88.37%

	<i>Tracked/Not Scoring</i>
	<i>Tracked/Scored - 90% or higher</i>
	<i>Tracked/Scored - 85% to 89.99%</i>
	<i>Tracked/Scored - 70% to 84.99%</i>
	<i>Tracked/Scored - Less than 70%</i>

Appendix D: Scoring By Question

JBWCP 2024 ANNUAL AUDIT SCORING SUMMARY		AUDIT METRIC SCORES			CAT. SCORES
		Total	Applicable	Score	Score
Claim Set-Up & Assignment/Reassignment:					100.00%
1.01	Initial claim classification appropriate (i.e., indemnity, medical only)	30	30	100.00%	
1.02	Medical Only claims will be transitioned to Indemnity status following management review when: (1) the claim has been open six (6) months; and/or (2) has an incurred value of \$7,500 or ninety (90) days if the Claimant has been on modified duty	8	8	100.00%	
Three-Point Contacts:					88.30%
2.01	Attempt to contact JBWCP Member was made within one (1) business day of assignment	27	30	90.00%	
2.02	Where initial JBWCP Member contact was unsuccessful, follow-up attempts were made and documented in the file. <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0	10	0.00%	
2.03	Attempt to contact Claimant was made within one (1) business day of assignment	27	29	93.10%	
2.04	Where initial Claimant contact was unsuccessful, follow-up attempts were made and documented in the file. <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0	17	0.00%	
2.05	Where Claimant contact attempts were unsuccessful, an attempt was made to contact the JBWCP Member to obtain alternate contact information for the Claimant including documentation of the file	8	10	80.00%	
2.06	Attempt to contact Medical Provider was made within one (1) business day of assignment	21	25	84.00%	
2.07	Where initial Medical Provider contact was unsuccessful, follow-up attempts were made and documented in the file. <i>[Note: The follow-up standard is two (2) follow-up attempts within three (3) business days]</i>	0	8	0.00%	
Investigations:					76.69%
3.01	Did the Adjuster take all necessary actions to evaluate compensability	30	32	93.75%	
3.02	Was the claim appropriately accepted, delayed or denied within the 14-day and 90-day statutory time periods	31	31	100.00%	
3.03	Were both indemnity and medical only claims timely reported to the Index Bureau and re-indexed every 180 days thereafter until closed OR annually on future medical claims	88	142	61.97%	
3.04	Where "hits" are identified through Index Bureau reports, was follow-up appropriate	36	43	83.72%	
3.05	The need for field investigations (including surveillance and/or social media checks) were appropriately recognized, authorized by JBWCP Member and managed by Adjuster	6	10	60.00%	
3.06	Does a note exist within the claim file documenting both: (1) the final compensability decision made by the Adjuster; and (2) a supporting rationale/justification. Where claim denial issued, was denial discussed with the Member and all approvals from Team Leads were obtained and documented	32	33	96.97%	
3.07	Where a sub-rosa investigation was made by Sedgwick, the assignment (both scope and provided information) was thorough and timely	4	5	80.00%	
Medical Cost Containment:					95.16%
4.01	Assuming the JBWCP Member elected to participate within the Sedgwick Medical Provider Network AND the Claimant elected to treat outside of this Network, did the Adjuster either: (1) appropriately re-direct care; or (2) document why re-direction of care within Sedgwick Medical Provider Network was not possible	11	11	100.00%	

4.02	Where JBWCP Member did not elect to participate within the Sedgwick Medical Provider Network, did Adjuster direct or soft channel the Claimant to a preferred provider (primary or specialty) where possible	7	7	100.00%	
4.03	Issues of causation, treatment plan and permanent and stationary status are timely addressed and appropriately documented	95	99	95.96%	
4.04	Utilization review (e.g., surgical requests, medical diagnostics, treatment duration) referrals were timely made and the results were appropriately documented and acted upon	111	113	98.23%	
4.05	Agreed Medical Examinations/Qualified Medical Examinations/Peer Reviews were timely made and utilization was appropriate	56	57	98.25%	
4.06	Upon receipt of Agreed Medical Examinations/Qualified Medical Examinations, was timely follow through completed by Adjusters	37	44	84.09%	
4.07	Nurse case management (either telephonic or field) assignment was approved by the Member and was timely, for appropriate duration and added value	17	20	85.00%	
Disability Management:					90.76%
5.01	Where the Claimant's disability exceeds recognized industry standards, did the Adjuster/Nurse Case Manager request clarification from the treating physician	13	16	81.25%	
5.02	Adjuster/Nurse Case Manager demonstrate proactive efforts to pursue return to work	33	34	97.06%	
5.03	Where changes in temporary or permanent restrictions were provided, were those restrictions communicated to the JBWCP Member within two (2) business days of receipt by the Adjuster	31	33	93.94%	
5.04	Where necessary, were clarifications relating to specific temporary and/or permanent restrictions sought from the treating physician, Agreed Medical Examination &/or Qualified Medical Examination providing all evaluating physicians with all appropriate records and documentation prior to the evaluation	22	23	95.65%	
5.05	Confirmation email received and documented from the JBWCP Member regarding ability or inability to accommodate	32	33	96.97%	
5.06	Were Official Disability Guidelines (ODG) documented within Plans of Action and referenced for ongoing resolution and reserving in indemnity claim files	36	45	80.00%	
Litigation Management:					96.46%
6.01	Adjuster made a legal referral to defense counsel within five (5) calendar days of the need of litigation referral	16	18	88.89%	
6.02	Adjuster appropriately followed-up for required status reports when not provided by Defense Counsel on a timely basis	48	50	96.00%	
6.03	Adjuster worked collaboratively with Defense Counsel to develop long term strategy and specific tasks to resolve litigation	73	76	96.05%	
6.04	Defense Counsel activities were appropriately monitored by the Adjuster	72	76	94.74%	
6.05	Assigned Defense Counsel activities represent an appropriate delegation of work. (Note: Adjusters are responsible for obtaining/subpoenaing prior medical records and/or claims information and forwarding to AME/PQME)	74	75	98.67%	
6.06	Adjuster was responsive to all Defense Counsel requests for information, assistance and authority	72	74	97.30%	
6.07	Where assignment to Defense Counsel is requested, did Adjuster consult with JBWCP Administrator and receive approval from the Member	0	21	0.00%	
6.08	Was there timely response to subpoenas, demands for records, requests from Applicants' Attorneys	27	27	100.00%	
Subrogation, Apportionment, Contribution:					96.61%
7.01	<u>Does subrogation potential exist:</u>				
7.01.1	- Was subrogation potential identified by the Adjuster	8	8	100.00%	
7.01.2	- Was subrogation timely pursued, as authorized and directed by JBWCP Member or JBWCP Administrator	6	7	85.71%	

7.01.3	- Where subrogation potential exists and the JBWCP Member elects not to pursue, Sedgwick should bring the matter to the attention of the JBWCP Administrator for direction and assistance	2	2	100.00%	
7.01.4	- Was authority for compromised settlement of the Third-Party Lien obtained from the JBWCP Administrator	1	1	100.00%	
7.01.5	- Where assignment to TPA's recovery unit or subrogation counsel is requested, did Adjuster consult with JBWCP Administrator and receive approval from the Member	3	3	100.00%	
7.02	<u>Does apportionment potential exist:</u>				
7.02.1	- Was apportionment potential identified by the Adjuster	18	19	94.74%	
7.02.2	- Was apportionment appropriately pursued	15	15	100.00%	
7.03	<u>Does contribution potential exist:</u>				
7.03.1	- Was contribution potential identified by the Adjuster	2	2	100.00%	
7.03.2	- Was contribution appropriately pursued	2	2	100.00%	
Reserving:					85.25%
8.01	Initial case reserves set by Adjuster within five (5) business days of assignment	28	31	90.32%	
8.02	Subsequent case reserve reviews for all non-future medical claims occurred at least every ninety (90) days OR within fourteen (14) days of knowledge of a material claim file development impacting the claim's overall exposure. Subsequent case reserve reviews for future medical claims occurred at least every one hundred-eighty (180) days	150	175	85.71%	
8.03	Case reserves are sufficiently documented	164	176	93.18%	
8.04	Has Supervisor reviewed reserves timely (i.e., within the last 10/90/120 days on active claims; 180 days on future medical claims)	131	172	76.16%	
8.05	Was guidance provided to adjusters in instances where reserves were not appropriate	24	29	82.76%	
Communications:					88.29%
9.01	Ongoing contact with the Claimant was maintained on indemnity files that have not been settled as needed or at intervals not to exceed every ninety (90) calendar days	49	57	85.96%	
9.02	Adjuster maintained appropriate communication with the JBWCP Member including responding to all telephonic or written requests within one (1) business day	75	77	97.40%	
9.03	Did the Adjuster keep the JBWCP Member informed of case status, significant changes and resolution plans without the Member initiating an inquiry	72	88	81.82%	
Payments:					97.74%
10.01	Average weekly wage and workers' compensation benefit rates appropriately calculated and documented in claim file	47	49	95.92%	
10.02	Initial and ongoing temporary total disability benefits were paid timely (i.e., no penalties/fines imposed)	22	22	100.00%	
10.03	Initial and ongoing permanent partial disability benefits were paid timely (i.e., no penalties/fines imposed)	47	51	92.16%	
10.04	Approved medical invoices were paid timely (i.e., no penalties/fines imposed)	136	136	100.00%	
10.05	Payment of medical invoices were appropriate (i.e., no payments made for non-accepted body part or non-approved treatments)	135	135	100.00%	
10.06	Legal invoices from Defense Counsel were reviewed for accuracy and paid timely (i.e., no evidence of defense counsel requesting payment on outstanding invoices)	69	70	98.57%	
10.07	No evidence of 132(a) and/or Serious and Willful awards paid against the file (defense costs ok)	1	1	100.00%	
10.08	Appropriate benefit notices were provided on all accepted and denied claims (e.g., initial, revised, final) including identification of any overpayment of benefits and a request for credit against future permanent partial disability benefits payable)	88	90	97.78%	






10.09	Where an overpayment exists, was notification provided to the Sedgwick Program Manager and documented within the claim file by the Adjuster	3	4	75.00%
10.10	Where an overpayment exists, did the Adjuster attempt to recover or offset against future payments. <i>Note: Neither Sedgwick or a JBWCP Member can agree to waive an overpayment or provide a future credit - only the JBWCP Administrator may do so</i>	8	8	100.00%
10.11	If an Employment Development Department notice was received, did the Adjuster proactively contact the organization to coordinate or negotiate benefits/reimbursement as opposed to waiting until the claim is ultimately settled	7	9	77.78%
10.12	Adjusters will establish proactive diaries focused on case resolution activities, including management of upcoming disability due to surgeries and scheduled time loss, anticipated PD advances and settlements	129	133	96.99%
Settlement/Resolution:				86.30%
11.01	Adjuster recognized settlement opportunities early and approached settlement creatively including relevant methods and considerations to conclude the claim (i.e., global resolution, employment status, MSA, structures, arbitration, mediation)	47	60	78.33%
11.02	A Settlement Authority Request was completed (including rationale) and submitted to appropriate party/parties (i.e., Level) within thirty (30) days of the occurrence of a "triggering" event by the assigned Adjuster	21	31	67.74%
11.03	Ten (10) calendar days within receipt of the SAR from the Adjuster (total forty (40) calendar days of the occurrence of a "triggering" event), and/or ten (10) Court days prior to any Hearing, MSC, or Trial, the Sedgwick Supervisor submitted the SAR to Members for approval, with a copy to the JBWCP Administrator's assigned analyst for the trial courts or directly to the analyst for the judiciary claims. File documentation will clarify any time these timelines cannot be met	22	25	88.00%
11.04	Where settlement evaluations were completed, did the Adjuster price-out both stipulations and compromise and release options for the Claimant's consideration (where appropriate)	11	11	100.00%
11.05	Adjuster adhered to the following settlement authority guidelines (new money to be paid out but not money that has already been paid out or advanced against settlement): * Level I - \$0-\$10,000 Sedgwick has full authority with notice to JBWCP Member ten (10) court days prior to finalizing the settlement offer * Level II - \$10,001-\$100,000 JBWCP Member has full authority. * Level III - \$100,001+ Settlement Authority Panel (majority of four (4) voting JBWCP Advisory Committee Members and the JBWCP Administrator/designee) in consultation with JBWCP Member	26	26	100.00%
11.06	The Adjuster appropriately addressed Medicare Set-Aside and Medicare-related issues in the claim resolution strategy	25	28	89.29%
11.07	Adjuster conducted aggressive, strategic and prompt settlement negotiations and follow-up	32	38	84.21%
11.08	Provider and Employment Development Department liens were/are being resolved in a timely and effective manner	6	7	85.71%
11.09	The file closed appropriately without delay, final bills were received and paid timely	26	26	100.00%
11.10	Administrative closure occurred on future medical claims with no treatment in excess of twelve (12) months	17	18	94.44%
Claim Management (Adjusters):				95.41%
12.01	Initial claim file review completed by Adjuster within thirty (30) days of claim assignment	30	30	100.00%
12.02	Action plans on indemnity claims are completed at least every ninety (90) days by Adjuster (two-week grace period to apply) on non-future medical claims. On future medical claims, at least every one hundred-eighty (180) days (two-week grace period to apply)	165	177	93.22%

12.03	Claim files are appropriately documented	173	180	96.11%	
12.04	Did Adjuster reasonably pursue Claimant's prior existing medical records as part of the overall management of the claim	0	37	0.00%	
12.05	Claim notes reflect consistent and timely follow-up on key activities	170	178	95.51%	
12.06	Examiners will establish proactive diaries to support the Plan of Action outlined in each file	167	171	97.66%	
12.07	Supervisor feedback/recommendations are appropriately responded to and acted upon by Adjuster	148	158	93.67%	
12.08	Total number of assigned lost time Adjusters documented in claim file over the audit period			Table 3	
Oversight Governance (Supervisors):					98.44%
13.01	Initial indemnity Supervisor review completed within ten (10) days of claim assignment	33	33	100.00%	
13.02	Subsequent indemnity review(s) completed within ninety (90) days and then one hundred-twenty (120) calendar days thereafter through closure on all non-future medical claims (two-week grace period to apply). On future medical claims, at least every one hundred-eighty (180) days (two-week grace period to apply)	177	178	99.44%	
13.03	Throughout the claim, the Supervisor provided timely, responsive and meaningful direction on the claim	175	179	97.77%	
13.04	If the Adjuster(s) did not appropriately respond to Supervisor's direction, did the Supervisor provide the appropriate level of follow-up	30	34	88.24%	
13.05	Supervisors will establish proactive diaries to follow up on specific cases or issues as necessary	152	152	100.00%	
13.06	Total number of assigned Supervisors documented in the claim file over the audit period			Table 5	
Nurse Triage:					67.13%
14.01	Triage Nurse contacted Claimant (if open to communication) and the Treating Doctor within three (3) business days of the claim assignment and documented the file accordingly	30	39	76.92%	
14.02	Triage Nurse documented: (1) appropriate treatment and estimated return to work using Official Disability Guidelines (ODG) and the American College of Occupational and Environmental Medicine (ACOEM) guidance; (2) review of work status; and availability of accommodations; and (3) treating Physician's treatment/disability Plan and their recommendations	30	39	76.92%	
14.03	If Claimant is a judge, was approval (from Jade Vu) first obtained (and documented) to triage claim	0	0		
14.04	Triage Nurse obtained availability of transitional work and a copy of the employee's duty statement (job description)	6	25	24.00%	
14.05	Triage Nurse followed-up with Adjuster with specific recommendations if additional clinical resources were warranted within three (3) business days	30	40	75.00%	
Nurse Case Management (TCM & FCM):					93.25%
15.01	If a Nurse Case Manager is assigned, is it consistent with case management protocols and by agreement of Adjuster and JBWCP Member	44	46	95.65%	
15.02	Was case management initiated within one (1) business day from the date of referral	37	43	86.05%	
15.03	Did Nurse Case Manager make up to three attempts at communications with Medical Provider and Employee (Two-Point Contact) within five (5) business days from the date of assignment, and document the content of communications within the claim notes	37	44	84.09%	
15.04	Nurse Case Manager progress reports contain medical treatment plan, next appointment date, work status, barriers to recovery and recommendations	46	47	97.87%	
15.05	Nurse Case Manager integrated Official Disability Guidelines and American College of Occupational and Environmental Medicine guidance into progress reports	32	35	91.43%	
15.06	Initial Nurse Case Manager evaluation completed within seven (7) business days of referral	44	45	97.78%	

15.07	Nurse Case Manager Progress Reports completed every thirty (30) days or upon significant activity	40	44	90.91%		
15.08	Appointment updates provided to Adjuster within one (1) business day of appointment?	45	46	97.83%		
15.09	Updates provided to Adjuster within one (1) business day of significant file developments (return to work full or modified duty, anticipated surgery, etc.)	49	49	100.00%		
15.10	Nurse Case Manager tracked lost time, modified and return to work dates in claim system	35	37	94.59%		
15.11	If a Telephonic Case Management assignment exceeded sixty (60) lost time days or other barriers to recovery or return to work are present, was Field Case Management considered	11	14	78.57%		
15.12	Did Nurse Case Manager discuss the case with Adjuster and Team Lead when the case reached ninety (90) days of service	11	19	57.89%		
15.13	Did the Nurse Case Manager attempt to influence the Claimant to treat within the preferred medical provider network relating to the choice of a primary or specialty provider (if applicable)	23	23	100.00%		
15.14	Nurse Case Manager notes appropriately documented in the claim system	53	53	100.00%		
15.15	If one or more of the following criteria were met, was the nurse case management assignment timely closed out: (1) Claimant returned to work full duty; (2) Claimant returned to work in a permanent modified position; (3) Claimant was declared MMI; (4) Claim was denied; (5) No impact can be made on the file; (6) Request made by adjuster; and/or (7) Task assignment completed	39	39	100.00%		
15.16	Closure report completed upon file closure within five (5) calendar days	34	38	89.47%		
OVERALL AUDIT SCORES						
				TPA Audit		92.61%
				Case Mgmt. Audit		88.37%
	<i>Tracked/Not Scoring</i>					
	<i>Tracked/Scored - 90% or higher</i>					
	<i>Tracked/Scored - 85% to 89.99%</i>					
	<i>Tracked/Scored - 70% to 84.99%</i>					
	<i>Tracked/Scored - Less than 70%</i>					






Appendix E: Scoring By Adjusting Office

JBWCP 2024 ANNUAL TPA AUDIT SCORING SUMMARY <i>(Scoring by Adjusting Office)</i>		AUDIT CATEGORY SCORES		
Rancho Cordova, CA		Total	Applicable	Score
		180	180	92.61%
OVERALL AUDIT SCORE (Exclusively To TPA-Portion of The Annual Audit)				92.61%

	Tracked/Not Scoring
	Tracked/Scored - 90% or higher
	Tracked/Scored - 85% to 89.99%
	Tracked/Scored - 70% to 84.99%
	Tracked/Scored - Less than 70%

Appendix F: Scoring By Adjuster

JBWCP 2024 ANNUAL TPA AUDIT SCORING SUMMARY (Scoring By Adjuster)		AUDIT CATEGORY SCORES		
		Total	Applicable	Score
Billett (Patricia)		30	30	94.98%
Bosanko (Sarah)		30	30	94.58%
Lowe (Austin)		30	30	84.93%
McWatters (Ben)		30	30	93.62%
Palmer (Nadine)		30	30	93.43%
Segovia-Humble (Stacey)		30	30	93.14%
OVERALL AUDIT SCORE (Exclusively To TPA-Portion of The Annual Audit)				92.61%

	Tracked/Not Scoring
	Tracked/Scored - 90% or higher
	Tracked/Scored - 85% to 89.99%
	Tracked/Scored - 70% to 84.99%
	Tracked/Scored - Less than 70%

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Clinical Consultation Workflow



When a workplace injury happens:

1

Employee Notifies Supervisor

Employee has the option to call Triage Nurse

2

Employee Speaks to Nurse

Nurse will confirm employment, assess the injury, and provide recommendations below

3

Nurse Provides Notes

Nurse will provide triage notes to Sedgwick, employee, employer, and provider if needed

Nurse Recommendations

- ✓ **Self-care** involves instructions from the nurse with follow up recommendations
- ✓ **Telemedicine** includes virtual visit with a physician linked by triage team without having to leave work
- ✓ **Physician referrals** are made to a preferred provider in network when available
- ✓ **Urgent-care** involves immediate emergency care

* In the event of a medical emergency, the employee should go to the nearest emergency room or call 911

Sedgwick Clinical Consultation

For non-urgent work-related injuries call:

X.XXX.XXXX

Serious medical emergency:

In the event of a serious medical emergency, do not wait to speak with a nurse. **Call 911.**



24/7 nurse line for workers' compensation injuries

(Verbiage TBD)





MEDICAL ADVICE FOR WORK INJURIES

For treatment recommendations, please call:

XXX.XXX.XXXX

In the event of a serious medical emergency,
do not wait to speak with a nurse. **Call 911.**



[LOGO]

