



**EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)  
BOARD OF DIRECTORS MEETING  
AGENDA**

**Tuesday, April 28, 2020  
10:00 a.m.**

**Webex**

**Dial-in Number: (415) 655-0001  
Meeting Number: 470 620 874  
[Meeting Link](#)**

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In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Mona Hedin at (916) 290-4645 or [mona.hedin@sedgwick.com](mailto:mona.hedin@sedgwick.com). Requests must be made as early as possible, and at least one full business day before the start of the meeting.

Documents and materials relating to an open session agenda item that are provided to the ERMA Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection by contacting Mona Hedin at (916) 290-4645 or [mona.hedin@sedgwick.com](mailto:mona.hedin@sedgwick.com).

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**Page    1.    CALL TO ORDER; ROLL CALL**

**2.    APPROVAL OF AGENDA AS POSTED (OR AMENDED)**

**3.    PUBLIC COMMENTS** - This time is reserved for members of the public to address the Board relative to matters of ERMA not on the agenda. No action may be taken on non-agenda items unless authorized by law. Comments will be limited to five minutes per person and twenty minutes in total.

**4.    CONSENT CALENDAR**

If a Board member would like to discuss any item listed, it may be pulled from the Consent Calendar.

- |           |   |
|-----------|---|
| <b>5</b>  | <b>*A.</b> Minutes of January 21, 2020, Special Board of Directors Meeting                                    |
| <b>7</b>  | <b>*B.</b> Minutes of February 7, 2020, Board of Directors Meeting and Summary of Action Items                |
| <b>14</b> | <b>*C.</b> General Warrants from January 1, 2020, through March 31, 2020                                      |
| <b>15</b> | <b>*D.</b> Claims Payments from January 1, 2020, through March 31, 2020                                       |
| <b>17</b> | <b>*E.</b> Petty Cash Statement from January 1, 2020, through March 31, 2020                                  |
| <b>18</b> | <b>*F.</b> Adjustment of ERMA Annual Base Contract Price for 2019/20 Program Year                             |
|           | <b>G.</b> City of Merced: Request to Rescind Notice of Intent of Withdrawal from ERMA                         |
| <b>22</b> | <b>*H.</b> Memo from PFM: Recent Market Volatility and CAMP's Commitment to Safety of Public Fund Investments |



**B. Report from Closed Session**

Pursuant to Government Code 54957.1, the Board of Directors must report in open session any action, or lack thereof, taken in closed session.

**11. CLOSING COMMENTS**

This time is reserved for comments by the Board of Directors members and staff and to identify matters for future Board of Directors business.

A. Board of Directors

B. Staff

**12. ADJOURNMENT**

**NOTICES:**

- The next Board of Directors meeting will be held on Tuesday, June 9, 2020, 10:00 a.m., location TBD.

\* Reference materials enclosed with staff report.

**CONSENT CALENDAR**

**SUBJECT: Consent Calendar**

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**BACKGROUND AND STATUS:**

The Consent Calendar consists of items that require approval or acceptance but are self-explanatory and typically require no discussion. Should the Board wish to discuss any item listed, it may be pulled from the Consent Calendar.

**RECOMMENDATION:**

*Approval of the Consent Calendar*

**REFERENCE MATERIALS ATTACHED:**

- A. Minutes of January 21, 2020, Special Board of Directors Meeting
- B. Minutes of February 7, 2020, Board of Directors Meeting and Summary of Action Items
- C. General Warrants from January 1, 2020, through March 31, 2020
- D. Claims Payments from January 1, 2020, through March 31, 2020
- E. Petty Cash Statement from January 1, 2020, through March 31, 2020
- F. Adjustment of ERMA Annual Base Contract Price for 2019/20 Program Year
- G. City of Merced: Request to Rescind Notice of Intent of Withdrawal from ERMA
- H. Memo from PFM: Recent Market Volatility and CAMP's Commitment to Safety of Public Fund Investments

- I. Joint Proposal from Liebert Cassidy Whitmore and Jackson Lewis for Successor Memorandum of Understanding

*ERMA's attorney partners submitted a Successor to the June 30, 2020 expiring Memorandum of Understanding (MOU). The Successor MOU is effective for a period of three years, through June 30, 2023. Substantive updates include: 1) Training Session Compensation – increase to \$2,500 for three-hour session and \$1,250 for two-hour session; 2) E-Discovery costs and services related to the defense of claims may be provided by an outside vendor or directly by the law firm at the agreed upon service rate; and 3) Litigation/Assigned Claims Rates, as follows:*

	<i>2020/21<sup>1</sup></i>	<i>2021/22<sup>2</sup></i>	<i>2022/23<sup>3</sup></i>
<i>Partner</i>	<i>\$295</i>	<i>\$310</i>	<i>\$325</i>
<i>Senior Counsel</i>	<i>\$280</i>	<i>\$295</i>	<i>\$310</i>
<i>Associate</i>	<i>\$235</i>	<i>\$250</i>	<i>\$265</i>
<i>Paralegal/ESI Specialist</i>	<i>\$100</i>	<i>\$110</i>	<i>\$115</i>

**Agenda Item 4.A.-I.**

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<sup>1</sup> 0% increase from expiring

<sup>2</sup> 5% increase from expiring

<sup>3</sup> 4.8% increase from expiring

# EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)

## MINUTES OF THE SPECIAL BOARD OF DIRECTORS MEETING OF JANUARY 21, 2020

A regular meeting of the Board of Directors of ERMA was held on January 21, 2020, via teleconference.

### **BOARD MEMBERS PRESENT:**

John Gillison, President, PARSAC  
Truc Dever, Vice President, GLACVD  
Stuart Schillinger, Treasurer, BCJPIA  
Scott Ellerbrock, PERMA  
Robert Thompson, CalTIP  
Don White, ERMAC  
Linda Cox, MPA  
Artesia Dupree, OHA

### **BOARD MEMBERS ABSENT:**

Sean Scully, CSJVRMA  
Brett Miller, MBASIA  
John Duckett, SCORE  
Charlene Calica, CCCHA

### **ALTERNATE MEMBERS PRESENT:**

Kin Ong, PARSAC  
Jamie Scott, GLACVD  
Deneen Proctor, CSJVRMA  
Mellissa Guerrero, ERMAC  
Jamie Goldstein, MBASIA (*arrived at 4:23 p.m.*)  
Nataline Jindoian, CCCHA

### **ALTERNATE MEMBERS ABSENT:**

Todd Cusimano, BCJPIA  
Kerry Trost, PERMA  
George Fink, CalTIP  
Tracy Robinson, MPA  
Roger Carroll, SCORE  
Drew Felder, OHA

### **OTHERS PRESENT:**

Jennifer Jobe, Executive Director  
Mona Hedin, Analyst & Training Coordinator  
Kathy Maylin, Litigation Manager  
Doug Alliston, General Counsel  
Michael Christian, Jackson Lewis  
Geoff Sheldon, Liebert Cassidy Whitmore  
Jaesa McCulligan, BCJPIA

### 1. CALL TO ORDER

The January 21, 2020, Special Board of Directors meeting was called to order at 4:03 p.m., by President John Gillison.

2. INTRODUCTIONS

A roll call was taken and it was determined a quorum was established.

3. APPROVAL OF AGENDA AS POSTED (OR AMENDED)

**Artesia Dupree moved to approve the agenda as posted; seconded by Truc Dever.  
The motion passed unanimously.**

4. PUBLIC COMMENTS

None.

5. ADMINISTRATIVE MATTERS

A. Strategic Partner Update

Jennifer Jobe, Executive Director, reviewed a discussion with the Board which took place between partner firms Jackson Lewis and Liebert Cassidy Whitmore. The item was provided to the Board as information only, with no action taken.

6. CLOSING COMMENTS

A. Board of Directors

None

B. Staff

None

7. ADJOURNMENT

The January 21, 2020, ERMA Special Board of Directors meeting adjourned at 4:29 p.m. by general consent.

*Mona Hedin*

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Mona Hedin, Board Secretary

# **EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)**

## **MINUTES OF THE BOARD OF DIRECTORS MEETING OF FEBRUARY 7, 2020**

A regular meeting of the Board of Directors of ERMA was held on February 7, 2020, at the Dream Inn in Santa Cruz, CA.

**BOARD MEMBERS PRESENT:** John Gillison, President, PARSAC  
Truc Dever, Vice President, VCJPA  
Stuart Schillinger, Treasurer, BCJPIA  
Robert Thompson, CalTIP  
Charlene Calica, CCCHA  
Brett Miller, MBASIA  
Artesia Dupree, OHA  
John Duckett, SCORE

**BOARD MEMBERS ABSENT:** Scott Ellerbrock, PERMA  
Sean Scully, CSJVRMA  
Don White, ERMAC  
Linda Cox, MPA

**ALTERNATE MEMBERS PRESENT:** Jamie Scott, VCJPA  
Deneen Proctor, CSJVRMA  
Nataline Jindoian, CCCHA

**ALTERNATE MEMBERS ABSENT:** Kin Ong, PARSAC  
Heather Rowden, BCJPIA  
Kerry Trost, PERMA  
George Fink, CalTIP  
Mellissa Guerrero, ERMAC  
Jamie Goldstein, MBASIA  
Reina Schwartz, MPA  
Drew Felder, OHA  
Roger Carroll, SCORE

**OTHERS PRESENT:** Jennifer Jobe, Executive Director  
Mona Hedin, Analyst/Training Coordinator  
Alana Theiss, Finance Manager  
Kathy Maylin, Litigation Manager  
Ligia Nicolae, Litigation Analyst  
Doug Alliston, General Counsel  
Seth Cole, Alliant  
Michael Simmons, Alliant  
Jaesa McCulligan, BCJPIA  
Chrissy Mack, CalTIP/VCJPA  
Jeanette Workman, CSJVRMA  
Marcus Beverly, ERMAC/SCORE  
Michael Christian, Jackson Lewis  
David Ritchie, Jackson Lewis  
Geoff Sheldon, Liebert Cassidy Whitmore  
Scott Tiedemann, Liebert Cassidy Whitmore

**OTHERS PRESENT (Continued):** Liz Arce, Liebert Cassidy Whitmore  
Lesley Murphy, PFM  
Jon Paulsen, PLAN  
Susan DeNardo, Sedgwick  
Alexandria Orologas, City of El Cerrito  
Paul Keith, City of El Cerrito

1. CALL TO ORDER

The February 6, 2020, Board of Directors Meeting was called to order at 9:00 a.m., by President John Gillison.

2. INTRODUCTIONS

A majority of the members were present, constituting a quorum.

3. APPROVAL OF AGENDA AS POSTED (OR AMENDED)

**Truc Dever moved to approve the Agenda as posted. Seconded by John Duckett. The motion passed unanimously.**

4. PUBLIC COMMENTS

None

5. CONSENT CALENDAR

**John Duckett moved to approve the Consent Calendar as follows: A) Minutes of November 4, 2019, Meeting of the Board of Directors and Summary of Action Items; B) General Warrants from October 1, 2019, through December 31, 2019; C) Claims Payments from October 1, 2019, through December 31, 2019; D) Petty Cash Statement from October 1, 2019, through December 31, 2019; E) Treasurer's Reports as of September 30, 2019, and December 31, 2019; F) Internal Financial Statement for the Quarter Ended December 31, 2019; G) Revised Coverage Effective Date: City of Rancho Mirage (PERMA), effective December 31, 2019, at a \$50,000 SIR; H) New Member: City of Dunsmuir (SCORE), effective January 1, 2020, at a \$50,000 SIR; I) Notice of Intent to Withdraw: City of Merced (CSJVRMA), City of Stanton (PERMA), Town of Fort Jones (SCORE); J) ERMA Benchmarking Ratio Results as of June 30, 2019; and K) JPA Performance Report. Seconded by Artesia Dupree. The motion passed unanimously.**



6. GOALS AND OBJECTIVES

A. Review and Approval of ERMA Goals and Objectives Established at the 2020 Annual Workshop

Ms. Jennifer Jobe, Executive Director, presented the Goals and Objectives determined by the Board at the February 6, 2020, Annual Workshop for the 2020/21 Program Year:

- 1) Create “Marketing/Growth” Committee to develop outline to determine desire to:
  - a. Expand ERMA membership;
  - b. Re-evaluate payroll participation thresholds; and
  - c. Review governance structure
- 2) Continue expansion of ERMA training efforts to include implementation of a Model Policy Library and the Training & Risk Management Consortium
- 3) Review Target Equity Benchmarking/Ratios

**Deneen Proctor moved to adopt the goals and objectives established at the February 6, 2020, Annual Workshop. Seconded by John Duckett. The motion passed unanimously.**

7. LITIGATION MANAGEMENT

A. Report from Kathy Maylin, Litigation Manager

Ms. Kathy Maylin, Litigation Manager, discussed the need for the Board to address the frequency and severity of claims as they relate to police department exposures within the ERMA Program.

The Board discussed ways in which member agencies might be educated regarding policy and reporting requirements:

- Training - Provide training and education regarding reporting requirements and appropriate relationships;
- Culture - Include police associations and other stakeholders as participants in training development/facilitation;
- Discipline – Ensure appropriate penalties are implemented when policies are not followed;
- Documentation - Possible utilization of “love contracts” for individuals to acknowledge consensual relationships; and
- Communication - Encourage open communication across departments in order to encourage environment wherein employees are comfortable disclosing relationships.

B. Defense Panel Updates

Ms. Maylin reviewed revisions to the Defense Panel presented to the Board for consideration at the February 6<sup>th</sup> Workshop.

Ms. Maylin summarized her recommendation for the addition of three firms to be added on the panel, including Skane Wilcox; Bertrand, Fox, Elliott, Osman and Wenzel; and the Casey Law Group. She further recommended removing four firms due to a lack of regular assignments. These included Kronick, Moskovitz, Tiedemann & Girard, Allen, Glaessner, Hazelwood & Werth, Leone & Alberts, and Sacks, Ricketts & Case.

**Brett Miller moved to approve the recommended updates to the ERMA Defense Panel, effective February 7, 2020. Seconded by Artesia Dupree. The motion passed unanimously.**

8. ADMINISTRATION MATTERS

A. Consideration of Proposed Actuarial Services Agreement from Bickmore Actuarial

Ms. Jobe advised ERMA's contract with Bickmore Actuarial concluded with the presentation of the 2019 actuarial study. A proposal was solicited from Bickmore Actuarial with the option to renew the agreement for a one, two or three year terms. Ms. Jobe stated that should the Board wish to consider another vendor, staff would issue requests for proposal and/or pricing from other identified firms.

**Truc Dever moved to approve the Actuarial Services Agreement from Bickmore Actuarial for a three year term ending Program Year 2021/22. Seconded by John Duckett. The motion passed unanimously.**

B. Draft Resolution No. 2020-1, Requiring Members to Provide Proof of Compliance with Training Mandated by State Law

Ms. Jobe discussed recent legislative changes to Government Code §12950.1 and the passing of Senate Bill 778 (SB 778), approved by Governor Newsome on August 30, 2019. She advised the draft resolution extended the date of compliance imposed upon employers with five or more employees to provide training to all employees by January 1, 2021, and thereafter once every two years. She further outlined non-supervisory employees are to be provided training within six months of hire and new supervisory employees to be provided training within six months of assumption of a supervisory position. She explained the statute also specifies that an employer who has provided training and education in 2019 is not required to provide it again until two years thereafter.

Mr. Doug Allison, Board Counsel, reviewed proposed language to include "harassment based upon gender identity, gender expression and sexual orientation."

Ms. Jobe advised in an effort to ensure member compliance with state-mandated training, staff will implement a self-certification process effective January 1, 2021.

**Artesia Dupree moved to approve Draft Resolution No. 2020-1, Requiring Members to Provide Proof of Compliance with Training Mandated by State Law. Seconded by Brett Miller. The motion passed unanimously.**

C. Consideration of Statement Regarding Further Assurances by ERMA to Pooled Liability Assurances Network

Ms. Jobe advised the Pooled Liability Assurances Network (PLAN) has indicated interest in ERMA for coverage effective July 1, 2020. Ms. Jobe stated that while evaluating their intended participation in ERMA, the PLAN Board noted concerns related to the assumption of pension liabilities and sought assurance from ERMA that the Board does not have any near term desire to restructure its current staffing model by acquiring personnel and thereby assuming pension liabilities. Ms. Jobe noted the appropriate assurances could be provided to the PLAN Board via a formal statement attesting to the fact the ERMA Board has not considered an out-sourced staffing model and has intent to do so in the foreseeable future. A draft Statement of Assurances was presented to the Board for review and consideration.

**Deneen Proctor moved to approve the Statement Regarding Further Assurances by Employment Risk Management Authority to Pooled Liability Assurance Network, as presented. Seconded by John Duckett. The motion passed unanimously.**

9. FINANCIAL MATTERS

A. Investment Performance Review Presented by PFM Asset Management, LLC

Ms. Lesley Murphy, Senior Managing Consultant, Public Financial Management, Inc. (PFM) provided an update on ERMA's investment portfolio activity. Ms. Murphy discussed market conditions as of the quarter ended December 31, 2019.

Ms. Murphy provided an overview of ERMA's investment portfolio and advised the portfolio is in compliance with both California Government Code and ERMA's Investment Policy, and is well within allocation limits.

B. Annual Review and Approval of Investment Policy

Ms. Murphy reviewed ERMA's Investment Policy and stated it is in compliance with the sections of the California Code governing public funds.

Ms. Murphy advised LAIF's statutory deposit limit had recently increased from \$65 million to \$75 million, and further noted the limit is regularly modified. Ms. Murphy recommended ERMA remove the reference and revise the language to accommodate this change.

**Truc Dever moved to approve the Investment Policy, as presented. Seconded by Deneen Proctor. The motion passed unanimously.**

10. COVERAGE MATTERS

A. Recommended Revisions to the Memorandum of Coverage for the 2020/21 Program Year, Effective July 1, 2020

Mr. Alliston reported that following a review of the current Memorandum of Coverage, the following recommended revisions should be implemented, effective July 1 2020:

- Clarification regarding “Ultimate Net Loss” as defined, to include Damages and Defense Costs;
- Amendments to definition of “*Claim*” under Section II – Definitions; and
- Amendments regarding Litigation Manager Claim discretion

Discussion ensued regarding the need to clarify claim reporting timeline requirements irrespective of notification being received verbally or in writing. Staff noted additional revisions will be incorporated and presented for the Board’s review at the April 28, 2020 meeting.

B. Recommended Revisions to the Master Program Document for the 2020/21 Program Year, Effective July 1, 2020

Mr. Alliston advised he reviewed the Memorandum of Coverage and recommended revisions relating to the Litigation Manager’s discretion of acceptance of claims to align with the previously discussed amendments proposed for the Memorandum of Coverage.

C. Excess Coverage and Marketing Strategy for the 2020/21 Program Year

Mr. Seth Cole, Alliant, reported ERMA’s excess coverage provided by RSUI expires June 30, 2020. Given ERMA’s recent loss experience, it is anticipated RSUI may offer renewal terms that result in a slight rate increase. Mr. Cole stated that Alliant is prepared to explore the market for alternatives if necessary, and will have a final report for the Board’s consideration at the April 28, 2020 meeting.

11. TRAINING/LOSS PREVENTION MATTERS

A. Training – Ad Hoc Training Committee Update

Ms. Jobe provided the Board with an update regarding the Ad Hoc Training Committee’s efforts to-date. Ms. Jobe stated the Committee, along with staff, developed a proposed Training & Risk Management Consortium which would allow member agencies access to funds available for annual reimbursement in the amount of \$2,500 for expenses related to employment and human resources training and risk management activities.

Ms. Jobe also noted the Committee continues to work to develop a Model Policy Library of personnel policies and procedures most frequently utilized by member agencies. This library will be developed with assistance from ERMA's strategic partner firms, Jackson Lewis and Liebert Cassidy Whitmore.

**Deneen Proctor moved to approve the Training & Risk Management Consortium, allowing member agencies to access up to \$2,500 in reimbursement for expenses related to training and risk management activities, effective July 1, 2020. Seconded by John Duckett. The motion passed unanimously.**

12. CLAIMS MATTERS

A. Closed Session Pursuant to Government Code Section 54956.95(a) to Discuss Claims

Pursuant to Government Code Section 54956.95(a), the Board recessed to closed session at 10:51 a.m. to discuss the following claims:

- Perez v. City of El Cerrito
- Pina/Aldaoud v. City of Adelanto
- Candelas v. City of Cathedral City
- McAllister v. Los Angeles County West Vector Control District

B. Report from Closed Session

The Board reconvened to open session at 11:23 a.m. The Board met to discuss the claims listed above. Mr. Alliston advised no reportable action was taken in closed session.

13. CLOSING COMMENTS

A. Board of Directors  
None

B. Staff  
None

14. ADJOURNMENT

The February 7, 2020, ERMA Board of Directors meeting adjourned at 11:26 a.m. by general consent.

*Mona Hedin*

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Mona Hedin, Board Secretary

System: 4/6/2020 9:36:46 AM  
User Date: 4/6/2020

Employment Risk Management Aut  
VENDOR CHECK REGISTER REPORT  
Payables Management

Page: 1  
User ID: atheiss

Ranges:	From:	To:	From:	To:
Check Number	First	Last	1/1/2020	3/31/2020
Vendor ID	First	Last	Checkbook ID	CBT GENERAL
Vendor Name	First	Last		

Sorted By: Check Number

\* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
EFT000127	JA100 EFT	Jackson Lewis P.C.	1/16/2020	CBT GENERAL	PMCHK00000684	\$2,150.00
EFT000128	YO110	York Risk Services Group, Inc.	1/16/2020	CBT GENERAL	PMCHK00000684	\$2,432.35
EFT000130	JA100 EFT	Jackson Lewis P.C.	2/21/2020	CBT GENERAL	PMCHK00000689	\$1,100.00
EFT000131	SA160	Santa Cruz Dream Inn	2/21/2020	CBT GENERAL	PMCHK00000689	\$8,391.35
EFT000132	YO110	York Risk Services Group, Inc.	2/21/2020	CBT GENERAL	PMCHK00000689	\$5,243.12
EFT000134	AG100	in2vate, LLC	3/20/2020	CBT GENERAL	PMCHK00000695	\$6,000.00
EFT000135	FR115	Fresno MVCD	3/20/2020	CBT GENERAL	PMCHK00000695	\$926.40
EFT000136	JA100 EFT	Jackson Lewis P.C.	3/20/2020	CBT GENERAL	PMCHK00000695	\$2,150.00
EFT000137	LI100 EFT	Liebert Cassidy Whitmore	3/20/2020	CBT GENERAL	PMCHK00000695	\$2,150.00
EFT000138	MU110	Murphy, Campbell, Alliston & Q	3/20/2020	CBT GENERAL	PMCHK00000695	\$6,334.10
EFT000139	TH110	34th Street Consulting	3/20/2020	CBT GENERAL	PMCHK00000695	\$2,150.00
EFT000140	YO110	York Risk Services Group, Inc.	3/20/2020	CBT GENERAL	PMCHK00000695	\$177,379.25
G 003258	AG105	AGRIIP	1/16/2020	CBT GENERAL	PMCHK00000685	\$1,376.62
G 003259	MU110	Murphy, Campbell, Alliston & Q	1/16/2020	CBT GENERAL	PMCHK00000685	\$7,144.00
* G 003260	CA185	Charlene Calica	2/21/2020	CBT GENERAL	PMCHK00000690	\$193.23
* G 003261	GI105	John Gillison	2/21/2020	CBT GENERAL	PMCHK00000690	\$431.75
* G 003262	GR105	Greater LA County VCD	2/21/2020	CBT GENERAL	PMCHK00000690	\$387.61
* G 003263	JI105	Nataline Jindoian	2/21/2020	CBT GENERAL	PMCHK00000690	\$122.02
* G 003264	MU110	Murphy, Campbell, Alliston & Q	2/21/2020	CBT GENERAL	PMCHK00000690	\$6,768.00
* G 003265	RA100	City of Rancho Cucamonga	2/21/2020	CBT GENERAL	PMCHK00000690	\$245.96
* G 003266	CA185	Charlene Calica	2/21/2020	CBT GENERAL	PMCHK00000690	\$193.23
* G 003267	CA185	Charlene Calica	2/21/2020	CBT GENERAL	PMCHK00000690	\$193.23
G 003268	GI105	John Gillison	2/21/2020	CBT GENERAL	PMCHK00000690	\$431.75
G 003269	GR105	Greater LA County VCD	2/21/2020	CBT GENERAL	PMCHK00000690	\$387.61
G 003270	JI105	Nataline Jindoian	2/21/2020	CBT GENERAL	PMCHK00000690	\$122.02
G 003271	MU110	Murphy, Campbell, Alliston & Q	2/21/2020	CBT GENERAL	PMCHK00000690	\$6,768.00
G 003272	RA100	City of Rancho Cucamonga	2/21/2020	CBT GENERAL	PMCHK00000690	\$245.96
G 003273	CA185	Charlene Calica	2/21/2020	CBT GENERAL	PMCHK00000690	\$193.23
G 003274	CA100	CAJPA	3/20/2020	CBT GENERAL	PMCHK00000696	\$4,250.00

Total Checks:	29	Total Amount of Checks:	\$237,325.76
			=====

Ranges:	From:	To:	From:	To:
Check Number	First	Last	1/1/2020	3/31/2020
Vendor ID	First	Last	Checkbook ID	CBT CLAIMS
Vendor Name	First	Last		CBT CLAIMS

Sorted By: Check Number

\* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
L 007283	CA170	Carpenter Rothans & Dumont LLP	1/14/2020	CBT CLAIMS	PMCHK00000683	\$2,795.34
L 007284	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$346.35
L 007285	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$6,639.87
L 007286	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$13,036.49
L 007287	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$3,344.00
L 007288	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$9,261.64
L 007289	JA100	Jackson Lewis P.C.	1/14/2020	CBT CLAIMS	PMCHK00000683	\$713.00
L 007290	LA135	City of La Mesa	1/14/2020	CBT CLAIMS	PMCHK00000683	\$33,839.49
L 007291	LI100	Liebert Cassidy Whitmore	1/14/2020	CBT CLAIMS	PMCHK00000683	\$744.30
L 007292	LI100	Liebert Cassidy Whitmore	1/14/2020	CBT CLAIMS	PMCHK00000683	\$4,053.65
L 007293	LI100	Liebert Cassidy Whitmore	1/14/2020	CBT CLAIMS	PMCHK00000683	\$523.00
L 007294	LI100	Liebert Cassidy Whitmore	1/14/2020	CBT CLAIMS	PMCHK00000683	\$9,385.60
L 007295	LO100	Lozano Smith, LLP	1/14/2020	CBT CLAIMS	PMCHK00000683	\$12,274.81
L 007296	LO100	Lozano Smith, LLP	1/14/2020	CBT CLAIMS	PMCHK00000683	\$20,530.37
L 007297	LO100	Lozano Smith, LLP	1/14/2020	CBT CLAIMS	PMCHK00000683	\$206.50
L 007298	LO100	Lozano Smith, LLP	1/14/2020	CBT CLAIMS	PMCHK00000683	\$14,879.89
L 007299	SA085	City of Sanger	1/14/2020	CBT CLAIMS	PMCHK00000683	\$42,300.00
L 007300	DA121	David Weisser and Herr Pederse	1/23/2020	CBT CLAIMS	PMCHK00000686	\$112,500.00
L 007301	BE100	Best Best and Krieger LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$227.00
L 007302	CA170	Carpenter Rothans & Dumont LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$3,244.32
L 007303	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$13,543.10
L 007304	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$1,704.00
L 007305	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$12,422.90
L 007306	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$235.00
L 007307	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$5,270.02
L 007308	JA100	Jackson Lewis P.C.	2/18/2020	CBT CLAIMS	PMCHK00000687	\$1,626.00
L 007309	LI100	Liebert Cassidy Whitmore	2/18/2020	CBT CLAIMS	PMCHK00000687	\$8,906.24
L 007310	LI100	Liebert Cassidy Whitmore	2/18/2020	CBT CLAIMS	PMCHK00000687	\$29.50
L 007311	LI100	Liebert Cassidy Whitmore	2/18/2020	CBT CLAIMS	PMCHK00000687	\$5,323.10
L 007312	LI100	Liebert Cassidy Whitmore	2/18/2020	CBT CLAIMS	PMCHK00000687	\$145.20
L 007313	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$88.50
L 007314	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$724.14
L 007315	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$1,843.89
L 007316	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$6,354.35
L 007317	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$1,672.25
L 007318	LO100	Lozano Smith, LLP	2/18/2020	CBT CLAIMS	PMCHK00000687	\$8,054.20
L 007319	TW100	City of Twentynine Palms	2/18/2020	CBT CLAIMS	PMCHK00000687	\$2,402.30
L 007320	CA175	Castillo Harper, APC Client Tr	2/18/2020	CBT CLAIMS	PMCHK00000688	\$75,000.00
L 007321	AD110	City of Adelanto	2/24/2020	CBT CLAIMS	PMCHK00000691	\$10,000.00
L 007322	WA131	Client Trust Account of Wagner	2/24/2020	CBT CLAIMS	PMCHK00000691	\$115,000.00
L 007323	GW100	Gwilliam, Ivary et al. Trust A	3/2/2020	CBT CLAIMS	PMCHK00000692	\$1,000,000.00
L 007324	CA170	Carpenter Rothans & Dumont LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$5,621.24
L 007325	JA100	Jackson Lewis P.C.	3/5/2020	CBT CLAIMS	PMCHK00000693	\$24,173.65
L 007326	JA100	Jackson Lewis P.C.	3/5/2020	CBT CLAIMS	PMCHK00000693	\$224.33
L 007327	JA100	Jackson Lewis P.C.	3/5/2020	CBT CLAIMS	PMCHK00000693	\$9,740.17
L 007328	JA100	Jackson Lewis P.C.	3/5/2020	CBT CLAIMS	PMCHK00000693	\$699.50
L 007329	JA100	Jackson Lewis P.C.	3/5/2020	CBT CLAIMS	PMCHK00000693	\$16,827.85
L 007330	LI100	Liebert Cassidy Whitmore	3/5/2020	CBT CLAIMS	PMCHK00000693	\$23.50
L 007331	LI100	Liebert Cassidy Whitmore	3/5/2020	CBT CLAIMS	PMCHK00000693	\$14,272.75
L 007332	LI100	Liebert Cassidy Whitmore	3/5/2020	CBT CLAIMS	PMCHK00000693	\$1,166.50
L 007333	LI100	Liebert Cassidy Whitmore	3/5/2020	CBT CLAIMS	PMCHK00000693	\$3,186.00
L 007334	LI100	Liebert Cassidy Whitmore	3/5/2020	CBT CLAIMS	PMCHK00000693	\$524.00
L 007335	LO100	Lozano Smith, LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$499.00
L 007336	LO100	Lozano Smith, LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$216.25
L 007337	LO100	Lozano Smith, LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$1,280.00
L 007338	LO100	Lozano Smith, LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$8,218.61
L 007339	LO100	Lozano Smith, LLP	3/5/2020	CBT CLAIMS	PMCHK00000693	\$8,308.18

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Employment Risk Management Aut  
VENDOR CHECK REGISTER REPORT  
Payables Management

Page: 2  
User ID: atheiss

\* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
L 007340	WA120	City of Watsonville	3/5/2020	CBT CLAIMS	PMCHK00000693	\$12,590.71
L 007341	VC100	VCJPA	3/5/2020	CBT CLAIMS	PMCHK00000693	\$399.74
L 007342	GR126	Taisha Green	3/20/2020	CBT CLAIMS	PMCHK00000694	\$28,000.00
						-----
Total Checks:	60			Total Amount of Checks:		\$1,697,162.29
						=====



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Employment Risk Management Aut  
VENDOR CHECK REGISTER REPORT  
Payables Management

Page: 1  
User ID: cxiong

Ranges:	From:	To:		From:	To:
Check Number	First	Last	Check Date	1/1/2020	3/31/2020
Vendor ID	First	Last	Checkbook ID	CBT PETTY	CBT PETTY
Vendor Name	First	Last			

Sorted By: Check Number

\* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
1328	DE105	City of Delano	1/14/2020	CBT PETTY	PMTRX00000809	\$41.73
1329	LA160	Lake County Vector Control Dis	2/4/2020	CBT PETTY	PMPAY00000002	\$98.28
1330	ME125	City of Merced	2/4/2020	CBT PETTY	PMTRX00000819	\$59.37
1331	RA100	City of Rancho Cucamonga	2/12/2020	CBT PETTY	PMTRX00000819	\$200.00
1332	FR115	Fresno MVCD	2/19/2020	CBT PETTY	PMTRX00000819	\$230.00
1334	FA105	Town of Fairfax	3/3/2020	CBT PETTY	PMTRX00000820	\$52.15
1335	P0115	City of Porterville	3/12/2020	CBT PETTY	PMTRX00000820	\$67.49
-----						
Total Checks:	7			Total Amount of Checks:		\$749.02
						=====

**Employment Risk Management Authority**  
**2019/20 Sedgwick Fees Correction - Items noted**  
**Prepared by AT 04.06.2020**

*The following errors were noted when adding new members to the 2019/20 Sedgwick Fee calculation. Corrections were made as noted.*

Error	Correction
The 2018/19 Fort Jones Sedgwick fee was not prorated for six months.	Added a column to present prorated Sedgwick fees. Calculated amount over-billed to ERMA at \$107 for 2018/19.
The 2018/19 ending ABCP did not include annualized fee for Santa Maria. Instead, prorated fee was carried to 2019/20.	Added a column to present prorated Sedgwick fees and included Santa Maria's annualized fee in ABCP calculation.
The 2018/19 ending baseline payroll only included 50% of Santa Maria's total stated payroll at join date.	Included 100% of Santa Maria's payroll in the baseline payroll as of 6/30/19.
The source of the 2019/20 beginning baseline payroll for the ABCP calculation is not known. It should be equal to the ending baseline payroll at the prior year. The ABCP calculation states we adjust from the 4/1/18 payroll total throughout the contract.	Updated 7/1/19 baseline payroll to match the ending 6/30/19 baseline payroll.

Reconcile original calculation of 2019/20 Sedgwick fee to recalculated amount.

<b>Original calculation of 2019/20 Sedgwick Fees</b>			<b>\$</b>	<b>709,517</b>
<u>Increase in 2019/20 ABCP for annualized 2018/19 Santa Maria increase to ABCP</u>				
Santa Maria Annualized fee 2018/19		\$	22,046	
Santa Maria Prorated fee 2018/19			(11,023)	
Increase in 2018/19 ending ABCP			11,023	
Inflation factor			2%	
Increase in 2019/20 beginning ABCP				11,243
<u>Decrease in 2019/20 ABCP for withdrawn members</u>				
<i>Pool-wide</i>	Original		Corrected	
2019/20 ABCP	\$ 724,141	\$	735,384	
Baseline payroll	1,647,813,215		1,568,013,740	
<i>W. Hollywood</i>	Original		Corrected	
Payroll	27,353,542		27,353,542	
% of baseline payroll	0.016600		0.017445	
Decrease in ABCP	(12,021)		(12,829)	(808)
<i>Adelanto</i>	Original		Corrected	
Payroll	3,174,293		3,174,293	
% of baseline payroll	0.001926		0.002024	
Decrease in ABCP	(1,395)		(1,489)	(94)
<i>Parlier</i>	Original		Corrected	
Payroll	2,748,207		2,748,207	
% of baseline payroll	0.001668		0.001753	
Decrease in ABCP	(1,208)		(1,289)	(81)
<u>Increase in 2019/20 ABCP for addition of new members - to be billed in FY 2019/20 Q4</u>				
<i>Rancho Mirage</i>				
Payroll		\$	7,250,967	
% of baseline payroll			0.004624	
Increase in ABCP - Annualized			3,401	
Prorated to 6 months			50%	1,700
<i>Dunsmuir</i>				
Payroll		\$	773,287	
% of baseline payroll			0.000493	
Increase in ABCP - Annualized			363	
Prorated to 6 months			50%	181
<b>Corrected calculation of 2019/20 Sedgwick Fees</b>			<b>\$</b>	<b>721,658</b>
<u>Prior year error - Fort Jones fees not prorated</u>				
<i>Fort Jones</i>	Original		Corrected	
2018/19 ABCP	\$ 213	\$	106	
Over billed in 2018/19				(107)
<b>Total 2019/20 Sedgwick Fees to be billed, including prior year correction</b>			<b>\$</b>	<b>721,551</b>
<u>Total 2019/20 Sedgwick Fees billed YTD:</u>				
Q1			177,379.25	
Q2			177,379.25	
Q3			177,379.25	
Q4			177,379.25	
New Members			1,881.00	
Total billed YTD				711,398.00
<b>Sedgwick fees to be billed in Q4</b>			<b>\$</b>	<b>10,153.00</b>

**Employment Risk Management Authority**  
**~ 2019/2020 FINAL Operating Budget ~**  
**Program Administration Fee Worksheet**

			Original Contract Year		
			2018/2019		
Percentage Increase over previous year					\$697,162 2.47%
Baseline as of 4/1/18    Date Joined			Payroll	Payroll Calc %age	BRS Fees
			1,516,245,035		697,162
PERMA	San Jacinto	7/1/2018	3,358,185	0.002215	1,544
ERMAC	Santa Maria	1/1/2019	23,973,813	0.015811	11,023
SCORE	Fort Jones	1/1/2019	462,893	0.000305	213
Totals as of 6/30/19			1,544,039,926		\$709,942

		2019/2020		
		Percentage Increase over previous year		
Percentage Increase over previous year				\$724,141 2.00%
Baseline as of 7/1/19		Payroll	Payroll Calc %age	BRS Fees
		1,647,813,215		724,141
PARSAC	W. Hollywood	(27,353,542)	-0.016600	(12,021)
PERMA	Adelanto	(3,174,293)	-0.001926	(1,395)
CSJVRMA	Parlier	(2,748,207)	-0.001668	(1,208)
Totals as of 6/30/20		1,614,537,173		\$709,517

		2020/2021		
		Percentage Increase over previous year		
Percentage Increase over previous year				\$723,707 2.00%
Baseline as of 7/1/20		Payroll	Payroll Calc %age	BRS Fees
				723,707
Totals as of 6/30/21		0		\$723,707

Original Calculation

Approved contract is for a 5 year period. Final two years of contract are not shown.

**Employment Risk Management Authority**  
**Program Administration Fee Worksheet - Recalculated 04.06.2020**

Original Contract Year 2018/2019					2019/2020					2020/2021				
Annual Base Contract Price (ABCP)				\$697,162	Annual Base Contract Price (ABCP)				\$735,384	Annual Base Contract Price (ABCP)				\$738,012
Percentage Increase over previous year					Percentage Increase over previous year				2.00%	Percentage Increase over previous year				2.00%
	Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized		Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized		Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized
Baseline as of 4/1/18	1,516,245,035		697,162	697,162	Baseline as of 7/1/19	1,568,013,740		735,384	735,384	Baseline as of 7/1/20	1,542,761,952		738,012	738,012
PERMA San Jacinto Joined 7/1/18	3,358,185	0.002215	1,544	1,544	PARSAC W. Hollywood Withdrew 7/1/19	(27,353,542)	-0.017445	(12,829)	(12,829)					
ERMAC Santa Maria Joined 1/1/19	47,947,627	0.031623	11,023	22,046	PERMA Adelanto Withdrew 7/1/19	(3,174,293)	-0.002024	(1,489)	(1,489)					
SCORE Fort Jones Joined 1/1/19	462,893	0.000305	106	213	CSJVRMA Parlier Withdrew 7/1/19	(2,748,207)	-0.001753	(1,289)	(1,289)					
					PERMA Rancho Mirage Joined 12/31/19	7,250,967	0.004624	1,700	3,401					
					SCORE Dunsmuir Joined 1/1/20	773,287	0.000493	181	363					
Totals as of 6/30/19	1,568,013,740		\$709,835	\$720,965	Totals as of 6/30/20	1,542,761,952		\$721,658	\$723,541	Totals as of 6/30/21	1,542,761,952		\$738,012	\$738,012

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California Asset  
Management Program

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## **Recent Market Volatility and CAMP's Commitment to Safety of Public Fund Investments**

The equity and bond markets have made headlines recently with extraordinary volatility. Most impactful for public fund investors is the emergency announcement Sunday, March 15 by the Federal Reserve that it was reducing the target overnight rate by 1.00% to a range of 0.00% to 0.25%. This followed an earlier rate reduction of 0.50% on March 3. Yields for Treasury bonds and similar securities have fallen dramatically, and those lower yields will ripple through bank offerings and investment portfolios like the CAMP Pool ("CAMP" or "Pool").

PFM, as investment adviser and administrator to CAMP, is actively working to ensure that CAMP's investments continue to be aligned with the Pool's goals of safety of principal, liquidity to invest and redeem shares, and a market rate of return. We have process and systems focused on trading, review, and compliance for safeguarding public assets and will continue to rely on them during this time. These include:

1. Frequently reviewing CAMP's investments valuation to ensure market changes do not adversely affect current investments. CAMP's goal for its portfolio is to maintain a stable net asset value of one dollar in securities (by market value) for every dollar of investment. The Pool's permitted investments are limited to only high quality, short maturity investments, which alleviates much of the risks involved when interest rates move quickly. With the heightened market volatility, PFM has added more frequent pricing checks to ensure the stable net asset value is maintained.
2. Updating model scenarios to stress test the portfolios. We routinely look at "what if" scenarios for the CAMP portfolio, seeking to anticipate impacts to quick changes in liquidity or interest rates. Our natural bias toward safety and liquidity has benefited CAMP's portfolio thus far and our stress testing has not shown reason for concern.

3. Managing the portfolio to ensure adequate liquidity. Pursuant to board policy and consistent with the S&P AAAM rating criteria, a substantial portion of the Pool is included in cash, daily and weekly liquidity buckets calculated pursuant to Securities and Exchange Commission criteria also utilized for registered money market mutual funds. The diversity of our investor community is one of our strengths and we are confident in the balance of invested funds for liquidity needs.

We anticipate no interruption in working with CAMP shareholders. During this time we have asked our employees to limit their travel and conference participation, and where possible, hold client meetings virtually or by phone. PFM has a liberal leave policy for all employees and we encourage its use, especially for those who do not feel well or have increased family responsibilities on account of the coronavirus. Many of our employees have been working from home in recent weeks. We have confirmed our capabilities to support remote workers through our systems as one area of our robust business continuity plan and expect to implement a Work from Home plan for most employees shortly.

We appreciate the continued trust you have in investing with CAMP. Please contact your CAMP marketing representative or Client Services at 800-729-7665 if we can help answer any questions about your investments.

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[www.camponline.com](http://www.camponline.com) | 800.729.7665 | [csgwestregion@pfm.com](mailto:csgwestregion@pfm.com)

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*\*PFM Asset Management LLC.*

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JOINT PROPOSAL FROM LIEBERT CASSIDY WHITMORE AND JACKSON LEWIS FOR  
SUCCESSOR MEMORANDUM OF UNDERSTANDING

This memorandum of understanding is entered into on July 1, 2020, by and between the Employment Risk Management Authority (hereinafter "ERMA"), a California Joint Powers Authority established pursuant to Government Code Sections 989 to 990.8 and 6500 to 6515, and the employment law firms of Liebert Cassidy Whitmore and Jackson Lewis (hereinafter "Law Firm(s)"; ERMA and Law Firms are collectively hereinafter referred to as "the Parties").

WHEREAS,

- A. ERMA is a joint powers authority established for the purposes of jointly pooling employment liability claims, reducing the costs of safety, training, risk management, litigation and insurance, and enhancing services and protection for its members; and
- B. The Law Firms have been selected by ERMA, and have agreed to provide preventive labor and employment law training and services, as well as defense of employment related claims.

NOW THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

- 1. Hotline Services - The Law Firms agree to provide "hotline services" to the ERMA members.
  - a. *Definition* – "Hotline services" shall mean establishment and maintenance of a designated telephone number by the Law Firms, the purpose of which is to answer questions and provide professional consultation to upper level management for each ERMA member regarding non-complex labor and employment law related issues.
  - b. *Restrictions* – Hotline questions will be restricted to non-complex questions regarding the same issues and areas of law that could become covered occurrences under the ERMA Memorandum of Coverage. All fees for questions and consultation outside the scope of the ERMA coverage shall be by agreement between the Law Firms and the member. Each ERMA member will have an approximately one (1) hour per month allotment for Hotline usage. When the member reaches this allotment, the Law Firms will inform that member that they are going to exceed their amount and that they will be billed for additional consultation for that month.
  - c. *Compensation* – ERMA will annually pay \$.50 per full-time equivalent employee to the Law Firms for "hotline services." Full-time equivalent employees will be based on the previous year's December 31 payroll as reported on each member's California DE-6, Federal 941 or J200 tax forms. The total payroll will then be divided by \$35,000 to calculate the full-time equivalent number of employees for each member. The Law Firms will be paid based on the number of full-time

equivalent employees for each member they are assigned. Assignments will be made as per paragraph 5 of this agreement. Because of the unknown nature of the volume of Hotline calls and the scope of the ERMA pool, ERMA and the Law Firms agree that the fees provided by ERMA to the Law Firms to cover the costs associated with Hotline calls can be renegotiated with ERMA at the conclusion of the one-year agreement between ERMA and the Law Firms. Any member currently utilizing the 'hotline services' of the Law Firms under a separately negotiated arrangement will not be charged for those services through ERMA.

- d. *Identification of Attorneys Assigned to Hotline* – The Law Firms agree to identify and assign specific attorneys to service the Hotline calls received from ERMA members.
2. Training Sessions – The Law Firms agree to provide "employment law training sessions" to the ERMA members.
    - a. *Definition* – "Employment law training sessions" will consist of separate three-hour workshops at designated locations agreed upon by the parties. The topics to be covered will be determined by the Law Firms in conjunction with direction from the ERMA Board of Directors or the ERMA Litigation Manager. Employment law training sessions shall include a one-hour SB 1343-compliant training session.
    - b. *Compensation* – ERMA will pay for the sessions in the amount of two thousand five hundred (\$2,500) per three hour training session. ERMA will pay all expenses associated with obtaining conference room facilities, copying materials and handouts, marketing and publicizing the workshops, and all other related expenses. The cost of the one- hour training shall be \$1,250.
  3. Legal Updates – The Law Firms agree to occasionally provide written legal updates as agreed upon by the Parties. There will be no compensation to the Law Firms for the drafting of the legal updates.
  4. Litigation\Assigned Claims – The Law Firms agree to provide defense of employment related claims at rates not to exceed the following:

	2020/2021	2021/2022	2022/2023
Partner	\$295	\$310	\$325
Senior Counsel	\$280	\$295	\$310
Associate	\$235	\$250	\$265
Paralegal/ESI Specialist	\$100	\$110	\$115

ERMA and the Law Firms agree that if it becomes necessary, the parties will in good faith discuss and renegotiate the hourly rates set forth above.

For E-Discovery costs and services related to the defense of employment claims, including data collection of electronically stored information (hereinafter "ESI"), processing, consulting, searching, hosting, access fees, production and related

professional services, the Law Firms may select an outside vendor, subject to ERMA Litigation Manager approval, to provide all such services, which shall be billed by the vendor to ERMA. Such vendor invoices shall be reviewed and approved by the Law Firm in advance of any payment request. The Law Firms may bill professional services related to E-Discovery collection and other services necessary to provide ESI to the vendor at the prevailing rate for paralegals. As an alternative to using an E-Discovery vendor, and subject to ERMA Litigation Manager approval, the Law Firms may directly provide E-Discovery services at rates agreed upon by each Law Firm and ERMA.

5. Division of Responsibility – It is the intent of the Parties that each Law Firm be assigned responsibility for providing training, hotline and litigation services to ERMA members in equal proportion.
6. Term – This Agreement shall become effective July 1, 2020, and continue in effect for a three (3) year period.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of July 1, 2020.

#### EMPLOYMENT RISK MANAGEMENT AUTHORITY

By: \_\_\_\_\_  
John Gillison  
President, ERMA

#### LAW FIRM

By: \_\_\_\_\_  
J. Scott Tiedemann  
Liebert Cassidy Whitmore

#### LAW FIRM

By: \_\_\_\_\_  
Michael J. Christian  
Jackson Lewis P.C.

**FINANCIAL MATTERS**

**SUBJECT: Actuarial Study and Rates for the 2020/21 Program Year**

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**BACKGROUND AND STATUS:**

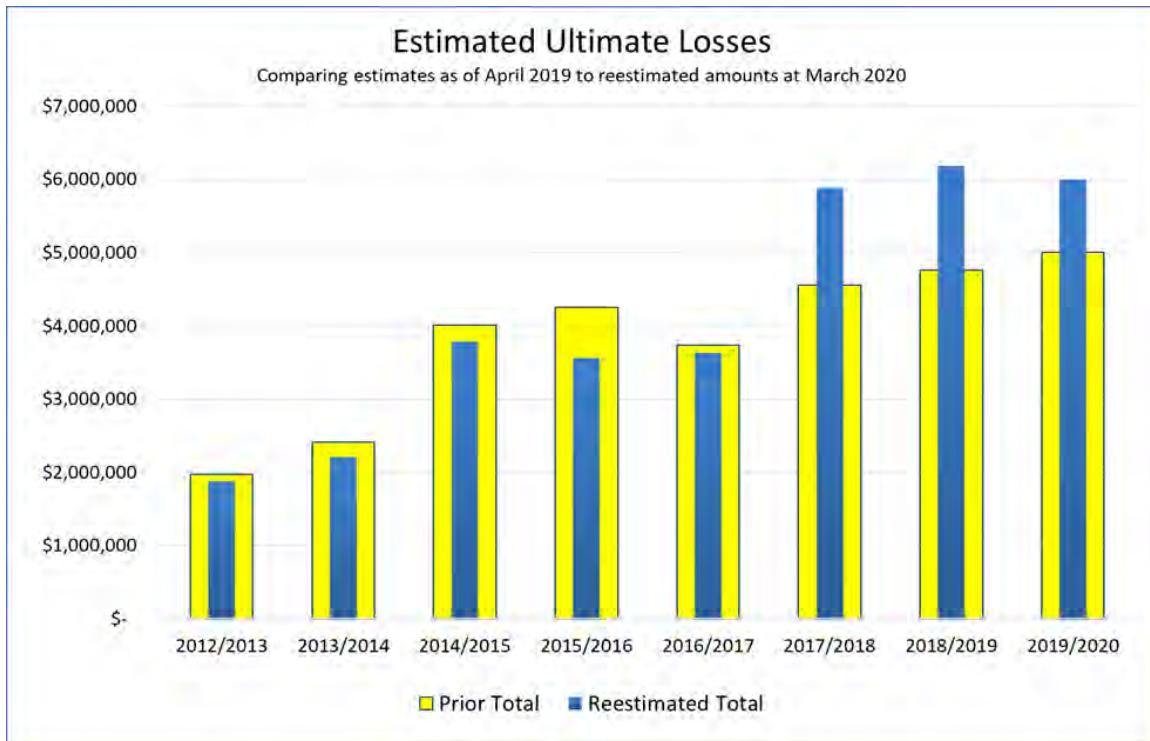
Bickmore Actuarial completed ERMA's draft actuarial study, dated March 27, 2020. Derek Burkhalter, Bickmore Actuarial will present the report and answer questions from the Board.

The actuarial analysis consists of two main components. Part one is a review of the estimates of the ultimate liabilities of the ERMA program as of June 30, 2020. Part two is a loss forecasting analysis to determine the appropriate contribution rates for the ERMA program in the 2020/21 Program Year.

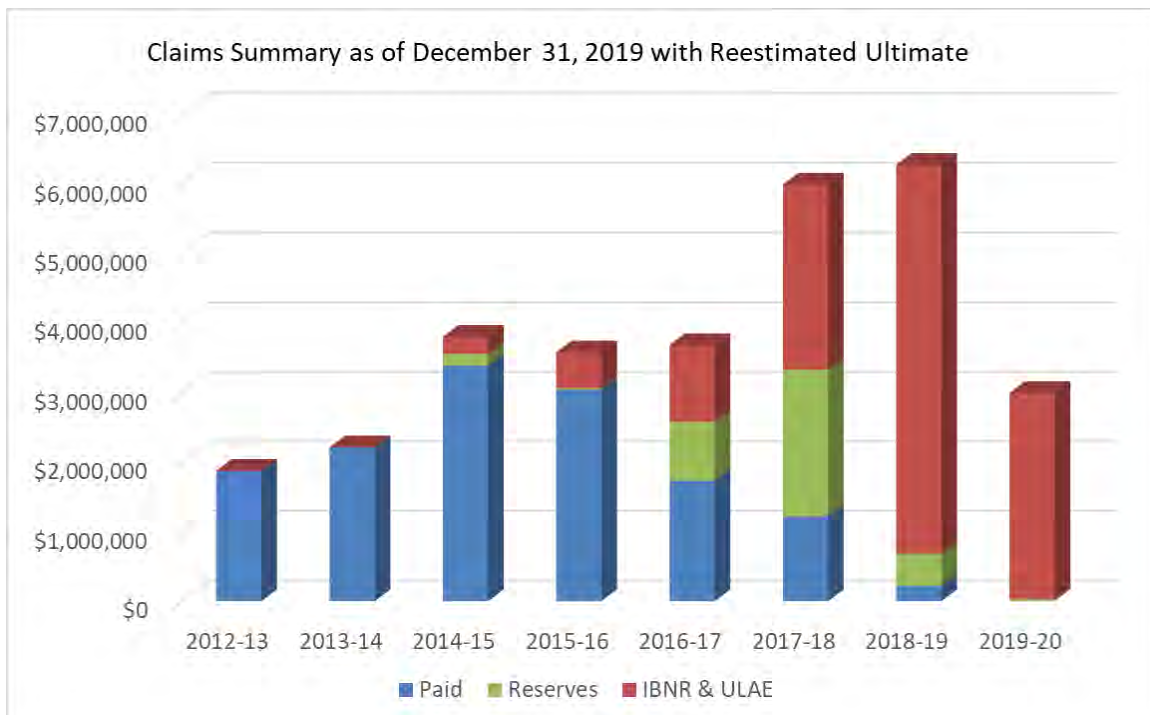
**Part One:** The estimate of ERMA's Ultimate Loss and LAE for all open program years has increased by 7.9%. Following is a grid showing the program year changes in Ultimate Loss projections:

<b>Changes in Ultimate Loss for Open Program Years</b>				
<b>Based on Actuarial Study dated March 27, 2020</b>				
<b>Program Year</b>	<b>Prior Estimate Ultimate Loss as of 6/30/19</b>	<b>Reestimated Ultimate Loss as of 6/30/20</b>	<b>Change in Estimated Ultimate Loss</b>	<b>Percentage Change in Estimated Ultimate Loss</b>
2012/2013	\$ 1,972,000	\$ 1,873,386	\$ (98,614)	-5.0%
2013/2014	2,411,000	2,208,703	(202,297)	-8.4%
2014/2015	4,006,000	3,787,000	(219,000)	-5.5%
2015/2016	4,252,000	3,561,000	(691,000)	-16.3%
2016/2017	3,735,000	3,631,000	(104,000)	-2.8%
2017/2018	4,558,000	5,879,000	1,321,000	29.0%
2018/2019	4,760,000	6,184,000	1,424,000	29.9%
2019/2020	4,999,000	5,996,000	997,000	19.9%
<b>Total</b>	<b>\$ 30,693,000</b>	<b>\$ 33,120,089</b>	<b>\$ 2,427,089</b>	<b>7.9%</b>

A graphical representation of changes in Ultimate Loss projections is presented below:



The re-estimated amounts were applied to the IBNR calculations as of December 31, 2019. A graphical summary of claims as of December 31, 2019 using the re-estimated Ultimate Losses appears below:



**Part Two:** The contribution rates in the current study reflect the assumption of a 2.0% discount rate; the same as the discount rate assumed last year.

The pooling rate required to collect at the 80% confidence level (CL) for the upcoming 2020/21 Program Year at the \$50,000 retention is \$0.567 (per \$100 of payroll). The rate reflects a 12.72% increase over \$0.503, the rate used in the 2019/20 Operating Budget, also at the 80% CL. Last year ERMA recognized a 5.4% increase, and the three years prior to that recognized increases of 4.2%, 1.5% and 4.6%, respectively. This followed a five-year period of decreasing rates.

In addition to rates at various confidence levels for the current year's \$1M retention, the actuary also developed rates for the following:

- Retentions above \$1M (\$1.25M, \$1.50M, \$1.75M, and \$2.0M) to provide a possible option for pooling layers above \$1M, rather than purchasing excess coverage, and
- Optional "nose" coverage for new members who previously had either no coverage or a claims-made policy in place for the previous program year. A rate is provided for 1-year of optional "nose" coverage. This exhibit is provided as Appendix N of the study.

**RECOMMENDATION:**

*Staff recommends the Board of Directors accept and file the actuarial study as presented.*

**REFERENCE MATERIALS ATTACHED:**

- Actuarial Study Dated March 27, 2020, prepared by Bickmore Actuarial



# Actuarial Review of the Self-Insured Employment Practices Liability Program

*Outstanding Liabilities as of June 30, 2020  
Forecast for Program Year 2020-21*

*Presented to*  
**Employment Risk Management Authority**

March 27, 2020 - DRAFT

## SCOPE AND SIGNATURE

Employment Risk Management Authority (“ERMA”) has engaged Bickmore Actuarial to conduct an actuarial review of unpaid loss and loss adjustment expenses for claims that occurred on or before June 30, 2020 for its self-insured employment practices liability program utilizing data valued as of December 31, 2019. ERMA also seeks guidance on the appropriate funding level for claims to be incurred during the upcoming program year.

The specific objectives of the study are:

1. Estimate ERMA’s net liability for outstanding claims as of June 30, 2020. Liabilities net of insurance are presented on both an undiscounted basis as well as on a net present value basis. The net liabilities are also presented at the expected level (i.e. without a risk margin) and with risk margins, which are quantified via confidence levels.

The net liabilities include provisions for loss, allocated loss adjustment expense (ALAE), and unallocated loss adjustment expense (ULAE). ALAE and ULAE are defined in the Glossary section of this report.

2. Project ultimate claims costs for the 2020-21 program year. Similar to the liability projections, the ultimate program year costs are presented both on undiscounted and net present value bases. Projections with and without risk margins are also included.
3. Provide a statement of compliance with Governmental Accounting Standards Board Statement #10.

We appreciate the opportunity to be of service to ERMA in preparing this report. Please feel free to call Mark Priven at (916) 244-1161 or Derek Burkhalter at (916) 244-1167 with any questions you may have concerning this report.

Mark Priven and Derek Burkhalter meet the American Academy of Actuaries’ qualification standards to sign Statements of Actuarial Opinion.

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**DRAFT**

Mark Priven, FCAS, MAAA  
Vice President and Principal

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**DRAFT**

Derek Burkhalter, ACAS, MAAA  
Senior Actuarial Manager

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York Lee  
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## EXECUTIVE SUMMARY

### Net Claim Liabilities

The following table presents our conclusions regarding ERMA's net claim liabilities.

Loss & LAE Claim Liabilities  
As of June 30, 2020, Net of Insurance and Member Deductibles

Dollars (\$000s)	Expected	← Confidence Level →				
		70%	75%	80%	85%	90%
Loss & ALAE	17,194	19,756	20,581	21,561	22,782	24,415
Claims Admin. (ULAE)	<u>860</u>	<u>988</u>	<u>1,029</u>	<u>1,078</u>	<u>1,140</u>	<u>1,221</u>
Total Loss & LAE	18,054	20,744	21,610	22,639	23,922	25,636
NPV Adjustment <sup>1</sup>	<u>(698)</u>	<u>(802)</u>	<u>(835)</u>	<u>(875)</u>	<u>(925)</u>	<u>(990)</u>
NPV Total Loss & LAE	17,356	19,942	20,775	21,764	22,997	24,646
Short Term <sup>2</sup>	5,060	5,814	6,057	6,346	6,705	7,186
Long Term <sup>2</sup>	12,296	14,128	14,718	15,418	16,292	17,460

<sup>1</sup> Net present value is based on an annual discount rate of 2.0%.

<sup>2</sup> Short term liabilities are projected to be paid within 12 months of the valuation date. Long term liabilities are projected to be paid after 12 months.

The following graph displays the comparison of the program's net claim liabilities and assets as of June 30, 2020 as shown on the prior page.

Loss & LAE Claim Liabilities and Assets  
 As of June 30, 2020, Net of Insurance and Member Deductibles  
 (\$000s)



We generally recommend that entities maintain funding at the 75% - 85% confidence level. However, we understand that each entity is unique, and that proper funding levels can vary based on issues such as the organization's risk tolerance, financial circumstances, and priorities.

## Funding Projections

The following table presents our estimates of ultimate costs for the upcoming program year.

Projected Ultimate Costs  
Fiscal Year 2020-21

Dollars (\$000s) <sup>1</sup>	← Confidence Level →					
	Expected	70%	75%	80%	85%	90%
Loss & ALAE	6,013	7,600	8,112	8,719	9,464	10,475
<u>Claims Admin. (ULAE)<sup>2</sup></u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Loss & LAE	6,013	7,600	8,112	8,719	9,464	10,475
<u>NPV Adjustment<sup>3</sup></u>	<u>(367)</u>	<u>(463)</u>	<u>(496)</u>	<u>(532)</u>	<u>(577)</u>	<u>(640)</u>
NPV Total Loss & LAE	5,646	7,137	7,616	8,187	8,887	9,835
<u>Other Expense<sup>4</sup></u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Cost	5,646	7,137	7,616	8,187	8,887	9,835
<u>Total Funding Rate<sup>5</sup></u>						
Excluding JPA Credit	0.359	0.453	0.484	0.520	0.565	0.625
Including JPA Credit	0.391	0.494	0.527	0.567	0.615	0.681

<sup>1</sup> Dollar amounts reflect layer of loss between anticipated member deductibles and ERMA retention (\$1,000,000).

<sup>2</sup> Not included.

<sup>3</sup> Net present value is based on an annual discount rate of 2.0%.

<sup>4</sup> Not included.

<sup>5</sup> Rate is per \$100 of payroll. Rates reflect layer of loss between baseline member deductible (\$50,000) and ERMA retention (\$1,000,000).

## Statement of Compliance with GASB #10

The outstanding liabilities presented in this section that include claims administration costs comply with the requirements promulgated by GASB #10.

## BACKGROUND

ERMA began its self-insured employment practices liability program on July 1, 1999. Its current self-insured retention is \$1,000,000, net of a baseline \$50,000 deductible from its members. Alternative member deductible amounts include \$25,000, \$75,000, \$100,000, \$250,000 and \$500,000.

The following table shows a history of ERMA's employment practices liability program.

<b>Coverage Period</b>	<b>Layer Between Retention and \$1,000,000</b>	<b>Coverage Excess of \$1,000,000</b>
7/1/99-6/30/02	Quota Share: 75% ERMA 25% Commercial Coverage	Commercial Coverage \$9,000,000 Excess of \$1,000,000
7/1/02-6/30/04	No Quota Share: 100% ERMA	Commercial Coverage \$4,000,000 Excess of \$1,000,000
7/1/04-6/30/10	No Quota Share: 100% ERMA	No Commercial Coverage
7/1/10-6/30/18	No Quota Share: 100% ERMA	Optional Commercial Coverage \$1,000,000 Excess of \$1,000,000
7/1/18-Current	No Quota Share: 100% ERMA	Optional Commercial Coverage \$2,000,000 Excess of \$1,000,000

With regard to the contribution rates, ERMA offers a credit for members that participate through JPAs. The credit is equal to 0.10 times the percentage of the JPA that participates in ERMA. For example, if 50% of a JPA (as measured by payroll) participates in ERMA, then each member of that JPA would receive a 5% ERMA rate credit ( $5\% = 0.10 \times 50\%$ ). This credit applies to the overall rate that includes loss, loss adjustment expense, safety, administration, and other costs.

Additional background on the program is given in Appendix J.

## OBSERVATIONS AND ANALYSIS

In this section, we present a comparison to the prior analysis as well as an overview of claims trends that we have observed. The prior report for ERMA was dated April 15, 2019 and relied on data evaluated as of December 31, 2018. The current analysis relies on data evaluated as of December 31, 2019.

### Comparison of Actual versus Expected Activity

The following tables describe how paid and reported losses have emerged between the two points in time referenced above. We also compare how our projected ultimate loss & ALAE amounts have changed between these two points in time.

Actual Versus Expected Incurred Loss & ALAE<sup>1</sup>  
 Current vs. Prior Reports  
 (\$000s)

Fiscal Year	Expected Emergence	Actual Emergence	Actual Minus Expected Emergence
1999-00	\$0	\$0	\$0
2000-01	0	0	0
2001-02	0	0	0
2002-03	0	0	0
2003-04	0	0	0
2004-05	0	0	0
2005-06	0	0	0
2006-07	0	0	0
2007-08	0	0	0
2008-09	0	0	0
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	40	(33)	(74)
2013-14	89	(8)	(96)
2014-15	254	52	(203)
2015-16	405	(218)	(623)
2016-17	1,311	1,189	(123)
2017-18	1,554	2,951	1,396
2018-19	415	659	244
Total	\$4,069	\$4,591	\$523

<sup>1</sup> Loss & ALAE limited to ERMA's self-insured retention and net of member deductibles.

Actual Versus Expected Paid Loss & ALAE<sup>1</sup>  
 Current vs. Prior Reports  
 (\$000s)

Fiscal Year	Expected Payments	Actual Payments	Actual Minus Expected Payments
1999-00	\$0	\$0	\$0
2000-01	0	0	0
2001-02	0	0	0
2002-03	0	0	0
2003-04	0	0	0
2004-05	0	0	0
2005-06	0	0	0
2006-07	0	0	0
2007-08	0	0	0
2008-09	0	0	0
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	65	24	(41)
2013-14	121	1	(120)
2014-15	457	394	(63)
2015-16	875	294	(581)
2016-17	1,388	1,223	(165)
2017-18	609	1,206	597
2018-19	67	223	156
Total	\$3,582	\$3,365	(\$217)

<sup>1</sup> Loss & ALAE limited to ERMA's self-insured retention and net of member deductibles.

Change in Projected Ultimate Loss & ALAE<sup>1</sup>  
Current vs. Prior Reports  
(\$000s)

Fiscal Year	Prior Ultimate	Current Ultimate	Change in Ultimate
1999-00	\$2,351	\$2,351	\$0
2000-01	2,245	2,245	0
2001-02	751	751	0
2002-03	2,993	2,993	0
2003-04	1,973	1,973	0
2004-05	6,417	6,417	0
2005-06	3,616	3,616	0
2006-07	5,811	5,811	0
2007-08	3,528	3,528	0
2008-09	1,212	1,212	0
2009-10	3,282	3,282	0
2010-11	1,826	1,826	0
2011-12	1,917	1,917	0
2012-13	1,972	1,873	(99)
2013-14	2,411	2,209	(202)
2014-15	4,006	3,787	(219)
2015-16	4,252	3,561	(691)
2016-17	3,735	3,631	(104)
2017-18	4,558	5,879	1,321
2018-19	4,760	6,184	1,424
Total	\$63,616	\$65,046	\$1,430

<sup>1</sup> Projected ultimate loss & ALAE limited to ERMA's self-insured retention and net of member deductibles, at expected (no risk margin), and not discounted to reflect net present value.



### Comparison of Liabilities: Prior vs. Current Report

The table below compares our prior report's estimated liability for outstanding claims by component as of June 30, 2019 to our current report's estimated liability for outstanding claims as of June 30, 2020.

Change in Claims Liabilities At Expected (without Risk Margin), Net of Insurance and Member Deductibles				
Dollars (\$000s)	Prior Report at 6/30/2019	Current Report at 6/30/2020	Dollar Change	Percent Change
Case Reserves <sup>1</sup>	\$2,745	\$3,981	\$1,236	45.0%
IBNR <sup>2</sup>	10,850	13,213	2,363	21.8%
<u>Claims Administration</u>	<u>680</u>	<u>860</u>	<u>180</u>	26.5%
Total (Undiscounted)	\$14,275	\$18,054	\$3,779	26.5%
 <u>NPV Adjustment<sup>3</sup></u>	 <u>(553)</u>	 <u>(698)</u>	 <u>(145)</u>	 <u>26.2%</u>
Total (Net Present Value)	\$13,722	\$17,356	\$3,634	26.5%

<sup>1</sup> Established by the claims administrator.

<sup>2</sup> IBNR: Incurred But Not Reported for development beyond the case reserves.

<sup>3</sup> Net present value is based on an annual discount rate of 2.0%.

The table below reconciles our prior report's estimated liability for outstanding claims as of June 30, 2019 to our current report's estimated liability for outstanding claims as of June 30, 2020.

Reconciliation of Claims Liabilities At Expected (without Risk Margin), Net of Insurance and Member Deductibles	
	Dollars (\$000s)
(A) Prior 6/30/2019 NPV Loss & LAE Liabilities	\$13,722
(B) Change in Ultimate Loss & ALAE (AY 2018-19 and Prior)	1,430
(C) Current AY 2019-20 Estimated Ultimate Loss & ALAE	5,996
(D) Paid Loss & ALAE in 2019-20	(3,828)
(E) Change in ULAE	180
<u>(F) Change in Net Present Value</u>	<u>(145)</u>
(G) Current 6/30/2020 NPV Loss & LAE Liabilities <sup>1</sup>	\$17,356

<sup>1</sup> Sum of (A) through (F)

### Comparison of Funding Projections: Prior vs. Current Report

The following table compares our funding estimate for the 2019-20 year from our prior report to our funding estimate of the 2020-21 year from our current report.

Change in Funding Estimates  
At Expected (without Risk Margin), Net of Insurance

Dollars (\$000s) <sup>1</sup>	Prior Report <sup>2</sup> 2019-20	Current Report <sup>2</sup> 2020-21	Change	Percent Change
Ultimate Loss and ALAE	\$4,999	\$6,013	\$1,014	20.3%
<u>Claims Administration (ULAE)<sup>3</sup></u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>n/a</u>
Total Loss & LAE (Undiscounted)	\$4,999	\$6,013	\$1,014	20.3%
 <u>NPV Adjustment<sup>4</sup></u>	 <u>(306)</u>	 <u>(367)</u>	 <u>(61)</u>	 <u>19.9%</u>
Total Loss & LAE (NPV)	\$4,693	\$5,646	\$953	20.3%
<hr/>				
Rate (NPV) <sup>5</sup>	0.317	0.359	0.042	13.2%
Rate Incl. JPA Credit <sup>5</sup>	0.344	0.391	0.047	13.7%

<sup>1</sup> Dollar amounts reflect layer of loss between anticipated member deductibles and ERMA retention (\$1,000,000).

<sup>2</sup> The SIR in both the prior and current reports is \$1,000,000.

<sup>3</sup> Not included.

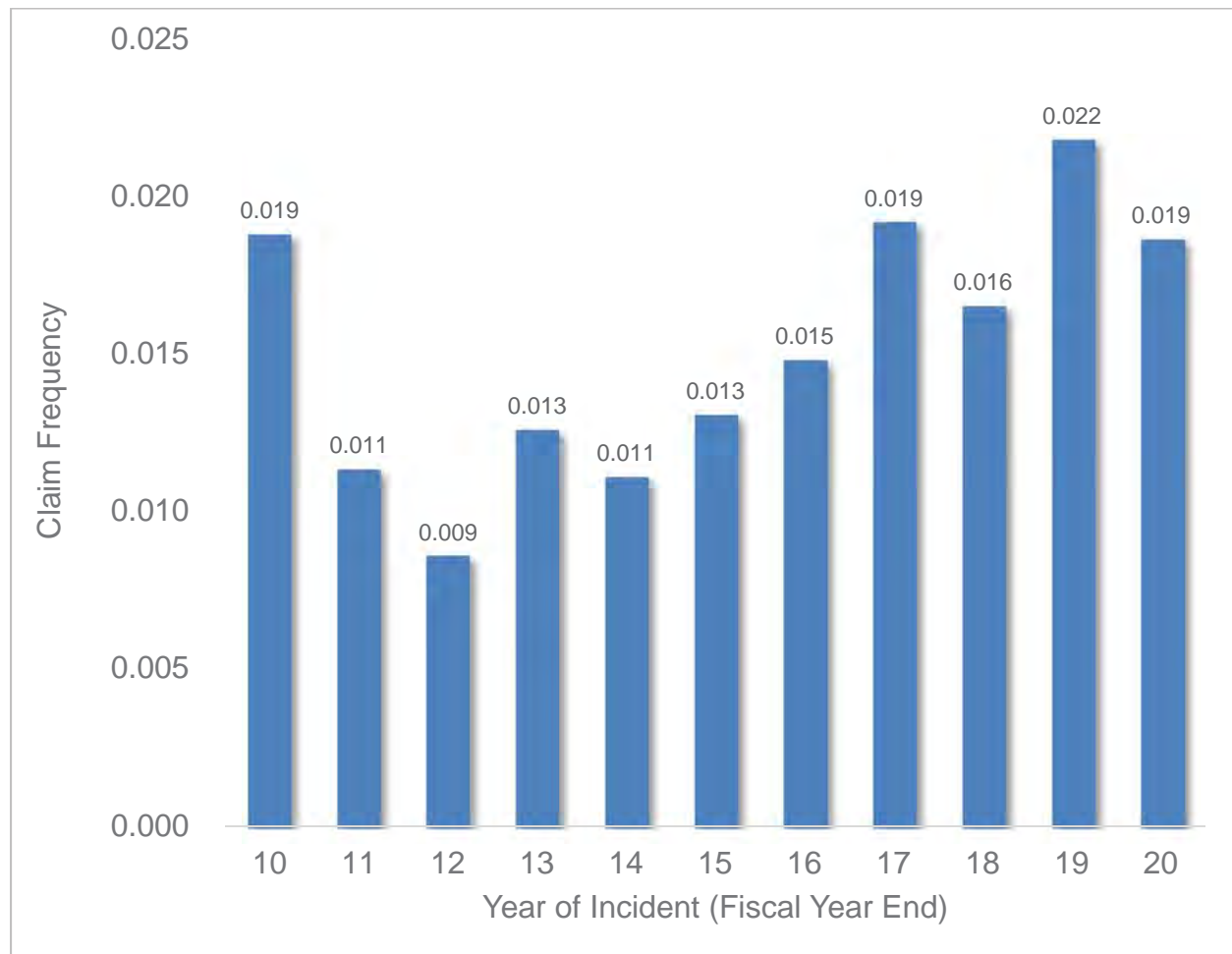
<sup>4</sup> Net present value is based on an annual discount rate of 2.0%.

<sup>5</sup> Rate is per \$100 of payroll. Rates reflect layer of loss between baseline member deductible (\$50,000) and ERMA retention (\$1,000,000).

**Claim Frequency Trend**

We have evaluated the trend in ERMA's claim frequency. The claim frequency equals projected ultimate number of reported claims divided by the payroll in \$ millions, as displayed in the following graph.

Claim Frequency Trend  
Ultimate Reported Claims<sup>1</sup> / Payroll in \$ Millions

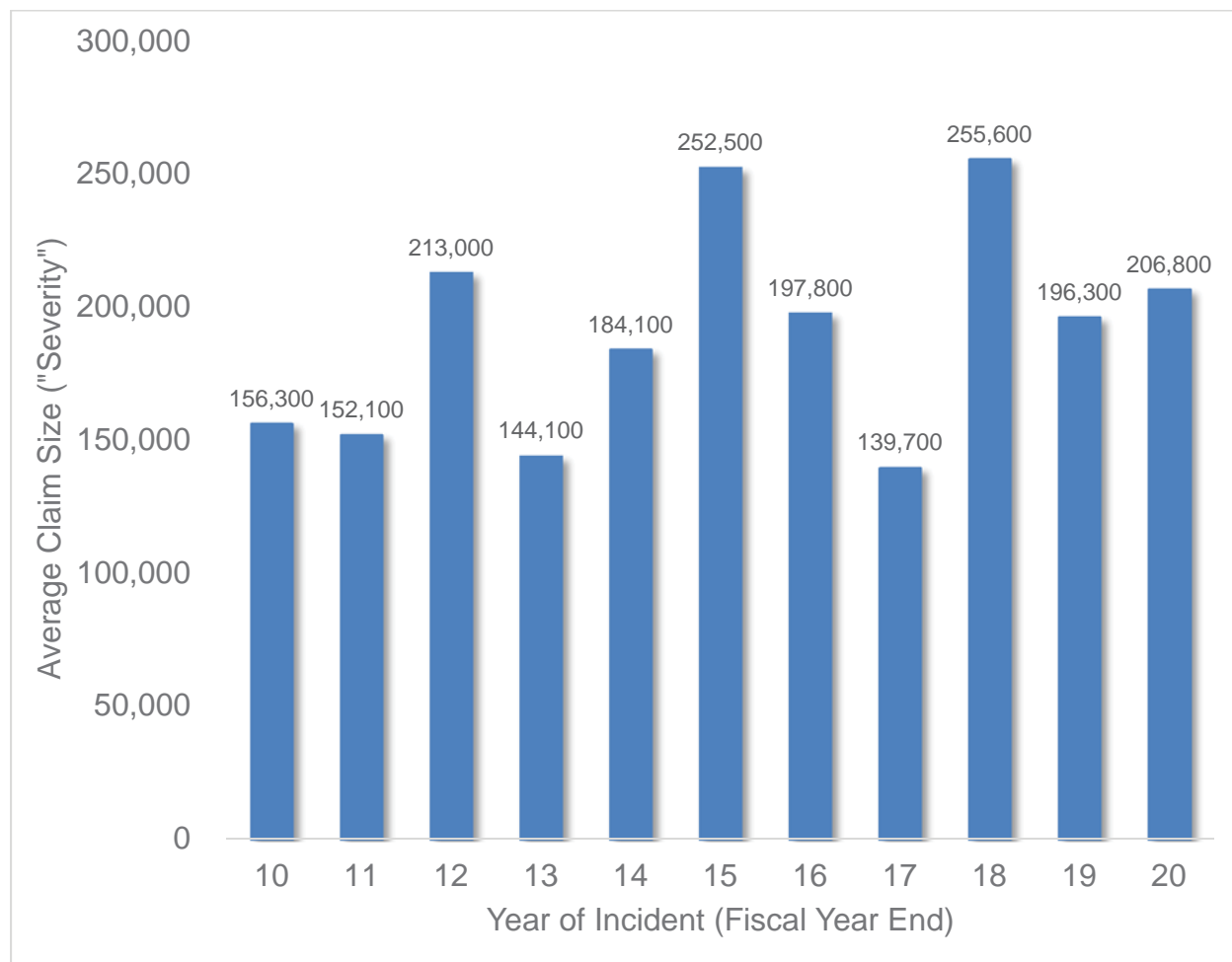


<sup>1</sup> Number of claims in ERMA layer.

### Average Claim Size (Severity) Trend

We have evaluated the trend in ERMA's projected ultimate claim size (or "severity"). The ultimate claim size equals projected ultimate loss & ALAE (limited to the SIR) divided by the projected ultimate number of reported claims, as displayed in the following graph.

Average Claim Size Trend<sup>1</sup>  
 Ultimate Loss & ALAE / Ultimate Reported Claims

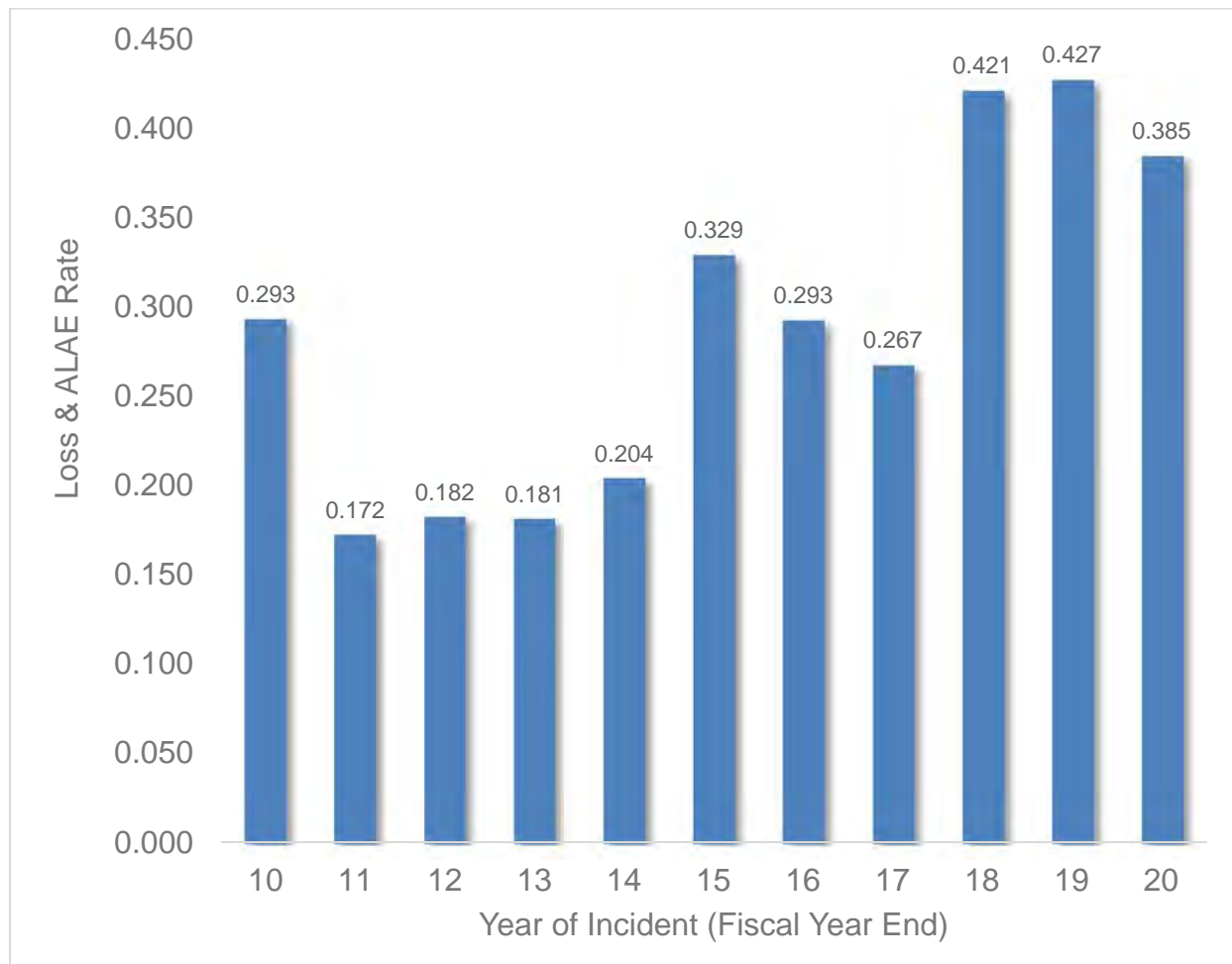


<sup>2</sup> Losses are limited to ERMA's self-insured retention, net of member deductibles, at expected (no risk margin), and are not discounted to reflect net present value.

**Loss Rate Trend**

We have evaluated the trend in ERMA's projected ultimate loss & ALAE rate. This rate equals projected ultimate loss and ALAE (limited to the SIR) divided by payroll in \$100s, as displayed in the following graph.

Loss & ALAE Rate Trend<sup>1</sup>  
Ultimate Loss & ALAE / Payroll in \$100s



<sup>1</sup> Losses are limited to ERMA's self-insured retention, net of member deductibles, at expected (no risk margin), and are not discounted to reflect net present value.

### Loss and LAE Liabilities by Category

The following table shows the categories that compose our ultimate loss & LAE liability estimates.

Loss & ALAE Liabilities by Category and Year<sup>1</sup>  
As of June 30, 2020, Net of Insurance and Member Deductibles  
(\$000s)

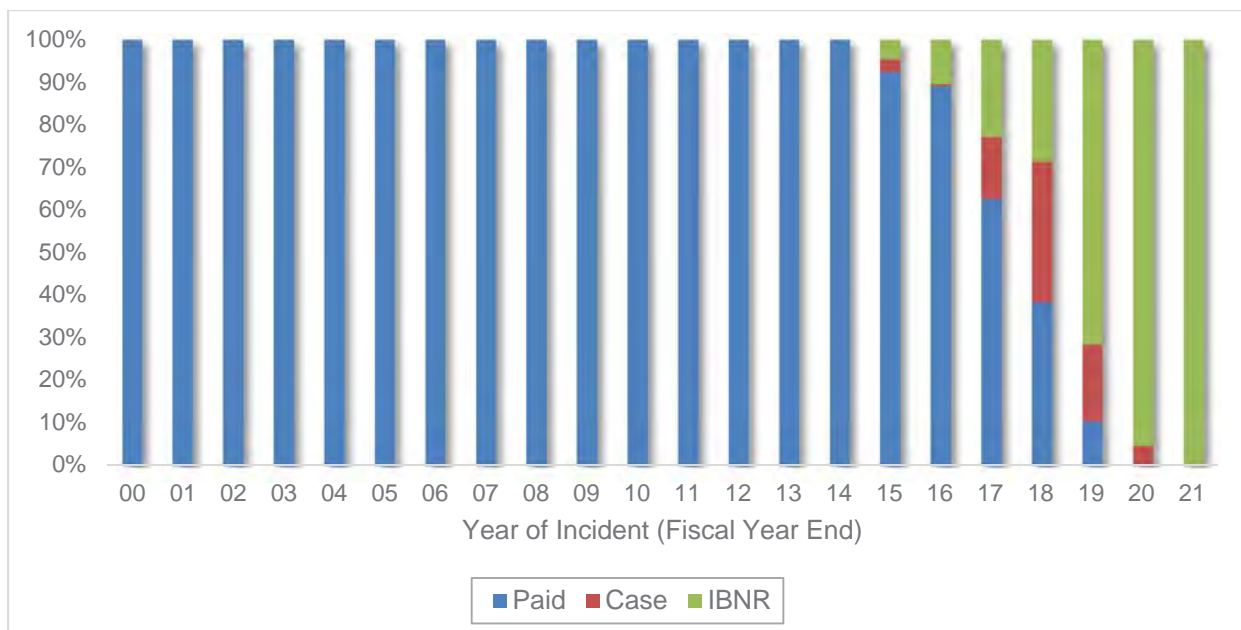
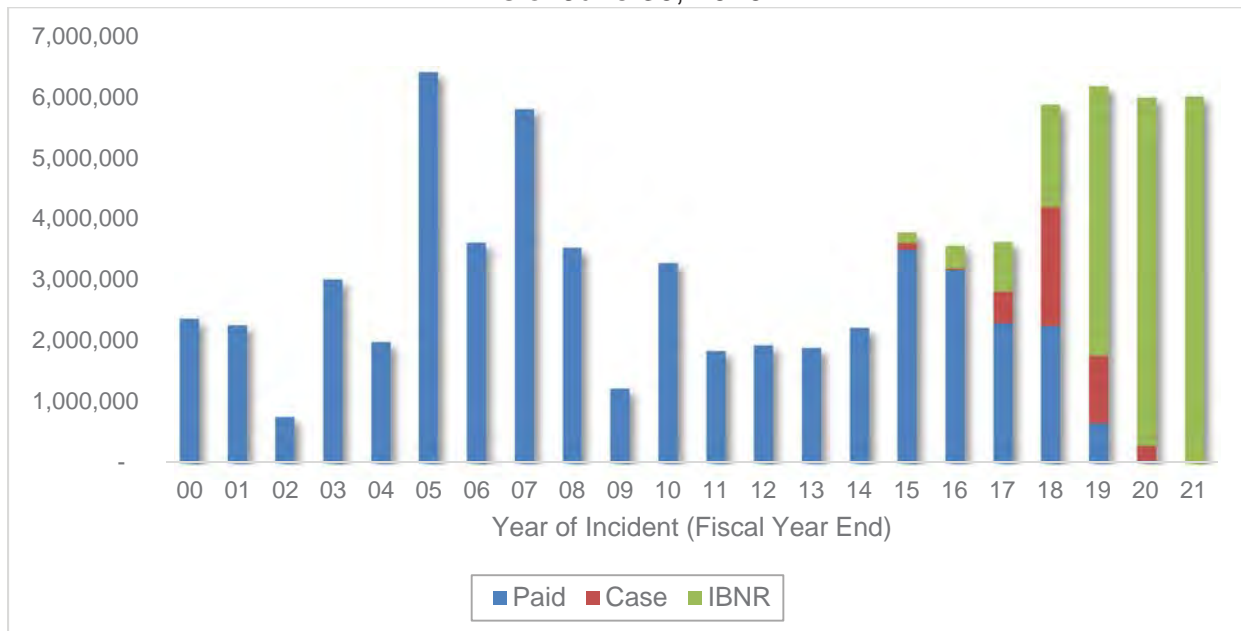
Fiscal Year	Case Reserves	Incurred but Not Reported (IBNR)	Total Liabilities
1999-00	\$0	\$0	\$0
2000-01	0	0	0
2001-02	0	0	0
2002-03	0	0	0
2003-04	0	0	0
2004-05	0	0	0
2005-06	0	0	0
2006-07	0	0	0
2007-08	0	0	0
2008-09	0	0	0
2009-10	0	0	0
2010-11	0	0	0
2011-12	0	0	0
2012-13	0	0	0
2013-14	0	0	0
2014-15	114	178	292
2015-16	18	378	395
2016-17	523	832	1,355
2017-18	1,959	1,683	3,642
2018-19	1,110	4,428	5,538
2019-20	<u>257</u>	<u>5,715</u>	<u>5,972</u>
Total Loss & ALAE	\$3,981	\$13,213	\$17,194
ULAE		<u>860</u>	<u>860</u>
Total Loss & LAE	\$3,981	\$14,073	\$18,054

<sup>1</sup> Loss & ALAE liabilities are limited to self-insured retention, net of member deductibles, at expected (no risk margin), and not discounted to reflect net present value.

### Losses by Component

The following graphs illustrate our selected ultimate loss and ALAE amount for each accident year, and segregates each ultimate into its component parts of (1) amounts already paid, (2) amounts already reserved for individual claims, and (3) IBNR reserves to cover both unreported claims as well as any adverse development on known claims.

Ultimate Loss & ALAE by Component  
Net of Insurance and Member Deductibles  
As of June 30, 2020<sup>1</sup>



<sup>1</sup> Projected 2020-21 year is informational and displayed for comparison purposes.

## METHODOLOGY

The methodology that we have used to estimate ultimate Loss & LAE liabilities is in accordance with standard actuarial principles. The 6-step process described below outlines the methods used to calculate the liabilities.

1. Estimate Ultimate Loss & ALAE: The ultimate value of losses associated with a given policy year is usually not known until many years after the policy year has expired. One estimate of future payments for a given policy year is the case reserve. However, to accurately project future payments for a given policy year, we also calculate indicated IBNR reserves that consider the following three factors:

- The amount that case reserves are redundant or deficient.
- Losses that occurred during the policy period but have not yet been reported. This is called “Pure IBNR”.
- Future payments on claims which are closed but will reopen in the future.

Ultimate loss & ALAE projections are developed for costs limited to the retention. Loss development factors are primarily based on ERMA’s own historical experience supplemented with industry data. The following methods are used to estimate ultimate loss & ALAE:

- Reported Loss Development: Includes paid losses and case reserves.
- Paid Loss Development: Based on payments only.
- Reported Exposure Method: This calculates IBNR based on expected ultimate loss times an IBNR factor. For the first layer of losses, the expected ultimate loss is based on exposure times initial loss rates. These loss rates are based on historical losses in that layer developed to ultimate using loss development factors. The loss rates in the higher layer incorporate increased limits factors based on ERMA’s historical losses and industry data. Where appropriate, historical data is adjusted for both claims and exposure trend, to reflect issues such as inflation, benefit level changes, and legal changes.
- Paid Exposure Method: This calculates unpaid costs based on expected ultimate loss times an unpaid factor. The loss rates are identical to those utilized in the reported exposure method.
- Frequency x Severity: This calculates ultimate costs based on expected ultimate severity and expected ultimate frequency derived from historical experience.



2. Select Ultimate Loss & ALAE: Based on the indicated ultimate loss and ALAE from the various methods described previously, the ultimate losses by year are selected.
3. Calculate Expected Undiscounted Unpaid Loss & ALAE: Unpaid loss & ALAE equals ultimate Loss & ALAE (calculated in step #2, above) minus payments to date.
4. Net Present Value: Since payments associated with claims liabilities will be spread out over several years, they are discounted to reflect anticipated investment income on the assets set aside to pay these costs. The expected Loss & ALAE payout pattern is based on the paid loss development factors previously described.
5. Claims Administration: Liabilities associated with claims administration expenses are calculated based on the paid-to-paid method as well as the average cost per claim method. For the paid-to-paid method, we have compared historical ULAE payments to historical loss & ALAE payments to arrive at a ratio of ULAE/Loss & ALAE. The ULAE liability is the product of this ratio and the Loss & ALAE reserves.

For the average cost per claim method, we first develop an average cost per claim by comparing historical ULAE costs to historical claim counts. We then apply this cost per claim to open and IBNR claims to arrive at the ULAE liability. The ULAE liability is the sum of 100% of this ratio times IBNR and 50% of this ratio times case reserves.

6. Confidence Levels: The “expected” estimate of unpaid Loss & ALAE is our best estimate given current information. However, there is uncertainty inherent in the claims settlement process. This uncertainty is quantified via confidence levels. For example, we believe that future payments have a 75% chance of being less than the liabilities at the 75% confidence level and have only a 25% chance of exceeding the 75% confidence level estimates. The confidence levels are based on the Heckman Meyers approach.

## CONSIDERATIONS AND KEY ASSUMPTIONS

Several considerations should be taken into account when evaluating property/casualty claim liabilities and funding projections for upcoming years. The following is a list of issues that we have considered in this report, along with some key assumptions that we have made.

### **Data**

Data Quality: Our analysis is based on loss experience, exposure data, and other general and specific information provided to us by or on behalf of ERMA. While we have not independently audited or verified this information, we have reviewed it for reasonability and internal consistency. We have assumed that the data is accurate and complete. Any material inaccuracy or omission could invalidate the conclusions in this report and should be brought to our attention immediately.

Exposure: The exposure base utilized in this study is payroll, which was provided to us by ERMA. A list of exposure by year can be found in Appendix L.

Claims: The claims data utilized in this study was provided to us by ERMA.

Other Program Information: Key program information, including historical retentions, claims administration costs, and program assets, were provided to us by ERMA. We relied on this information without audit.

### **Key Dates**

Accounting Date: This study presents liabilities as of an accounting date of June 30, 2020.

Valuation Date: The data underlying this study are valued as of December 31, 2019.

Review Date: We have also made use of information presented to us through the review date of December 31, 2019.

### **Accounting Standard**

The accounting standards applicable to this analysis follow the guidance promulgated by the Governmental Accounting Standards Board (GASB).

### **Other Actuarial Considerations**

Discounting to Reflect Net Present Value: Reserves in this report are presented on both a discounted and an undiscounted basis. At ERMA's instruction, we have assumed that assets held for investment will generate an average annual rate of return of 2.0% over the time during which the loss liabilities are paid out. It should be noted that actual future

investment returns may vary significantly from this assumption, depending upon prevailing investment market conditions.

Uncertainty & Risk Margin: There is uncertainty regarding the ultimate cost of the reserves and funding amounts that are estimated in this report. Our estimates are presented both at the expected level (also known as the actuarial central estimate) and at higher confidence levels. The projections at higher confidence levels reflect uncertainty by including a risk margin for the potential of costs coming in higher than at the expected level.

Trending: We have adjusted historical payroll and claims costs to reflect inflation as well as other changes in the claims environment. The payroll, claim frequency, and claim cost trend factors by year are in Appendices L and E, respectively. We have also projected payroll and claim costs to account for future changes in cost levels.

External Influences: This analysis contemplates a continuation of current social, economic, judicial, and legislative trends. Historical changes have been reflected through the use of trend factors.

Homogeneity: The accuracy of loss estimates may be improved by subdividing loss experience into groups exhibiting similar characteristics. In evaluating ERMA's loss experience, we considered all of the experience together.

Credibility: Credibility is a measure of the predictive value attached to a body of data. The degree to which consideration is given to homogeneity is related to the consideration of credibility. While making more homogeneous groupings may increase the credibility of the data, partitioning into cells too small to be reliable statistically may also decrease it. As discussed above, further subdivision of data (by individual department, for instance) would reduce the statistical credibility too greatly. This aggregation of data assumes that there has been a relatively stable distribution of exposures among various risk characteristics during the years included in this analysis.

Loss Development: The rate at which costs develop to their ultimate level was included in the calculation of loss development factors. The loss development factors are described in the Methodology section of this report.

Claim Emergence Patterns: The delay between the occurrence of claims and the recording of claims was considered in the estimation of loss development factors.

Claim Settlement Patterns: The rate at which claims are closed and the impact upon incurred losses are considered in the calculation of loss development factors.

Reopened Claim Potential: The effect of reopened claims is included in the calculation of loss development factors.

Claim Frequency and Average Claim Size: The average and potential claim frequency and average claim size have been measured and considered in the liability estimates.

Large Losses & Catastrophes: The impact of large losses and catastrophes have the potential to distort the results of actuarial analyses. Our net liability and funding estimates limit loss & ALAE to the appropriate SIR. We have also utilized industry size of loss curves and increased limits factors where we feel that ERMA's experience is not fully credible.

Loss Limitations: Our projections are net of ERMA's SIR. We have assumed that all relevant insurance purchased by ERMA for costs above the SIR is collectible. The retentions used in the study are displayed by year in the Background section of this report.

Recoveries: The data underlying this report are net of salvage, subrogation and other recoveries.

Portfolio Transfers, Commutations, and Structured Settlements: No historical loss portfolio transfers or commutations have been reflected in this analysis. To the extent there are structured settlements, they have been reflected in the claims data utilized in this analysis.

Operational Changes: This analysis has not made special adjustment for any specific operational changes at ERMA.

Reasonableness: We have established the reasonability of our results by utilizing standard actuarial techniques and reasonable assumptions.

Claims Administration Costs (Unallocated Loss Adjustment Expense or ULAE): ULAE costs have been included in our estimate of outstanding liabilities as well as funding for future program years.

Other Program Costs: Our estimate of the funding amounts for future program years:

- Includes general claims administration and other expenses associated with the program as provided by ERMA, and
- Excludes contributions for excess insurance to cover claims or portions of claims that fall outside the program, costs for loss control, overhead, and other expenses associated with the program.

## CONDITIONS AND LIMITATIONS

It is important to recognize that the projections in this report are estimates at one point in time and are subject to future changes. Since the emergence and settlement of claims are subject to uncertainty, actual developments likely will vary, perhaps significantly, from the amounts carried in this report. No warranty is expressed or implied that such variance will not occur. The accuracy of the conclusions in this report depends on many factors, including the following:

Loss Activity since the Evaluation Date: The losses in this study were valued as of December 31, 2019. It is possible that there has been significant loss activity that has occurred since that date which would change the findings of this report.

Data Accuracy: This report relies on unaudited loss and exposure information provided by ERMA. The accuracy of our projections relies on the accuracy of this data.

Loss Development: The appropriateness of ERMA's historical and industry loss development patterns in projecting future loss development.

Trend Changes: The appropriateness of the trend indices used to adjust historical losses.

Net Present Value: Our estimates that are discounted to reflect net present value assume a certain investment return on assets. This adjustment to reflect net present value is inaccurate to the extent that actual investment returns deviate from the assumed returns.

Insurance: Our estimates assume that all excess insurance is valid and collectible. Further, our funding recommendations do not include a provision for losses greater than ERMA's excess coverage.

Future Law Changes: We cannot predict, nor have we attempted to predict, the impact of future law changes and court rulings on claims costs.

New Classes of Claims: Our projections make no provision for the extraordinary future emergence of new classes of loss or types of loss not sufficiently represented in ERMA's historical data, or which are not yet quantifiable.

## **DISTRIBUTION AND USE**

This report was prepared for the sole use of Employment Risk Management Authority and its auditors. This report is neither intended nor necessarily suitable for any other use. It may be forwarded to regulatory authorities as required by law. Any other distribution of this report requires the express written consent of Bickmore Actuarial. If such consent is granted, the report should be forwarded in its entirety, including all exhibits and appendices. It should also be understood that Bickmore Actuarial would be available to answer any questions regarding this report and its conclusions.

## 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, utilization review, bill review, etc.)

**Case Reserve** – The amount left to be paid on an open 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 net present value.

**Expected Losses** – The best estimate of the full, ultimate value of losses.

**Exposure Base** – An objective and easily measurable quantity that is correlated with loss. Commonly used exposure bases include payroll, population, revenue, number of employees (FTE), average daily attendance (ADA), number of vehicles and total insured value (TIV).

**Incurred but not Reported (IBNR) Losses** – This is the ultimate value of losses less any amount that has been paid to date or set up as a case reserve by the claims adjuster. It includes amounts for claims incurred but not yet received by the administrator as well as loss development on already reported claims.

**Loss Adjustment Expense** – The sum of Allocated Loss Adjustment Expense (ALAE) and Unallocated Loss Adjustment Expense (ULAE).

**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 the Methodology section.



**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 SIR 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-Insured Retention (SIR)** – 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 administration expenses, taxes, etc.)



## EXHIBITS AND APPENDICES

**Employment Practices Liability**

**Liabilities @June 30, 2020**

	Includes Quota Share Losses		Excludes Quota Share Losses	
	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%
<b>Expected Liabilities</b>				
(1) Case Reserves	3,981,000		3,981,000	
(2) Actuarial Reserve	13,213,000		13,213,000	
(3) Claims Handling Expense	860,000		860,000	
(4) Subtotal	18,054,000	17,356,000	18,054,000	17,356,000
<b>(5) Confidence Levels</b>				
Expected	18,054,000	17,356,000	18,054,000	17,356,000
60%	19,318,000	18,571,000	19,318,000	18,571,000
70%	20,744,000	19,942,000	20,744,000	19,942,000
75%	21,611,000	20,775,000	21,611,000	20,775,000
80%	22,640,000	21,764,000	22,640,000	21,764,000
85%	23,922,000	22,997,000	23,922,000	22,997,000
90%	25,637,000	24,646,000	25,637,000	24,646,000

**Funding Rates for Fiscal Year 2020-2021**

	Layer: \$50,000 to \$250,000		Layer: \$50,000 to \$500,000		Layer: \$50,000 to \$750,000		Layer: \$50,000 to \$1,000,000	
	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%
<b>Expected Rates</b>								
(6) Ultimate Loss & ALAE	0.195	0.183	0.309	0.290	0.355	0.333	0.382	0.359
(7) Expected JPA Participation Credit	0.016	0.016	0.026	0.026	0.030	0.030	0.032	0.032
(8) ULAE	-	-	-	-	-	-	-	-
(9) Subtotal	0.211	0.199	0.335	0.316	0.385	0.363	0.414	0.391
<b>(10) Confidence Levels</b>								
Expected	0.211	0.199	0.335	0.316	0.385	0.363	0.414	0.391
60%	0.237	0.223	0.376	0.354	0.432	0.407	0.464	0.438
70%	0.267	0.252	0.423	0.399	0.487	0.459	0.523	0.494
75%	0.285	0.268	0.452	0.426	0.519	0.490	0.558	0.527
80%	0.306	0.289	0.486	0.458	0.558	0.526	0.600	0.567
85%	0.332	0.313	0.527	0.497	0.606	0.571	0.652	0.615
90%	0.368	0.347	0.584	0.550	0.671	0.632	0.721	0.681

	Layer: \$50,000 to \$1,250,000		Layer: \$50,000 to \$1,500,000		Layer: \$50,000 to \$1,750,000		Layer: \$50,000 to \$2,000,000	
	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%	Undiscounted	NPV @2.00%
<b>Expected Rates</b>								
(6) Ultimate Loss & ALAE	0.406	0.381	0.424	0.398	0.435	0.408	0.444	0.417
(7) Expected JPA Participation Credit	0.034	0.034	0.036	0.036	0.037	0.037	0.038	0.038
(8) ULAE	-	-	-	-	-	-	-	-
(9) Subtotal	0.440	0.415	0.460	0.434	0.472	0.445	0.482	0.455
<b>(10) Confidence Levels</b>								
Expected	0.440	0.415	0.460	0.434	0.472	0.445	0.482	0.455
60%	0.493	0.465	0.516	0.487	0.529	0.499	0.540	0.510
70%	0.556	0.525	0.581	0.549	0.597	0.562	0.609	0.575
75%	0.594	0.560	0.621	0.585	0.637	0.600	0.650	0.614
80%	0.638	0.602	0.667	0.629	0.684	0.645	0.699	0.660
85%	0.693	0.653	0.724	0.683	0.743	0.700	0.759	0.716
90%	0.766	0.723	0.801	0.756	0.822	0.775	0.840	0.793

## ERMA - Employment Practices Liability

Funding Guidelines for Outstanding Liabilities at  
December 31, 2019

(A) Estimated Ultimate Losses Incurred through 12/31/19: (From Appendix F)	\$68,044,000
(B) Estimated Paid Losses through 12/31/19: (From Appendix F)	51,593,000
(C) Estimated Liability for Claims Outstanding at 12/31/19: (From Appendix F)	<u>\$16,451,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 12/31/19: (Based on 5.0% of (C))	823,000
(E) Total Outstanding Liability for Claims at 12/31/19: ((C) + (D))	<u>\$17,274,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 2.00%.): (Appendix H, Page 1, (G))	0.959
(G) Discounted Outstanding Liability for Claims at 12/31/19: ((E) x (F))	<u>\$16,570,000</u>

	Marginally Acceptable		Recommended		Conservative
Confidence Level of Adequacy:	70%	75%	80%	85%	90%
(H) Confidence Level Factor: (From Appendix I)	1.149	1.197	1.254	1.325	1.420
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	2,469,000	3,264,000	4,209,000	5,385,000	6,959,000
(J) Total Required Assets at 12/31/19: ((G) + (I))	<u>\$19,039,000</u>	<u>\$19,834,000</u>	<u>\$20,779,000</u>	<u>\$21,955,000</u>	<u>\$23,529,000</u>

## ERMA - Employment Practices Liability

Funding Guidelines for Outstanding Liabilities at  
June 30, 2020

(A) Estimated Ultimate Losses Incurred through 6/30/20: (From Appendix F)	\$71,042,000
(B) Estimated Paid Losses through 6/30/20: (From Appendix F)	53,848,000
(C) Estimated Liability for Claims Outstanding at 6/30/20: (From Appendix F)	<u>\$17,194,000</u>
(D) Estimated Liability for Outstanding Claims Administration Fees at 6/30/20: (Based on 5.0% of (C))	860,000
(E) Total Outstanding Liability for Claims at 6/30/20: ((C) + (D))	<u>\$18,054,000</u>
(F) Reserve Discount Factor (Based on a Discount Rate of 2.00%.): (Appendix H, Page 1, (H))	0.961
(G) Discounted Outstanding Liability for Claims at 6/30/20: ((E) x (F))	<u>\$17,356,000</u>

	Marginally Acceptable	Recommended			Conservative
Confidence Level of Adequacy:	70%	75%	80%	85%	90%
(H) Confidence Level Factor: (From Appendix I)	1.149	1.197	1.254	1.325	1.420
(I) Margin for Adverse Experience: ((G) x [(H) - 1])	2,586,000	3,419,000	4,408,000	5,641,000	7,290,000
(J) Total Required Assets at 6/30/20: ((G) + (I))	<u>\$19,942,000</u>	<u>\$20,775,000</u>	<u>\$21,764,000</u>	<u>\$22,997,000</u>	<u>\$24,646,000</u>
(K) Estimated Total Assets at 6/30/20: (Provided by the Authority)	28,791,000	28,791,000	28,791,000	28,791,000	28,791,000
(L) Indicated Funding Redundancy/ (Deficiency): ((K) - (J))	<u>\$8,849,000</u>	<u>\$8,016,000</u>	<u>\$7,027,000</u>	<u>\$5,794,000</u>	<u>\$4,145,000</u>

## ERMA - Employment Practices Liability

## Funding Options for Program Year 2019-2020 (SIR = \$1,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2019-2020: (From Appendix F)	\$5,996,000	\$0.385			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2019-2020: (From Exhibit 5, Page 1, (L))	0	0.000			
(C) Total Claims Costs Incurred in Accident Year 2019-2020: ((A) + (B))	\$5,996,000	\$0.385			
(D) Loss Discount Factor (Based on a Discount Rate of 2.00%.): (Appendix H, Page 2, (G))	0.939				
(E) Discounted Total Claims Costs Incurred in Accident Year 2019-2020: ((C) x (D))	\$5,630,000	\$0.361			
	Marginally Acceptable	Recommended		Conservative	
	70%	75%	80%	85%	90%
(F) Confidence Level Factor: (From Appendix I)	1.264	1.349	1.450	1.574	1.742
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	1,486,000	1,965,000	2,534,000	3,232,000	4,177,000
(H) Recommended Funding in 2019-2020 for Claims Costs and Other Expenses: ((E) + (G))	\$7,116,000	\$7,595,000	\$8,164,000	\$8,862,000	\$9,807,000
(I) Rate per \$100 of Payroll: ((H) / \$15,584,850)	\$0.457	\$0.487	\$0.524	\$0.569	\$0.629

Payroll rates are per hundred dollars of 2019-2020 payroll of \$1,558,485,000.

## ERMA - Employment Practices Liability

## Funding Options for Program Year 2020-2021 (SIR = \$1,000,000)

	Dollar Amount	Payroll Rate			
(A) Estimated Ultimate Losses Incurred in Accident Year 2020-2021: (From Appendix F)	\$6,013,000	\$0.382			
(B) Estimated Claims Administration Fees Incurred in Accident Year 2020-2021: (From Exhibit 5, Page 1, (L))	0	0.000			
(C) Total Claims Costs Incurred in Accident Year 2020-2021: ((A) + (B))	\$6,013,000	\$0.382			
(D) Loss Discount Factor (Based on a Discount Rate of 2.00%.): (Appendix H, Page 2, (G))	0.939				
(E) Discounted Total Claims Costs Incurred in Accident Year 2020-2021: ((C) x (D))	\$5,646,000	\$0.359			
	Marginally Acceptable	Recommended		Conservative	
	70%	75%	80%	85%	90%
(F) Confidence Level Factor: (From Appendix I)	1.264	1.349	1.450	1.574	1.742
(G) Margin for Adverse Experience: ((E) x [(F) - 1])	1,491,000	1,970,000	2,541,000	3,241,000	4,189,000
(H) Recommended Funding in 2020-2021 for Claims Costs and Other Expenses: ((E) + (G))	\$7,137,000	\$7,616,000	\$8,187,000	\$8,887,000	\$9,835,000
(I) Rate per \$100 of Payroll: ((H) / \$15,741,000)	\$0.453	\$0.484	\$0.520	\$0.565	\$0.625

Payroll rates are per hundred dollars of 2020-2021 payroll of \$1,574,100,000.

## ERMA - Employment Practices Liability

## IBNR as of 6/30/20 at Expected Claims Level

Accident Year	Estimated Ultimate (A)	Reported as of 12/31/19 (B)	Estimated IBNR as of 12/31/19 (C)	Estimated Percent of IBNR Reported Between 1/1/20 and 6/30/20 (D)	Estimated IBNR Reported (E)	Estimated IBNR as of 6/30/20 (F)
1998-1999			\$0	100.0%	\$0	\$0
1999-2000	2,351,151	2,351,151	0	100.0%	0	0
2000-2001	2,245,413	2,245,413	0	100.0%	0	0
2001-2002	751,089	751,089	0	100.0%	0	0
2002-2003	2,992,869	2,992,869	0	100.0%	0	0
2003-2004	1,973,193	1,973,193	0	100.0%	0	0
2004-2005	6,416,832	6,416,832	0	100.0%	0	0
2005-2006	3,616,204	3,616,204	0	100.0%	0	0
2006-2007	5,810,921	5,810,921	0	100.0%	0	0
2007-2008	3,528,296	3,528,296	0	100.0%	0	0
2008-2009	1,211,783	1,211,783	0	100.0%	0	0
2009-2010	3,281,809	3,281,809	0	100.0%	0	0
2010-2011	1,825,609	1,825,609	0	100.0%	0	0
2011-2012	1,916,982	1,916,982	0	59.9%	0	0
2012-2013	1,873,386	1,873,386	0	33.0%	0	0
2013-2014	2,208,703	2,208,703	0	27.9%	0	0
2014-2015	3,787,000	3,555,273	231,727	23.1%	54,000	177,727
2015-2016	3,561,000	3,062,405	498,595	24.3%	121,000	377,595
2016-2017	3,631,000	2,598,638	1,032,362	19.4%	200,000	832,362
2017-2018	5,879,000	3,386,073	2,492,927	32.5%	810,000	1,682,927
2018-2019	6,184,000	704,379	5,479,621	19.2%	1,052,000	4,427,621
2019-2020	5,996,000	30,000	2,968,000	4.2%	251,000	5,715,000
Totals	\$71,042,240	\$55,341,008	\$12,703,232		\$2,488,000	\$13,213,232

## Notes:

- (A) From Exhibit 4, Page 1.
- (B) Provided by the Authority. These losses exclude amounts incurred above the Authority's SIR for each year.
- (C) (A) - (B).
- (D) Percentage of incurred but not reported (IBNR) expected to be reported between 1/1/20 and 6/30/20. The percentage is based on the development pattern selected in Appendix 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 6/30/20. This amount is dependent on both the strength of the case reserves and the average frequency and severity of the losses incurred.

### Estimated Ultimate Program Losses

Notes:

- 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.



## ERMA - Employment Practices Liability

## Estimated Ultimate Limited Losses Capped at \$1,000,000 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 SIR Losses (F)
1998-1999						
1999-2000	2,351,151	2,351,151	2,351,151	2,351,151	2,351,148	2,351,151
2000-2001	2,245,413	2,245,413	2,245,413	2,245,413	2,245,410	2,245,413
2001-2002	751,089	751,089	751,089	751,089	751,092	751,089
2002-2003	2,992,869	2,992,869	2,992,869	2,992,869	2,992,860	2,992,869
2003-2004	1,973,193	1,973,193	1,973,193	1,973,193	1,973,192	1,973,193
2004-2005	6,416,832	6,416,832	6,416,832	6,416,832	6,416,823	6,416,832
2005-2006	3,616,204	3,616,204	3,616,204	3,616,204	3,616,200	3,616,204
2006-2007	5,810,921	5,810,921	5,810,921	5,810,921	5,810,928	5,810,921
2007-2008	3,528,296	3,528,296	3,528,296	3,528,296	3,528,308	3,528,296
2008-2009	1,211,783	1,211,783	1,211,783	1,211,783	1,211,784	1,211,783
2009-2010	3,281,809	3,281,809	3,281,809	3,281,809	3,281,817	3,281,809
2010-2011	1,825,609	1,825,609	1,825,609	1,825,609	1,825,608	1,825,609
2011-2012	1,926,567	1,930,401	1,926,539	1,930,362	1,916,982	1,916,982
2012-2013	1,901,487	1,914,600	1,901,417	1,914,498	1,873,391	1,873,386
2013-2014	2,286,008	2,314,721	2,283,965	2,310,529	2,208,708	2,208,703
2014-2015	3,789,921	3,774,443	3,814,341	3,816,682	2,974,140	3,787,000
2015-2016	3,475,830	3,814,981	3,607,736	3,972,259	3,676,734	3,561,000
2016-2017	3,230,107	3,313,892	3,627,975	4,253,687	5,471,180	3,631,000
2017-2018	7,679,614	8,153,026	6,526,008	5,996,441	4,985,871	5,879,000
2018-2019	7,588,275	29,847,252	6,165,064	6,201,098	7,145,632	6,184,000
2019-2020	3,231,900		6,671,172	6,701,486	6,670,000	5,996,000
Totals						\$71,042,240
Projected Losses for the Year 2019-2020 (G)						\$5,996,000
Projected Losses for the Year 2020-2021 (H)						\$6,013,000

## Notes:

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

## ERMA - Employment Practices Liability

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

Accident Year	Ultimate SIR Losses (A)	Trend Factor (B)	Trended SIR Losses (C)	Trended Payroll (\$00) (D)	Trended SIR Loss Rate (E)
1998-1999	0	3.399	0	0	0.000
1999-2000	2,351,151	3.207	7,540,141	9,191,021	0.820
2000-2001	2,245,413	3.025	6,792,374	9,524,671	0.713
2001-2002	751,089	2.854	2,143,608	10,529,657	0.204
2002-2003	2,992,869	2.693	8,059,796	12,106,038	0.666
2003-2004	1,973,193	2.540	5,011,910	13,800,345	0.363
2004-2005	6,416,832	2.396	15,374,729	13,357,771	1.151
2005-2006	3,616,204	2.260	8,172,621	13,573,436	0.602
2006-2007	5,810,921	2.133	12,394,694	15,207,484	0.815
2007-2008	3,528,296	2.012	7,098,932	16,613,690	0.427
2008-2009	1,211,783	1.898	2,299,964	16,286,293	0.141
2009-2010	3,281,809	1.790	5,874,438	14,323,484	0.410
2010-2011	1,825,609	1.688	3,081,628	13,247,886	0.233
2011-2012	1,916,982	1.593	3,053,752	12,828,621	0.238
2012-2013	1,873,386	1.503	2,815,699	12,294,154	0.229
2013-2014	2,208,703	1.418	3,131,941	12,577,264	0.249
2014-2015	3,787,000	1.338	5,067,006	13,017,166	0.389
2015-2016	3,561,000	1.262	4,493,982	13,438,759	0.334
2016-2017	3,631,000	1.191	4,324,521	14,622,302	0.296
2017-2018	5,879,000	1.123	6,602,117	14,665,948	0.450
2018-2019	6,184,000	1.060	6,555,040	14,829,067	0.442
2019-2020	5,996,000	1.000	5,996,000	15,584,850	0.385
Totals	\$71,042,240		\$125,884,893	281,619,907	\$0.447
13/14-17/18	19,066,703		23,619,567	68,321,439	0.346
14/15-18/19	23,042,000		27,042,666	70,573,242	0.383
(F) Selected SIR Rate:					\$0.360
Prior:					\$0.325
Program Year:	2019-2020	2020-2021			
(G) Factor to SIR:	1.000	1.000			
(H) Trend Factor:	1.000	1.060			
(I) Program Rate:	\$0.385	\$0.382			
(J) Trended Payroll (\$00):	15,584,850	15,741,000			
(K) Projected Program Losses:	5,996,000	6,013,000			
(L) Projected ULAE:	0	0			
(M) Projected Loss and ULAE:	\$5,996,000	\$6,013,000			

Notes appear on the next page.

## ERMA - Employment Practices Liability

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

## Notes:

- (A) From Exhibit 4, Page 2, Column (F).  
For purposes of projecting future losses, losses are capped at \$1,000,000 per occurrence.
- (B) From Appendix E, Page 1, Column (B).
- (C)  $(A) \times (B)$ .
- (D) Appendix L, (C).
- (E)  $(C) / (D)$ .
- (F) Selected based on (E).
- (G) Based on a Burr distribution, a mathematical model of claims sizes. 2019-2020 is  $(K) / (A)$ .
- (H) From Appendix E.
- (I)  $(F) \times (G) \times (H)$ . 2019-2020 is  $(K) / (J)$ .
- (J) Appendix L, (C).
- (K)  $(I) \times (J)$ . 2019-2020 is from Exhibit 4, Page 1.
- (L) Based on an estimated claim closing pattern and the Authority'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.

## ERMA - Employment Practices Liability

## Reported Loss Development

Accident Year (A)	SIR Reported Losses as of 12/31/19 (B)	Reported Loss Development Factor (C)	Ultimate SIR Losses (D)	Program Reported Losses of 12/31/19 (E)	Reported Loss Development Factor (F)	Ultimate Program Losses (G)
1998-1999	\$0	1.000	\$0	\$0	1.000	\$0
1999-2000	2,351,151	1.000	2,351,151	2,351,151	1.000	2,351,151
2000-2001	2,245,413	1.000	2,245,413	2,245,413	1.000	2,245,413
2001-2002	751,089	1.000	751,089	751,089	1.000	751,089
2002-2003	2,992,869	1.000	2,992,869	2,992,869	1.000	2,992,869
2003-2004	1,973,193	1.000	1,973,193	1,973,193	1.000	1,973,193
2004-2005	6,416,832	1.000	6,416,832	6,416,832	1.000	6,416,832
2005-2006	3,616,204	1.000	3,616,204	3,616,204	1.000	3,616,204
2006-2007	5,810,921	1.000	5,810,921	5,810,921	1.000	5,810,921
2007-2008	3,528,296	1.000	3,528,296	3,528,296	1.000	3,528,296
2008-2009	1,211,783	1.000	1,211,783	1,211,783	1.000	1,211,783
2009-2010	3,281,809	1.000	3,281,809	3,281,809	1.000	3,281,809
2010-2011	1,825,609	1.000	1,825,609	1,825,609	1.000	1,825,609
2011-2012	1,916,982	1.005	1,926,567	1,916,982	1.005	1,926,567
2012-2013	1,873,386	1.015	1,901,487	1,873,386	1.015	1,901,487
2013-2014	2,208,703	1.035	2,286,008	2,208,703	1.035	2,286,008
2014-2015	3,555,273	1.066	3,789,921	3,555,273	1.066	3,789,921
2015-2016	3,062,405	1.135	3,475,830	3,062,405	1.135	3,475,830
2016-2017	2,598,638	1.243	3,230,107	2,598,638	1.243	3,230,107
2017-2018	3,386,073	2.268	7,679,614	3,386,073	2.268	7,679,614
2018-2019	704,379	10.773	7,588,275	704,379	10.773	7,588,275
2019-2020	30,000	107.730	3,231,900	30,000	107.730	3,231,900
Totals	\$55,341,008		\$71,114,878	\$55,341,008		\$71,114,878

## Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Authority. These losses exclude amounts over the SIR.
- (C) From Appendix A, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over the SIR.
- (E) Losses capped at the Authority's SIR. Amounts are provided by the Authority.
- (F) Derived from factors on Appendix 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.

ERMA - Employment Practices Liability  
Reported Loss DevelopmentSIR Losses Reported as of:

Accident Year	6 Months	18 Months	30 Months	42 Months	54 Months	66 Months	78 Months	90 Months	102 Months	114 Months	126 Months
1998-1999											
1999-2000		226,560	800,775	1,344,365	2,258,908	2,102,254	2,145,911	2,294,329	2,351,151	2,351,151	2,351,151
2000-2001		103,442	413,632	1,835,550	2,296,236	2,338,661	2,245,413	2,244,341	2,244,341	2,244,341	2,245,413
2001-2002		70,973	513,610	477,974	608,737	752,636	751,089	751,089	751,089	751,089	751,089
2002-2003		146,315	1,685,197	2,903,639	3,374,495	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869
2003-2004	54,900	350,467	1,192,180	2,303,633	2,201,367	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193
2004-2005		1,369,028	4,603,521	5,319,010	6,146,322	6,396,022	6,293,430	6,345,569	6,427,033	6,416,832	6,416,832
2005-2006		2,218,120	3,245,551	3,308,445	3,717,228	3,672,438	3,666,205	3,616,204	3,616,204	3,666,204	3,616,204
2006-2007	375,000	1,681,609	3,423,179	4,377,828	5,579,104	5,516,959	5,569,281	5,666,968	5,824,962	5,810,921	5,810,921
2007-2008		849,622	2,725,692	3,136,880	3,145,495	3,252,983	3,317,511	3,663,290	3,529,825	3,528,296	3,528,296
2008-2009		555,339	1,293,202	1,383,575	1,205,499	1,211,598	1,211,783	1,211,783	1,211,783	1,211,783	1,211,783
2009-2010	138,707	589,624	1,706,613	2,566,976	2,539,673	3,065,133	3,198,892	3,448,917	3,281,809	3,281,809	3,281,809
2010-2011	50,978	468,924	683,215	1,052,897	1,348,275	1,618,093	1,891,935	1,825,609	1,825,609	1,825,609	
2011-2012		40,319	834,141	1,873,169	2,003,952	1,916,982	1,916,982	1,916,982	1,916,982		
2012-2013		273,243	1,205,976	1,955,689	1,853,607	1,976,737	1,906,737	1,873,386			
2013-2014		31,256	1,896,999	2,258,871	2,322,259	2,226,337	2,208,703				
2014-2015		1,017,660	1,717,773	3,279,690	3,503,582	3,555,273					
2015-2016		729,306	1,810,500	3,280,526	3,062,405						
2016-2017		289,949	1,410,040	2,598,638							
2017-2018		435,405	3,386,073								
2018-2019	45,000	704,379									
2019-2020	30,000										

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
1998-1999											
1999-2000		3.534	1.679	1.680	0.931	1.021	1.069	1.025	1.000	1.000	1.000
2000-2001		3.999	4.438	1.251	1.018	0.960	1.000	1.000	1.000	1.000	1.000
2001-2002		7.237	0.931	1.274	1.236	0.998	1.000	1.000	1.000	1.000	1.000
2002-2003		11.518	1.723	1.162	0.887	1.000	1.000	1.000	1.000	1.000	1.000
2003-2004	6.384	3.402	1.932	0.956	0.896	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005		3.363	1.155	1.156	1.041	0.984	1.008	1.013	0.998	1.000	1.000
2005-2006		1.463	1.019	1.124	0.988	0.998	0.986	1.000	1.014	0.986	1.000
2006-2007	4.484	2.036	1.279	1.274	0.989	1.009	1.018	1.028	0.998	1.000	1.000
2007-2008		3.208	1.151	1.003	1.034	1.020	1.104	0.964	1.000	1.000	1.000
2008-2009		2.329	1.070	0.871	1.005	1.000	1.000	1.000	1.000	1.000	1.000
2009-2010	4.251	2.894	1.504	0.989	1.207	1.044	1.078	0.952	1.000	1.000	
2010-2011	9.199	1.457	1.541	1.281	1.200	1.169	0.965	1.000	1.000		
2011-2012		20.689	2.246	1.070	0.957	1.000	1.000	1.000			
2012-2013		4.414	1.622	0.948	1.066	0.965	0.983				
2013-2014		60.692	1.191	1.028	0.954	0.997					
2014-2015		1.688	1.909	1.068	1.015						
2015-2016		2.482	1.812	0.934							
2016-2017		4.863	1.843								
2017-2018		7.777									
2018-2019	15.653										
Average Dollar-Weighted Averages	7.994	7.844	1.669	1.122	1.027	1.011	1.015	0.999	1.001	0.999	1.000
3-yr		4.542	1.855	1.008	1.009	0.987	0.983	0.977	1.000	1.000	1.000
4-yr		3.367	1.670	0.997	0.998	1.025	1.017	0.980	1.000	1.000	1.000
Comparative Factors	2.999	1.280	1.016	0.979	0.987	0.998	1.000	1.001	1.000	1.000	1.000
Prior	10.000	4.500	1.725	1.135	1.085	1.035	1.025	1.010	1.005	1.000	1.000
Selected	10.000	4.750	1.825	1.095	1.065	1.030	1.020	1.010	1.005	1.000	1.000
Cumulated	107.730	10.773	2.268	1.243	1.135	1.066	1.035	1.015	1.005	1.000	1.000

ERMA - Employment Practices Liability  
Reported Loss DevelopmentSIR Losses Reported as of:

Accident Year	138 Months	150 Months	162 Months	174 Months	186 Months	198 Months	210 Months	222 Months	234 Months	246 Months
1998-1999										
1999-2000	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151
2000-2001	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413
2001-2002	751,089	751,089	751,089	751,089	751,089	751,089	751,089	751,089		
2002-2003	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869			
2003-2004	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193				
2004-2005	6,416,832	6,416,832	6,416,832	6,416,832	6,416,832					
2005-2006	3,616,204	3,616,204	3,616,204	3,616,204						
2006-2007	5,810,921	5,810,921	5,810,921							
2007-2008	3,528,296	3,528,296								
2008-2009	1,211,783									
2009-2010										
2010-2011										
2011-2012										
2012-2013										
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										

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-Ult. Months
1998-1999										
1999-2000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
2000-2001	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000		
2001-2002	1.000	1.000	1.000	1.000	1.000	1.000	1.000			
2002-2003	1.000	1.000	1.000	1.000	1.000	1.000				
2003-2004	1.000	1.000	1.000	1.000	1.000					
2004-2005	1.000	1.000	1.000	1.000						
2005-2006	1.000	1.000	1.000							
2006-2007	1.000	1.000								
2007-2008	1.000									
2008-2009										
2009-2010										
2010-2011										
2011-2012										
2012-2013										
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
Average	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
Dollar-Weighted										
Averages										
3-yr	1.000	1.000	1.000	1.000	1.000	1.000	1.000			
4-yr	1.000	1.000	1.000	1.000	1.000	1.000				
Comparative										
Factors	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Prior	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
Selected	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Cumulated	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

## ERMA - Employment Practices Liability

## Paid Loss Development

Accident Year (A)	SIR Paid Losses as of 12/31/19 (B)	Paid Loss Development Factor (C)	Ultimate SIR Losses (D)	Program Paid Losses of 12/31/19 (E)	Paid Loss Development Factor (F)	Ultimate Program Losses (G)
1998-1999	\$0	1.000	\$0	\$0	1.000	\$0
1999-2000	2,351,151	1.000	2,351,151	2,351,151	1.000	2,351,151
2000-2001	2,245,413	1.000	2,245,413	2,245,413	1.000	2,245,413
2001-2002	751,089	1.000	751,089	751,089	1.000	751,089
2002-2003	2,992,869	1.000	2,992,869	2,992,869	1.000	2,992,869
2003-2004	1,973,193	1.000	1,973,193	1,973,193	1.000	1,973,193
2004-2005	6,416,832	1.000	6,416,832	6,416,832	1.000	6,416,832
2005-2006	3,616,204	1.000	3,616,204	3,616,204	1.000	3,616,204
2006-2007	5,810,921	1.000	5,810,921	5,810,921	1.000	5,810,921
2007-2008	3,528,296	1.000	3,528,296	3,528,296	1.000	3,528,296
2008-2009	1,211,783	1.000	1,211,783	1,211,783	1.000	1,211,783
2009-2010	3,281,809	1.000	3,281,809	3,281,809	1.000	3,281,809
2010-2011	1,825,609	1.000	1,825,609	1,825,609	1.000	1,825,609
2011-2012	1,916,982	1.007	1,930,401	1,916,982	1.007	1,930,401
2012-2013	1,873,386	1.022	1,914,600	1,873,386	1.022	1,914,600
2013-2014	2,208,703	1.048	2,314,721	2,208,703	1.048	2,314,721
2014-2015	3,382,117	1.116	3,774,443	3,382,117	1.116	3,774,443
2015-2016	3,037,405	1.256	3,814,981	3,037,405	1.256	3,814,981
2016-2017	1,730,492	1.915	3,313,892	1,730,492	1.915	3,313,892
2017-2018	1,216,325	6.703	8,153,026	1,216,325	6.703	8,153,026
2018-2019	222,641	134.060	29,847,252	222,641	134.060	29,847,252
2019-2020	0	2,681.200	0	0	2,681.200	0
Totals	\$51,593,220		\$91,068,485	\$51,593,220		\$91,068,485

## Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Authority. These losses exclude amounts over the SIR.
- (C) From Appendix B, Page 2.
- (D) (B) x (C). These estimated losses exclude amounts over the SIR.
- (E) Losses capped at the Authority's SIR. Amounts are provided by the Authority.
- (F) Derived from factors on Appendix 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.

ERMA - Employment Practices Liability  
Paid Loss Development

Accident Year	<u>SIR 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
1998-1999											
1999-2000		84,796	654,004	948,655	1,720,889	2,094,455	2,145,911	2,151,698	2,351,151	2,351,151	2,351,151
2000-2001		103,442	228,610	1,077,758	1,936,672	2,117,775	2,245,413	2,244,341	2,244,341	2,244,341	2,245,413
2001-2002		18,973	263,686	451,268	576,966	752,636	751,089	751,089	751,089	751,089	751,089
2002-2003			1,433,167	2,381,104	3,149,097	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869
2003-2004		138,865	1,155,894	1,593,147	1,770,076	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193
2004-2005		1,133,995	2,363,751	4,458,655	5,423,096	6,155,120	6,293,430	6,293,630	6,416,743	6,416,832	6,416,832
2005-2006		769,636	2,219,544	2,483,328	3,410,280	3,509,439	3,591,204	3,616,204	3,616,204	3,666,204	3,616,204
2006-2007		474,344	1,426,238	3,925,042	4,259,620	5,516,959	5,569,281	5,589,452	5,809,962	5,810,921	5,810,921
2007-2008		306,572	1,656,030	2,242,071	2,890,035	2,934,188	3,218,867	3,463,290	3,529,825	3,528,296	3,528,296
2008-2009		82,469	606,882	797,011	1,205,499	1,211,598	1,211,783	1,211,783	1,211,783	1,211,783	1,211,783
2009-2010	3,935	10,263	774,363	1,189,791	1,917,061	2,224,582	2,953,332	3,279,951	3,281,809	3,281,809	3,281,809
2010-2011		77,828	297,686	566,584	1,253,035	1,349,213	1,824,935	1,825,609	1,825,609	1,825,609	
2011-2012		35,318	224,951	1,391,970	1,788,689	1,916,982	1,916,982	1,916,982	1,916,982		
2012-2013		469	417,576	1,326,002	1,766,562	1,829,899	1,849,321	1,873,386			
2013-2014			233,903	1,250,117	1,943,037	2,207,951	2,208,703				
2014-2015		75,635	637,301	1,928,300	2,988,416	3,382,117					
2015-2016		37,637	817,393	2,743,234	3,037,405						
2016-2017		12,475	507,081	1,730,492							
2017-2018		10,405	1,216,325								
2018-2019		222,641									
2019-2020											

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
1998-1999											
1999-2000		7.713	1.451	1.814	1.217	1.025	1.003	1.093	1.000	1.000	1.000
2000-2001		2.210	4.714	1.797	1.094	1.060	1.000	1.000	1.000	1.000	1.000
2001-2002		13.898	1.711	1.279	1.304	0.998	1.000	1.000	1.000	1.000	1.000
2002-2003			1.661	1.323	0.950	1.000	1.000	1.000	1.000	1.000	1.000
2003-2004		8.324	1.378	1.111	1.115	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005		2.084	1.886	1.216	1.135	1.022	1.000	1.020	1.000	1.000	1.000
2005-2006		2.884	1.119	1.373	1.029	1.023	1.007	1.000	1.014	0.986	1.000
2006-2007		3.007	2.752	1.085	1.295	1.009	1.004	1.039	1.000	1.000	1.000
2007-2008		5.402	1.354	1.289	1.015	1.097	1.076	1.019	1.000	1.000	1.000
2008-2009		7.359	1.313	1.513	1.005	1.000	1.000	1.000	1.000	1.000	1.000
2009-2010	2.608	75.452	1.536	1.611	1.160	1.328	1.111	1.001	1.000	1.000	
2010-2011		3.825	1.903	2.212	1.077	1.353	1.000	1.000	1.000		
2011-2012		6.369	6.188	1.285	1.072	1.000	1.000	1.000			
2012-2013		890.354	3.175	1.332	1.036	1.011	1.013				
2013-2014			5.345	1.554	1.136	1.000					
2014-2015		8.426	3.026	1.550	1.132						
2015-2016		21.718	3.356	1.107							
2016-2017		40.648	3.413								
2017-2018		116.898									
2018-2019											

	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	2.608	71.563	2.627	1.438	1.111	1.062	1.015	1.013	1.001	0.999	1.000
3-yr		41.985	3.263	1.346	1.108	1.003	1.004	1.000	1.000	1.000	1.000
4-yr		23.342	3.485	1.343	1.100	1.068	1.041	1.000	1.000	1.000	1.000
Comparative Factors	4.341	2.135	1.445	1.148	1.053	1.029	1.016	1.010	1.009	1.007	1.007
Prior	20.000	10.000	3.500	1.550	1.115	1.075	1.025	1.015	1.007	1.000	1.000
Selected	20.000	20.000	3.500	1.525	1.125	1.065	1.025	1.015	1.007	1.000	1.000
Cumulated	2,681.200	134.060	6.703	1.915	1.256	1.116	1.048	1.022	1.007	1.000	1.000



ERMA - Employment Practices Liability  
Paid Loss Development

Accident Year	<u>SIR 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
1998-1999										
1999-2000	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151	2,351,151
2000-2001	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413	2,245,413
2001-2002	751,089	751,089	751,089	751,089	751,089	751,089	751,089	751,089		
2002-2003	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869	2,992,869			
2003-2004	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193	1,973,193				
2004-2005	6,416,832	6,416,832	6,416,832	6,416,832	6,416,832					
2005-2006	3,616,204	3,616,204	3,616,204	3,616,204						
2006-2007	5,810,921	5,810,921	5,810,921							
2007-2008	3,528,296	3,528,296								
2008-2009	1,211,783									
2009-2010										
2010-2011										
2011-2012										
2012-2013										
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
2019-2020										

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-Ult. Months
1998-1999										
1999-2000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
2000-2001	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000		
2001-2002	1.000	1.000	1.000	1.000	1.000	1.000	1.000			
2002-2003	1.000	1.000	1.000	1.000	1.000	1.000				
2003-2004	1.000	1.000	1.000	1.000	1.000					
2004-2005	1.000	1.000	1.000	1.000						
2005-2006	1.000	1.000	1.000							
2006-2007	1.000	1.000								
2007-2008	1.000									
2008-2009										
2009-2010										
2010-2011										
2011-2012										
2012-2013										
2013-2014										
2014-2015										
2015-2016										
2016-2017										
2017-2018										
2018-2019										
Average Dollar-Weighted Averages										
3-yr	1.000	1.000	1.000	1.000	1.000	1.000	1.000			
4-yr	1.000	1.000	1.000	1.000	1.000	1.000				
Comparative Factors										
Prior	1.006	1.005	1.004	1.003	1.001	1.002	1.001	1.001	1.001	1.001
Selected	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Cumulated	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

## ERMA - Employment Practices Liability

Exposure and Development Method  
Based on Reported Losses

Accident Year	Trended Payroll (\$00) (A)	Reported Losses as of 12/31/19 (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)
1998-1999	0		1.000	0.000	0.127	0	
1999-2000	9,191,021	2,351,151	1.000	0.000	0.256	0	2,351,151
2000-2001	9,524,671	2,245,413	1.000	0.000	0.236	0	2,245,413
2001-2002	10,529,657	751,089	1.000	0.000	0.071	0	751,089
2002-2003	12,106,038	2,992,869	1.000	0.000	0.247	0	2,992,869
2003-2004	13,800,345	1,973,193	1.000	0.000	0.143	0	1,973,193
2004-2005	13,357,771	6,416,832	1.000	0.000	0.480	0	6,416,832
2005-2006	13,573,436	3,616,204	1.000	0.000	0.266	0	3,616,204
2006-2007	15,207,484	5,810,921	1.000	0.000	0.382	0	5,810,921
2007-2008	16,613,690	3,528,296	1.000	0.000	0.212	0	3,528,296
2008-2009	16,286,293	1,211,783	1.000	0.000	0.074	0	1,211,783
2009-2010	14,323,484	3,281,809	1.000	0.000	0.229	0	3,281,809
2010-2011	13,247,886	1,825,609	1.000	0.000	0.138	0	1,825,609
2011-2012	12,828,621	1,916,982	1.005	0.005	0.149	9,557	1,926,539
2012-2013	12,294,154	1,873,386	1.015	0.015	0.152	28,031	1,901,417
2013-2014	12,577,264	2,208,703	1.035	0.034	0.176	75,262	2,283,965
2014-2015	13,017,166	3,555,273	1.066	0.062	0.321	259,068	3,814,341
2015-2016	13,438,759	3,062,405	1.135	0.119	0.341	545,331	3,607,736
2016-2017	14,622,302	2,598,638	1.243	0.195	0.361	1,029,337	3,627,975
2017-2018	14,665,948	3,386,073	2.268	0.559	0.383	3,139,935	6,526,008
2018-2019	14,829,067	704,379	10.773	0.907	0.406	5,460,685	6,165,064
2019-2020	15,584,850	30,000	107.730	0.991	0.430	6,641,172	6,671,172
Totals	281,619,907	\$55,341,008				\$17,188,378	\$72,529,386

## Notes:

- (A) Appendix L, (C).
- (B) Provided by the Authority. These losses exclude amounts incurred above the Authority's SIR for each year.
- (C) From Appendix A, Page 1, Column (F).
- (D)  $1 - 1 / (C)$ .
- (E) From Appendix 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.

## ERMA - Employment Practices Liability

Exposure and Development Method  
Based on Paid Losses

Accident Year	Trended Payroll (\$00) (A)	Paid Losses as of 12/31/19 (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)
1998-1999	0		1.000	0.000	0.127	0	
1999-2000	9,191,021	2,351,151	1.000	0.000	0.256	0	2,351,151
2000-2001	9,524,671	2,245,413	1.000	0.000	0.236	0	2,245,413
2001-2002	10,529,657	751,089	1.000	0.000	0.071	0	751,089
2002-2003	12,106,038	2,992,869	1.000	0.000	0.247	0	2,992,869
2003-2004	13,800,345	1,973,193	1.000	0.000	0.143	0	1,973,193
2004-2005	13,357,771	6,416,832	1.000	0.000	0.480	0	6,416,832
2005-2006	13,573,436	3,616,204	1.000	0.000	0.266	0	3,616,204
2006-2007	15,207,484	5,810,921	1.000	0.000	0.382	0	5,810,921
2007-2008	16,613,690	3,528,296	1.000	0.000	0.212	0	3,528,296
2008-2009	16,286,293	1,211,783	1.000	0.000	0.074	0	1,211,783
2009-2010	14,323,484	3,281,809	1.000	0.000	0.229	0	3,281,809
2010-2011	13,247,886	1,825,609	1.000	0.000	0.138	0	1,825,609
2011-2012	12,828,621	1,916,982	1.007	0.007	0.149	13,380	1,930,362
2012-2013	12,294,154	1,873,386	1.022	0.022	0.152	41,112	1,914,498
2013-2014	12,577,264	2,208,703	1.048	0.046	0.176	101,826	2,310,529
2014-2015	13,017,166	3,382,117	1.116	0.104	0.321	434,565	3,816,682
2015-2016	13,438,759	3,037,405	1.256	0.204	0.341	934,854	3,972,259
2016-2017	14,622,302	1,730,492	1.915	0.478	0.361	2,523,195	4,253,687
2017-2018	14,665,948	1,216,325	6.703	0.851	0.383	4,780,116	5,996,441
2018-2019	14,829,067	222,641	134.060	0.993	0.406	5,978,457	6,201,098
2019-2020	15,584,850		2,681.200	1.000	0.430	6,701,486	6,701,486
Totals	281,619,907	\$51,593,220				\$21,508,991	\$73,102,211

## Notes:

- (A) Appendix L, (C).
- (B) Provided by the Authority. These losses exclude amounts paid above the Authority's SIR for each year.
- (C) From Appendix B, Page 1, Column (F).
- (D)  $1 - 1 / (C)$ .
- (E) From Appendix 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.

## ERMA - Employment Practices Liability

## Exposure and Development Method

Accident Year	Trended Payroll (\$00) (A)	Ultimate SIR Losses (B)	Trend Factor (C)	Trended SIR Losses (D)	Trended SIR Loss Rate (E)	SIR Loss Rate (F)	Factor to SIR (G)	Program Loss Rate (H)
1998-1999	0		3.399			0.127	1.000	0.127
1999-2000	9,191,021	2,351,151	3.207	7,540,141	0.820	0.256	1.000	0.256
2000-2001	9,524,671	2,245,413	3.025	6,792,374	0.713	0.236	1.000	0.236
2001-2002	10,529,657	751,089	2.854	2,143,608	0.204	0.071	1.000	0.071
2002-2003	12,106,038	2,992,869	2.693	8,059,796	0.666	0.247	1.000	0.247
2003-2004	13,800,345	1,973,193	2.540	5,011,910	0.363	0.143	1.000	0.143
2004-2005	13,357,771	6,416,832	2.396	15,374,729	1.151	0.480	1.000	0.480
2005-2006	13,573,436	3,616,204	2.260	8,172,621	0.602	0.266	1.000	0.266
2006-2007	15,207,484	5,810,921	2.133	12,394,694	0.815	0.382	1.000	0.382
2007-2008	16,613,690	3,528,296	2.012	7,098,932	0.427	0.212	1.000	0.212
2008-2009	16,286,293	1,211,783	1.898	2,299,964	0.141	0.074	1.000	0.074
2009-2010	14,323,484	3,281,809	1.790	5,874,438	0.410	0.229	1.000	0.229
2010-2011	13,247,886	1,825,609	1.688	3,081,628	0.233	0.138	1.000	0.138
2011-2012	12,828,621	1,916,982	1.593	3,053,752	0.238	0.149	1.000	0.149
2012-2013	12,294,154	1,873,386	1.503	2,815,699	0.229	0.152	1.000	0.152
2013-2014	12,577,264	2,208,703	1.418	3,131,941	0.249	0.176	1.000	0.176
2014-2015	13,017,166	3,783,000	1.338	5,061,654	0.389	0.321	1.000	0.321
2015-2016	13,438,759	3,646,000	1.262	4,601,252	0.342	0.341	1.000	0.341
2016-2017	14,622,302	3,272,000	1.191	3,896,952	0.267	0.361	1.000	0.361
2017-2018	14,665,948	7,704,000	1.123	8,651,592	0.590	0.383	1.000	0.383
2018-2019	14,829,067	7,589,000	1.060	8,044,340	0.542	0.406	1.000	0.406
2019-2020	15,584,850	3,232,000	1.000	3,232,000	0.207	0.430	1.000	0.430
Total/Avg	281,619,907	\$71,230,240		\$126,334,017	\$0.449			
14/15-18/19	70,573,242	25,994,000		30,255,790	0.429			
15/16-18/19	57,556,076	22,211,000		25,194,136	0.438			
Selected SIR Rate:					\$0.430			
Prior:					\$0.320			

## Notes:

- (A) Appendix L, (C).
- (B) Selected average of results from Appendices A and B.
- (C) From Appendix E, Page 1, Column (B).
- (D) (B) x (C).
- (E) (D) / (A).
- (F) Selected SIR Rate / (C). For 2013-2014 and prior (B) / (A).
- (G) Based on a Burr 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.

## ERMA - Employment Practices Liability

## Frequency and Severity Method

Accident Year	Ultimate Program Severity (A)	Adjusted Ultimate Claims (B)	Ultimate Program Losses (C)
1998-1999	\$123,523	0	\$0
1999-2000	195,929	12	2,351,148
2000-2001	224,541	10	2,245,410
2001-2002	62,591	12	751,092
2002-2003	149,643	20	2,992,860
2003-2004	151,784	13	1,973,192
2004-2005	305,563	21	6,416,823
2005-2006	200,900	18	3,616,200
2006-2007	242,122	24	5,810,928
2007-2008	126,011	28	3,528,308
2008-2009	100,982	12	1,211,784
2009-2010	156,277	21	3,281,817
2010-2011	152,134	12	1,825,608
2011-2012	212,998	9	1,916,982
2012-2013	144,107	13	1,873,391
2013-2014	184,059	12	2,208,708
2014-2015	198,276	15	2,974,140
2015-2016	204,263	18	3,676,734
2016-2017	210,430	26	5,471,180
2017-2018	216,777	23	4,985,871
2018-2019	223,301	32	7,145,632
2019-2020	230,000	29	6,670,000
Total		380	\$72,927,808

## Notes:

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

## ERMA - Employment Practices Liability

## Frequency and Severity Method

Accident Year	Ultimate SIR Losses (A)	Adjusted Ultimate Claims (B)	Ultimate SIR Severity (C)	Trend Factor (D)	Trended SIR Severity (E)	SIR Severity (F)	Factor to SIR (G)	Program Severity (H)
1998-1999				1.862		\$123,523	1.000	\$123,523
1999-2000	2,351,151	12	195,929	1.808	354,240	195,929	1.000	195,929
2000-2001	2,245,413	10	224,541	1.755	394,069	224,541	1.000	224,541
2001-2002	751,089	12	62,591	1.704	106,655	62,591	1.000	62,591
2002-2003	2,992,869	20	149,643	1.654	247,510	149,643	1.000	149,643
2003-2004	1,973,193	13	151,784	1.606	243,765	151,784	1.000	151,784
2004-2005	6,416,832	21	305,563	1.559	476,373	305,563	1.000	305,563
2005-2006	3,616,204	18	200,900	1.513	303,962	200,900	1.000	200,900
2006-2007	5,810,921	24	242,122	1.469	355,677	242,122	1.000	242,122
2007-2008	3,528,296	28	126,011	1.426	179,692	126,011	1.000	126,011
2008-2009	1,211,783	12	100,982	1.385	139,860	100,982	1.000	100,982
2009-2010	3,281,809	21	156,277	1.345	210,193	156,277	1.000	156,277
2010-2011	1,825,609	12	152,134	1.306	198,687	152,134	1.000	152,134
2011-2012	1,916,982	9	212,998	1.267	269,868	212,998	1.000	212,998
2012-2013	1,873,386	13	144,107	1.231	177,396	144,107	1.000	144,107
2013-2014	2,208,703	12	184,059	1.195	219,951	184,059	1.000	184,059
2014-2015	3,787,000	15	252,467	1.160	292,862	198,276	1.000	198,276
2015-2016	3,561,000	18	197,833	1.126	222,760	204,263	1.000	204,263
2016-2017	3,631,000	26	139,654	1.093	152,642	210,430	1.000	210,430
2017-2018	6,262,000	23	272,261	1.061	288,869	216,777	1.000	216,777
2018-2019	6,184,000	32	193,250	1.030	199,048	223,301	1.000	223,301
2019-2020	5,996,000	29	206,759	1.000	206,759	230,000	1.000	230,000
Average SIR Severity:					\$249,564			
Average 14/15-18/19 SIR Severity:					231,236			
Average 15/16-18/19 SIR Severity:					215,830			
Selected SIR Severity:					\$230,000			
Prior:					\$230,000			

## Notes:

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

## ERMA - Employment Practices Liability

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)
1998-1999	0	0	0	0.0		1.862	
1999-2000	12	12	12	919.1	0.013	1.808	0.024
2000-2001	10	10	10	952.5	0.010	1.755	0.018
2001-2002	12	12	12	1,053.0	0.011	1.704	0.019
2002-2003	20	20	20	1,210.6	0.017	1.654	0.028
2003-2004	13	13	13	1,380.0	0.009	1.606	0.014
2004-2005	21	21	21	1,335.8	0.016	1.559	0.025
2005-2006	18	18	18	1,357.3	0.013	1.513	0.020
2006-2007	24	24	24	1,520.7	0.016	1.469	0.024
2007-2008	28	28	28	1,661.4	0.017	1.426	0.024
2008-2009	12	12	12	1,628.6	0.007	1.385	0.010
2009-2010	21	21	21	1,432.3	0.015	1.345	0.020
2010-2011	12	12	12	1,324.8	0.009	1.306	0.012
2011-2012	9	9	9	1,282.9	0.007	1.267	0.009
2012-2013	13	13	13	1,229.4	0.011	1.231	0.014
2013-2014	12	13	12	1,257.7	0.010	1.195	0.012
2014-2015	15	16	15	1,301.7	0.012	1.160	0.014
2015-2016	18	24	18	1,343.9	0.013	1.126	0.015
2016-2017	26	32	26	1,462.2	0.018	1.093	0.020
2017-2018	23	21	23	1,466.6	0.016	1.061	0.017
2018-2019	44	19	32	1,482.9	0.021	1.030	0.022
2019-2020	55	0	29	1,558.5	0.019	1.000	0.019
Total	418	350	380	28,162.0			0.018
16/17-18/19	93	72	81	4,411.7			0.019
(H) Selected Frequency:							0.019
Prior:							0.015

Program Year:	2019-2020	2020-2021
(I) Trend Factor:	1.000	1.030
(J) Selected Frequency:	0.019	0.020
(K) Est. Payroll (\$000,000):	1,558.5	1,574.1
(L) Ultimate Claims:	29	31

## Notes:

- (A) Appendix D, Page 4, (C).  
 (B) Appendix D, Page 5, (C).  
 (C) Selected from (A) and (B).  
 (D) Appendix L, (C) / 10,000.  
 (E) (C) / (D).  
 (F) Appendix E, Page 1, Column (F).  
 (G) (E) x (F).  
 (H) The selected frequency of 0.019 is based on (G).  
 (I) Appendix E, Page 1, Column (F).  
 (J) (H) x (I). 2019-2020 is (L) / (K).  
 (K) Appendix L, (C) / 10,000.  
 (L) (J) x (K). 2019-2020 is (C).

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

## ERMA - Employment Practices Liability

Frequency and Severity Method  
Reported Claim Count Development

Accident Year	Claims Reported as of 12/31/2019 (A)	Reported Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
1998-1999	0	1.000	0	
1999-2000	12	1.000	12	0.024
2000-2001	10	1.000	10	0.018
2001-2002	12	1.000	12	0.019
2002-2003	20	1.000	20	0.027
2003-2004	13	1.000	13	0.015
2004-2005	21	1.000	21	0.025
2005-2006	18	1.000	18	0.020
2006-2007	24	1.000	24	0.023
2007-2008	28	1.000	28	0.024
2008-2009	12	1.000	12	0.010
2009-2010	21	1.000	21	0.020
2010-2011	12	1.000	12	0.012
2011-2012	9	1.000	9	0.009
2012-2013	13	1.000	13	0.013
2013-2014	12	1.000	12	0.011
2014-2015	15	1.000	15	0.013
2015-2016	18	1.010	18	0.015
2016-2017	25	1.055	26	0.019
2017-2018	19	1.213	23	0.017
2018-2019	12	3.639	44	0.031
2019-2020	3	18.195	55	0.035
Total	329		418	0.019

## Notes:

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

This exhibit shows the calculation of estimated ultimate claims for each year based on reported claims as provided by the Authority. 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.



## ERMA - Employment Practices Liability

Frequency and Severity Method  
Closed Claim Count Development

Accident Year	Claims Closed as of 12/31/2019 (A)	Closed Claim Development Factor (B)	Ultimate Claims (C)	Trended Claim Frequency (D)
1998-1999	0	1.000	0	
1999-2000	12	1.000	12	0.024
2000-2001	10	1.000	10	0.018
2001-2002	12	1.000	12	0.019
2002-2003	20	1.000	20	0.027
2003-2004	13	1.000	13	0.015
2004-2005	21	1.000	21	0.025
2005-2006	18	1.000	18	0.020
2006-2007	24	1.000	24	0.023
2007-2008	28	1.000	28	0.024
2008-2009	12	1.000	12	0.010
2009-2010	21	1.000	21	0.020
2010-2011	12	1.000	12	0.012
2011-2012	9	1.010	9	0.009
2012-2013	13	1.035	13	0.013
2013-2014	12	1.092	13	0.012
2014-2015	13	1.218	16	0.014
2015-2016	17	1.401	24	0.020
2016-2017	14	2.312	32	0.024
2017-2018	4	5.202	21	0.015
2018-2019	1	19.247	19	0.013
2019-2020	0	384.940	0	
Total	286		350	0.017

## Notes:

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

This exhibit shows the calculation of estimated ultimate claims for each year based on closed claims as provided by the Authority. 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.

ERMA - Employment Practices Liability  
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
1998-1999														
1999-2000		4	8	8	10	10	11	12	12	12	12	12	12	12
2000-2001		2	5	9	9	9	10	9	9	9	10	10	10	10
2001-2002		3	9	10	12	12	12	12	12	12	12	12	12	12
2002-2003		4	16	19	20	20	20	20	20	20	20	20	20	20
2003-2004	1	5	11	14	13	13	13	13	13	13	13	13	13	13
2004-2005		6	21	20	20	20	20	21	21	21	21	21	21	21
2005-2006		17	18	17	18	18	19	18	18	18	18	18	18	18
2006-2007	1	3	22	23	23	23	23	24	24	24	24	24	24	24
2007-2008		14	24	25	27	27	28	28	28	28	28	28	28	
2008-2009		8	12	12	12	12	12	12	12	12	12	12		
2009-2010	2	10	20	23	21	21	21	21	21	21	21			
2010-2011	1	7	8	11	11	12	12	12	12	12				
2011-2012		2	9	10	10	9	9	9	9					
2012-2013		4	9	11	13	13	13	13						
2013-2014		3	11	12	12	12	12							
2014-2015		4	12	15	15	15								
2015-2016		10	16	17	18									
2016-2017		5	18	25										
2017-2018		6	19											
2018-2019	2	12												
2019-2020	3													

## 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
1998-1999														
1999-2000		2.000	1.000	1.250	1.000	1.100	1.091	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2000-2001		2.500	1.800	1.000	1.000	1.111	0.900	1.000	1.000	1.111	1.000	1.000	1.000	1.000
2001-2002		3.000	1.111	1.200	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2002-2003		4.000	1.188	1.053	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2003-2004	5.000	2.200	1.273	0.929	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005		3.500	0.952	1.000	1.000	1.000	1.050	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2005-2006		1.059	0.944	1.059	1.000	1.056	0.947	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2006-2007	3.000	7.333	1.045	1.000	1.000	1.000	1.043	1.000	1.000	1.000	1.000	1.000	1.000	
2007-2008		1.714	1.042	1.080	1.000	1.037	1.000	1.000	1.000	1.000	1.000	1.000		
2008-2009		1.500	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000			
2009-2010	5.000	2.000	1.150	0.913	1.000	1.000	1.000	1.000	1.000	1.000				
2010-2011	7.000	1.143	1.375	1.000	1.091	1.000	1.000	1.000	1.000					
2011-2012		4.500	1.111	1.000	0.900	1.000	1.000	1.000						
2012-2013		2.250	1.222	1.182	1.000	1.000	1.000							
2013-2014		3.667	1.091	1.000	1.000	1.000								
2014-2015		3.000	1.250	1.000	1.000									
2015-2016		1.600	1.063	1.059										
2016-2017		3.600	1.389											
2017-2018		3.167												
2018-2019	6.000													
Average Claim-Weighted Averages	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
3-yr		2.524	1.239	1.023	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
4-yr		2.600	1.211	1.055	0.980	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Comparative 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
Prior	2.644	1.140	1.018	1.007	1.006	1.004	1.004	1.003	1.002	1.001	1.000	1.001	1.000	1.000
Selected	5.000	2.900	1.125	1.045	1.010	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Cumulated	18.195	3.639	1.213	1.055	1.010	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

ERMA - Employment Practices Liability  
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
1998-1999														
1999-2000			3	4	8	9	10	10	11	12	12	12	12	12
2000-2001		2	3	5	6	6	10	9	9	9	10	10	10	10
2001-2002		1	3	6	9	12	12	12	12	12	12	12	12	12
2002-2003			7	15	19	20	20	20	20	20	20	20	20	20
2003-2004		2	5	9	9	13	13	13	13	13	13	13	13	13
2004-2005		1	9	14	14	15	20	20	20	21	21	21	21	21
2005-2006		4	12	13	14	17	18	18	18	18	18	18	18	18
2006-2007		1	3	13	19	23	23	23	23	24	24	24	24	24
2007-2008		5	9	19	24	24	27	27	28	28	28	28	28	
2008-2009		1	7	7	11	12	12	12	12	12	12	12		
2009-2010		2	5	10	15	16	20	20	21	21	21			
2010-2011		1	4	6	9	10	11	12	12	12				
2011-2012		1	1	4	8	9	9	9	9					
2012-2013			4	7	11	12	12	13						
2013-2014			3	6	9	11	12							
2014-2015		1	3	7	12	13								
2015-2016			5	10	17									
2016-2017			3	14										
2017-2018		1	4											
2018-2019		1												
2019-2020														

## 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
1998-1999														
1999-2000			1.333	2.000	1.125	1.111	1.000	1.100	1.091	1.000	1.000	1.000	1.000	1.000
2000-2001		1.500	1.667	1.200	1.000	1.667	0.900	1.000	1.000	1.111	1.000	1.000	1.000	1.000
2001-2002		3.000	2.000	1.500	1.333	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2002-2003			2.143	1.267	1.053	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2003-2004		2.500	1.800	1.000	1.444	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2004-2005		9.000	1.556	1.000	1.071	1.333	1.000	1.000	1.050	1.000	1.000	1.000	1.000	1.000
2005-2006		3.000	1.083	1.077	1.214	1.059	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
2006-2007		3.000	4.333	1.462	1.211	1.000	1.000	1.000	1.043	1.000	1.000	1.000	1.000	
2007-2008		1.800	2.111	1.263	1.000	1.125	1.000	1.037	1.000	1.000	1.000	1.000		
2008-2009		7.000	1.000	1.571	1.091	1.000	1.000	1.000	1.000	1.000	1.000			
2009-2010		2.500	2.000	1.500	1.067	1.250	1.000	1.050	1.000	1.000				
2010-2011		4.000	1.500	1.500	1.111	1.100	1.091	1.000	1.000					
2011-2012		1.000	4.000	2.000	1.125	1.000	1.000	1.000						
2012-2013			1.750	1.571	1.091	1.000	1.083							
2013-2014			2.000	1.500	1.222	1.091								
2014-2015		3.000	2.333	1.714	1.083									
2015-2016			2.000	1.700										
2016-2017			4.667											
2017-2018		4.000												
2018-2019														
Average Claim-Weighted Averages	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
3-yr			2.818	1.652	1.125	1.031	1.063	1.024	1.000	1.000	1.000	1.000	1.000	1.000
4-yr			2.643	1.633	1.125	1.048	1.038	1.019	1.000	1.000	1.000	1.000	1.000	1.000
Comparative Factors	3.502	1.514	1.119	1.051	1.032	1.022	1.017	1.014	1.012	1.009	1.009	1.006	1.005	1.003
Prior	20.000	3.700	2.000	1.575	1.175	1.125	1.050	1.025	1.010	1.000	1.000	1.000	1.000	1.000
Selected	20.000	3.700	2.250	1.650	1.150	1.115	1.055	1.025	1.010	1.000	1.000	1.000	1.000	1.000
Cumulated	384.940	19.247	5.202	2.312	1.401	1.218	1.092	1.035	1.010	1.000	1.000	1.000	1.000	1.000

## ERMA - Employment Practices Liability

## Loss Trend Factors

Accident Year	Benefit Level Factor (A)	Factor to 2019-2020 Loss Rate Level (B)	Factor to 2020-2021 Loss Rate Level (C)	Factor to 2021-2022 Loss Rate Level (D)	Factor to 2022-2023 Loss Rate Level (E)	Factor to 2019-2020 Frequency Level (F)	Factor to 2020-2021 Frequency Level (G)	Factor to 2021-2022 Frequency Level (H)	Factor to 2022-2023 Frequency Level (I)	Factor to 2019-2020 Severity Level (J)
1998-1999	1.000	3.399	3.601	3.819	4.048	1.862	1.918	1.976	2.035	1.862
1999-2000	1.000	3.207	3.398	3.603	3.819	1.808	1.862	1.918	1.976	1.808
2000-2001	1.000	3.025	3.206	3.399	3.603	1.755	1.808	1.862	1.918	1.755
2001-2002	1.000	2.854	3.024	3.207	3.399	1.704	1.755	1.808	1.862	1.704
2002-2003	1.000	2.693	2.853	3.025	3.207	1.654	1.704	1.755	1.808	1.654
2003-2004	1.000	2.540	2.691	2.854	3.025	1.606	1.654	1.704	1.755	1.606
2004-2005	1.000	2.396	2.539	2.692	2.854	1.559	1.606	1.654	1.704	1.559
2005-2006	1.000	2.260	2.395	2.540	2.692	1.513	1.559	1.606	1.654	1.513
2006-2007	1.000	2.133	2.260	2.396	2.540	1.469	1.514	1.559	1.606	1.469
2007-2008	1.000	2.012	2.132	2.260	2.396	1.426	1.469	1.514	1.559	1.426
2008-2009	1.000	1.898	2.011	2.132	2.260	1.385	1.427	1.470	1.514	1.385
2009-2010	1.000	1.790	1.897	2.011	2.132	1.345	1.385	1.427	1.470	1.345
2010-2011	1.000	1.688	1.789	1.897	2.011	1.306	1.345	1.385	1.427	1.306
2011-2012	1.000	1.593	1.688	1.790	1.897	1.267	1.305	1.345	1.385	1.267
2012-2013	1.000	1.503	1.593	1.689	1.790	1.231	1.268	1.306	1.345	1.231
2013-2014	1.000	1.418	1.503	1.593	1.689	1.195	1.231	1.268	1.306	1.195
2014-2015	1.000	1.338	1.417	1.503	1.593	1.160	1.195	1.231	1.268	1.160
2015-2016	1.000	1.262	1.337	1.418	1.503	1.126	1.160	1.195	1.231	1.126
2016-2017	1.000	1.191	1.262	1.338	1.418	1.093	1.126	1.160	1.195	1.093
2017-2018	1.000	1.123	1.190	1.262	1.338	1.061	1.093	1.126	1.160	1.061
2018-2019	1.000	1.060	1.123	1.191	1.262	1.030	1.061	1.093	1.126	1.030
2019-2020	1.000	1.000	1.060	1.124	1.191	1.000	1.030	1.061	1.093	1.000
2020-2021	1.000	--	1.000	1.060	1.124	--	1.000	1.030	1.061	--
2021-2022	1.000	--	--	1.000	1.060	--	--	1.000	1.030	--
2022-2023	1.000	--	--	--	1.000	--	--	--	1.000	--

## Notes:

- (A) No benefit level adjustment applied.  
 (B) - (E) (A) adjusted for a 6.0% annual loss rate trend.  
 (F) - (I) (A) adjusted for a 3.0% 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 inflation.

## ERMA - Employment Practices Liability

## 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)
1998-1999		0	1.000			
1999-2000	2,351,151	12	1.000	195,929	9,191,021	0.013
2000-2001	2,245,413	10	1.000	224,541	9,524,671	0.010
2001-2002	751,089	12	1.000	62,591	10,529,657	0.011
2002-2003	2,992,869	20	1.000	149,643	12,106,038	0.017
2003-2004	1,973,193	13	1.000	151,784	13,800,345	0.009
2004-2005	6,416,832	21	1.000	305,563	13,357,771	0.016
2005-2006	3,616,204	18	1.000	200,900	13,573,436	0.013
2006-2007	5,810,921	24	1.000	242,122	15,207,484	0.016
2007-2008	3,528,296	28	1.000	126,011	16,613,690	0.017
2008-2009	1,211,783	12	1.000	100,982	16,286,293	0.007
2009-2010	3,281,809	21	1.000	156,277	14,323,484	0.015
2010-2011	1,825,609	12	1.000	152,134	13,247,886	0.009
2011-2012	1,916,982	9	1.000	212,998	12,828,621	0.007
2012-2013	1,873,386	13	1.000	144,107	12,294,154	0.011
2013-2014	2,208,703	12	1.000	184,059	12,577,264	0.010
2014-2015	3,783,000	15	1.000	252,200	13,017,166	0.012
2015-2016	3,646,000	18	1.000	202,556	13,438,759	0.013
2016-2017	3,272,000	26	1.000	125,846	14,622,302	0.018
2017-2018	7,704,000	23	1.000	334,957	14,665,948	0.016
2018-2019	7,589,000	32	1.000	237,156	14,829,067	0.022

	Severity Trend Factors	Frequency Trend Factors
Latest 10 x 2018-2019	1.072	1.072
Mvg 5-Yr Wtd Latest 10 x 2018-2019	1.019	0.989
Latest 5 x 2018-2019	1.052	1.153
Mvg 5-Yr Wtd Latest 5 x 2018-2019	1.049	1.091
Prior	1.020	1.020
Default	1.030	0.975
Selected Residual Trend	1.030	1.030

## Notes:

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

## ERMA - Employment Practices Liability

## Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of 12/31/2019</u>	<u>Calendar Period</u>	
		<u>1/1/2020 to 6/30/2020</u>	<u>7/1/2020 to 6/30/2021</u>
Prior			
Ultimate Loss	\$8,340,522	\$8,340,522	\$8,340,522
Paid in Calendar Period	-		
Paid to Date	8,340,522	8,340,522	8,340,522
Outstanding Liability			
2003-2004			
Ultimate Loss	\$1,973,193	\$1,973,193	\$1,973,193
Paid in Calendar Period	-		
Paid to Date	1,973,193	1,973,193	1,973,193
Outstanding Liability			
2004-2005			
Ultimate Loss	\$6,416,832	\$6,416,832	\$6,416,832
Paid in Calendar Period	-		
Paid to Date	6,416,832	6,416,832	6,416,832
Outstanding Liability			
2005-2006			
Ultimate Loss	\$3,616,204	\$3,616,204	\$3,616,204
Paid in Calendar Period	-		
Paid to Date	3,616,204	3,616,204	3,616,204
Outstanding Liability			
2006-2007			
Ultimate Loss	\$5,810,921	\$5,810,921	\$5,810,921
Paid in Calendar Period	-		
Paid to Date	5,810,921	5,810,921	5,810,921
Outstanding Liability			
2007-2008			
Ultimate Loss	\$3,528,296	\$3,528,296	\$3,528,296
Paid in Calendar Period	-		
Paid to Date	3,528,296	3,528,296	3,528,296
Outstanding Liability			
2008-2009			
Ultimate Loss	\$1,211,783	\$1,211,783	\$1,211,783
Paid in Calendar Period	-		
Paid to Date	1,211,783	1,211,783	1,211,783
Outstanding Liability			
2009-2010			
Ultimate Loss	\$3,281,809	\$3,281,809	\$3,281,809
Paid in Calendar Period	-		
Paid to Date	3,281,809	3,281,809	3,281,809
Outstanding Liability			

## ERMA - Employment Practices Liability

## Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of 12/31/2019</u>	<u>Calendar Period</u>	
		<u>1/1/2020 to 6/30/2020</u>	<u>7/1/2020 to 6/30/2021</u>
2010-2011			
Ultimate Loss	\$1,825,609	\$1,825,609	\$1,825,609
Paid in Calendar Period	-		
Paid to Date	1,825,609	1,825,609	1,825,609
Outstanding Liability			
2011-2012			
Ultimate Loss	\$1,916,982	\$1,916,982	\$1,916,982
Paid in Calendar Period	-		
Paid to Date	1,916,982	1,916,982	1,916,982
Outstanding Liability			
2012-2013			
Ultimate Loss	\$1,873,386	\$1,873,386	\$1,873,386
Paid in Calendar Period	-		
Paid to Date	1,873,386	1,873,386	1,873,386
Outstanding Liability			
2013-2014			
Ultimate Loss	\$2,208,703	\$2,208,703	\$2,208,703
Paid in Calendar Period	-		
Paid to Date	2,208,703	2,208,703	2,208,703
Outstanding Liability			
2014-2015			
Ultimate Loss	\$3,787,000	\$3,787,000	\$3,787,000
Paid in Calendar Period	-	112,962	160,265
Paid to Date	3,382,117	3,495,079	3,655,344
Outstanding Liability	404,883	291,921	131,656
2015-2016			
Ultimate Loss	\$3,561,000	\$3,561,000	\$3,561,000
Paid in Calendar Period	-	128,281	202,796
Paid to Date	3,037,405	3,165,686	3,368,482
Outstanding Liability	523,595	395,314	192,518
2016-2017			
Ultimate Loss	\$3,631,000	\$3,631,000	\$3,631,000
Paid in Calendar Period	-	545,446	742,574
Paid to Date	1,730,492	2,275,938	3,018,512
Outstanding Liability	1,900,508	1,355,062	612,488
2017-2018			
Ultimate Loss	\$5,879,000	\$5,879,000	\$5,879,000
Paid in Calendar Period	-	1,021,126	1,773,434
Paid to Date	1,216,325	2,237,451	4,010,885
Outstanding Liability	4,662,675	3,641,549	1,868,115

## ERMA - Employment Practices Liability

## Payment and Reserve Forecast

<u>Accident Year</u>	<u>As of</u> <u>12/31/2019</u>	<u>Calendar Period</u>	
		<u>1/1/2020</u> <u>to</u> <u>6/30/2020</u>	<u>7/1/2020</u> <u>to</u> <u>6/30/2021</u>
2018-2019			
Ultimate Loss	\$6,184,000	\$6,184,000	\$6,184,000
Paid in Calendar Period	-	423,256	1,545,131
Paid to Date	222,641	645,897	2,191,028
Outstanding Liability	5,961,359	5,538,103	3,992,972
2019-2020			
Ultimate Loss	\$2,998,000	\$5,996,000	\$5,996,000
Paid in Calendar Period	-	23,984	447,901
Paid to Date	-	23,984	471,885
Outstanding Liability	2,998,000	5,972,016	5,524,115
2020-2021			
Ultimate Loss	-	-	\$6,013,000
Paid in Calendar Period	-	-	24,052
Paid to Date	-	-	24,052
Outstanding Liability	-	-	5,988,948
Totals			
Ultimate Loss	\$68,044,240	\$71,042,240	\$77,055,240
Paid in Calendar Period	-	2,255,055	4,896,153
Paid to Date	51,593,220	53,848,275	58,744,428
Outstanding Liability	16,451,020	17,193,965	18,310,812
Total Outstanding ULAE	822,551	859,698	915,541
Outstanding Liability plus ULAE	17,273,571	18,053,663	19,226,353

Notes appear on the next page.



## ERMA - Employment Practices Liability

## 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 2017-2018, \$1,021,126 is expected to be paid between 1/1/20 and 6/30/20, \$2,237,451 will have been paid by 6/30/20, and the reserve for remaining payments on these claims should be \$3,641,549.
- Ultimate Losses for each accident year are from Exhibit 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,  $\$1,773,434 = \$3,641,549 \times 48.7\%$ .
- Paid to Date is Paid in Calendar Period plus Paid to Date from previous calendar period. For example,  $\$4,010,885 = \$1,773,434 + \$2,237,451$ .
- Outstanding Liability is Ultimate Loss minus Paid to Date. For example,  $\$3,641,549 = \$5,879,000 - \$2,237,451$ .

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 12/31/19:</u>		<u>Expected</u>	<u>Discounted</u>
<u>Current (Short Term)</u>	Loss and ALAE:	\$4,567,138	\$4,522,141
	ULAE:	228,357	226,107
	Short-Term Loss and LAE:	<u>\$4,795,495</u>	<u>\$4,748,248</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$11,883,882	\$11,258,619
	ULAE:	594,194	562,931
	Long-Term Loss and LAE:	<u>\$12,478,076</u>	<u>\$11,821,550</u>
<u>Total Liability</u>	Loss and ALAE:	\$16,451,020	\$15,780,760
	ULAE:	822,551	789,038
	Total Loss and LAE:	<u>\$17,273,571</u>	<u>\$16,569,798</u>
<u>Liabilities as of 6/30/20:</u>			
<u>Current (Short Term)</u>	Loss and ALAE:	\$4,872,101	\$4,824,099
	ULAE:	238,670	236,319
	Short-Term Loss and LAE:	<u>\$5,110,771</u>	<u>\$5,060,418</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$12,321,864	\$11,705,299
	ULAE:	621,028	590,151
	Long-Term Loss and LAE:	<u>\$12,942,892</u>	<u>\$12,295,450</u>
<u>Total Liability</u>	Loss and ALAE:	\$17,193,965	\$16,529,398
	ULAE:	859,698	826,470
	Total Loss and LAE:	<u>\$18,053,663</u>	<u>\$17,355,868</u>

		<u>Discounted with a Margin for Contingencies</u>				
		<u>70%</u>	<u>75%</u>	<u>80%</u>	<u>85%</u>	<u>90%</u>
		<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>	<u>Confidence</u>
<u>Liabilities as of 12/31/19:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$5,195,940	\$5,413,003	\$5,670,765	\$5,991,837	\$6,421,440
	ULAE:	259,797	270,650	283,538	299,592	321,072
	Short-Term Loss and LAE:	<u>\$5,455,737</u>	<u>\$5,683,653</u>	<u>\$5,954,303</u>	<u>\$6,291,429</u>	<u>\$6,742,512</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$12,936,153	\$13,476,567	\$14,118,308	\$14,917,670	\$15,987,239
	ULAE:	646,808	673,828	705,916	745,883	799,362
	Long-Term Loss and LAE:	<u>\$13,582,961</u>	<u>\$14,150,395</u>	<u>\$14,824,224</u>	<u>\$15,663,553</u>	<u>\$16,786,601</u>
<u>Total Liability</u>	Loss and ALAE:	\$18,132,093	\$18,889,570	\$19,789,073	\$20,909,507	\$22,408,679
	ULAE:	906,605	944,478	989,454	1,045,475	1,120,434
	Total Loss and LAE:	<u>\$19,038,698</u>	<u>\$19,834,048</u>	<u>\$20,778,527</u>	<u>\$21,954,982</u>	<u>\$23,529,113</u>
<u>Liabilities as of 6/30/20:</u>						
<u>Current (Short Term)</u>	Loss and ALAE:	\$5,542,890	\$5,774,447	\$6,049,420	\$6,391,931	\$6,850,221
	ULAE:	271,531	282,874	296,344	313,123	335,573
	Short-Term Loss and LAE:	<u>\$5,814,421</u>	<u>\$6,057,321</u>	<u>\$6,345,764</u>	<u>\$6,705,054</u>	<u>\$7,185,794</u>
<u>Non-Current (Long Term)</u>	Loss and ALAE:	\$13,449,388	\$14,011,242	\$14,678,445	\$15,509,521	\$16,621,524
	ULAE:	678,083	706,411	740,049	781,950	838,015
	Long-Term Loss and LAE:	<u>\$14,127,471</u>	<u>\$14,717,653</u>	<u>\$15,418,494</u>	<u>\$16,291,471</u>	<u>\$17,459,539</u>
<u>Total Liability</u>	Loss and ALAE:	\$18,992,278	\$19,785,689	\$20,727,865	\$21,901,452	\$23,471,745
	ULAE:	949,614	989,285	1,036,393	1,095,073	1,173,588
	Total Loss and LAE:	<u>\$19,941,892</u>	<u>\$20,774,974</u>	<u>\$21,764,258</u>	<u>\$22,996,525</u>	<u>\$24,645,333</u>

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

## ERMA - Employment Practices Liability

## Discount Factors to be Applied to Overall Reserves

Accident Year	Full Value of Reserve at 12/31/19 (A)	Discount Factor (B)	Discounted Reserve at 12/31/19 (C)	Full Value of Reserve at 6/30/20 (D)	Discount Factor (E)	Discounted Reserve at 6/30/20 (F)
1998-1999	\$0	1.000	\$0	\$0	1.000	\$0
1999-2000	0	1.000	0	0	1.000	0
2000-2001	0	1.000	0	0	1.000	0
2001-2002	0	1.000	0	0	1.000	0
2002-2003	0	1.000	0	0	1.000	0
2003-2004	0	1.000	0	0	1.000	0
2004-2005	0	1.000	0	0	1.000	0
2005-2006	0	1.000	0	0	1.000	0
2006-2007	0	1.000	0	0	1.000	0
2007-2008	0	1.000	0	0	1.000	0
2008-2009	0	1.000	0	0	1.000	0
2009-2010	0	1.000	0	0	1.000	0
2010-2011	0	0.995	0	0	1.000	0
2011-2012	0	0.988	0	0	0.990	0
2012-2013	0	0.983	0	0	0.986	0
2013-2014	0	0.979	0	0	0.981	0
2014-2015	404,883	0.976	395,090	291,921	0.977	285,246
2015-2016	523,595	0.974	510,225	395,314	0.974	385,230
2016-2017	1,900,508	0.973	1,849,887	1,355,062	0.974	1,320,428
2017-2018	4,662,675	0.968	4,513,053	3,641,549	0.972	3,540,634
2018-2019	5,961,359	0.956	5,697,789	5,538,103	0.964	5,336,149
2019-2020	2,998,000	0.939	2,814,716	5,972,016	0.948	5,661,711
Totals	\$16,451,020		\$15,780,760	\$17,193,965		\$16,529,398

(G) Discount Factor at 12/31/19 for Overall Reserve: 0.959

(H) Discount Factor at 6/30/20 for Overall Reserve: 0.961

## Notes:

- (A) From Appendix F, Outstanding Liability at 12/31/19.
- (B) Based on Appendix H, Page 2, Column (E).
- (C) (A) x (B).
- (D) From Appendix F, Outstanding Liability at 6/30/20.
- (E) Based on Appendix H, Page 2, Column (E).
- (F) (D) x (E).
- (G) Total of (C) / Total of (A).
- (H) Total of (F) / Total of (D).

This exhibit shows the expected impact of anticipated investment income on the liability for outstanding claims at the date of evaluation and the end of the current fiscal year. For example, if the discount factor in item (G) is 0.959, the discounted liability for outstanding claims is 95.9% of the full value.

## ERMA - Employment Practices Liability

## Calculation of Discount Factors

Payment Year (A)	Payment Pattern (B)	Return on Investment (C)	Discounted Reserves (D)	Undiscounted Reserves (E)	Discount Factor (F)
22	0.0%	2.00%	0.000	0.000	1.000
21	0.0%	2.00%	0.000	0.000	1.000
20	0.0%	2.00%	0.000	0.000	1.000
19	0.0%	2.00%	0.000	0.000	1.000
18	0.0%	2.00%	0.000	0.000	1.000
17	0.0%	2.00%	0.000	0.000	1.000
16	0.0%	2.00%	0.000	0.000	1.000
15	0.0%	2.00%	0.000	0.000	1.000
14	0.0%	2.00%	0.000	0.000	1.000
13	0.0%	2.00%	0.000	0.000	1.000
12	0.0%	2.00%	0.000	0.000	1.000
11	0.0%	2.00%	0.000	0.000	1.000
10	0.3%	2.00%	0.003	0.003	0.990
9	1.1%	2.00%	0.014	0.014	0.986
8	2.0%	2.00%	0.033	0.034	0.981
7	4.1%	2.00%	0.073	0.075	0.977
6	7.9%	2.00%	0.150	0.154	0.974
5	18.7%	2.00%	0.332	0.341	0.974
4	32.4%	2.00%	0.646	0.664	0.972
3	25.7%	2.00%	0.888	0.922	0.964
2	7.4%	2.00%	0.944	0.996	0.948
1	0.4%	2.00%	0.930	1.000	0.930
(G) Discount Factor for Future Funding:				2019-2020	0.939
				2020-2021	0.939

## Notes:

- (A) This is the year of payment relative to the accident year. For example, year 7 refers to payments made in the seventh year after the inception of the accident year. We assume that payments are made at midyear.
- (B) Percent of ultimate loss paid this year. This payment pattern is based on the paid loss development pattern selected in Appendix B, Page 2.
- (C) Assumed Investment Income Rates.
- (D) Discounted Reserves at the beginning of this year is next year's Discounted Reserves discounted one year plus this year's payments discounted six months. For example, in year 2, 94.4% =  $[88.8\% / 1.020] + [7.4\% / (1.010)]$ .
- (E) Summation of future (B) values. This is the percent of ultimate loss unpaid at the beginning of the year.
- (F) (D) / (E).
- (G) (F) at year 1, with interest accumulated for six months. We assume that the required funding is deposited at the middle of the first year.

This exhibit shows the calculation of the effect of anticipated investment income on future claims costs. Thus, if the discount factor in item (F) is 0.94, on a discounted basis, \$0.94 must be budgeted for every \$1 that will actually be paid on claims that will be incurred in the next fiscal year.

## ERMA - Employment Practices Liability

## Confidence Level Table

Probability	Projected Losses	Outstanding Losses
95%	2.021	1.583
90%	1.742	1.420
85%	1.574	1.325
80%	1.450	1.254
75%	1.349	1.197
70%	1.264	1.149
65%	1.189	1.108
60%	1.121	1.070
55%	1.060	1.034
50%	1.000	1.000
45%	0.945	0.969
40%	0.890	0.937
35%	0.837	0.906
30%	0.783	0.874
25%	0.726	0.841

To read table: For the above retention, there is a 90% chance that final loss settlements will be less than 1.742 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.

Calculated Implied 50% CLF	0.921	0.964
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## ERMA - Employment Practices Liability

## Program History

Policy Year Start Date	Policy Year End Date	Policy Year	Self-Insured Retention	
			Per Occurrence	Aggregate
7/1/1998	6/30/1999	1998-1999	\$1,000,000	(none)
7/1/1999	6/30/2000	1999-2000	1,000,000	(none)
7/1/2000	6/30/2001	2000-2001	1,000,000	(none)
7/1/2001	6/30/2002	2001-2002	1,000,000	(none)
7/1/2002	6/30/2003	2002-2003	1,000,000	(none)
7/1/2003	6/30/2004	2003-2004	1,000,000	(none)
7/1/2004	6/30/2005	2004-2005	1,000,000	(none)
7/1/2005	6/30/2006	2005-2006	1,000,000	(none)
7/1/2006	6/30/2007	2006-2007	1,000,000	(none)
7/1/2007	6/30/2008	2007-2008	1,000,000	(none)
7/1/2008	6/30/2009	2008-2009	1,000,000	(none)
7/1/2009	6/30/2010	2009-2010	1,000,000	(none)
7/1/2010	6/30/2011	2010-2011	1,000,000	(none)
7/1/2011	6/30/2012	2011-2012	1,000,000	(none)
7/1/2012	6/30/2013	2012-2013	1,000,000	(none)
7/1/2013	6/30/2014	2013-2014	1,000,000	(none)
7/1/2014	6/30/2015	2014-2015	1,000,000	(none)
7/1/2015	6/30/2016	2015-2016	1,000,000	(none)
7/1/2016	6/30/2017	2016-2017	1,000,000	(none)
7/1/2017	6/30/2018	2017-2018	1,000,000	(none)
7/1/2018	6/30/2019	2018-2019	1,000,000	(none)
7/1/2019	6/30/2020	2019-2020	1,000,000	(none)
7/1/2020	6/30/2021	2020-2021	1,000,000	(none)
Third Party Claims Administrator			Begin Date	End Date
			7/1/1999	Current

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

## ERMA - Employment Practices Liability

## Incurred Losses as of 12/31/19

Accident Year (A)	Unlimited Incurred (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Incurred (E)	Incurred Over SIR (F)	Incurred Over \$1,000,000 (G)	Incurred Capped at \$1,000,000 (H)	Incurred \$1,000,000 to SIR Layer (I)	Incurred Capped at SIR (J)	Incurred Capped at SIR & Aggregate (K)
1999-2000	\$2,351,151	\$0	\$0	\$2,351,151	\$0	\$0	\$2,351,151	\$0	\$2,351,151	\$2,351,151
2000-2001	2,245,413	0	0	2,245,413	0	0	2,245,413	0	2,245,413	2,245,413
2001-2002	751,089	0	0	751,089	0	0	751,089	0	751,089	751,089
2002-2003	2,992,869	0	0	2,992,869	0	0	2,992,869	0	2,992,869	2,992,869
2003-2004	1,973,193	0	0	1,973,193	0	0	1,973,193	0	1,973,193	1,973,193
2004-2005	6,416,832	0	0	6,416,832	0	0	6,416,832	0	6,416,832	6,416,832
2005-2006	3,616,204	0	0	3,616,204	0	0	3,616,204	0	3,616,204	3,616,204
2006-2007	5,810,921	0	0	5,810,921	0	0	5,810,921	0	5,810,921	5,810,921
2007-2008	3,528,296	0	0	3,528,296	0	0	3,528,296	0	3,528,296	3,528,296
2008-2009	1,211,783	0	0	1,211,783	0	0	1,211,783	0	1,211,783	1,211,783
2009-2010	3,281,809	0	0	3,281,809	0	0	3,281,809	0	3,281,809	3,281,809
2010-2011	1,825,609	0	0	1,825,609	0	0	1,825,609	0	1,825,609	1,825,609
2011-2012	1,916,982	0	0	1,916,982	0	0	1,916,982	0	1,916,982	1,916,982
2012-2013	1,873,386	0	0	1,873,386	0	0	1,873,386	0	1,873,386	1,873,386
2013-2014	2,208,703	0	0	2,208,703	0	0	2,208,703	0	2,208,703	2,208,703
2014-2015	3,555,273	0	0	3,555,273	0	0	3,555,273	0	3,555,273	3,555,273
2015-2016	3,062,405	0	0	3,062,405	0	0	3,062,405	0	3,062,405	3,062,405
2016-2017	2,598,638	0	0	2,598,638	0	0	2,598,638	0	2,598,638	2,598,638
2017-2018	3,386,073	0	0	3,386,073	0	0	3,386,073	0	3,386,073	3,386,073
2018-2019	704,379	0	0	704,379	0	0	704,379	0	704,379	704,379
2019-2020	30,000	0	0	30,000	0	0	30,000	0	30,000	30,000
Total	\$55,341,009	\$0	\$0	\$55,341,009	\$0	\$0	\$55,341,009	\$0	\$55,341,009	\$55,341,009

## Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Authority.
- (C)
- (D)
- (E) (B) + (C) - (D).
- (F) Sum of incurred losses in excess of SIR.
- (G) Sum of incurred losses in excess of \$1,000,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix J.

## ERMA - Employment Practices Liability

## Paid Losses as of 12/31/19

Accident Year (A)	Unlimited Paid (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Paid (E)	Paid Over SIR (F)	Paid Over \$1,000,000 (G)	Paid Capped at \$1,000,000 (H)	Paid \$1,000,000 to SIR Layer (I)	Paid Capped at SIR (J)	Paid Capped at SIR & Aggregate (K)
1999-2000	\$2,351,151	\$0	\$0	\$2,351,151	\$0	\$0	\$2,351,151	\$0	\$2,351,151	\$2,351,151
2000-2001	2,245,413	0	0	2,245,413	0	0	2,245,413	0	2,245,413	2,245,413
2001-2002	751,089	0	0	751,089	0	0	751,089	0	751,089	751,089
2002-2003	2,992,869	0	0	2,992,869	0	0	2,992,869	0	2,992,869	2,992,869
2003-2004	1,973,193	0	0	1,973,193	0	0	1,973,193	0	1,973,193	1,973,193
2004-2005	6,416,832	0	0	6,416,832	0	0	6,416,832	0	6,416,832	6,416,832
2005-2006	3,616,204	0	0	3,616,204	0	0	3,616,204	0	3,616,204	3,616,204
2006-2007	5,810,921	0	0	5,810,921	0	0	5,810,921	0	5,810,921	5,810,921
2007-2008	3,528,296	0	0	3,528,296	0	0	3,528,296	0	3,528,296	3,528,296
2008-2009	1,211,783	0	0	1,211,783	0	0	1,211,783	0	1,211,783	1,211,783
2009-2010	3,281,809	0	0	3,281,809	0	0	3,281,809	0	3,281,809	3,281,809
2010-2011	1,825,609	0	0	1,825,609	0	0	1,825,609	0	1,825,609	1,825,609
2011-2012	1,916,982	0	0	1,916,982	0	0	1,916,982	0	1,916,982	1,916,982
2012-2013	1,873,386	0	0	1,873,386	0	0	1,873,386	0	1,873,386	1,873,386
2013-2014	2,208,703	0	0	2,208,703	0	0	2,208,703	0	2,208,703	2,208,703
2014-2015	3,382,117	0	0	3,382,117	0	0	3,382,117	0	3,382,117	3,382,117
2015-2016	3,037,405	0	0	3,037,405	0	0	3,037,405	0	3,037,405	3,037,405
2016-2017	1,730,492	0	0	1,730,492	0	0	1,730,492	0	1,730,492	1,730,492
2017-2018	1,216,325	0	0	1,216,325	0	0	1,216,325	0	1,216,325	1,216,325
2018-2019	222,641	0	0	222,641	0	0	222,641	0	222,641	222,641
2019-2020	0	0	0	0	0	0	0	0	0	0
Total	\$51,593,221	\$0	\$0	\$51,593,221	\$0	\$0	\$51,593,221	\$0	\$51,593,221	\$51,593,221

## Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Authority.
- (C)
- (D)
- (E) (B) + (C) - (D).
- (F) Sum of paid losses in excess of SIR.
- (G) Sum of paid losses in excess of \$1,000,000.
- (H) (E) - (G).
- (I) (G) - (F).
- (J) (E) - (F).
- (K) Minimum of (J) and the aggregate stop loss. See Appendix J.



## ERMA - Employment Practices Liability

## Case Reserves as of 12/31/19

Accident Year (A)	Unlimited Reserves (B)	Additions to Losses (C)	Subtractions from Losses (D)	Adjusted Reserves (E)	Reserves Over SIR (F)	Reserves Over \$1,000,000 (G)	Reserves Capped at \$1,000,000 (H)	Reserves \$1,000,000 to SIR Layer (I)	Reserves Capped at SIR (J)	Reserves Capped at SIR & Aggregate (K)
1999-2000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2000-2001	0	0	0	0	0	0	0	0	0	0
2001-2002	0	0	0	0	0	0	0	0	0	0
2002-2003	0	0	0	0	0	0	0	0	0	0
2003-2004	0	0	0	0	0	0	0	0	0	0
2004-2005	0	0	0	0	0	0	0	0	0	0
2005-2006	0	0	0	0	0	0	0	0	0	0
2006-2007	0	0	0	0	0	0	0	0	0	0
2007-2008	0	0	0	0	0	0	0	0	0	0
2008-2009	0	0	0	0	0	0	0	0	0	0
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	173,155	0	0	173,155	0	0	173,155	0	173,155	173,155
2015-2016	25,000	0	0	25,000	0	0	25,000	0	25,000	25,000
2016-2017	868,147	0	0	868,147	0	0	868,147	0	868,147	868,147
2017-2018	2,169,748	0	0	2,169,748	0	0	2,169,748	0	2,169,748	2,169,748
2018-2019	481,738	0	0	481,738	0	0	481,738	0	481,738	481,738
2019-2020	30,000	0	0	30,000	0	0	30,000	0	30,000	30,000
Total	\$3,747,788	\$0	\$0	\$3,747,788	\$0	\$0	\$3,747,788	\$0	\$3,747,788	\$3,747,788

## Notes:

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

## ERMA - Employment Practices Liability

## Claim Counts as of 12/31/19

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)
1999-2000	12	0	0	12	12	0	0	12	0	0
2000-2001	10	0	0	10	10	0	0	10	0	0
2001-2002	12	0	0	12	12	0	0	12	0	0
2002-2003	20	0	0	20	20	0	0	20	0	0
2003-2004	13	0	0	13	13	0	0	13	0	0
2004-2005	21	0	0	21	21	0	0	21	0	0
2005-2006	18	0	0	18	18	0	0	18	0	0
2006-2007	24	0	0	24	24	0	0	24	0	0
2007-2008	28	0	0	28	28	0	0	28	0	0
2008-2009	12	0	0	12	12	0	0	12	0	0
2009-2010	21	0	0	21	21	0	0	21	0	0
2010-2011	12	0	0	12	12	0	0	12	0	0
2011-2012	9	0	0	9	9	0	0	9	0	0
2012-2013	13	0	0	13	13	0	0	13	0	0
2013-2014	12	0	0	12	12	0	0	12	0	0
2014-2015	15	0	0	15	13	0	0	13	2	2
2015-2016	18	0	0	18	17	0	0	17	1	1
2016-2017	25	0	0	25	14	0	0	14	11	11
2017-2018	19	0	0	19	4	0	0	4	15	15
2018-2019	12	0	0	12	1	0	0	1	11	11
2019-2020	3	0	0	3	0	0	0	0	3	3
Total	329	0	0	329	286	0	0	286	43	43

## Notes:

- (A) Years are 7/1 to 6/30.
- (B) Provided by the Authority.
- (C)
- (D)
- (E) (B) + (C) - (D).
- (F) Provided by the Authority.
- (G)
- (H)
- (I) (F) + (G) - (H).
- (J) (B) - (F).
- (K) (E) - (I).

## ERMA - Employment Practices Liability

## Exposure Measures

Accident Year	Total Payroll (\$00) (A)	Inflation Trend Factor (B)	Trended Payroll (\$00) (C)
1998-1999	\$0		\$0
1999-2000	5,611,124	1.638	9,191,021
2000-2001	5,960,370	1.598	9,524,671
2001-2002	6,754,110	1.559	10,529,657
2002-2003	7,959,262	1.521	12,106,038
2003-2004	9,299,424	1.484	13,800,345
2004-2005	9,224,980	1.448	13,357,771
2005-2006	9,606,112	1.413	13,573,436
2006-2007	11,027,907	1.379	15,207,484
2007-2008	12,352,186	1.345	16,613,690
2008-2009	12,413,333	1.312	16,286,293
2009-2010	11,190,222	1.280	14,323,484
2010-2011	10,606,794	1.249	13,247,886
2011-2012	10,523,889	1.219	12,828,621
2012-2013	10,339,911	1.189	12,294,154
2013-2014	10,842,469	1.160	12,577,264
2014-2015	11,499,263	1.132	13,017,166
2015-2016	12,172,789	1.104	13,438,759
2016-2017	13,576,882	1.077	14,622,302
2017-2018	13,954,280	1.051	14,665,948
2018-2019	14,467,382	1.025	14,829,067
2019-2020	15,584,850	1.000	15,584,850
2020-2021	15,741,000	1.000	15,741,000

## Notes:

- (A) Provided by the Authority.
- (B) Based on industry factors.
- (C) (A) x (B).

**ERMA****Loss Experience Through 12/31/19****ERMA: Reported Claims and Losses**

Year	Excess of Retention						Excess of \$50,000			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	24	24	-	5,810,921	5,810,921		22	22	5,498,902	5,498,902
2007/08	28	28	-	3,528,296	3,528,296		26	26	3,325,117	3,325,117
2008/09	12	12	-	1,211,783	1,211,783		9	9	993,225	993,225
2009/10	21	21	-	3,281,809	3,281,809		20	20	3,646,996	3,646,996
2010/11	12	12	-	1,825,609	1,825,609		13	13	1,736,947	1,736,947
2011/12	9	9	-	1,916,982	1,916,982		11	11	1,892,260	1,892,260
2012/13	13	13	-	1,873,386	1,873,386		14	14	1,935,905	1,935,905
2013/14	12	12	-	2,208,703	2,208,703		13	13	2,109,439	2,109,439
2014/15	15	15	2	3,382,117	3,555,273		14	14	3,609,478	3,961,306
2015/16	17	18	1	3,037,405	3,062,405		18	19	3,089,490	3,114,490
2016/17	19	25	11	1,730,492	2,598,638		20	27	2,356,712	3,365,624
2017/18	11	19	15	1,216,325	3,386,073		10	21	1,185,272	3,625,608
2018/19	3	12	11	222,641	704,379		2	11	167,573	995,000
2019/20	-	3	3	-	30,000		-	-	-	-
Total	302	329	43	51,593,221	55,341,009		288	316	51,224,803	55,878,306

Year	First Dollar (to \$1M)					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	52	34	-	3,239,343	3,239,343	
2000/01	51	31	-	2,807,814	2,807,814	
2001/02	53	33	-	1,464,982	1,464,982	
2002/03	42	26	-	3,915,348	3,915,348	
2003/04	36	26	-	2,792,337	2,792,337	
2004/05	51	39	-	7,532,219	7,532,219	
2005/06	45	29	-	4,437,956	4,437,956	
2006/07	57	37	-	6,828,803	6,828,803	
2007/08	65	48	-	4,885,373	4,885,373	
2008/09	50	30	-	1,840,744	1,840,744	
2009/10	71	49	-	5,010,772	5,010,772	
2010/11	51	27	-	2,540,326	2,540,326	
2011/12	48	30	-	2,706,380	2,706,380	
2012/13	48	28	-	2,765,006	2,765,006	
2013/14	46	31	-	2,991,079	2,991,079	
2014/15	53	39	4	4,658,363	5,040,317	
2015/16	57	45	2	4,319,182	4,399,804	
2016/17	84	75	16	4,016,890	5,355,546	
2017/18	79	71	23	2,374,037	5,305,572	
2018/19	76	63	41	737,256	2,672,250	
2019/20	18	16	14	39,399	420,483	
Total	1,133	807	100	71,903,610	78,952,454	

## ERMA

Loss Experience Through 12/31/18

**ERMA: Reported Claims and Losses**

Year	Excess of Retention						Excess of \$50,000			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	24	24	-	5,810,921	5,810,921		22	22	5,498,902	5,498,902
2007/08	28	28	-	3,528,296	3,528,296		26	26	3,325,117	3,325,117
2008/09	12	12	-	1,211,783	1,211,783		9	9	993,225	993,225
2009/10	21	21	-	3,281,809	3,281,809		20	20	3,646,996	3,646,996
2010/11	12	12	-	1,825,609	1,825,609		13	13	1,736,947	1,736,947
2011/12	9	9	-	1,916,982	1,916,982		11	11	1,892,260	1,892,260
2012/13	13	13	1	1,849,321	1,906,737		14	14	1,911,840	1,969,257
2013/14	12	12	1	2,207,951	2,216,337		13	13	2,108,686	2,117,073
2014/15	14	15	3	2,988,416	3,503,582		13	14	3,117,965	3,909,615
2015/16	15	17	7	2,743,234	3,280,526		16	19	2,795,318	3,357,611
2016/17	10	18	15	507,081	1,410,040		13	21	959,674	2,165,757
2017/18	1	6	5	10,405	435,405		-	8	-	598,000
2018/19	-	2	2	-	45,000		-	1	-	5,000
Total	277	295	34	48,228,559	50,719,779		266	287	47,664,418	50,893,247

Year	First Dollar (to \$1M)				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	52	34	-	3,239,343	3,239,343
2000/01	51	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	51	39	-	7,532,219	7,532,219
2005/06	45	29	-	4,437,956	4,437,956
2006/07	57	37	-	6,828,803	6,828,803
2007/08	65	48	-	4,885,373	4,885,373
2008/09	50	30	-	1,840,744	1,840,744
2009/10	71	49	-	5,010,772	5,010,772
2010/11	51	27	1	2,540,297	2,558,319
2011/12	48	30	-	2,706,380	2,706,380
2012/13	48	28	1	2,740,941	2,798,358
2013/14	46	31	3	2,971,368	3,033,377
2014/15	53	39	6	4,136,987	5,002,992
2015/16	57	46	11	3,969,687	4,648,815
2016/17	78	71	29	2,233,075	3,998,812
2017/18	68	63	41	387,213	1,988,999
2018/19	22	20	20	8,320	575,000
Total	1,044	737	112	66,449,958	72,066,744

## ERMA

## Loss Experience Through 12/31/17

**ERMA: Reported Claims and Losses**

Year	Excess of Retention						Excess of \$50,000			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	24	24	-	5,810,921	5,810,921		22	22	5,498,902	5,498,902
2007/08	28	28	-	3,528,296	3,528,296		26	26	3,325,117	3,325,117
2008/09	12	12	-	1,211,783	1,211,783		9	9	993,225	993,225
2009/10	21	21	-	3,281,809	3,281,809		20	20	3,646,996	3,646,996
2010/11	12	12	-	1,825,609	1,825,609		13	13	1,736,947	1,736,947
2011/12	9	9	-	1,916,982	1,916,982		11	11	1,892,260	1,892,260
2012/13	13	13	1	1,829,899	1,976,737		13	13	1,879,002	2,025,840
2013/14	12	12	3	1,943,037	2,322,259		13	13	1,843,772	2,222,994
2014/15	12	15	8	1,928,300	3,279,690		10	14	2,059,711	3,585,723
2015/16	12	16	11	817,393	1,810,500		11	17	892,157	1,898,976
2016/17	1	5	5	12,475	289,949		3	10	45,881	360,300
2017/18	-	-	-	-	-		-	-	-	-
Total	262	273	28	44,453,255	47,601,286		247	264	43,491,456	46,864,768

Year	First Dollar (to \$1M)				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	52	34	-	3,239,343	3,239,343
2000/01	51	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	51	39	-	7,532,219	7,532,219
2005/06	45	29	-	4,437,956	4,437,956
2006/07	57	37	-	6,828,803	6,828,803
2007/08	65	48	-	4,885,373	4,885,373
2008/09	50	30	-	1,840,744	1,840,744
2009/10	71	49	-	5,010,772	5,010,772
2010/11	51	27	1	2,533,319	2,558,319
2011/12	48	30	-	2,706,380	2,706,380
2012/13	48	28	2	2,658,103	2,819,941
2013/14	45	30	5	2,694,665	3,097,545
2014/15	53	40	12	2,965,780	4,673,370
2015/16	55	45	19	1,821,180	3,136,154
2016/17	68	63	49	448,610	1,868,361
2017/18	21	16	16	15,984	350,000
Total	962	661	104	60,599,712	65,965,761

## ERMA

Loss Experience Through 12/31/16

**ERMA: Reported Claims and Losses**

Year	Excess of Retention					Excess of \$50,000				
	Claim Count =====>			Loss Dollars =====>		Claim Count =====>		Loss Dollars =====>		
	Paid	Incurred	Open	Paid	Incurred	Paid	Incurred	Paid	Incurred	
1999/00	12	12	-	2,351,151	2,351,151	12	12	2,426,151	2,426,151	
2000/01	10	10	-	2,245,413	2,245,413	7	7	2,209,993	2,209,993	
2001/02	12	12	-	751,089	751,089	8	8	638,646	638,646	
2002/03	20	20	-	2,992,869	2,992,869	20	20	2,817,869	2,817,869	
2003/04	13	13	-	1,973,193	1,973,193	14	14	1,889,282	1,889,282	
2004/05	21	21	-	6,416,832	6,416,832	21	21	6,253,619	6,253,619	
2005/06	18	18	-	3,616,204	3,616,204	14	14	3,441,928	3,441,928	
2006/07	24	24	-	5,810,921	5,810,921	22	22	5,498,902	5,498,902	
2007/08	28	28	-	3,528,296	3,528,296	26	26	3,325,117	3,325,117	
2008/09	12	12	-	1,211,783	1,211,783	9	9	993,225	993,225	
2009/10	21	21	1	3,279,951	3,448,917	20	20	3,645,138	3,814,104	
2010/11	12	12	1	1,824,935	1,891,935	13	13	1,736,274	1,803,274	
2011/12	9	9	-	1,916,982	1,916,982	11	11	1,891,434	1,891,434	
2012/13	12	13	2	1,766,562	1,853,607	11	13	1,840,321	1,990,321	
2013/14	11	12	6	1,250,117	2,258,871	11	13	1,062,286	2,345,706	
2014/15	6	12	9	637,301	1,717,773	3	7	654,374	1,785,578	
2015/16	2	10	10	37,637	729,306	3	12	222,065	873,734	
2016/17	-	-	-	-	-	-	-	-	-	
Total	243	259	29	41,611,236	44,715,142	225	242	40,546,623	43,998,882	

Year	First Dollar (to \$1M)				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	52	34	-	3,239,343	3,239,343
2000/01	51	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	51	39	-	7,532,219	7,532,219
2005/06	45	29	-	4,437,956	4,437,956
2006/07	57	37	-	6,828,803	6,828,803
2007/08	65	48	-	4,885,373	4,885,373
2008/09	50	30	-	1,840,744	1,840,744
2009/10	71	50	2	5,008,914	5,192,880
2010/11	50	26	1	2,532,646	2,599,646
2011/12	48	30	-	2,705,555	2,705,555
2012/13	47	27	3	2,557,940	2,781,414
2013/14	44	30	16	1,840,783	3,235,381
2014/15	47	35	15	1,213,137	2,704,963
2015/16	44	35	26	621,453	1,800,426
2016/17	11	9	9	40,585	165,000
Total	864	575	72	56,265,931	60,930,183

**ERMA: Reported Claims and Losses**

Year	Excess of Retention						Excess of \$50,000			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	24	24	-	5,810,921	5,810,921		22	22	5,498,902	5,498,902
2007/08	28	28	-	3,529,825	3,529,825		26	26	3,326,646	3,326,646
2008/09	12	12	-	1,211,783	1,211,783		9	9	993,225	993,225
2009/10	21	21	1	2,953,332	3,198,892		20	20	3,318,519	3,564,079
2010/11	12	12	2	1,349,213	1,618,093		13	13	1,260,551	1,529,432
2011/12	9	10	2	1,788,689	2,003,952		11	11	1,761,380	2,015,828
2012/13	9	11	4	1,326,002	1,955,689		9	11	1,403,627	2,033,314
2013/14	6	11	8	233,903	1,896,999		4	10	139,657	1,848,309
2014/15	3	4	3	75,635	1,017,660		2	3	120,548	1,057,660
2015/16	-	-	-	-	-		-	-	-	-
Total	230	239	20	38,626,054	42,590,565		212	221	37,500,542	41,544,881

Year	First Dollar (to \$1M)				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	52	34	-	3,239,343	3,239,343
2000/01	51	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	51	39	-	7,532,139	7,532,139
2005/06	45	29	-	4,437,956	4,437,956
2006/07	57	37	-	6,828,803	6,828,803
2007/08	65	48	-	4,886,902	4,886,902
2008/09	50	30	-	1,840,744	1,840,744
2009/10	70	48	1	4,659,595	4,905,155
2010/11	50	26	2	2,056,924	2,325,804
2011/12	48	30	2	2,575,500	2,829,948
2012/13	44	24	5	2,033,260	2,698,442
2013/14	41	26	16	582,918	2,565,551
2014/15	37	28	20	402,204	1,606,027
2015/16	9	6	6	9,558	109,815
Total	801	521	52	52,066,326	56,787,110



**ERMA****Loss Experience Through 12/31/14****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,666,204	3,666,204		14	14	3,441,928	3,441,928
2006/07	24	24	1	5,809,962	5,824,962		22	22	5,497,944	5,512,944
2007/08	28	28	1	3,463,290	3,663,290		26	26	3,260,111	3,460,111
2008/09	12	12	-	1,211,783	1,211,783		9	9	993,225	993,225
2009/10	21	21	5	2,224,582	3,065,133		20	20	2,589,769	3,430,320
2010/11	11	11	2	1,253,035	1,348,275		10	12	1,222,879	1,284,613
2011/12	7	10	6	1,391,970	1,873,169		8	10	1,368,677	1,973,169
2012/13	5	9	5	417,576	1,205,976		4	8	457,870	1,221,271
2013/14	-	3	3	-	31,256		-	1	-	50,452
2014/15	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>214</b>	<b>224</b>	<b>23</b>	<b>36,168,951</b>	<b>38,620,596</b>		<b>195</b>	<b>204</b>	<b>35,067,963</b>	<b>37,603,592</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	52	34	-	3,239,343	3,239,343
2000/01	51	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	50	38	-	7,531,663	7,531,663
2005/06	45	29	-	4,437,956	4,437,956
2006/07	57	37	1	6,827,844	6,842,844
2007/08	65	46	1	4,803,761	5,003,761
2008/09	50	30	-	1,840,744	1,840,744
2009/10	69	49	7	3,930,846	4,792,195
2010/11	50	28	6	1,936,608	2,053,126
2011/12	46	30	8	2,073,054	2,741,389
2012/13	42	22	10	823,413	1,816,608
2013/14	32	11	7	62,343	263,343
2014/15	3	2	2	9,854	39,854
<b>Total</b>	<b>743</b>	<b>472</b>	<b>42</b>	<b>48,497,909</b>	<b>51,583,307</b>

**ERMA****Loss Experience Through 12/31/13****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	-	6,416,832	6,416,832		21	21	6,253,619	6,253,619
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	24	24	1	5,589,452	5,666,968		21	22	5,282,263	5,354,949
2007/08	27	28	1	3,218,867	3,317,511		25	26	3,015,688	3,114,332
2008/09	12	12	-	1,211,598	1,211,598		9	9	993,039	993,040
2009/10	18	21	6	1,917,061	2,539,673		18	21	2,169,878	2,805,788
2010/11	8	11	5	566,584	1,052,897		10	12	515,968	987,070
2011/12	4	9	8	224,951	834,141		3	9	171,797	911,545
2012/13	1	4	4	469	273,243		-	5	-	348,243
2013/14	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>200</b>	<b>215</b>	<b>25</b>	<b>33,075,732</b>	<b>35,242,782</b>		<b>182</b>	<b>200</b>	<b>31,826,121</b>	<b>34,192,453</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	50	38	-	7,531,663	7,531,663
2005/06	45	29	-	4,437,956	4,437,956
2006/07	58	37	1	6,607,334	6,684,850
2007/08	63	45	2	4,532,695	4,657,886
2008/09	50	31	2	1,839,755	1,870,744
2009/10	69	49	11	3,449,790	4,197,171
2010/11	51	28	15	1,178,268	1,779,141
2011/12	44	29	23	664,905	1,711,818
2012/13	30	13	27	79,444	700,575
2013/14	3	-	3	-	-
<b>Total</b>	<b>695</b>	<b>450</b>	<b>84</b>	<b>44,542,140</b>	<b>47,792,133</b>

**ERMA****Loss Experience Through 12/31/12****ERMA: Reported Claims and Losses**

Year	Excess of Retention						Excess of \$50,000			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	21	21	1	6,416,743	6,427,033		21	21	6,253,529	6,263,819
2005/06	18	18	-	3,616,204	3,616,204		14	14	3,441,928	3,441,928
2006/07	23	23	-	5,569,281	5,569,281		21	21	5,282,263	5,282,263
2007/08	27	27	3	2,934,188	3,252,983		25	25	2,731,009	3,049,804
2008/09	12	12	1	1,205,499	1,205,499		9	9	986,941	986,941
2009/10	16	23	13	1,189,791	2,566,976		14	23	1,169,704	3,019,117
2010/11	4	8	4	297,686	683,215		4	8	272,686	658,215
2011/12	1	2	1	35,318	40,319		1	3	10,318	40,320
2012/13	-	-	-	-	-		-	-	-	-
Total	189	201	23	31,578,426	33,675,226		170	185	30,130,319	32,724,348

Year	First Dollar (to \$1M)				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	50	38	2	7,531,574	7,567,717
2005/06	45	29	-	4,437,760	4,437,760
2006/07	57	37	2	6,562,664	6,577,665
2007/08	62	45	4	4,224,563	4,543,359
2008/09	50	30	4	1,832,169	1,865,485
2009/10	66	47	21	2,262,082	4,480,675
2010/11	46	30	19	697,379	1,326,444
2011/12	30	23	26	112,056	390,398
2012/13	3	-	3	-	-
Total	641	430	81	41,880,576	45,409,832

**ERMA****Loss Experience Through 12/31/11****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	20	21	1	6,293,630	6,345,569		20	21	6,130,417	6,182,356
2005/06	18	19	1	3,591,204	3,666,205		14	15	3,441,928	3,516,929
2006/07	23	23	-	5,516,959	5,516,959		21	21	5,279,940	5,279,940
2007/08	27	27	3	2,890,035	3,145,495		25	25	2,686,856	2,942,316
2008/09	11	12	5	797,011	1,383,575		7	10	626,364	1,215,017
2009/10	12	20	15	774,363	1,706,613		8	17	632,865	1,511,818
2010/11	2	7	6	77,828	468,924		1	6	50,821	438,923
2011/12	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>180</b>	<b>196</b>	<b>31</b>	<b>30,254,747</b>	<b>32,547,055</b>		<b>157</b>	<b>176</b>	<b>28,831,132</b>	<b>31,069,239</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	50	38	2	7,374,805	7,471,254
2005/06	45	29	1	4,399,559	4,523,759
2006/07	55	36	-	6,559,841	6,559,841
2007/08	61	45	4	4,180,410	4,450,870
2008/09	49	30	8	1,381,904	2,129,286
2009/10	62	44	31	1,483,029	2,827,211
2010/11	31	24	25	203,151	887,238
2011/12	-	-	-	-	-
<b>Total</b>	<b>585</b>	<b>397</b>	<b>71</b>	<b>39,803,029</b>	<b>43,069,788</b>

**ERMA****Loss Experience Through 12/31/10****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	20	20	-	6,293,430	6,293,430		20	20	6,130,217	6,130,217
2005/06	18	18	1	3,509,439	3,672,438		14	14	3,360,162	3,523,162
2006/07	22	23	4	4,259,620	5,579,104		19	21	4,025,003	5,342,086
2007/08	23	25	6	2,242,071	3,136,880		22	24	1,989,821	2,949,600
2008/09	9	12	5	606,882	1,293,202		5	9	481,846	1,099,643
2009/10	3	10	8	10,263	589,624		1	6	27	479,333
2010/11	-	1	1	-	50,978		-	1	-	25,978
<b>Total</b>	<b>162</b>	<b>176</b>	<b>25</b>	<b>27,235,420</b>	<b>30,929,372</b>		<b>142</b>	<b>156</b>	<b>25,969,017</b>	<b>29,531,960</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	48	36	-	7,354,113	7,354,113
2005/06	44	28	1	4,316,992	4,479,992
2006/07	55	36	5	5,266,891	6,615,181
2007/08	61	44	10	3,349,232	4,383,432
2008/09	45	25	12	1,073,444	1,811,590
2009/10	47	28	38	259,671	1,185,010
2010/11	4	1	4	978	75,978
<b>Total</b>	<b>536</b>	<b>349</b>	<b>70</b>	<b>35,841,651</b>	<b>40,125,625</b>

**ERMA****Loss Experience Through 12/31/09****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	9	9	-	2,244,341	2,244,341		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	20	20	5	6,758,232	7,602,333		20	20	6,595,018	7,439,119
2005/06	18	18	4	3,410,280	3,717,228		14	14	3,236,003	3,542,951
2006/07	22	23	10	3,925,042	4,377,828		18	21	3,684,219	4,115,809
2007/08	22	24	15	1,656,030	2,725,692		20	23	1,401,787	2,513,412
2008/09	4	8	7	82,469	555,339		2	6	38,097	460,506
2009/10	1	2	2	3,935	138,707		-	1	-	109,772
<b>Total</b>	<b>153</b>	<b>161</b>	<b>43</b>	<b>26,148,632</b>	<b>29,429,771</b>		<b>135</b>	<b>146</b>	<b>24,937,066</b>	<b>28,163,512</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	48	36	5	7,818,915	8,663,016
2005/06	44	28	4	4,192,833	4,500,076
2006/07	54	35	16	4,867,974	5,330,750
2007/08	60	40	27	2,659,850	3,881,145
2008/09	41	18	38	360,377	912,077
2009/10	10	3	9	38,997	188,997
<b>Total</b>	<b>489</b>	<b>311</b>	<b>99</b>	<b>34,159,276</b>	<b>37,696,390</b>

**ERMA****Loss Experience Through 12/31/08****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	-	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	9	9	-	2,244,341	2,244,341		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	-	1,973,193	1,973,193		14	14	1,889,282	1,889,282
2004/05	20	20	6	5,423,096	6,146,322		20	20	5,259,882	5,983,108
2005/06	17	17	4	2,483,328	3,308,445		13	13	2,334,052	3,159,168
2006/07	14	22	19	1,426,238	3,423,179		9	21	1,261,821	3,146,078
2007/08	8	14	9	306,572	849,622		6	11	259,377	685,038
2008/09	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>125</b>	<b>139</b>	<b>38</b>	<b>19,951,877</b>	<b>24,040,211</b>		<b>109</b>	<b>126</b>	<b>19,097,073</b>	<b>22,955,335</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	-	3,239,848	3,239,848
2000/01	50	31	-	2,807,814	2,807,814
2001/02	53	33	-	1,464,982	1,464,982
2002/03	42	26	-	3,915,348	3,915,348
2003/04	36	26	-	2,792,337	2,792,337
2004/05	48	36	6	6,483,779	7,207,005
2005/06	44	28	7	3,261,371	4,086,782
2006/07	54	30	36	2,115,496	4,360,532
2007/08	54	28	46	738,348	1,584,825
2008/09	7	2	7	1,088	26,088
<b>Total</b>	<b>439</b>	<b>275</b>	<b>102</b>	<b>26,820,411</b>	<b>31,485,562</b>

**ERMA****Loss Experience Through 12/31/07****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	12	12	1	2,351,151	2,351,151		12	12	2,426,151	2,426,151
2000/01	9	9	-	2,244,341	2,244,341		7	7	2,209,993	2,209,993
2001/02	12	12	-	751,089	751,089		8	8	638,646	638,646
2002/03	20	20	-	2,992,869	2,992,869		20	20	2,817,869	2,817,869
2003/04	13	13	4	1,770,076	2,201,367		14	14	1,686,165	2,142,456
2004/05	20	20	6	4,458,655	5,319,010		20	20	4,295,441	5,155,797
2005/06	14	18	6	2,219,544	3,245,551		10	13	2,070,267	3,046,275
2006/07	2	3	2	474,344	1,681,609		2	3	449,344	1,656,609
2007/08	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>102</b>	<b>107</b>	<b>19</b>	<b>17,262,069</b>	<b>20,786,988</b>		<b>93</b>	<b>97</b>	<b>16,593,877</b>	<b>20,093,796</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	52	35	1	3,239,848	3,239,848	
2000/01	50	31	-	2,807,814	2,807,814	
2001/02	53	33	-	1,464,982	1,464,982	
2002/03	42	26	-	3,915,348	3,915,348	
2003/04	36	26	5	2,560,877	3,017,167	
2004/05	48	37	7	5,519,338	6,404,694	
2005/06	44	28	19	2,835,948	3,989,940	
2006/07	42	16	36	668,483	1,933,510	
2007/08	11	1	10	2,015	2,015	
<b>Total</b>	<b>378</b>	<b>233</b>	<b>78</b>	<b>23,014,653</b>	<b>26,775,318</b>	



**ERMA****Loss Experience Through 12/31/06****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	11	12	2	2,151,698	2,294,329		11	12	2,151,698	2,294,329
2000/01	10	10	-	2,245,413	2,245,413		7	7	2,209,993	2,209,993
2001/02	12	12	-	752,636	752,636		8	8	639,659	639,659
2002/03	20	20	1	3,149,097	3,374,495		20	20	2,824,097	3,049,495
2003/04	13	14	5	1,593,147	2,303,633		12	14	1,508,322	2,203,633
2004/05	17	21	12	2,363,751	4,603,521		16	20	2,130,098	4,388,521
2005/06	7	17	13	769,636	2,218,120		4	15	688,470	1,937,503
2006/07	-	1	1	-	375,000		-	1	-	350,000
<b>Total</b>	<b>90</b>	<b>107</b>	<b>34</b>	<b>13,025,378</b>	<b>18,167,147</b>		<b>78</b>	<b>97</b>	<b>12,152,337</b>	<b>17,073,134</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	51	35	2	2,943,925	3,108,026	
2000/01	50	31	-	2,807,814	2,807,814	
2001/02	53	33	-	1,466,529	1,466,529	
2002/03	42	26	1	3,921,577	4,146,974	
2003/04	35	25	7	2,310,919	3,061,075	
2004/05	47	36	28	3,246,607	5,631,284	
2005/06	42	25	38	1,126,015	2,802,267	
2006/07	4	3	4	6,266	406,266	
<b>Total</b>	<b>324</b>	<b>214</b>	<b>80</b>	<b>17,829,652</b>	<b>23,430,236</b>	

**ERMA****Loss Experience Through 12/31/05****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	11	11	1	2,145,911	2,145,911		11	11	2,145,911	2,145,911
2000/01	9	9	3	2,117,775	2,338,661		7	7	2,089,124	2,310,011
2001/02	11	12	3	576,966	608,737		7	8	468,021	498,021
2002/03	17	19	4	2,381,104	2,903,639		17	19	2,206,104	2,728,639
2003/04	11	11	6	1,155,894	1,192,180		10	10	1,075,424	1,094,933
2004/05	6	6	5	1,133,995	1,369,028		3	4	1,082,302	1,296,878
2005/06	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>65</b>	<b>68</b>	<b>22</b>	<b>9,511,646</b>	<b>10,558,157</b>		<b>55</b>	<b>59</b>	<b>9,066,887</b>	<b>10,074,394</b>

Year	<b>First Dollar (to \$1M)</b>				
	Claim Count =====>			Loss Dollars =====>	
	Total	Incurred	Open	Paid	Incurred
1999/00	51	35	2	2,930,685	2,930,685
2000/01	50	31	4	2,660,582	2,881,468
2001/02	53	33	3	1,277,078	1,322,630
2002/03	42	26	6	3,252,338	3,810,301
2003/04	35	25	19	1,787,257	1,838,776
2004/05	43	33	40	1,642,608	1,902,851
2005/06	5	2	5	33,665	33,665
<b>Total</b>	<b>279</b>	<b>185</b>	<b>79</b>	<b>13,584,213</b>	<b>14,720,377</b>

**ERMA****Loss Experience Through 12/31/04****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	10	10	1	2,094,455	2,102,254		10	10	2,144,455	2,152,254
2000/01	9	9	3	1,936,672	2,296,236		7	7	1,908,022	2,267,586
2001/02	9	10	4	451,268	477,974		6	7	342,820	369,527
2002/03	16	16	9	1,433,167	1,685,197		15	16	1,261,812	1,510,197
2003/04	5	5	3	138,865	350,467		4	5	122,216	325,467
2004/05	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>49</b>	<b>50</b>	<b>20</b>	<b>6,054,427</b>	<b>6,912,128</b>		<b>42</b>	<b>45</b>	<b>5,779,325</b>	<b>6,625,030</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	50	34	2	2,883,461	2,891,260	
2000/01	50	31	4	2,479,480	2,839,043	
2001/02	52	31	8	988,258	1,058,960	
2002/03	42	24	26	2,205,340	2,445,501	
2003/04	31	18	27	501,075	792,276	
2004/05	7	6	7	54,888	79,888	
<b>Total</b>	<b>232</b>	<b>144</b>	<b>74</b>	<b>9,112,501</b>	<b>10,106,928</b>	

**ERMA****Loss Experience Through 12/31/03****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	10	10	2	1,720,889	2,258,908		9	10	1,725,687	2,258,908
2000/01	9	9	4	1,077,758	1,835,550		7	7	1,049,108	1,806,900
2001/02	7	9	6	263,686	513,610		4	5	201,603	406,997
2002/03	-	4	4	-	146,315		-	4	-	96,315
2003/04	-	1	1	-	54,900		-	1	-	104,900
<b>Total</b>	<b>26</b>	<b>33</b>	<b>17</b>	<b>3,062,333</b>	<b>4,809,284</b>		<b>20</b>	<b>27</b>	<b>2,976,398</b>	<b>4,674,021</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	50	34	3	2,459,895	2,997,913	
2000/01	50	28	8	1,594,129	2,351,921	
2001/02	52	30	18	750,775	1,043,393	
2002/03	39	14	34	215,764	449,620	
2003/04	9	2	9	35,864	160,864	
<b>Total</b>	<b>200</b>	<b>108</b>	<b>72</b>	<b>5,056,426</b>	<b>7,003,712</b>	

**ERMA****Loss Experience Through 12/31/02****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	8	8	4	948,655	1,344,365		7	7	1,022,240	1,417,950
2000/01	5	5	2	228,610	413,632		3	3	201,179	386,201
2001/02	1	3	2	18,973	70,973		-	1	-	30,000
2002/03	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>14</b>	<b>16</b>	<b>8</b>	<b>1,196,238</b>	<b>1,828,970</b>		<b>10</b>	<b>11</b>	<b>1,223,419</b>	<b>1,834,152</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	57	35	9	1,686,317	2,082,289	
2000/01	52	23	24	595,580	785,435	
2001/02	50	19	46	274,562	390,498	
2002/03	1	-	1	-	-	
<b>Total</b>	<b>160</b>	<b>77</b>	<b>80</b>	<b>2,556,458</b>	<b>3,258,222</b>	

**ERMA****Loss Experience Through 12/31/01****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>						<b>Excess of \$50,000</b>			
	Claim Count =====>			Loss Dollars =====>			Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Open	Paid	Incurred		Paid	Incurred	Paid	Incurred
1999/00	5	8	5	654,004	800,775		5	8	679,004	825,775
2000/01	2	2	-	103,442	103,442		1	1	76,201	76,201
2001/02	-	-	-	-	-		-	-	-	-
<b>Total</b>	<b>7</b>	<b>10</b>	<b>5</b>	<b>757,446</b>	<b>904,216</b>		<b>6</b>	<b>9</b>	<b>755,205</b>	<b>901,976</b>

Year	<b>First Dollar (to \$1M)</b>					
	Claim Count =====>			Loss Dollars =====>		
	Total	Incurred	Open	Paid	Incurred	
1999/00	57	35	9	1,686,317	2,082,289	
2000/01	31	14	15	329,235	454,210	
2001/02	-	-	-	-	-	
<b>Total</b>	<b>88</b>	<b>49</b>	<b>24</b>	<b>2,015,551</b>	<b>2,536,498</b>	

**ERMA****Loss Experience Through 12/31/00****ERMA: Reported Claims and Losses**

Year	<b>Excess of Retention</b>				<b>Excess of \$50,000</b>			
	Claim Count =====>		Loss Dollars =====>		Claim Count =====>		Loss Dollars =====>	
	Paid	Incurred	Paid	Incurred	Paid	Incurred	Paid	Incurred
1999/00	3	4	84,796	226,560	4	5	93,489	235,253
2000/01	-	-	-	-	-	-	-	-
<b>Total</b>	<b>3</b>	<b>4</b>	<b>84,796</b>	<b>226,560</b>	<b>4</b>	<b>5</b>	<b>93,489</b>	<b>235,253</b>

Year	<b>First Dollar (to \$1M)</b>			
	Claim Count =====>		Loss Dollars =====>	
	Total	Incurred	Paid	Incurred
1999/00	41	18	373,300	557,087
2000/01	6	2	8,090	8,090
<b>Total</b>	<b>47</b>	<b>20</b>	<b>381,390</b>	<b>565,177</b>

**ERMA****Loss Experience Through 12/31/19*****By Member***

Member	Reported Losses First Dollar		Reported Losses ERMA Layer		Reported Claims		
	Paid	Incurred	Paid	Incurred	1st Dollar Total	With Incurred Value>\$500	In ERMA Layer
BCJPIA	5,289,948	5,411,243	2,865,439	2,865,439	103	73	14
CalTIP	-	-	-	-	-	-	-
CCCMRMIA/MPA	16,008,781	17,081,800	12,472,657	13,314,051	226	136	54
CHARMA	2,087,103	2,087,103	1,359,259	1,359,259	43	24	10
CSJVRMA	14,030,874	15,057,854	11,119,919	11,741,858	212	155	71
ERMAC	503,265	731,564	-	-	10	7	-
MBASIA	462,471	748,623	-	-	20	15	-
PARSAC	15,207,367	16,535,007	10,409,551	11,179,542	244	170	82
PERMA	12,796,985	15,217,830	9,836,030	11,006,160	143	111	60
SCORE	1,317,790	1,546,751	1,040,352	1,220,778	19	14	10
VCJPA	2,956,946	3,125,407	1,789,250	1,953,156	60	47	21
City of Vacaville	560,209	560,209	402,111	402,111	9	5	3
Oakland Housing Authority	628,671	727,902	298,654	298,654	39	19	4
Contra Costa Housing Authority	53,201	121,160	-	-	5	5	-
<b>Total</b>	<b>71,903,610</b>	<b>78,952,454</b>	<b>51,593,221</b>	<b>55,341,009</b>	<b>1,133</b>	<b>781</b>	<b>329</b>

***Percent of Total***

Member	Reported Losses First Dollar		Reported Losses ERMA Layer		Reported Claims		
	Paid	Incurred	Paid	Incurred	1st Dollar Total	With Incurred Value>\$500	In ERMA Layer
BCJPIA	7%	7%	6%	5%	9%	9%	4%
CalTIP	0%	0%	0%	0%	0%	0%	0%
CCCMRMIA/MPA	22%	22%	24%	24%	20%	17%	16%
CHARMA	3%	3%	3%	2%	4%	3%	3%
CSJVRMA	20%	19%	22%	21%	19%	20%	22%
ERMAC	1%	1%	0%	0%	1%	1%	0%
MBASIA	1%	1%	0%	0%	2%	2%	0%
PARSAC	21%	21%	20%	20%	22%	22%	25%
PERMA	18%	19%	19%	20%	13%	14%	18%
SCORE	2%	2%	2%	2%	2%	2%	3%
VCJPA	4%	4%	3%	4%	5%	6%	6%
City of Vacaville	1%	1%	1%	1%	1%	1%	1%
Oakland Housing Authority	1%	1%	1%	1%	3%	2%	1%
Contra Costa Housing Authority	0%	0%	0%	0%	0%	1%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



**Retention Rate Adjustment Factors****Losses Limited to \$1,000,000 per Occurrence**

Retention			Based on ERMA Losses																	
	Selected Current	Selected Prior	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	All Years
25,000	1.130	1.140	1.074	1.093	1.065	1.092	1.081	1.104	1.190	1.100	1.124	1.125	1.129	1.132	1.083	1.144	1.156	1.110	1.367	1.112
50,000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
75,000	0.900	0.900	0.930	0.917	0.941	0.925	0.928	0.902	0.844	0.912	0.891	0.898	0.885	0.894	0.928	0.876	0.866	0.900	0.761	0.906
100,000	0.820	0.820	0.862	0.842	0.887	0.862	0.861	0.810	0.731	0.841	0.788	0.818	0.785	0.805	0.862	0.776	0.759	0.813	0.625	0.828
250,000	0.490	0.490	0.518	0.536	0.640	0.575	0.534	0.400	0.287	0.473	0.437	0.530	0.405	0.404	0.578	0.412	0.291	0.469	0.394	0.497
500,000	0.190	0.190	0.173	0.218	0.325	0.270	0.236	0.113	-	0.112	0.225	0.265	0.142	0.144	0.295	0.136	0.032	0.195	0.150	0.201
750,000	0.070	0.070	0.068	0.044	0.130	0.104	0.095	0.007	-	0.025	0.062	0.097	0.033	0.043	0.083	0.064	-	0.060	-	0.068

**ERMA - New Member 1st Year Claims Made Rate**  
**Coverage for 2019-20 Occurrences Reported in 2020-21**  
**\$1,000,000 ERMA Limit, \$50,000 Member Deductible**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
Occurrence Year	Selected Severity	Selected Frequency	Estimated % of ERMA-Layer 2019-20 Claims to be Reported in 2020-21	Expected Loss Rate	75% CL	80% CL	85% CL
2019-20	\$230,000	0.019	40%	\$0.175	\$0.236	\$0.253	\$0.275

Footnotes:

- (A) Occurrence year covered  
 (B) From Appendix D, Page 2; Average claim size in ERMA layer  
 (C) From Appendix D, Page 3; # of claims per \$1M of payroll  
 (D) Selected based on estimated ERMA layer reported claim development patterns  
 (E) Expected rate per \$100 of payroll: (B) x (C) x (D) / 10,000  
 (F) 75% Confidence Level rate per \$100 of payroll  
 (G) 80% Confidence Level rate per \$100 of payroll  
 (H) 85% Confidence Level rate per \$100 of payroll

**FINANCIAL MATTERS**

**SUBJECT: Review of Annual Retrospective Adjustment Calculation**

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**BACKGROUND AND STATUS:**

In accordance with the Financial Stability Plan (Plan) as amended May 1, 2018, the annual retrospective adjustment calculation (Calculation) is considered annually by the Board of Directors. A preliminary Calculation is presented on the attached using the financial statements as of December 31, 2019 restated using the re-estimated ultimate losses from the actuarial study dated March 27, 2020.

The results of the preliminary Calculation reveal a net dividend in the amount of \$1,775,470 is available as of December 31, 2019 – this is a decrease of more than \$2.2 million from the Calculation as of December 31, 2019 presented in February at the Workshop using ultimate loss estimates from the April 2019 actuarial study. Estimated amounts available to be refunded decreased as actuarial estimates of the pool's ultimate losses increased.

The increase in loss estimates also drove an increase in recommended funding rates in excess of 12% over the prior year. In order to smooth the impact of increasing loss rates in an environment where members are recognizing declines in staffing and revenue, the Preliminary Operating Budget is presented in the following agenda item with the dividend from the Calculation applied as an offset to member contributions in two scenarios – full and partial application. The available retrospective adjustment amounts shown in the Preliminary Operating Budget of \$1,677,698 are based on amounts refundable to current members that participated in the 2012/13 Program Year. Amounts attributable to withdrawn members are not included on the Budget.

Staff will review the Calculation with the Board and answer any questions.

**RECOMMENDATION:**

*Staff recommends the Board of Directors approve a dividend release up to the full amount available to be applied as an offset to the 2020/21 Program Year member contributions, pending approval of the Preliminary Operating Budget.*

**REFERENCE MATERIALS ATTACHED:**

- Preliminary Calculation of the Annual Retrospective Adjustment

# Employment Risk Management Authority

## Program Net Position by Member

As of December 31, 2019

Preliminary Calculation of the Annual Retrospective Adjustment ~ Actuarial Estimates Updated per March 27, 2020 Study

Member	Retrospective Adjustment Eligible Program Years ~ Fully Five Years Old				Total Distribution Available**	~ Program Years Not Yet Eligible for Adjustment ~						Total All Program Years
	2012/13 Program Year	2013/14 Program Year	2014/15 Program Year	Member Subtotals		2015/16 Program Year	2016/17 Program Year	2017/18 Program Year	2018/19 Program Year	2019/20 Program Year	Member Subtotals	
BCJPIA	\$ 426,645	\$ 366,871	\$ 116,217	\$ 909,733		\$ 163,991	\$ 226,811	\$ 7,504	\$ 28,088	\$ 51,271	\$ 477,665	\$ 1,387,397
CalTIP								(3,105)	(1,209)	4,201	(113)	(113)
CSJVRMA	801,385	608,235	156,484	1,566,105		282,306	441,038	(98,195)	(74,290)	51,872	602,730	2,168,835
ERMAC							45,337	1,034	5,194	12,668	64,232	64,232
MBASIA	43,235	43,091	9,782	96,108		17,268	21,594	(4,525)	(3,747)	2,766	33,356	129,463
MPA	621,840	495,191	121,485	1,238,516		252,324	316,151	(66,611)	(49,283)	40,266	492,848	1,731,363
PARSAC	579,482	533,039	161,720	1,274,241		217,839	390,946	11,315	46,078	57,549	723,727	1,997,968
PERMA	538,625	536,184	171,576	1,246,386		184,461	227,759	7,868	41,043	66,171	527,301	1,773,686
SCORE	39,680	36,522	11,630	87,832		16,937	22,118	730	3,092	5,432	48,310	136,142
VCJPA	167,209	138,735	32,392	338,335		54,640	83,909	(16,786)	(14,306)	10,801	118,258	456,593
Oakland HA	83,541	65,040	15,488	164,069		23,731	33,540	(9,535)	(6,419)	4,750	46,066	210,135
Contra Costa County HA	20,163	16,676	3,474	40,314		4,602	6,737	(1,523)	(1,105)	767	9,477	49,791
Capital Fund												802,307
Totals:												
Net Position at Expected C.L.	\$ 3,321,806	\$ 2,839,585	\$ 800,248	\$ 6,961,638		\$ 1,218,098	\$ 1,815,940	\$ (171,829)	\$ (26,866)	\$ 308,514	\$ 3,143,857	\$ 10,907,800
Net Position at 90% C.L.	\$ 3,321,873	\$ 2,839,585	\$ 675,147	\$ 6,836,604	\$ 1,775,470	\$ 1,049,559	\$ 1,238,125	\$ (1,727,626)	\$ (2,387,218)	\$ (946,290)	\$ (2,773,450)	4,063,153

\*\* Negative equity in current program years is included in Total Distribution Available

Additional Information:				Subtotals:							Subtotals:	Totals:
IBNR at Expected as of 12/31/19:	\$ 4,907	\$ -	\$ 247,071	\$ 251,978		\$ 512,284	\$ 1,102,261	\$ 2,658,470	\$ 5,582,688	\$ 2,962,196	\$ 12,817,899	\$ 13,069,877
Open claims as of 12/31/19	0	0	2	2		1	14	15	11	3	44	46
Confidence Level Funding:	80%	80%	80%			80%	80%	80%	80%	80%		

**FINANCIAL MATTERS**

**SUBJECT: Review of Preliminary Administrative and Operating Budget for the 2020/21 Program Year**

**BACKGROUND AND STATUS:**

Annually, the ERMA Operating Budget is prepared using actuarial rates applied to the prior calendar year actual payroll as the basis for the pool's funding contributions. Recently, public health orders directing citizens to stay at home in response to rising levels of COVID-19 community transmissions were issued throughout the State. Accordingly, some members have recognized decreased demands for public service and instituted layoffs, furloughs and/or hiring freezes. Such staffing actions may result in lower payroll for the 2020/21 Program Year than the actual 2019 calendar year payroll used as the basis of the ERMA budget.

Given these unique circumstances, consideration was given to the support of ERMA's members, taking in to account the likely decreases in the program's overall exposure combined with increased rates reported in the most recent actuarial study. To that end, two Budget Models were created for the Board's review as summarized in the table on page five of this report.

It is anticipated that although a reduction in the exposure base may result in a decrease in the program's total number of losses, such a decrease is more likely in lower-value claims. High-value claims are inherently unpredictable and may occur irrespective of reduced staffing levels. Accordingly, and in keeping with ERMA's historically conservative funding methodology, staff recommends continued funding of losses at the 80% confidence level (CL).

In order to stabilize rates and bridge the potential mismatch of the application of actual 2019 calendar year payroll, staff recommends the available retrospective adjustments from Program Years 2012/13, 2013/14 and 2014/15, as measured at December 31, 2019, be utilized to offset budgeted contributions. It is, however, important to bear in mind the benefits of this approach may be limited to the underlying members of the primary JPAs eligible for retrospective adjustments.

An alternative to applying the retrospective adjustments directly to the Budget is to establish a Rate Stabilization Fund. Consideration was given to this option, however, as such funds are often best suited as longer-term solutions and in recognition of the varying needs of each of ERMA's primary JPAs, staff recommends any determination as to the application of the retrospective adjustments occur at the primary JPA level.

Since 2013, the Board of Directors has declared dividends through the retrospective adjustment process totaling approximately \$22M. The following table illustrates historical retrospective adjustment amounts available and dividends ultimately declared over the past seven years:

**ERMA**  
**BOARD OF DIRECTORS MEETING**  
**APRIL 28, 2020**

Year	Retrospective Adjustments Available	Declared Dividend	% of Available Funds	Notes
2012/13	\$2,836,388	\$2,836,388	100%	80% CL
2013/14	\$5,730,555	\$5,730,555	100%	90% CL
2014/15	\$2,971,441	\$2,971,441	100%	\$300k inclusive of dividend allocated to CCF
2015/16	\$4,759,422	\$2,000,000	42%	\$400k net of dividend allocated to CCF
2016/17	\$6,497,486	\$3,000,000	46%	\$150k net of dividend allocated to CCF
2017/18	\$5,493,676	\$3,000,000	55%	\$150k net of dividend allocated to CCF
2018/19	\$7,328,719	\$3,000,000	41%	
2019/20	\$1,775,470	<i>TBD</i>	<i>TBD</i>	
<b>Total Declared Dividends</b>		<b>\$22,538,384</b>		

Prior to 2016 and in accordance with ERMA'S Financial Stability Plan, surplus year retrospective adjustments were declared for any program year a full five years old at an amount that exceeded the 80% CL. In the 2013/14 annual review of the retrospective adjustment process, the Board directed staff to calculate available equity at the 90% CL and voted to declare dividends at the 90% CL in Program Years 2013/14 and 2014/15 until the formal adoption of an updated Financial Stability Plan occurred on February 19, 2016, requiring application of the 90% CL.

Attached for the Board's review are two Budget Models for the 2020/21 Program Year. Both Budget Models include preliminary figures for the inclusion of PLAN JPA's eligible member agencies that currently do not participate in ERMA via another member JPA. If each of PLAN's members were to join ERMA, the program's total covered payroll for 2020/21 would increase by nearly 25%, and total member contributions would increase \$48.1% over the prior year Budget (16.1% net of change in payroll). Budget Model #1 features funding at the 80% CL, utilizes the 2% discount rate and provides a full or 100% credit to members of the available retrospective adjustment amounts as measured at December 31, 2019. Budget Model #2 features funding at the 80% CL, utilizes the 2% discount rate and provides a two-thirds or 67% credit to members of the available retrospective adjustment amounts as measured at December 31, 2019.

Before the application of a retrospective adjustment and setting aside the addition of PLAN JPA, the proposed 2020/21 Preliminary Operating Budget reflects an overall increase of 16.9% in member contributions. Application of the full available retrospective adjustments results in a net decrease of 4.7% over the prior year, before inclusion of PLAN JPA. Application of two-thirds of the available retrospective adjustments results in a net increase of 2.4% over the 2019/20 Approved Budget.

There are two primary drivers to the increases in necessary loss funding:

- The increase in payroll of 5.9%; and
- The increase in the funding rate of 12.7%.

Variances in JPA contribution amounts and individual member calculations were further driven by changes in underlying payroll, experience modification factors, and the collection of contributions for the covered payroll of JPA member staff of MPA, PARSAC, and PERMA. Staff of the member JPAs are covered by ERMA, and contributions for their coverage is allocated across the JPA's participating members.

The 2020/21 Preliminary Operating Budget uses the following factors and assumptions:

- Actuarially-determined loss funding at a base rate of \$0.567 per \$100 of payroll at the \$50,000 self-insured retention (SIR) level – a 12.7% increase in the base rate over expiring.
- Discount factor of 2.0%.
- Funding for losses to \$1 million in excess of individual member's SIR.
- Optional excess insurance coverage of \$2 million excess of \$1 million at the estimated rate of \$0.0400 per \$100 of payroll.
- Actual payroll for the 2019 calendar year, which increased 5.9% over the actual payroll for the 2018 calendar year.
- Inflationary increase (1.35% total) in the Loss Prevention and Training portion of the Budget.
- Increase of 26.93% in the Administration portion of the budget. Variances from last year's Budget include:
  - Program Management: 31.82% increase includes a 2% contractual increase over the prior year end Annual Base Contract Price and changes as a result of the addition or withdrawal of members from ERMA, as demonstrated on the Program Administration Fee Worksheet - most notably the addition of PLAN JPA's members which may equal an increase of over 27% in base payroll.
  - Actuarial Study: 5.03% increase per contract.
  - Claims Audit: Biennial study last budgeted in 2018/19; \$5,900 per existing contract.
  - Investment Management Services: Estimated at \$32,000 based on actual charges of \$15,399 for the first six months of the 2019/20 Program Year.
- Changes in membership due to:
  - Addition of City of Rancho Mirage (PERMA), effective December 31, 2019.
  - Addition of City of Dunsmuir (SCORE), effective January 1, 2020.
  - Removal of City of Pacific Grove (PARSAC) due to anticipated withdrawal, effective June 30, 2020.
  - Remove of Town of Fort Jones (SCORE) due to anticipated withdrawal, effective June 30, 2020.
  - Addition of PLAN JPA and 26 member agencies, effective July 1, 2020.

- Change in SCORE participation in pooled program to \$750,000 from \$500,000 in prior year.
- No known SIR changes.

### **Experience Modification Calculation**

The Preliminary Operating Budget utilizes a three-tiered experience modification factor (ex-mod) calculation.

- The first calculates the ex-mod at the JPA level and is applied in determining each JPA's contribution to ERMA.
- The second calculation captures the effects of each underlying member's individual loss experience and is applied in determining the individual member contributions to the related JPA. It utilizes the "pure" ex-mod rather than the credibility-factored ex-mod used in the primary JPA calculation and is capped at 0.75 on the low end and 1.50 on the high end.
- A third calculation attempts to smooth significant swings by capping individual ex-mod changes by 0.25 from the previous years' ex-mod.

The contributions as adjusted by the ex-mods are used as the basis for member target performance ratios and the allocation of retrospective adjustments.

Given the continued uncertainty relative to member payroll and future loss development, staff recommends the Board continue its conservative practice of declaring dividends of an amount less than what is wholly available.



**ERMA**  
**BOARD OF DIRECTORS MEETING**  
**APRIL 28, 2020**

Comparison of 2020/21 Preliminary Budget Models

Member Entities	<u>BUDGET MODEL #1</u>			<u>BUDGET MODEL #2</u>			<u>Prior Year Comparison</u>			
	80% CL Funding	100% Available Retro. Adj.	80% CL w/ 100% Retro. Adj.	80% CL Funding	67% Available Retro. Adj.	80% CL w/67% w/ Retro Adj.	Prior Year Contributions	% Change w/o Retro	MODEL #1 % Change w/100% Retro	MODEL #2 % Change w/67% Retro
BCJPIA	\$974,136	(\$198,140)	\$775,996	\$974,136	(\$132,754)	\$841,382	\$858,951	13.4%	-9.7%	-2.0%
CalTIP	130,209	0	130,209	130,209	0	130,209	112,114	16.1%	16.1%	16.1%
CSJVRMA	2,187,713	(442,179)	1,745,534	2,187,713	(296,260)	1,891,453	2,066,676	5.9%	-15.5%	-8.5%
ERMAC	234,499	0	234,499	234,499	0	234,499	212,221	10.5%	10.5%	10.5%
MBASIA	119,584	(24,265)	95,319	119,584	(16,258)	103,326	110,204	8.5%	-13.5%	-6.2%
MPA	1,796,986	(348,570)	1,448,416	1,796,986	(233,542)	1,563,444	1,604,242	12.0%	-9.7%	-2.5%
PARSAC	1,346,595	(223,467)	1,123,128	1,346,595	(149,723)	1,196,872	964,130	39.7%	16.5%	24.1%
PERMA	1,465,050	(269,180)	1,195,870	1,465,050	(180,350)	1,284,700	1,108,572	32.2%	7.9%	15.9%
PLAN JPA	2,427,874	0	2,427,874	2,427,874	0	2,427,874	0	n/a	n/a	n/a
SCORE	151,543	(19,859)	131,684	151,543	(13,306)	138,237	91,009	66.5%	44.7%	51.9%
VCJPA	449,981	(93,839)	356,142	449,981	(62,872)	387,109	430,322	4.6%	-17.2%	-10.0%
Oakland H.A.	200,090	(46,883)	153,207	200,090	(31,411)	168,680	189,241	5.7%	-19.0%	-10.9%
Contra Costa H.A.	35,536	(11,316)	24,220	35,536	(7,581)	27,955	30,554	16.3%	-20.7%	-8.5%
Total	\$11,519,797	(\$1,677,698)	\$9,842,099	\$11,519,797	(\$1,124,058)	\$10,395,740	\$7,778,237	48.1%	26.5%	33.7%

<b>Comparison to Prior Year Budget (80% CL)</b>				
Inc. (Dec)	\$3,741,560	\$2,063,862	\$3,741,560	\$2,617,503
	48.1%	26.5%	48.1%	33.7%

<b>Comparison to Prior Year Budget (80% CL) - w/o PLAN JPA</b>				
Inc. (Dec)	\$1,313,686	-\$364,012	\$1,313,686	\$189,629
	16.9%	-4.7%	16.9%	2.4%

<b>Prior Year Comparison - w/o PLAN JPA</b>			
Prior Year Contributions	% Change w/o Retro	MODEL #1 % Change w/100% Retro	MODEL #2 % Change w/67% Retro
\$7,778,237	16.9%	-4.7%	2.4%

**RECOMMENDATION:**

*Staff recommends the Board of Directors review the Preliminary Administrative and Operating Budget for the 2020/21 Program Year and provide direction to staff, as necessary.*

**REFERENCE MATERIALS ATTACHED:**

- Budget Model #1: 2020/21 Preliminary Operating Budget with full or 100% of available Retrospective Adjustments at the 80% Confidence Level and 2.0% discount rate
- Budget Model #2: 2020/21 Preliminary Operating Budget with 2/3 or 67% of available Retrospective Adjustments at the 80% Confidence Level and 2.0% discount rate

# Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ 80% Confidence Level ~ 2.0% Discount Factor ~

~ Excess Insurance \$2 million x \$1 million ~ \$4 million / \$10 million Aggregate ~

	Prior Year - 2019/2020		2020/2021 Preliminary Budget	Increase/(Dec) Over Prior Year Budget	Percentage Change
	Projected Actual	Approved Budget			
<b><u>Claims Expense:</u></b>					
Funding for Pooled Losses (SIR to \$1M)	\$6,446,930	\$6,446,930	<b>\$9,766,727</b>	\$3,319,797	51.49%
Excess Insurance	311,540	311,540	<b>496,648</b>	185,108	59.42%
<b>Total Claims Costs</b>	<b>\$6,758,470</b>	<b>\$6,758,470</b>	<b>\$10,263,375</b>	<b>\$3,504,905</b>	<b>51.86%</b>
<b><u>Loss Prevention and Training:</u></b>					
Employee Reporting Mechanism	11,000	10,500	<b>11,500</b>	1,000	9.52%
Web-based Training: AB1825 & AB1234	18,000	18,000	<b>18,000</b>	0	0.00%
Training Bulletins	6,000	6,000	<b>6,000</b>	0	0.00%
Additional Web-based Training	12,000	12,000	<b>12,000</b>	0	0.00%
Hotline Services - Jackson Lewis & LCW	6,500	6,500	<b>6,500</b>	0	0.00%
Misc. Training Expenses	5,700	5,000	<b>6,000</b>	1,000	20.00%
Customized Training / Workshops	65,775	90,300	<b>90,300</b>	0	0.00%
<b>Total Loss Prevention and Training</b>	<b>\$124,975</b>	<b>\$148,300</b>	<b>\$150,300</b>	<b>\$2,000</b>	<b>1.35%</b>
<b><u>Administration:</u></b>					
Program Management	\$721,658	\$709,517	\$935,272	\$225,755	31.82%
Includes:					
• Training Workshops					
(In-house as per Sedgwick contract - 25 sessions)					
Risk Assessments	0	10,000	<b>10,000</b>	0	0.00%
Claims System	5,000	5,000	<b>5,000</b>	0	0.00%
Legal Services	37,000	50,000	<b>50,000</b>	0	0.00%
Actuarial Study	10,200	9,950	<b>10,450</b>	500	5.03%
Financial Audit	9,950	10,200	<b>10,200</b>	0	0.00%
Claims Audit	0	0	<b>5,900</b>	5,900	
Board Meetings & Retreat	30,000	30,000	<b>30,000</b>	0	0.00%
Memberships and Conferences	5,000	7,500	<b>7,500</b>	0	0.00%
Accreditation	1,417	1,500	<b>1,500</b>	0	0.00%
Fidelity Bonds	1,282	1,300	<b>1,300</b>	0	0.00%
E & O Coverage	2,642	2,500	<b>3,000</b>	500	20.00%
Investment Management Services	30,797	30,000	<b>32,000</b>	2,000	6.67%
Other Expenses	0	4,000	<b>4,000</b>	0	0.00%
<b>Total Administration</b>	<b>\$854,946</b>	<b>\$871,467</b>	<b>\$1,106,122</b>	<b>\$234,655</b>	<b>26.93%</b>
<b>Total Deposit Premium</b>	<b>\$7,738,391</b>	<b>\$7,778,237</b>	<b>\$11,519,797</b>	<b>\$3,741,560</b>	<b>48.10%</b>
<b>Available Retrospective Adjustment Amounts</b>	<b>n/a</b>	<b>n/a</b>	<b>(\$1,677,698)</b>	<b>(\$1,677,698)</b>	
<b>Total Deposit Premium</b>	<b>\$7,738,391</b>	<b>\$7,778,237</b>	<b>\$9,842,099</b>	<b>\$2,063,862</b>	<b>26.53%</b>

**2020/2021 changes from prior year:**

- |  |   |
|--|---|
| <p>~ Addition of Rancho Mirage in PERMA (effective 12/31/19) - 2020/2021 First Full Year</p> <p>~ Addition of PLAN JPA and 26 member agencies (effective 7/1/20)</p> <p>~ Addition of Dunsmuir in SCORE (effective 1/1/20) - 2020/2021 First Full Year</p> | <p>~ SCORE attaches to CJPRMA at \$750,000 for 2020/2021; attached at \$500,000 prior</p> <p>~ Removed Pacific Grove from PARSAC due to anticipated withdrawal</p> <p>~ Removed Fort Jones from SCORE due to anticipated withdrawal</p> |
|--|---|

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

Member Summary

~ 80% Confidence Level ~ 2.0% Discount Factor ~

													Prior Year Comparison					
Member Entities	Actual	Funding	Loss	Admin. Costs	Deposit Premium	Experience	Deposit	Off-Balance Factor	Deposit	Excess	TOTAL Deposit Premium	Available	TOTAL	Prior Year Deposit Premium	Without Retro. Adj.		Net of Retro. Adj.	
	2019	For	Prevention &			Modification	Adjusted for		Adjusted for	Insurance		Retrospective	Deposit		Percentage	Percentage	Percentage	Percentage
	Payroll	Losses *	Training			Factor	Ex Mod		Off-Bal Factor	\$2M x \$1M		Adjustment	Net of		Change Net	Change w/	Change Net	
												Amounts	Retro. Adj.		Change	of Payroll	Retro. Adj.	of Payroll
BCJPIA	\$243,572,043	\$1,086,768	\$17,175	\$126,402	\$1,230,345	0.791	\$973,732	1.000	\$974,136		\$974,136	(198,140)	\$775,996	\$858,951	13.4%	7.4%	-9.7%	-15.7%
CalTIP	22,925,614	126,595	1,617	11,897	140,109	0.889	124,514	1.000	124,566	5,643	130,209	0	130,209	112,114	16.1%	10.3%	16.1%	10.3%
CSJVRMA	295,282,592	1,618,385	20,822	153,237	1,792,443	1.154	2,068,742	1.000	2,069,600	118,113	2,187,713	(442,179)	1,745,534	2,066,676	5.9%	1.4%	-15.5%	-20.0%
ERMAC	155,337,304	153,768	10,954	80,612	245,334	0.955	234,401	1.000	234,499		234,499	0	234,499	212,221	10.5%	9.0%	10.5%	9.0%
MBASIA	60,825,988	55,390	4,289	31,566	91,244	1.044	95,214	1.000	95,253	24,330	119,584	(24,265)	95,319	110,204	8.5%	2.5%	-13.5%	-19.5%
MPA	351,743,372	1,768,707	24,803	182,537	1,976,047	0.838	1,655,602	1.000	1,656,289	140,697	1,796,986	(348,570)	1,448,416	1,604,242	12.0%	5.8%	-9.7%	-15.9%
PARSAC	231,982,517	1,018,092	16,358	120,387	1,154,837	1.166	1,346,037	1.000	1,346,595		1,346,595	(223,467)	1,123,128	964,130	39.7%	35.2%	16.5%	12.0%
PERMA	226,300,550	1,244,986	15,958	117,439	1,378,382	1.062	1,464,443	1.000	1,465,050		1,465,050	(269,180)	1,195,870	1,108,572	32.2%	19.4%	7.9%	-4.9%
PLAN JPA	421,387,076	2,009,990	29,714	218,679	2,258,383	1.000	2,258,383	1.000	2,259,320	168,555	2,427,874	0	2,427,874	0	n/a	n/a	n/a	n/a
SCORE	23,829,685	124,007	1,680	12,366	138,054	1.097	151,480	1.000	151,543		151,543	(19,859)	131,684	91,009	66.5%	57.8%	44.7%	35.9%
VCJPA	61,755,057	352,978	4,355	32,048	389,380	1.092	425,103	1.000	425,279	24,702	449,981	(93,839)	356,142	430,322	4.6%	0.7%	-17.2%	-21.1%
Oakland H.A.	30,966,730	175,581	2,184	16,070	193,835	0.968	187,627	1.000	187,704	12,387	200,091	(46,883)	153,208	189,241	5.7%	0.4%	-19.0%	-24.4%
Contra Costa H.A.	5,552,285	31,481	392	2,881	34,754	0.958	33,302	1.000	33,316	2,221	35,537	(11,316)	24,221	30,554	16.3%	11.9%	-20.7%	-25.1%
Total	\$2,131,460,813	\$9,766,727	\$150,300	\$1,106,122	\$11,023,149		\$11,018,579		\$11,023,149	\$496,648	\$11,519,797	(\$1,677,698)	\$9,842,099	\$7,778,236	48.1%	16.1%	26.5%	-5.5%

\* Includes JPA Participation Credit

2018 Actual Payroll	\$1,614,537,173
2019 Actual Payroll	\$2,131,460,813
Percent Change	32.02%

Table of Rates			
Budget Item	Rates	Prior Year Rate	% Change
Funding for Losses - 2.0% Discounted 80% Confidence Level	\$0.5670	\$0.5030	12.72%
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	0.0400	0.0400	0.00%
Loss Prevention & Training	0.0071	0.0092	-23.35%
Administration	0.0519	0.0540	-3.90%

Prior Year Comparison w/o PLAN JPA				
Prior Year	Without Retro. Adj.		Net of Retro. Adj.	
Deposit	Percentage	Percentage	Percentage	Percentage
Premium	Change	Change Net of Payroll	Change w/ Retro. Adj.	Change Net of Payroll
\$7,778,236	16.9%	11.0%	-4.7%	-10.6%

# Employment Risk Management Authority

## ~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

### Prior Year Comparison

Member Entities	DEPOSIT PREMIUM CHANGE			CURRENT PAYROLL CHANGE			EX MOD CALCULATION								
	Current Year			Prior Year			EX MOD CHANGE			AVERAGE PAYROLL CHANGE			AVERAGE LOSS CHANGE*		
	TOTAL Deposit			TOTAL Deposit			Current Year			Prior Year			Current Year		
	Premium	Premium	Percentage Change	Premium	Premium	Percentage Change	Ex Mod	Ex Mod	Change	Average Payroll	Average Payroll	Change	Average Losses	Average Losses	Percentage Change
BCJPIA	\$974,136	\$858,951	13.4%	\$243,572,043	\$229,699,946	6.0%	0.791	0.808	-2.0%	\$207,937,716	\$199,558,931	4.2%	166,028	\$150,051	10.6%
CalTIP	130,209	112,114	16.1%	22,925,614	21,654,834	5.9%	0.889	0.889	-0.1%	17,662,852	16,317,698	8.2%	-	-	0.0%
CSJVRMA	2,187,713	2,066,676	5.9%	295,282,592	282,678,764	4.5%	1.154	1.250	-7.7%	257,260,687	244,755,988	5.1%	616,797	639,666	-3.6%
ERMAC	234,499	212,221	10.5%	155,337,304	153,114,547	1.5%	0.955	0.920	3.9%	128,033,106	86,242,169	48.5%	191,742	88,313	117.1%
MBASIA	119,584	110,204	8.5%	60,825,988	57,382,172	6.0%	1.044	1.060	-1.6%	48,650,325	46,148,284	5.4%	105,740	91,348	15.8%
MPA	1,796,986	1,604,242	12.0%	351,743,372	331,210,310	6.2%	0.838	0.871	-3.8%	291,152,375	276,988,274	5.1%	328,397	297,015	10.6%
PARSAC	1,346,595	964,130	39.7%	231,982,517	222,082,602	4.5%	1.166	0.981	18.8%	195,382,525	193,215,258	1.1%	497,435	274,341	81.3%
PERMA	1,465,050	1,108,572	32.2%	226,300,550	200,610,549	12.8%	1.062	0.990	7.3%	176,965,966	168,152,026	5.2%	366,487	244,437	49.9%
PLAN JPA	2,427,874	n/a	n/a	421,387,076	n/a	n/a	1.000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
SCORE	151,543	91,009	66.5%	23,829,685	21,910,292	8.8%	1.097	0.883	24.3%	18,991,560	18,228,457	4.2%	61,563	-	0.0%
VCJPA	449,981	430,322	4.6%	61,755,057	59,467,956	3.8%	1.092	1.187	-8.1%	51,876,663	49,737,272	4.3%	135,152	146,322	-7.6%
Oakland H.A	200,091	189,241	5.7%	30,966,730	29,405,018	5.3%	0.968	1.062	-8.9%	26,820,459	25,932,089	3.4%	36,164	56,006	-35.4%
Contra Costa H.A.	35,537	30,554	16.3%	5,552,285	5,320,183	4.4%	0.958	0.940	1.9%	4,922,145	4,742,459	3.8%	2,500	-	0.0%
Total	\$11,519,797	\$7,778,237	48.1%	\$2,131,460,813	\$1,614,537,173	32.0%				\$1,425,656,378	\$1,330,018,904	7.2%	2,508,005	\$1,987,498	26.2%

\* Average incurred losses as displayed in the Experience Modification Calculation. Individual losses from \$25k and capped at \$500k.

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

Program Administration Fee Worksheet

		Original Contract Year			
		2018/2019			
Annual Base Contract Price (ABCP)					\$697,162
Baseline as of 4/1/18					
PERMA	San Jacinto Joined 7/1/18				
ERMAC	Santa Maria Joined 1/1/19				
SCORE	Fort Jones Joined 1/1/19				
Totals as of 6/30/19					

		2019/2020			
		2019/2020			
Annual Base Contract Price (ABCP)					\$735,384
Percentage Increase over previous year					2.00%
Baseline as of 7/1/19					
PARSAC	W. Hollywood Withdrew 7/1/19				
PERMA	Adelanto Withdrew 7/1/19				
CSJVRMA	Parlier Withdrew 7/1/19				
PERMA	Rancho Mirage Joined 12/31/19				
SCORE	Dunsmuir Joined 1/1/20				
Totals as of 6/30/20					

		2020/2021			
		2020/2021			
Annual Base Contract Price (ABCP)					\$738,012
Percentage Increase over previous year					2.00%
Baseline as of 7/1/20					
PARSAC	Pacific Grove Withdrawing 7/1/20				
SCORE	Fort Jones Withdrawing 7/1/20				
PLAN JPA	26 agencies Assumes 7/1/20 Join Date				
Totals as of 6/30/21					

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ BCJPIA ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>									Prior Year Comparison		
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Info Only: <i>Prior Year (2019/2020) Experience Modification</i>	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.
1 Albany/Albany JPA	\$11,273,329	\$50,000	\$0.567	\$63,920	\$795	\$5,850	\$70,565	(\$3,525)	\$67,040	0.791	\$53,058	1.000	\$53,080	0.366	0.750	0.750	0.750	\$50,280	0.958	\$48,165	(\$11,247)	\$36,918	\$41,969	\$6,196	(\$5,051)
2 Brisbane	10,205,927	50,000	0.567	57,868	720	5,296	63,884	(3,191)	60,693	0.791	48,034	1.000	48,054	0.000	0.750	0.750	0.750	45,519	0.958	43,604	(7,433)	36,171	37,347	6,257	(1,176)
3 CMFA (1/1/19)	4,119,184	100,000	0.465	19,152	290	2,138	21,580	(1,078)	20,502	0.791	16,226	1.000	16,233	0.000	0.750	0.750	1.000	15,376	0.958	14,730	0	14,730	26,891	(12,161)	(12,161)
4 Central Marin PA	5,457,093	100,000	0.465	25,372	385	2,832	28,589	(1,428)	27,161	0.791	21,496	1.000	21,505	0.000	0.750	0.750	0.750	20,371	0.958	19,514	(3,194)	16,320	16,405	3,109	(85)
5 Corte Madera (7/1/17)	3,620,916	100,000	0.465	16,835	255	1,879	18,969	(948)	18,022	0.791	14,263	1.000	14,269	0.000	0.750	0.750	0.750	13,516	0.958	12,948	0	12,948	10,677	2,271	2,271
6 Emeryville	5,353,640	50,000	0.567	30,355	378	2,778	33,511	(1,674)	31,837	0.791	25,197	1.000	25,207	0.000	0.750	0.750	0.750	23,878	0.958	22,873	(3,319)	19,554	20,157	2,716	(603)
7 Emeryville (MESA)	9,753,849	50,000	0.567	55,304	688	5,062	61,054	(3,050)	58,004	0.791	45,906	1.000	45,925	0.000	0.750	0.750	0.750	43,503	0.958	41,673	(11,886)	29,787	35,890	5,783	(6,103)
8 Fairfax	3,019,166	50,000	0.567	17,119	213	1,567	18,898	(944)	17,954	0.791	14,210	1.000	14,216	0.000	0.750	0.750	0.750	13,466	0.958	12,899	(2,725)	10,174	11,203	1,696	(1,029)
9 Larkspur	4,437,164	250,000	0.278	12,328	313	2,303	14,943	(746)	14,197	0.791	11,236	1.000	11,241	0.000	0.750	0.750	0.750	10,648	0.958	10,200	(2,993)	7,207	5,664	4,536	1,543
10 Los Altos (07/01/12)	13,397,476	100,000	0.465	62,290	945	6,953	70,188	(3,506)	66,682	0.791	52,774	1.000	52,796	0.709	0.750	0.750	0.881	50,011	0.958	47,907	(13,679)	34,228	55,923	(8,016)	(21,695)
11 Menlo Park (07/01/02)	31,900,426	250,000	0.278	88,629	2,249	16,555	107,433	(5,366)	102,067	0.791	80,779	1.000	80,812	0.909	0.909	0.909	1.000	92,783	0.958	88,880	(17,503)	71,377	82,803	6,077	(11,426)
12 Mill Valley (07/01/01)	17,527,967	50,000	0.567	99,384	1,236	9,096	109,716	(5,480)	104,235	0.791	82,495	1.000	82,529	0.000	0.750	0.750	0.750	78,177	0.958	74,888	(14,638)	60,250	65,091	9,797	(4,841)
13 Novato (09/01/07)	19,704,268	250,000	0.278	54,744	1,389	10,226	66,359	(3,315)	63,045	0.791	49,895	1.000	49,916	0.414	0.750	1.000	1.250	63,045	0.958	60,392	(9,453)	50,939	61,646	(1,254)	(10,707)
14 Piedmont	13,938,268	50,000	0.567	79,030	983	7,233	87,246	(4,358)	82,888	0.791	65,600	1.000	65,627	4.435	1.500	1.500	1.250	124,332	0.958	119,101	(18,889)	100,212	87,173	31,928	13,039
15 Pleasanton	50,018,700	75,000	0.510	255,245	3,527	25,957	284,730	(14,222)	270,507	0.791	214,088	1.000	214,176	0.000	0.750	0.750	0.750	202,881	0.958	194,345	(36,029)	158,316	152,641	41,704	5,675
16 San Anselmo	3,374,056	50,000	0.567	19,131	238	1,751	21,120	(1,055)	20,065	0.791	15,880	1.000	15,887	0.000	0.750	0.750	0.750	15,049	0.958	14,416	(5,536)	8,880	13,291	1,125	(4,411)
17 Sausalito	6,646,132	50,000	0.567	37,684	469	3,449	41,601	(2,078)	39,523	0.791	31,280	1.000	31,293	0.000	0.750	0.750	0.750	29,642	0.958	28,395	(14,000)	14,395	25,214	3,181	(10,819)
18 Tiburon (7/1/11)	3,735,038	25,000	0.641	23,931	263	1,938	26,132	(1,305)	24,827	0.791	19,649	1.000	19,657	0.000	0.750	0.750	0.750	18,620	0.958	17,837	(3,650)	14,187	15,034	2,803	(847)
19 Union City	26,089,444	75,000	0.510	133,134	1,840	13,539	148,513	(7,418)	141,095	0.791	111,667	1.000	111,713	0.000	0.750	0.750	0.750	105,821	0.958	101,369	(21,966)	79,403	93,933	7,436	(14,530)
Total	\$243,572,043			\$1,151,455	\$17,175	\$126,402	\$1,295,032	(\$64,687)	\$1,230,345		\$973,732		\$974,136					\$1,016,919		\$974,136	(\$198,140)	\$775,996	\$858,952	\$115,184	(\$82,956)
				(64,687)	JPA participation credit																				
				\$1,086,768	Net funding					JPA Ex mod calc:	1 X 2 = 3; then 3 X 4 = 5						Individual Ex mod calc:	1 X 8 = 9; then 9 X 10 = 11							

Total JPA Payroll	\$487,630,739
Participating Payroll	243,572,043
Participation Credit	5.00%
2018 Payroll	\$229,699,946
2019 Payroll	243,572,043
Percentage Increase	6.04%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ CalTIP ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>										Prior Year Comparison						
1										2	3	4	5	6	7	8	Info Only:	9	10	11										
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.				
1 El Dorado County TA	\$3,515,292	\$50,000	\$0.567	\$19,932	\$248	\$1,824	\$22,004	(\$303)	\$21,701	0.889	\$19,285	1.000	\$19,293	0.000	0.750	0.750	0.750	\$16,276	1.185	\$19,293		\$19,293	\$0	\$19,293	\$17,120	\$2,173	\$2,173			
2 Humboldt Transit	2,532,761	75,000	0.510	12,925	179	1,314	14,418	(199)	14,219	0.889	12,636	1.000	12,642	0.000	0.750	0.750	0.750	10,664	1.185	12,642		12,642	0	12,642	10,907	1,735	1,735			
3 Livermore Amador Valley TA	1,671,605	50,000	0.567	9,478	118	867	10,463	(144)	10,319	0.889	9,171	1.000	9,174	0.000	0.750	0.750	0.750	7,739	1.185	9,174	669	9,843	0	9,843	7,524	2,319	2,319			
4 Mendocino Transit	2,972,395	50,000	0.567	16,853	210	1,543	18,606	(256)	18,349	0.889	16,307	1.000	16,314	0.000	0.750	0.750	0.750	13,762	1.185	16,314	1,189	17,503	0	17,503	13,896	3,607	3,607			
5 Morongo Basin TA	1,711,324	50,000	0.567	9,703	121	888	10,712	(148)	10,564	0.889	9,389	1.000	9,392	0.000	0.750	0.750	0.750	7,923	1.185	9,392		9,392	0	9,392	7,437	1,955	1,955			
6 San Luis Obispo Regional TA	5,212,936	50,000	0.567	29,557	368	2,705	32,630	(449)	32,181	0.889	28,599	1.000	28,611	0.000	0.750	0.750	0.750	24,136	1.185	28,611	2,085	30,696	0	30,696	25,873	4,823	4,823			
7 South County Transit	371,659	50,000	0.567	2,107	26	193	2,326	(32)	2,294	0.889	2,039	1.000	2,040	0.000	0.750	0.750	0.750	1,721	1.185	2,040	149	2,188	0	2,188	2,370	(182)	(182)			
8 Tahoe Transportation District	2,914,349	50,000	0.567	16,524	206	1,512	18,242	(251)	17,991	0.889	15,988	1.000	15,995	0.000	0.750	0.750	0.750	13,493	1.185	15,995	1,166	17,161	0	17,161	17,216	(55)	(55)			
9 Western Contra Costa TA	1,059,072	50,000	0.567	6,005	75	550	6,629	(91)	6,538	0.889	5,810	1.000	5,813	0.000	0.750	0.750	0.750	4,903	1.185	5,813		5,813	0	5,813	4,647	1,166	1,166			
10 Yolo County Trans. District	964,222	50,000	0.567	5,467	68	500	6,036	(83)	5,952	0.889	5,290	1.000	5,292	0.000	0.750	0.750	0.750	4,464	1.185	5,292	386	5,678	0	5,678	5,124	554	554			
Total	\$22,925,614			\$128,552	\$1,617	\$11,897	\$142,066	(\$1,957)	\$140,109		\$124,514		\$124,566					\$105,082		\$124,566	\$5,643	\$130,209	\$0	\$130,209	\$112,114	\$18,095	\$18,095			
				(1,957)	JPA participation credit																									
				\$126,595	Net funding					JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11																

Total JPA Payroll	\$166,439,821
Participating Payroll	22,925,614
Participation Credit	1.38%
2018 Payroll	\$21,654,834
2019 Payroll	22,925,614
Percentage Increase	5.87%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519



Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ CSJVRMA ~

Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>							Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison		
										JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped nu. Ex Mod Including .25 capped change over prior year	Info Only: Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor					Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.
1 Angels Camp	\$2,348,605	\$25,000	\$0.641	\$15,048	\$166	\$1,219	\$16,432	(\$1,026)	\$15,406	1.154	\$17,781	1.000	\$17,788	0.000	0.750	0.750	0.750	\$11,555	1.195	\$13,808	\$939	\$14,747	(\$4,179)	\$10,568	\$17,360	(\$2,613)	(\$6,792)
2 Atwater ( 7/01/00)	5,192,561	25,000	0.641	33,269	366	2,695	36,330	(2,268)	34,062	1.154	39,312	1.000	39,328	2.786	1.500	1.500	1.500	51,093	1.195	61,055	2,077	63,132	(15,491)	47,641	64,247	(1,115)	(16,606)
3 Ceres	15,762,823	25,000	0.641	100,994	1,112	8,180	110,286	(6,886)	103,400	1.154	119,338	1.000	119,388	0.135	0.750	1.000	1.250	103,400	1.195	123,562	6,305	129,867	(28,186)	101,681	148,493	(18,626)	(46,812)
4 Chowchilla (07/01/01)	4,489,822	25,000	0.641	28,767	317	2,330	31,413	(1,961)	29,452	1.154	33,992	1.000	34,006	0.000	0.750	0.750	0.750	22,089	1.195	26,396	1,796	28,192	(5,975)	22,217	25,972	2,220	(3,755)
5 Corcoran	4,297,812	25,000	0.641	27,537	303	2,230	30,070	(1,878)	28,192	1.154	32,538	1.000	32,552	0.000	0.750	0.750	0.750	21,144	1.195	25,267	1,719	26,986	(7,655)	19,331	24,678	2,308	(5,347)
6 Delano	20,346,087	25,000	0.641	130,359	1,435	10,559	142,353	(8,888)	133,464	1.154	154,038	1.000	154,101	2.239	1.500	1.500	1.500	200,197	1.195	239,234	8,138	247,372	(43,863)	203,509	230,932	16,440	(27,423)
7 Dinuba (7/1/16)	9,977,747	100,000	0.465	46,391	704	5,178	52,272	(3,264)	49,008	1.154	56,563	1.000	56,586	0.000	0.750	0.750	0.750	36,756	1.195	43,923	3,991	47,915	0	47,915	50,262	(2,347)	(2,347)
8 Dos Palos (12/1/10)	1,455,597	25,000	0.641	9,326	103	755	10,184	(636)	9,548	1.154	11,020	1.000	11,025	0.000	0.750	0.750	0.750	7,161	1.195	8,558	582	9,140	(3,232)	5,908	9,026	114	(3,118)
9 Escalon	2,169,803	25,000	0.641	13,902	153	1,126	15,181	(948)	14,233	1.154	16,427	1.000	16,434	0.000	0.750	0.750	0.750	10,675	1.195	12,757	868	13,624	(4,075)	9,549	12,760	864	(3,211)
10 Farmersville (7/1/16)	2,534,516	75,000	0.510	12,934	179	1,315	14,428	(901)	13,527	1.154	15,612	1.000	15,618	0.000	0.750	0.750	0.750	10,145	1.195	12,123	1,014	13,137	0	13,137	11,842	1,295	1,295
11 Fowler	2,048,543	25,000	0.641	13,125	144	1,063	14,333	(895)	13,438	1.154	15,509	1.000	15,516	16.725	1.500	1.500	1.250	20,157	1.195	24,087	819	24,907	(3,563)	21,344	19,143	5,764	2,201
12 Gustine	1,666,735	25,000	0.641	10,679	118	865	11,661	(728)	10,933	1.154	12,619	1.000	12,624	0.000	0.750	0.750	0.750	8,200	1.195	9,799	667	10,466	(4,466)	6,000	8,869	1,597	(2,869)
13 Hughson	986,819	25,000	0.641	6,323	70	512	6,904	(431)	6,473	1.154	7,471	1.000	7,474	0.000	0.750	1.000	1.250	6,473	1.195	7,735	395	8,130	(3,795)	4,335	10,116	(1,986)	(5,781)
14 Huron (07/01/10)	1,122,407	25,000	0.641	7,191	79	582	7,853	(490)	7,363	1.154	8,498	1.000	8,501	0.000	0.750	0.750	0.750	5,522	1.195	6,599	449	7,048	(2,789)	4,259	6,804	244	(2,545)
15 Kerman (07/01/00)	4,197,823	25,000	0.641	26,896	296	2,178	29,370	(1,834)	27,537	1.154	31,781	1.000	31,794	0.000	0.750	1.066	1.316	29,348	1.195	35,071	1,679	36,750	(6,796)	29,954	41,363	(4,613)	(11,409)
16 Kingsburg (07/01/05)	3,970,486	25,000	0.641	25,439	280	2,060	27,780	(1,735)	26,045	1.154	30,060	1.000	30,072	12.017	1.500	1.500	1.250	39,068	1.195	46,686	1,588	48,274	(13,106)	35,168	50,861	12,333	(773)
17 Lathrop (10/4/05)	7,346,922	25,000	0.641	47,072	518	3,813	51,403	(3,210)	48,194	1.154	55,623	1.000	55,646	0.000	0.750	0.750	0.750	36,145	1.195	43,193	2,939	46,132	(17,202)	28,930	40,875	5,257	(11,945)
18 Lemoore (07/01/13)	7,986,606	25,000	0.641	51,171	563	4,145	55,879	(3,489)	52,390	1.154	60,466	1.000	60,491	0.000	0.750	0.750	0.750	39,292	1.195	46,954	3,195	50,149	0	50,149	47,339	2,810	2,810
19 Livingston	4,852,236	25,000	0.641	31,089	342	2,518	33,949	(2,120)	31,829	1.154	36,736	1.000	36,751	0.000	0.750	0.750	0.750	23,872	1.195	28,527	1,941	30,468	(14,318)	16,150	25,889	4,579	(9,739)
20 Madera	17,546,597	25,000	0.641	112,423	1,237	9,106	122,766	(7,665)	115,101	1.154	132,843	1.000	132,898	0.000	0.750	0.750	0.750	86,325	1.195	103,158	7,019	110,177	(31,619)	78,558	117,282	(7,105)	(38,724)
21 McFarland	2,507,354	50,000	0.567	14,217	177	1,301	15,695	(980)	14,715	1.154	16,983	1.000	16,990	19.866	1.500	1.500	1.500	22,072	1.195	26,376	1,003	27,379	(7,434)	19,945	28,602	(1,223)	(8,657)
22 Mendota (07/01/13)	2,427,588	25,000	0.641	15,554	171	1,260	16,985	(1,061)	15,924	1.154	18,379	1.000	18,387	0.000	0.750	0.750	0.750	11,943	1.195	14,272	971	15,243	0	15,243	14,395	848	848
23 Merced (07/01/03)	36,186,516	100,000	0.465	168,246	2,552	18,779	189,576	(11,837)	177,739	1.154	205,137	1.000	205,222	0.112	0.750	0.750	0.750	133,305	1.195	159,298	14,475	173,773	(62,967)	110,806	166,603	7,170	(55,797)
24 Newman	2,813,698	25,000	0.641	18,028	198	1,460	19,686	(1,229)	18,457	1.154	21,302	1.000	21,311	0.000	0.750	0.750	0.750	13,843	1.195	16,542	1,125	17,668	(3,802)	13,866	16,875	793	(3,009)
25 Oakdale (8/1/12)	6,700,086	50,000	0.567	37,989	472	3,477	41,939	(2,619)	39,320	1.154	45,381	1.000	45,400	1.905	1.500	1.500	1.500	58,981	1.195	70,481	2,680	73,161	(18,723)	54,438	59,867	13,294	(5,429)
26 Orange Cove (07/07/07)	1,992,845	50,000	0.567	11,299	141	1,034	12,474	(779)	11,695	1.154	13,498	1.000	13,504	0.000	0.750	0.750	0.750	8,771	1.195	10,482	797	11,279	(3,824)	7,455	10,806	473	(3,351)
27 Patterson (07/01/13)	9,481,497	50,000	0.567	53,760	669	4,920	59,349	(3,706)	55,643	1.154	64,221	1.000	64,247	1.041	1.041	1.000	0.750	55,643	1.195	66,494	3,793	70,286	0	70,286	48,910	21,376	21,376
28 Porterville	22,223,862	25,000	0.641	142,391	1,567	11,533	155,491	(9,709)	145,782	1.154	168,254	1.000	168,324	3.555	1.500	1.000	0.750	145,782	1.195	174,209	8,890	183,098	(35,639)	147,459	130,197	52,901	17,262
29 Reedley	8,737,363	25,000	0.641	55,981	616	4,534	61,132	(3,817)	57,315	1.154	66,149	1.000	66,177	0.000	0.750	0.750	0.750	42,986	1.195	51,368	3,495	54,863	(13,471)	41,392	51,737	3,126	(10,345)
30 Riverbank (7/1/12)	3,585,662	50,000	0.567	20,331	253	1,861	22,444	(1,401)	21,043	1.154	24,287	1.000	24,297	0.416	0.750	0.750	0.750	15,782	1.195	18,860	1,434	20,294	(8,405)	11,889	19,450	844	(7,561)
31 Sanger (4/18/16)	9,203,184	25,000	0.641	58,966	649	4,776	64,391	(4,020)	60,370	1.154	69,676																

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment  
~ ERMAC ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>							Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison		
1										2	3	4	5	6	7	8	Info Only:	9	10	11			Prior Year	Increase (Decrease)	Increase (Decrease)
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor			Deposit Premium	Prior Year Deposit Premium	Increase w/o Retro. Adj.
1 Hayward (7/1/16)	\$100,929,988	\$500,000	\$0.108	\$108,732	\$7,117	\$52,378	\$168,227	(\$15,446)	\$152,781	0.955	\$145,972	1.000	\$146,033	0.921	0.921	0.921	0.891	\$140,639	1.105	\$155,387	\$0	\$155,387	\$131,370	\$24,017	\$24,017
2 Laguna Hills (7/1/16)	3,142,724	100,000	0.465	14,612	222	1,631	16,464	(1,512)	14,953	0.955	14,286	1.000	14,292	0.000	0.750	0.750	0.750	11,214	1.105	12,391	0	12,391	10,558	1,833	1,833
3 Santa Maria (1/1/19)	51,264,592	500,000	0.108	55,227	3,615	26,604	85,446	(7,845)	77,601	0.955	74,143	1.000	74,173	0.778	0.778	0.778	1.000	60,388	1.105	66,721	0	66,721	70,293	(3,572)	(3,572)
Total	\$155,337,304			\$178,571	\$10,954	\$80,612	\$270,137	(\$24,803)	\$245,334		\$234,401		\$234,499					\$212,241		\$234,499	\$0	\$234,499	\$212,221	\$22,278	\$22,278
				(24,803)	JPA participation credit					JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11											
				\$153,768	Net funding																				

Total JPA Payroll	\$169,183,667
Participating Payroll	155,337,304
Participation Credit	9.18%
2018 Payroll	\$153,114,547
2019 Payroll	155,337,304
Percentage Increase	1.45%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ MBASIA ~

1										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>										Prior Year Comparison			
										2	3	4	5	6	7	8	Info Only:	9	10					11			Prior Year
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	w/o Retro. Adj.	Net of Retro. Adj.	
1 Capitola	\$6,421,510	\$500,000	\$0.108	\$6,918	\$453	\$3,332	\$10,703	(\$1,070)	\$9,633	1.044	\$10,052	1.000	\$10,056	3.082	1.500	1.250	1.000	\$12,041	1.165	\$14,027	\$2,569	\$16,595	(\$2,879)	\$13,716	\$13,184	\$3,411	\$532
2 Del Ray Oaks	1,612,490	500,000	0.108	1,737	114	837	2,688	(269)	2,419	1.044	2,524	1.000	2,525	15.994	1.500	1.250	3,628	1.165	4,227	645	4,872	(500)	4,372	3,620	1,252	752	
3 Gonzales	4,006,408	500,000	0.108	4,316	283	2,079	6,678	(668)	6,010	1.044	6,271	1.000	6,274	0.000	0.750	0.750	4,507	1.165	5,251	1,603	6,853	(1,214)	5,639	6,181	672	(542)	
4 Greenfield	5,959,984	500,000	0.108	6,421	420	3,093	9,934	(993)	8,941	1.044	9,329	1.000	9,333	7.304	1.500	1.500	13,411	1.165	15,622	2,384	18,006	(1,524)	16,482	16,105	1,901	377	
5 Hollister	17,320,133	500,000	0.108	18,659	1,221	8,988	28,869	(2,887)	25,982	1.044	27,112	1.000	27,123	0.000	0.750	0.750	19,486	1.165	22,700	6,928	29,628	(5,226)	24,402	28,491	1,137	(4,089)	
6 King City	2,986,810	500,000	0.108	3,218	211	1,550	4,978	(498)	4,480	1.044	4,675	1.000	4,677	0.000	0.750	0.750	3,360	1.165	3,914	1,195	5,109	(1,340)	3,769	5,208	(99)	(1,439)	
7 Marina	9,611,831	500,000	0.108	10,355	678	4,988	16,021	(1,602)	14,419	1.044	15,046	1.000	15,052	0.166	0.750	0.750	10,814	1.165	12,597	3,845	16,442	(4,542)	11,900	15,671	771	(3,771)	
8 Sand City	2,702,236	500,000	0.108	2,911	191	1,402	4,504	(450)	4,054	1.044	4,230	1.000	4,232	0.000	0.750	0.750	3,040	1.165	3,542	1,081	4,622	(1,299)	3,323	4,713	(91)	(1,390)	
9 Scotts Valley	5,456,068	500,000	0.108	5,878	385	2,831	9,094	(909)	8,185	1.044	8,541	1.000	8,544	0.000	0.750	0.750	6,138	1.165	7,151	2,182	9,333	(2,525)	6,808	9,258	75	(2,450)	
10 Soledad	4,748,518	500,000	0.108	5,116	335	2,464	7,915	(791)	7,123	1.044	7,433	1.000	7,436	0.000	0.750	0.750	5,342	1.165	6,223	1,899	8,123	(3,216)	4,907	7,772	351	(2,865)	
Total	\$60,825,988			\$65,528	\$4,289	\$31,566	\$101,383	(\$10,138)	\$91,244		\$95,214		\$95,253				\$81,769		\$95,253	\$24,330	\$119,584	(\$24,265)	\$95,319	\$110,203	\$9,381	(\$14,884)	
				(10,138)	JPA participation credit						JPA Ex mod calc:				1 X 2 = 3; then 3 X 4 = 5		Individual Ex mod calc:				1 X 8 = 9; then 9 X 10 = 11						
				\$55,390	Net funding																						

		Retained Limit Rates - 80% C.L.		
		SIR	Factor	Rates
Total JPA Payroll*	\$60,825,988	\$25,000	1.13	\$0.641
Participating Payroll	60,825,988			
Participation Credit	10.00%	50,000	1.00	0.567
		75,000	0.90	0.510
2018 Payroll	\$57,382,172	100,000	0.82	0.465
2019 Payroll	60,825,988	250,000	0.49	0.278
Percentage Increase	6.00%	500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

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~ MPA ~

1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)											Prior Year Comparison		
										2	3	4	5	6	7	8	9	10	11								
Member	Actual 2019	SIR	Payroll/100 Pool	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.	
	1 Antioch	\$33,598,988	\$50,000	0.567	\$190,506	\$2,369	\$17,436	\$210,312	(\$19,238)	\$191,074	0.838	\$160,088	1.000	\$160,155	0.000	0.750	0.750	0.750	\$143,305	0.936	\$134,186	\$13,440	\$147,625	(\$29,225)	\$118,400	\$129,041	\$18,584
2 Brentwood	34,674,871	50,000	0.567	196,607	2,445	17,995	217,046	(19,854)	197,192	0.838	165,215	1.000	165,283	2.386	1.500	1.025	0.775	202,218	0.936	189,350	13,870	203,220	(30,600)	172,620	135,748	67,472	36,872
3 Clayton	2,419,519	50,000	0.567	13,719	171	1,256	15,145	(1,385)	13,760	0.838	11,528	1.000	11,533	0.000	0.750	0.750	0.750	10,320	0.936	9,663	968	10,631	(2,634)	7,997	9,136	1,495	(1,139)
4 Danville	8,835,462	50,000	0.567	50,097	623	4,585	55,305	(5,059)	50,246	0.838	42,098	1.000	42,116	0.444	0.750	0.750	0.750	37,685	0.936	35,287	3,534	38,821	(8,579)	30,242	35,114	3,707	(4,872)
5 El Cerrito	22,060,903	50,000	0.567	125,085	1,556	11,449	138,089	(12,631)	125,458	0.838	105,113	1.000	105,157	0.000	0.750	0.750	0.750	94,093	0.936	88,106	8,824	96,930	(20,260)	76,670	83,830	13,100	(7,160)
6 Hercules	7,660,894	50,000	0.567	43,437	540	3,976	47,953	(4,386)	43,567	0.838	36,502	1.000	36,517	1.182	1.182	1.182	1.000	51,503	0.936	48,226	3,064	51,290	(18,657)	32,633	37,896	13,394	(5,263)
7 LaFayette	4,539,389	50,000	0.567	25,738	320	2,356	28,414	(2,599)	25,815	0.838	21,629	1.000	21,638	0.000	0.750	0.750	0.750	19,361	0.936	18,129	1,816	19,945	(4,187)	15,758	17,819	2,126	(2,061)
8 Manteca	42,054,691	50,000	0.567	238,450	2,965	21,824	263,240	(24,079)	239,160	0.838	200,377	1.000	200,460	0.125	0.750	1.089	1.339	260,446	0.936	243,872	16,822	260,694	(36,254)	224,440	260,195	499	(35,755)
9 Martinez	14,816,049	50,000	0.567	84,007	1,045	7,689	92,741	(8,483)	84,257	0.838	70,594	1.000	70,623	0.000	0.750	0.750	0.750	63,193	0.936	59,172	5,926	65,098	(13,908)	51,190	55,476	9,622	(4,286)
10 Moraga	4,442,241	50,000	0.567	25,188	313	2,305	27,806	(2,544)	25,263	0.838	21,166	1.000	21,175	0.000	0.750	0.750	0.750	18,947	0.936	17,741	1,777	19,518	(3,466)	16,052	15,523	3,995	529
11 Oakley (07/01/02)	9,961,975	50,000	0.567	56,484	702	5,170	62,357	(5,704)	56,653	0.838	47,466	1.000	47,485	0.000	0.750	0.750	0.750	42,490	0.936	39,786	3,985	43,770	(3,908)	39,862	36,732	7,038	3,130
12 Orinda	3,754,713	50,000	0.567	21,289	265	1,949	23,502	(2,150)	21,353	0.838	17,890	1.000	17,897	0.000	0.750	0.750	0.750	16,014	0.936	14,995	1,502	16,497	(3,793)	12,704	14,601	1,896	(1,897)
13 Pacifica (03/09/07)	19,060,055	75,000	0.510	97,263	1,344	9,891	108,499	(9,925)	98,574	0.838	82,589	1.000	82,623	0.000	0.750	0.750	0.750	73,930	0.936	69,226	7,624	76,850	(41,435)	35,415	66,684	10,166	(31,269)
14 Pinole	9,682,100	50,000	0.567	54,898	683	5,025	60,605	(5,544)	55,061	0.838	46,132	1.000	46,151	0.000	0.750	0.750	0.750	41,296	0.936	38,668	3,873	42,541	(11,996)	30,545	36,648	5,893	(6,103)
15 Pittsburg	28,785,660	50,000	0.567	163,215	2,030	14,938	180,183	(16,482)	163,701	0.838	137,154	1.000	137,211	1.253	1.253	1.253	1.500	205,197	0.936	192,139	11,514	203,653	(25,855)	177,798	209,128	(5,475)	(31,330)
16 Pleasant Hill	12,813,263	50,000	0.567	72,651	904	6,649	80,204	(7,337)	72,868	0.838	61,051	1.000	61,076	5.985	1.500	1.317	1.067	95,967	0.936	89,860	5,125	94,985	(13,309)	81,676	68,812	26,173	12,864
17 San Pablo	16,936,406	100,000	0.465	78,744	1,194	8,789	88,728	(8,116)	80,611	0.838	67,539	1.000	67,567	0.000	0.750	0.750	0.750	60,459	0.936	56,611	6,775	63,386	(11,980)	51,406	52,394	10,992	(988)
18 San Ramon	32,808,007	50,000	0.567	186,021	2,313	17,026	205,361	(18,785)	186,576	0.838	156,320	1.000	156,384	0.000	0.750	0.750	0.750	139,932	0.936	131,027	13,123	144,150	(30,214)	113,936	132,312	11,838	(18,376)
19 Walnut Creek	40,981,431	50,000	0.567	232,365	2,890	21,267	256,522	(23,465)	233,057	0.838	195,263	1.000	195,344	0.101	0.750	0.750	1.000	174,793	0.936	163,670	16,393	180,062	(38,310)	141,752	207,153	(27,091)	(65,401)
20 MPA Staff	1,856,755	25,000	0.641	11,896	131	964	12,991	(1,188)	11,803	0.838	9,889	1.000	9,893	2.012	1.500	1.500	1.500	17,704	0.936	16,577	743	17,320	0	17,320	17,320	17,320	17,320
Total	\$351,743,372			\$1,967,661	\$24,803	\$182,537	\$2,175,002	(\$198,954)	\$1,976,047		\$1,655,602		\$1,656,289					\$1,768,853		\$1,656,289	\$140,697	\$1,796,986	(\$348,570)	\$1,448,416	\$1,604,242	\$192,744	(\$155,826)

(198,954) JPA participation credit

\$1,768,707 Net funding

JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5

Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11

Total JPA Payroll	\$384,531,798
Participating Payroll	<u>351,743,372</u>
Participation Credit	<u>9.15%</u>
2018 Payroll	\$331,210,310
2019 Payroll	<u>351,743,372</u>
Percentage Increase	<u>6.20%</u>

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

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~ PARSAC ~

											JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)																
1											2345				678			910			11			Prior Year Comparison							
											JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Premium Deposit	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.					
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium																						
1 Amador	\$39,420	\$25,000	0.641	\$253	\$3	\$20	\$276	(\$21)	\$255	1.166	\$297	1.000	\$297	0.000	0.750	0.750	0.750	\$191	1.228	\$235	(\$44)	\$191	\$189	\$46	\$2						
2 Avalon	6,598,744	25,000	0.641	42,279	465	3,424	46,169	(3,481)	42,687	1.166	49,755	1.000	49,775	0.635	0.750	0.750	0.750	32,015	1.228	39,317	(6,328)	32,989	30,149	9,168	2,840						
3 Belvedere (7/1/15)	2,141,612	25,000	0.641	13,722	151	1,111	14,984	(1,130)	13,854	1.166	16,148	1.000	16,154	1.190	1.190	1.000	0.750	13,854	1.228	17,013	0	17,013	10,949	6,064	6,064						
4 Blue Lake	517,148	25,000	0.641	3,313	36	268	3,618	(273)	3,345	1.166	3,899	1.000	3,901	0.000	0.750	0.750	0.750	2,509	1.228	3,081	(981)	2,100	2,098	983	2						
5 California City	8,538,890	100,000	0.465	39,701	602	4,431	44,734	(3,373)	41,361	1.166	48,209	1.000	48,229	6.734	1.500	1.500	1.500	62,041	1.228	76,190	(5,296)	70,894	45,885	30,305	25,009						
6 Calimesa	1,919,936	25,000	0.641	12,301	135	996	13,433	(1,013)	12,420	1.166	14,476	1.000	14,482	0.000	0.750	1.000	1.250	12,420	1.228	15,252	(1,648)	13,604	10,954	4,298	2,650						
7 Calistoga	6,425,210	25,000	0.641	41,167	453	3,334	44,954	(3,390)	41,565	1.166	48,446	1.000	48,466	0.000	0.750	0.750	0.750	31,173	1.228	38,283	(5,800)	32,483	26,556	11,727	5,927						
8 Citrus Heights	19,535,966	100,000	0.465	90,831	1,378	10,138	102,346	(7,718)	94,629	1.166	110,296	1.000	110,341	0.000	0.750	0.750	0.750	70,971	1.228	87,157	(40,422)	46,735	65,036	22,121	(18,301)						
9 Clearlake	4,470,339	25,000	0.641	28,642	315	2,320	31,277	(2,359)	28,919	1.166	33,706	1.000	33,720	2.515	1.500	1.000	0.750	28,919	1.228	35,513	(3,431)	32,082	18,123	17,390	13,959						
10 Coalinga	4,863,578	25,000	0.641	31,161	343	2,524	34,028	(2,566)	31,462	1.166	36,671	1.000	36,687	3.230	1.500	1.500	1.500	47,194	1.228	57,956	(24,025)	33,931	46,184	11,772	(12,253)						
11 Ferndale	695,638	25,000	0.641	4,457	49	361	4,867	(367)	4,500	1.166	5,245	1.000	5,247	0.000	0.750	0.750	0.750	3,375	1.228	4,145	(742)	3,403	3,058	1,087	345						
12 Grass Valley	7,815,626	25,000	0.641	50,075	551	4,056	54,683	(4,123)	50,559	1.166	58,930	1.000	58,954	0.000	0.750	0.750	0.750	37,919	1.228	46,567	(9,353)	37,214	33,649	12,918	3,565						
13 Highland	3,142,495	25,000	0.641	20,134	222	1,631	21,987	(1,658)	20,329	1.166	23,694	1.000	23,704	0.000	0.750	0.750	0.750	15,247	1.228	18,724	(3,748)	14,976	13,144	5,580	1,832						
14 Menifee (10/1/08)	8,540,141	25,000	0.641	54,718	602	4,432	59,752	(4,506)	55,246	1.166	64,393	1.000	64,419	8.946	1.500	1.250	1.000	69,057	1.228	84,806	(2,573)	82,233	37,868	46,938	44,365						
15 Nevada City	2,675,062	25,000	0.641	17,139	189	1,388	18,716	(1,411)	17,305	1.166	20,170	1.000	20,178	0.628	0.750	0.750	0.750	12,979	1.228	15,939	(2,740)	13,199	11,892	4,047	1,307						
16 Placentia	12,908,301	100,000	0.465	60,016	910	6,699	67,625	(5,099)	62,525	1.166	72,877	1.000	72,908	0.585	0.750	0.750	0.750	46,894	1.228	57,588	(11,450)	46,138	42,354	15,234	3,784						
17 Placerville	6,892,317	50,000	0.567	39,079	486	3,577	43,142	(3,253)	39,889	1.166	46,493	1.000	46,512	0.000	0.750	0.750	0.750	29,917	1.228	36,739	(6,041)	30,698	26,746	9,993	3,952						
18 Plymouth	614,150	25,000	0.641	3,935	43	319	4,297	(324)	3,973	1.166	4,631	1.000	4,633	0.000	0.750	0.750	0.750	2,980	1.228	3,659	(672)	2,987	2,927	732	60						
19 Point Arena	378,120	25,000	0.641	2,423	27	196	2,646	(199)	2,446	1.166	2,851	1.000	2,852	0.000	0.750	0.750	1.000	1,835	1.228	2,253	(465)	1,788	2,264	(11)	(476)						
20 Rancho Cucamonga	31,354,233	250,000	0.278	87,111	2,211	16,271	105,594	(7,963)	97,631	1.166	113,795	1.000	113,843	1.940	1.500	1.250	1.000	122,039	1.228	149,870	(33,798)	116,072	93,279	56,591	22,793						
21 Rancho Cucamonga FPD (7/1/16)	17,606,332	75,000	0.510	89,845	1,242	9,137	100,223	(7,558)	92,666	1.166	108,008	1.000	108,053	0.000	0.750	0.750	0.750	69,499	1.228	85,349	0	85,349	66,903	18,446	18,446						
22 Rancho Santa Margarita (1/1/04)	2,779,123	25,000	0.641	17,806	196	1,442	19,444	(1,466)	17,978	1.166	20,955	1.000	20,963	0.000	0.750	0.750	0.750	13,484	1.228	16,559	(2,826)	13,733	12,337	4,222	1,396						
23 San Juan Bautista	729,841	25,000	0.641	4,676	51	379	5,106	(385)	4,721	1.166	5,503	1.000	5,505	0.000	0.750	0.750	0.750	3,541	1.228	4,349	(227)	4,122	2,741	1,608	1,381						
24 South Lake Tahoe	19,379,930	100,000	0.465	90,105	1,367	10,057	101,529	(7,656)	93,873	1.166	109,415	1.000	109,460	0.090	0.750	0.750	0.830	70,405	1.228	86,461	(16,814)	69,647	70,944	15,517	(1,297)						
25 Tehama	34,072	25,000	0.641	218	2	18	238	(18)	220	1.166	257	1.000	257	0.000	0.750	0.750	0.750	165	1.228	203	(55)	148	151	52	(3)						
26 Trinidad	373,150	25,000	0.641	2,391	26	194	2,611	(197)	2,414	1.166	2,814	1.000	2,815	0.000	0.750	0.750	0.750	1,810	1.228	2,223	(361)	1,862	1,610	613	252						
27 Truckee	10,297,968	25,000	0.641	65,980	726	5,344	72,050	(5,433)	66,617	1.166	77,647	1.000	77,679	0.000	0.750	0.750	0.750	49,963	1.228	61,357	(11,611)	49,746	44,659	16,698	5,087						
28 Twentynine Palms	2,671,257	25,000	0.641	17,115	188	1,386	18,690	(1,409)	17,280	1.166	20,141	1.000	20,150	2.908	1.500	1.000	0.750	17,280	1.228	21,221	(3,462)	17,759	11,944	9,277	5,815						
29 Watsonville	32,235,209	250,000	0.278	89,559	2,273	16,728	108,561	(8,186)	100,374	1.166	116,993	1.000	117,041	3.588	1.500	1.500	1.500	150,562	1.228	184,898	(15,931)	168,967	135,112	49,786	33,855						
30 Wheatland	1,788,939	25,000	0.641	11,462	126	928	12,516	(944)	11,573	1.166	13,489	1.000	13,494	0.000	0.750	0.750	0.750	8,679	1.228	10,659	(1,486)	9,173	7,615	3,044	1,558						
31 Wildomar (7/1/08)	1,346,748	25,000	0.641	8,629	95	699	9,423	(711)	8,712	1.166	10,154	1.000	10,159	0.000	0.750	0.750	0.750	6,534	1.228	8,024	(693)	7,331	5,695	2,329	1,636						
32 Yountville	3,675,605	25,000	0.641	23,550	259	1,907	25,717	(1,939)	23,777	1.166	27,714	1.000	27,726	0.000	0.750	1.000	1.250	23,777	1.228	29,200	(2,280)	26,920	26,102	3,098	818						
33 Yucaipa	5,533,147	50,000	0.567	31,373	390	2,871	34,635	(2,612)	32,023	1.166	37,325	1.000	37,340	0.000	0.750	0.750	0.750	24,017	1.228	29,494	(4,160)	25,334	20,204	9,290	5,130						
34 Yucca Valley	2,893,099	100,000	0.465	13,451	204	1,501	15,157	(1,143)	14,014	1.166	16,334	1.000	16,341	0.000	0.750	0.750	0.750	10,510	1.228	12,907	(4,004)	8,903	7,517	5,390	1,386						
35 PARSAC Staff	\$571,171	25,000	0.641	3,660	40	296	3,996	(301)	3,695	1.166	4,307	1.000	4,308	0.000	0.750	0.750	0.750	2,771	1.228	3,403	0	3,403		3,403	3,403						
Total	\$231,982,517			\$1,112,277	\$16,358	\$120,387	\$1,249,023	(\$94,185)	\$1,154,837		\$1,346,037		\$1,346,595					\$1,096,527		\$1,346,595	(\$223,467)	\$1,123,128	\$936,838	\$409,757	\$186,290						
				(94,185)	JPA participation credit					JPA Ex mod calc:				1 X 2 = 3; then 3 X 4 = 5			Individual Ex mod calc:			1 X 8 = 9; then 9 X 10 = 11											
				\$1,018,092	Net funding																										

Total JPA Payroll	\$307,639,403
Participating Payroll	231,982,517
Participation Credit	7.54%
2018 Payroll	\$222,082,602
2019 Payroll	231,982,517
Percentage Increase	4.46%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ PERMA ~

										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)											Prior Year Comparison		
1										2	3	4	5	6	7	8	Info Only:		9	10	11						
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.			
1 Banning (02/14/02)	\$17,834,938	\$25,000	\$1	\$114,270	\$1,258	\$9,255	\$124,783	-\$10,809	\$113,974	1.062	\$121,091	1.000	\$121,141	5.513	1.500	1.500	1.500	\$170,962	1.131	\$193,393	(\$33,123)	\$160,270	\$155,132	\$38,261	\$5,138		
2 Barstow (02/04/02)	14,151,898	25,000	0.641	90,673	998	7,344	99,015	(8,577)	90,438	1.062	96,085	1.000	96,124	0.559	0.750	1.000	1.250	90,438	1.131	102,304	(31,565)	70,739	123,036	(20,732)	(52,297)		
3 Canyon Lake (7/1/11)	543,956	25,000	0.641	3,485	38	282	3,806	(330)	3,476	1.062	3,693	1.000	3,695	0.000	0.750	0.750	0.750	2,607	1.131	2,949	(546)	2,403	2,341	608	62		
4 Cathedral City (02/14/01)	23,656,831	25,000	0.641	151,572	1,668	12,277	165,517	(14,337)	151,179	1.062	160,618	1.000	160,685	2.756	1.500	1.065	0.815	161,003	1.131	182,127	(46,141)	135,986	118,276	63,851	17,710		
5 Coachella (10/01/00)	6,335,648	25,000	0.641	40,593	447	3,288	44,328	(3,840)	40,488	1.062	43,016	1.000	43,034	0.000	0.750	0.750	0.750	30,366	1.131	34,350	(6,795)	27,555	28,224	6,126	(669)		
6 Desert Hot Springs (07/01/01)	6,820,411	25,000	0.641	43,699	481	3,539	47,719	(4,133)	43,586	1.062	46,307	1.000	46,327	0.000	0.750	0.750	0.750	32,689	1.131	36,979	(18,611)	18,368	26,112	10,867	(7,744)		
7 Eastvale (7/1/15)	2,313,936	25,000	0.641	14,826	163	1,201	16,190	(1,402)	14,787	1.062	15,711	1.000	15,717	0.000	0.750	0.750	0.750	11,090	1.131	12,546	0	12,546	6,557	5,989	5,989		
8 Hesperia (7/1/10)	12,657,105	50,000	0.567	71,766	893	6,568	79,227	(6,863)	72,364	1.062	76,882	1.000	76,914	1.317	1.317	1.000	0.750	72,364	1.131	81,859	(20,601)	61,258	51,780	30,079	9,478		
9 Holtville (7/1/08)	1,293,076	25,000	0.641	8,285	91	671	9,047	(784)	8,263	1.062	8,779	1.000	8,783	0.000	0.750	0.750	0.750	6,198	1.131	7,011	(2,228)	4,783	6,002	1,009	(1,219)		
10 ICTC (7/1/12)	738,110	25,000	0.641	4,729	52	383	5,164	(447)	4,717	1.062	5,011	1.000	5,013	0.000	0.750	0.750	0.750	3,538	1.131	4,002	(618)	3,384	3,051	951	333		
11 Jurupa Valley (11/2/15)	1,657,942	25,000	0.641	10,623	117	860	11,600	(1,005)	10,595	1.062	11,257	1.000	11,261	0.000	0.750	0.750	0.750	7,946	1.131	8,989	0	8,989	6,965	2,024	2,024		
12 La Mesa (07/01/02)	24,949,893	25,000	0.641	159,856	1,759	12,948	174,564	(15,121)	159,443	1.062	169,398	1.000	169,468	0.385	0.750	0.750	0.750	119,582	1.131	135,272	(29,569)	105,703	113,640	21,632	(7,937)		
13 Murrieta (07/01/01)	29,620,133	100,000	0.465	137,716	2,089	15,371	155,176	(13,441)	141,734	1.062	150,584	1.000	150,646	0.000	0.750	0.750	0.750	106,301	1.131	120,248	(28,180)	92,068	92,549	27,699	(481)		
14 Palm Sps Tram (11/01/05)	4,909,205	25,000	0.641	31,454	346	2,548	34,348	(2,975)	31,372	1.062	33,331	1.000	33,345	0.136	0.750	0.750	0.750	23,529	1.131	26,616	(5,050)	21,566	23,221	3,395	(1,655)		
15 Perris (09/25/00)	8,333,606	25,000	0.641	53,394	588	4,325	58,307	(5,051)	53,256	1.062	56,581	1.000	56,605	0.000	0.750	0.750	0.750	39,942	1.131	45,183	(10,981)	34,202	33,956	11,227	246		
16 Rancho Mirage (12/31/19)	8,066,651	25,000	0.641	51,684	569	4,186	56,439	(4,889)	51,550	1.062	54,769	1.000	54,791			1.000		51,550	1.131	58,314	0	58,314		58,314	58,314		
17 San Jacinto (07/01/18)	4,385,847	25,000	0.641	28,101	309	2,276	30,686	(2,658)	28,028	1.062	29,778	1.000	29,790	0.000	0.750	0.750	0.750	21,021	1.131	23,779	0	23,779	18,101	5,678	5,678		
18 SDRTC (11/04/13)	545,756	25,000	0.641	3,497	38	283	3,818	(331)	3,488	1.062	3,705	1.000	3,707	0.000	0.750	0.750	0.750	2,616	1.131	2,959	0	2,959	2,790	169	169		
19 Stanton	3,306,106	25,000	0.641	21,183	233	1,716	23,131	(2,004)	21,128	1.062	22,447	1.000	22,456	0.000	0.750	0.750	0.750	15,846	1.131	17,925	(8,037)	9,888	16,443	1,482	(6,555)		
20 SunLine (11/04/13)	17,408,813	50,000	0.567	98,708	1,228	9,034	108,970	(9,439)	99,531	1.062	105,745	1.000	105,789	2.450	1.500	1.500	1.500	149,296	1.131	168,885	0	168,885	138,680	30,205	30,205		
21 Victorville (07/01/01)	34,626,579	25,000	0.641	221,856	2,442	17,969	242,267	(20,985)	221,282	1.062	235,098	1.000	235,195	0.296	0.750	0.750	0.750	165,961	1.131	187,737	(26,222)	161,515	135,064	52,673	26,451		
22 VVTA (7/1/12)	1,488,528	25,000	0.641	9,537	105	772	10,415	(902)	9,512	1.062	10,106	1.000	10,111	0.000	0.750	0.750	0.750	7,134	1.131	8,070	(913)	7,157	6,652	1,418	505		
23 PERMA Staff	655,581	25,000	0.641	4,200	46	340	4,587	(397)	4,190	1.062	4,451	1.000	4,453	0.000	0.750	0.750	0.750	3,142	1.131	3,554	0	3,554		3,554	3,554		
Total	\$226,300,550			\$1,375,705	\$15,958	\$117,439	\$1,509,102	(\$130,719)	\$1,378,382		\$1,464,443		\$1,465,050					\$1,295,122		\$1,465,050	(\$269,180)	\$1,195,870	\$1,108,572	\$356,478	\$87,298		
				(130,719)	JPA participation credit																						
				\$1,244,986	Net funding						JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11												

Total JPA Payroll	\$261,254,497
Participating Payroll	226,300,550
Participation Credit	8.66%
2018 Payroll	\$200,610,549
2019 Payroll	226,300,550
Percentage Increase	12.81%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

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~ PLAN JPA ~

JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>											Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>													Prior Year Comparison				
Member *	Actual 2019 Payroll**	SIR Selected***	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	1	2	3	4	5	6	7	8	Info Only: Prior Year (2019/2020) Experience Modification	9	10	11	Excess Insurance \$2M x \$1M *****	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.
											JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification Factor	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year Experience Modification	Deposit Adjusted for Experience Modification Factor	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium					Prior Year Premium	Prior Year Deposit Premium	Prior Year Premium
1 American Canyon	\$7,592,816	\$50,000	0.567	\$43,051	\$535	\$3,940	\$47,527	(\$4,753)	\$42,774	1.000	\$42,774	1.000	\$42,792	1.000	1.000	1.000	1.000	1.000	\$42,774	1.000	\$42,792	\$3,037	\$45,829	\$0	\$45,829	\$0	\$45,829	\$45,829
2 Atherton	5,537,019	50,000	0.567	31,395	390	2,873	34,659	(3,466)	31,193	1.000	31,193	1.000	31,206	1.000	1.000	1.000	1.000	1.000	31,193	1.000	31,206	2,215	33,421	0	33,421	0	33,421	33,421
3 Benicia	22,978,000	50,000	0.567	130,285	1,620	11,924	143,830	(14,383)	129,447	1.000	129,447	1.000	129,501	1.000	1.000	1.000	1.000	1.000	129,447	1.000	129,501	9,191	138,692	0	138,692	0	138,692	138,692
4 Burlingame	25,266,411	50,000	0.567	143,261	1,782	13,112	158,154	(15,815)	142,339	1.000	142,339	1.000	142,398	1.000	1.000	1.000	1.000	1.000	142,339	1.000	142,398	10,107	152,504	0	152,504	0	152,504	152,504
5 Campbell	23,373,550	50,000	0.567	132,528	1,648	12,130	146,306	(14,631)	131,675	1.000	131,675	1.000	131,730	1.000	1.000	1.000	1.000	1.000	131,675	1.000	131,730	9,349	141,079	0	141,079	0	141,079	141,079
6 Colma	5,681,517	50,000	0.567	32,214	401	2,948	35,563	(3,556)	32,007	1.000	32,007	1.000	32,020	1.000	1.000	1.000	1.000	1.000	32,007	1.000	32,020	2,273	34,293	0	34,293	0	34,293	34,293
7 Cupertino	24,784,235	50,000	0.567	140,527	1,748	12,862	155,136	(15,514)	139,622	1.000	139,622	1.000	139,680	1.000	1.000	1.000	1.000	1.000	139,622	1.000	139,680	9,914	149,594	0	149,594	0	149,594	149,594
8 Dublin	13,324,453	50,000	0.567	75,550	940	6,915	83,404	(8,340)	75,064	1.000	75,064	1.000	75,095	1.000	1.000	1.000	1.000	1.000	75,064	1.000	75,095	5,330	80,424	0	80,424	0	80,424	80,424
9 East Palo Alto	12,050,000	50,000	0.567	68,324	850	6,253	75,427	(7,543)	67,884	1.000	67,884	1.000	67,912	1.000	1.000	1.000	1.000	1.000	67,884	1.000	67,912	4,820	72,732	0	72,732	0	72,732	72,732
10 Foster City	20,375,047	50,000	0.567	115,527	1,437	10,574	127,537	(12,754)	114,783	1.000	114,783	1.000	114,831	1.000	1.000	1.000	1.000	1.000	114,783	1.000	114,831	8,150	122,981	0	122,981	0	122,981	122,981
11 Half Moon Bay	5,207,409	50,000	0.567	29,526	367	2,702	32,596	(3,260)	29,336	1.000	29,336	1.000	29,348	1.000	1.000	1.000	1.000	1.000	29,336	1.000	29,348	2,083	31,431	0	31,431	0	31,431	31,431
12 Hillsborough	10,495,615	50,000	0.567	59,510	740	5,447	65,697	(6,570)	59,127	1.000	59,127	1.000	59,152	1.000	1.000	1.000	1.000	1.000	59,127	1.000	59,152	4,198	63,350	0	63,350	0	63,350	63,350
13 Los Altos Hills	2,545,751	50,000	0.567	14,434	180	1,321	15,935	(1,594)	14,342	1.000	14,342	1.000	14,347	1.000	1.000	1.000	1.000	1.000	14,342	1.000	14,347	1,018	15,366	0	15,366	0	15,366	15,366
14 Los Gatos	19,874,440	50,000	0.567	112,688	1,401	10,314	124,403	(12,440)	111,963	1.000	111,963	1.000	112,009	1.000	1.000	1.000	1.000	1.000	111,963	1.000	112,009	7,950	119,959	0	119,959	0	119,959	119,959
15 Millbrae	9,394,860	50,000	0.567	53,269	662	4,875	58,807	(5,881)	52,926	1.000	52,926	1.000	52,948	1.000	1.000	1.000	1.000	1.000	52,926	1.000	52,948	3,758	56,706	0	56,706	0	56,706	56,706
16 Milpitas	48,451,706	100,000	0.465	225,271	3,417	25,144	253,832	(25,383)	228,449	1.000	228,449	1.000	228,544	1.000	1.000	1.000	1.000	1.000	228,449	1.000	228,544	19,381	247,924	0	247,924	0	247,924	247,924
17 Morgan Hill	24,678,672	50,000	0.567	139,928	1,740	12,807	154,475	(15,448)	139,028	1.000	139,028	1.000	139,085	1.000	1.000	1.000	1.000	1.000	139,028	1.000	139,085	9,871	148,957	0	148,957	0	148,957	148,957
18 Newark	18,676,352	50,000	0.567	105,895	1,317	9,692	116,904	(11,690)	105,214	1.000	105,214	1.000	105,257	1.000	1.000	1.000	1.000	1.000	105,214	1.000	105,257	7,471	112,728	0	112,728	0	112,728	112,728
19 Portola Valley	1,807,591	50,000	0.567	10,249	127	938	11,315	(1,131)	10,183	1.000	10,183	1.000	10,187	1.000	1.000	1.000	1.000	1.000	10,183	1.000	10,187	723	10,910	0	10,910	0	10,910	10,910
20 Ross	2,519,012	50,000	0.567	14,283	178	1,307	15,768	(1,577)	14,191	1.000	14,191	1.000	14,197	1.000	1.000	1.000	1.000	1.000	14,191	1.000	14,197	1,008	15,204	0	15,204	0	15,204	15,204
21 San Bruno	31,564,539	75,000	0.510	161,074	2,226	16,380	179,680	(17,968)	161,712	1.000	161,712	1.000	161,779	1.000	1.000	1.000	1.000	1.000	161,712	1.000	161,779	12,626	174,405	0	174,405	0	174,405	174,405
22 San Carlos	8,486,486	50,000	0.567	48,118	598	4,404	53,121	(5,312)	47,809	1.000	47,809	1.000	47,829	1.000	1.000	1.000	1.000	1.000	47,809	1.000	47,829	3,395	51,223	0	51,223	0	51,223	51,223
23 Saratoga	7,400,000	50,000	0.567	41,958	522	3,840	46,320	(4,632)	41,688	1.000	41,688	1.000	41,705	1.000	1.000	1.000	1.000	1.000	41,688	1.000	41,705	2,960	44,665	0	44,665	0	44,665	44,665
24 South San Francisco	59,765,328	100,000	0.465	277,873	4,214	31,015	313,103	(31,310)	281,792	1.000	281,792	1.000	281,909	1.000	1.000	1.000	1.000	1.000	281,792	1.000	281,909	23,906	305,815	0	305,815	0	305,815	305,815
25 Suisun City	7,363,902	50,000	0.567	41,753	519	3,821	46,094	(4,609)	41,485	1.000	41,485	1.000	41,502	1.000	1.000	1.000	1.000	1.000	41,485	1.000	41,502	2,946	44,447	0	44,447	0	44,447	44,447
26 Woodside	2,192,365	50,000	0.567	12,431	155	1,138	13,723	(1,372)	12,351	1.000	12,351	1.000	12,356	1.000	1.000	1.000	1.000	1.000	12,351	1.000	12,356	877	13,233	0	13,233	0	13,233	13,233
Total	\$421,387,076			\$2,260,921	\$29,714	\$218,679	\$2,509,314	(\$250,931)	#####		\$2,258,383	\$2,259,320							\$2,258,383		\$2,259,320	\$168,555	\$2,427,874	\$0	\$2,427,874	\$0	\$2,427,874	\$2,427,874

(250,931)	JPA participation credit		
\$2,009,990	Net funding	JPA Ex mod calc:	1 X 2 = 3; then 3 X 4 = 5
		Individual Ex mod calc:	1 X 8 = 9; then 9 X 10 = 11

Total JPA Payroll	\$421,387,076	****
Participating Payroll	421,387,076	
Participation Credit	10.00%	
2018 Payroll	\$0	
2019 Payroll	421,387,076	
Percentage Increase	n/a	

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M /\$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Assumptions for PLAN JPA

- \* All PLAN JPA members not already participating under another JPA will join ERMA effective July 1, 2020.
- \*\* Calendar year 2019 payroll for PLAN JPA will equal the 2019/2020 budgeted payroll.
- \*\*\* All PLAN JPA members will participate at the lowest available SIR per the ERMA Underwriting Payroll Guidelines or \$50,000, whichever is more.
- \*\*\*\* Total JPA payroll less Pacifica and Tiburon which participate under MPA and BCPIA, respectively.
- \*\*\*\*\* All participating PLAN JPA members will participate in excess coverage.



Employment Risk Management Authority

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~ SCORE ~

1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)							Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison		
										2	3	4	5	6	7	8	Info Only:	9	10	11			Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor					
1 Biggs (7/1/17)	\$409,035	\$25,000	0.594	\$2,431	\$29	\$212	\$2,672	(\$247)	\$2,426	1.097	\$2,662	1.000	\$2,663	0.000	0.750	0.750	0.750	\$1,819	1.321	\$2,402	\$0	\$2,402	\$1,696	\$706	\$706
2 Colfax	791,853	25,000	0.594	4,707	56	411	5,173	(478)	4,696	1.097	5,153	1.000	5,155	0.000	0.750	0.750	0.750	3,522	1.321	4,651	(826)	3,825	2,899	1,752	926
3 Dunsmuir (1/1/20)	842,510	25,000	0.594	5,008	59	437	5,504	(508)	4,996	1.097	5,482	1.000	5,484			1.000		4,996	1.321	6,598	0	6,598		6,598	6,598
4 Live Oak (07/01/04)	1,352,814	25,000	0.594	8,041	95	702	8,838	(816)	8,022	1.097	8,803	1.000	8,806	0.000	0.750	0.750	0.750	6,017	1.321	7,945	(1,683)	6,262	5,853	2,092	409
5 Loomis (7/1/12)	1,148,076	25,000	0.594	6,824	81	596	7,501	(692)	6,808	1.097	7,470	1.000	7,474	0.000	0.750	0.750	0.750	5,106	1.321	6,743	(1,316)	5,427	3,990	2,753	1,437
6 Mt. Shasta (07/01/01)	2,434,448	25,000	0.594	14,470	172	1,263	15,905	(1,468)	14,437	1.097	15,841	1.000	15,847	14.403	1.500	1.000	0.750	14,437	1.321	19,064	(3,404)	15,660	9,235	9,829	6,425
7 Portola	878,576	25,000	0.594	5,222	62	456	5,740	(530)	5,210	1.097	5,717	1.000	5,719	0.000	0.750	0.750	0.750	3,908	1.321	5,160	(750)	4,410	2,913	2,247	1,497
8 Rio Dell (07/01/02)	1,181,113	25,000	0.594	7,020	83	613	7,717	(712)	7,004	1.097	7,685	1.000	7,689	0.000	0.750	0.750	0.750	5,253	1.321	6,937	(1,289)	5,648	4,294	2,643	1,354
9 Shasta Lake	4,174,281	25,000	0.594	24,811	294	2,166	27,272	(2,517)	24,754	1.097	27,162	1.000	27,173	0.000	0.750	0.750	0.750	18,566	1.321	24,516	(2,220)	22,296	17,134	7,382	5,162
10 Susanville (07/01/04)	4,291,749	25,000	0.594	25,509	303	2,227	28,039	(2,588)	25,451	1.097	27,926	1.000	27,938	2.111	1.500	1.000	0.750	25,451	1.321	33,608	(4,440)	29,168	16,852	16,756	12,316
11 Tulelake (7/1/15)	411,085	25,000	0.594	2,443	29	213	2,686	(248)	2,438	1.097	2,675	1.000	2,676	0.000	0.750	0.750	0.750	1,828	1.321	2,414	0	2,414	1,682	732	732
12 Weed (7/1/15)	2,203,702	100,000	0.431	9,505	155	1,144	10,804	(997)	9,807	1.097	10,761	1.000	10,765	0.000	0.750	0.750	0.750	7,355	1.321	9,712	0	9,712	6,747	2,965	2,965
13 Yreka	3,710,444	25,000	0.594	22,054	262	1,926	24,241	(2,238)	22,004	1.097	24,144	1.000	24,154	0.000	0.750	0.750	0.750	16,503	1.321	21,792	(3,931)	17,861	14,733	7,059	3,128
Total	\$23,829,685			\$138,046	\$1,680	\$12,366	\$152,092	(\$14,039)	\$138,054		\$151,480		\$151,543					\$114,761		\$151,543	(\$19,859)	\$131,684	\$88,028	\$63,515	\$43,656

(14,039)	JPA participation credit	JPA Ex mod calc:	1 X 2 = 3; then 3 X 4 = 5	Individual Ex mod calc:	1 X 8 = 9; then 9 X 10 = 11
\$124,007	Net funding				

Total JPA Payroll	\$25,816,700
Participating Payroll	23,829,685
Participation Credit	9.23%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.594
50,000	1.00	0.526
75,000	0.90	0.473
100,000	0.82	0.431
250,000	0.49	0.258
500,000	0.19	0.100

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

\*\* SCORE receives a \$.041 credit off the base rate due to its adjoining CJPRMA coverage in the layer from \$750K to \$1M.



Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ VCJPA ~

1											JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

~ Oakland Housing Authority ~

																		Prior Year Comparison		
Member	Actual	SIR	Payroll/100	Funding	Loss	Admin. Costs	Deposit Premium	JPA	Net	Experience	Deposit	Off-Balance Factor	Deposit	Excess	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium	Prior Year	Increase	Increase
	2019 Payroll		Pool Rate	For Losses	Prevention & Training			Participation Credit	Deposit Premium	Modification Factor	Adjusted for Experience Modification		Off-Balance Factor	Adjusted for Off Balance Factor			Insurance \$2M x \$1M	Net of Retro. Adj.	Deposit Premium	(Decrease) w/o Retro. Adj.
Oakland H.A.	\$30,966,730	\$50,000	0.567	\$175,581	\$2,184	\$16,070	\$193,835		\$193,835	0.968	\$187,627	1.000	\$187,704	\$12,387	\$200,091	(46,883)	\$153,208	\$189,241	\$10,850	(\$36,033)
Total	\$30,966,730			\$175,581	\$2,184	\$16,070	\$193,835	\$0	\$193,835		\$187,627		\$187,704	\$12,387	\$200,091	(\$46,883)	\$153,208	\$189,241	\$10,850	(\$36,033)

Participation Credit      N/A

2018 Payroll	\$29,405,018
2019 Payroll	30,966,730
Percentage Increase	5.31%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

# Employment Risk Management Authority

## ~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

### ~ Contra Costa County Housing Authority ~

																		Prior Year Comparison		
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	Experience Modification Factor	Adjusted for Experience Modification	Off-Balance Factor	Deposit Premium  Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.
Contra Costa H.A.	\$5,552,285	\$50,000	0.567	\$31,481	\$392	\$2,881	\$34,754		\$34,754	0.958	\$33,302	1.000	\$33,316	\$2,221	\$35,537	(11,316)	\$24,221	\$30,554	\$4,983	(\$6,333)
Total	\$5,552,285			\$31,481	\$392	\$2,881	\$34,754	\$0	\$34,754		\$33,302		\$33,316	\$2,221	\$35,537	(\$11,316)	\$24,221	\$30,554	\$4,983	(\$6,333)

Participation Credit

N/A

2018 Payroll	\$5,320,183	Retained Limit Rates - 80% C.L.		
2019 Payroll	5,552,285	SIR	Factor	Rates
Percentage Increase	4.36%	\$25,000	1.13	\$0.641
		50,000	1.00	0.567
		75,000	0.90	0.510
		100,000	0.82	0.465
		250,000	0.49	0.278
		500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With Available Retrospective Adjustment

Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
BCJPIA																				
1 Albany/Albany JPA	\$ 8,872,594	\$ 9,780,063	\$ 9,800,501	\$ 10,382,672	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ 9,708,958	\$ 6,250	0.064	\$ 17,080	0.366	0.083	-0.052	0.948		0.750	
2 Brisbane	7,374,403	8,491,299	8,700,279	9,197,185	-	-	-	-	-	8,440,792	-	-	14,849	-	0.077	-0.077	0.923		0.750	
3 CMFA (7/1/19)	-	-	-	-						-	-	-	-	-	0.000	0.000	1.000		0.750	
4 Central Marin PA	5,503,543	4,902,795	4,680,063	4,076,456	-	-	-	-	-	4,790,714	-	-	8,428	-	0.058	-0.058	0.942		0.750	
5 Corte Madera (7/1/17)	5,515,504	5,390,374	5,778,674	6,221,073	-	-	-	-	-	5,726,406	-	-	10,074	-	0.063	-0.063	0.937		0.750	
6 Emeryville (Includes MESA)	11,322,378	12,699,712	12,998,017	14,210,641	-	-	-	-	-	12,807,687	-	-	22,531	-	0.095	-0.095	0.905		0.750	
7 Emeryville MESA Inc.	Inc.	Inc.	Inc.	Inc.																
8 Fairfax	2,456,789	2,469,190	2,636,569	2,641,046	-	-	-	-	-	2,550,899	-	-	4,488	-	0.042	-0.042	0.958		0.750	
9 Larkspur	5,435,284	5,774,706	5,704,758	6,151,456	-	-	-	-	-	5,766,551	-	-	10,144	-	0.064	-0.064	0.936		0.750	
10 Los Altos (7/1/12)	11,531,648	12,491,902	10,706,200	13,123,439	11,013	49,663	-	-	10,000	11,963,297	14,916	0.125	21,046	0.709	0.092	-0.027	0.973		0.750	
11 Menlo Park (7/1/02)	22,490,925	24,010,597	27,252,249	27,678,124	-	-	162,208	-	-	25,357,974	40,552	0.160	44,610	0.909	0.133	-0.012	0.988		0.909	
12 Mill Valley (7/1/01)	14,187,706	15,381,285	15,054,322	16,484,232	-	-	-	-	-	15,276,886	-	-	26,875	-	0.104	-0.104	0.896		0.750	
13 Novato (9/1/07)	15,522,912	17,155,164	16,649,838	17,463,450	-	38,608	-	-	10,000	16,697,841	12,152	0.073	29,375	0.414	0.108	-0.063	0.937		0.750	
14 Piedmont	11,376,475	11,664,074	11,918,651	12,293,059	-	242,328	-	126,306	-	11,813,065	92,159	0.780	20,781	4.435	0.091	0.313	1.313		1.500	
15 Pleasanton	37,455,483	38,992,201	39,922,220	42,004,560	-	-	-	-	-	39,593,616	-	-	69,653	-	0.167	-0.167	0.833		0.750	
16 San Anselmo +	2,520,527	2,486,777	2,590,732	2,892,949	-	-	-	-	-	2,622,746	-	-	4,614	-	0.043	-0.043	0.957		0.750	
17 Sausalito	5,840,302	5,962,361	5,821,219	6,278,839	-	-	-	-	-	5,975,680	-	-	10,512	-	0.065	-0.065	0.935		0.750	
18 Tiburon (7/1/11)	3,122,699	3,259,507	3,247,062	3,434,481	-	-	-	-	-	3,265,937	-	-	5,745	-	0.048	-0.048	0.952		0.750	
19 Union City	23,948,742	24,113,227	26,905,460	27,347,240	-	-	-	-	-	25,578,667	-	-	44,998	-	0.134	-0.134	0.866		0.750	
BCJPIA Total	194,477,914	205,025,234	210,366,814	221,880,902	11,013	330,599	162,208	151,306	20,000	207,937,716	166,028	0.080	365,803	0.454	0.382	-0.209	0.791	0.791		0.808
CalTIP (7/1/17)																				
1 El Dorado County TA	2,417,672	2,466,025	3,083,889	3,339,214	-	-	-	-	-	2,826,700	-	-	4,973	-	0.045	-0.045	0.955		0.750	
2 Humboldt Transit	1,832,377	1,869,025	2,204,675	2,259,983	-	-	-	-	-	2,041,515	-	-	3,591	-	0.038	-0.038	0.962		0.750	
3 Livermore Amador Valley TA	2,880,819	2,938,435	1,308,339	1,328,830	-	-	-	-	-	2,114,106	-	-	3,719	-	0.039	-0.039	0.961		0.750	
4 Mendocino Transit	2,244,165	2,289,048	2,440,587	2,603,358	-	-	-	-	-	2,394,290	-	-	4,212	-	0.041	-0.041	0.959		0.750	
5 Morongo Basin TA	1,135,644	1,158,357	1,193,205	1,292,280	-	-	-	-	-	1,194,872	-	-	2,102	-	0.029	-0.029	0.971		0.750	
6 San Luis Obispo Regional TA	3,109,464	3,171,653	4,402,713	4,440,740	-	-	-	-	-	3,781,142	-	-	6,652	-	0.051	-0.051	0.949		0.750	
7 South County Transit	360,357	367,564	419,832	461,254	-	-	-	-	-	402,252	-	-	708	-	0.017	-0.017	0.983		0.750	
8 Tahoe Transportation District	266,470	271,800	1,751,626	3,051,845	-	-	-	-	-	1,335,435	-	-	2,349	-	0.031	-0.031	0.969		0.750	
9 Western Contra Costa TA	625,805	638,321	890,176	930,194	-	-	-	-	-	771,124	-	-	1,357	-	0.023	-0.023	0.977		0.750	
10 Yolo County Trans. District	690,375	704,182	880,203	930,905	-	-	-	-	-	801,416	-	-	1,410	-	0.024	-0.024	0.976		0.750	
CalTIP Total	15,563,148	15,874,411	18,575,245	20,638,603	-	-	-	-	-	17,662,852	-	-	31,072	-	0.111	-0.111	0.889	0.889		0.889

Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
CSJVRMA																				
1 Angels Camp	2,562,119	2,907,392	3,153,794	2,859,842	-	-	-	-	-	2,870,787	-	-	5,050	-	0.045	-0.045	0.955		0.750	
2 Atwater ( 7/1/00)	5,207,953	5,301,545	5,439,893	5,476,157	112,519	-	15,000	75,000	15,000	5,356,387	26,250	0.490	9,423	2.786	0.061	0.109	1.109		1.500	
3 Ceres	14,308,514	14,988,712	15,590,041	14,621,088	-	-	14,129	-	-	14,877,089	3,532	0.024	26,172	0.135	0.102	-0.088	0.912		0.750	
4 Chowchilla (7/1/01)	3,920,401	3,710,943	3,651,982	3,853,637	-	-	-	-	-	3,784,241	-	-	6,657	-	0.052	-0.052	0.948		0.750	
5 Corcoran	4,118,108	3,948,137	3,914,771	3,958,828	-	-	-	-	-	3,984,961	-	-	7,010	-	0.053	-0.053	0.947		0.750	
6 Delano	14,761,274	17,210,292	17,453,033	17,855,729	-	-	265,000	-	-	16,820,082	66,250	0.394	29,590	2.239	0.109	0.135	1.135		1.500	
7 Dinuba (7/1/16)	10,356,233	10,309,110	11,079,439	10,880,247	-	-	-	-	-	10,656,257	-	-	18,746	-	0.086	-0.086	0.914		0.750	
8 Dos Palos (12/1/10)*	1,173,846	1,267,581	1,298,263	1,237,470	-	-	-	-	-	1,244,290	-	-	2,189	-	0.030	-0.030	0.970		0.750	
9 Escalon	1,548,275	1,688,219	1,805,937	1,930,391	-	-	-	-	-	1,743,206	-	-	3,067	-	0.035	-0.035	0.965		0.750	
10 Farmersville (7/1/16)	1,829,600	2,045,154	2,385,811	2,325,429	-	-	-	-	-	2,146,499	-	-	3,776	-	0.039	-0.039	0.961		0.750	
11 Fowler	1,871,921	1,936,485	1,915,691	1,923,045	-	-	-	225,000	-	1,911,786	56,250	2.942	3,363	16.725	0.037	0.576	1.576		1.500	
12 Gustine	1,423,103	1,459,712	1,535,290	1,426,840	-	-	-	-	-	1,461,236	-	-	2,571	-	0.032	-0.032	0.968		0.750	
13 Hughson	833,570	917,729	995,296	1,027,149	124,828	-	-	-	-	943,436	-	-	1,660	-	0.026	-0.026	0.974		0.750	
14 Huron (7/1/10)	854,739	1,048,253	1,127,219	1,140,518	-	-	-	-	-	1,042,682	-	-	1,834	-	0.027	-0.027	0.973		0.750	
15 Kerman	3,356,825	3,385,695	3,553,492	3,676,460	26,871	-	-	-	-	3,493,118	-	-	6,145	-	0.049	-0.049	0.951		0.750	
16 Kingsburg (7/1/05)	3,219,466	3,306,373	3,274,608	3,347,411	-	-	277,955	-	-	3,286,965	69,489	2.114	5,782	12.017	0.048	0.529	1.529		1.500	
17 Lathrop (10/4/05)	5,160,267	5,261,035	5,900,778	6,345,978	-	-	-	-	-	5,667,015	-	-	9,969	-	0.063	-0.063	0.937		0.750	
18 Lemoore (7/1/13)	5,410,228	5,603,912	5,747,492	6,793,489	-	-	-	-	-	5,888,780	-	-	10,360	-	0.064	-0.064	0.936		0.750	
19 Livingston	2,969,071	3,092,642	3,493,421	3,830,666	-	-	-	-	-	3,346,450	-	-	5,887	-	0.048	-0.048	0.952		0.750	
20 Madera	14,238,573	15,568,388	16,743,464	18,152,193	-	-	-	-	-	16,175,655	-	-	28,456	-	0.107	-0.107	0.893		0.750	
21 McFarland	2,304,673	2,269,813	2,627,754	2,822,186	-	298,050	52,283	-	-	2,506,107	87,583	3.495	4,409	19.866	0.042	0.791	1.791		1.500	
22 Mendota (7/1/13)	1,828,943	2,070,990	2,219,972	2,229,862	-	-	-	-	-	2,087,442	-	-	3,672	-	0.038	-0.038	0.962		0.750	
23 Merced (7/1/03)	30,499,971	30,955,378	31,885,102	33,627,926	-	-	-	-	25,000	31,742,094	6,250	0.020	55,840	0.112	0.149	-0.133	0.867		0.750	
24 Newman	2,092,360	2,194,234	2,416,386	2,478,770	-	-	-	-	-	2,295,438	-	-	4,038	-	0.040	-0.040	0.960		0.750	
25 Oakdale (8/1/12)	6,839,102	6,235,119	7,129,086	6,656,911	-	65,002	-	-	25,000	6,715,055	22,500	0.335	11,813	1.905	0.069	0.062	1.062		1.500	
26 Orange Cove (7/7/07)	1,974,145	1,949,408	1,851,368	2,044,488	-	-	-	-	-	1,954,852	-	-	3,439	-	0.037	-0.037	0.963		0.750	
27 Patterson (7/1/13)	5,909,430	6,304,647	7,029,962	8,055,172	-	-	-	-	50,000	6,824,803	12,500	0.183	12,006	1.041	0.069	0.003	1.003		1.041	
28 Porterville	17,836,658	18,468,067	19,574,393	20,077,330	-	-	-	475,000	-	18,989,112	118,750	0.625	33,406	3.555	0.115	0.295	1.295		1.500	
29 Reedley	6,988,388	7,741,870	7,658,877	7,857,246	-	-	-	-	-	7,561,595	-	-	13,302	-	0.073	-0.073	0.927		0.750	
30 Riverbank (7/1/12)	3,252,997	3,503,656	3,469,749	3,431,467	-	-	-	-	10,000	3,414,467	2,500	0.073	6,007	0.416	0.049	-0.029	0.971		0.750	
31 Sanger (4/18/16)	6,465,687	6,629,207	7,734,489	8,013,974	250,071	253,089	-	49,844	-	7,210,839	75,733	1.050	12,685	5.970	0.071	0.353	1.353		1.500	
32 San Joaquin (8/8/03)*	729,644	740,692	706,478	657,809	-	-	-	-	-	708,656	-	-	1,247	-	0.022	-0.022	0.978		0.750	
33 Selma	5,736,948	6,196,694	5,988,578	6,316,007	-	-	10,000	-	16,972	6,059,557	6,743	0.111	10,660	0.633	0.065	-0.024	0.976		0.750	
34 Shafter	10,005,223	11,139,254	12,266,567	12,891,212	-	68,782	-	25,000	-	11,575,564	23,445	0.203	20,364	1.151	0.090	0.014	1.014		1.151	
35 Sonora 7/1/13)	2,938,019	2,926,436	3,288,898	3,243,551	-	-	-	-	-	3,099,226	-	-	5,452	-	0.047	-0.047	0.953		0.750	
36 Taft	6,088,753	7,133,598	7,644,079	8,057,857	-	44,326	-	-	-	7,231,072	11,082	0.153	12,721	0.871	0.071	-0.009	0.991		0.871	
37 Tehachapi (7/1/13)	4,213,434	4,218,007	4,377,082	4,679,849	-	-	4,982	-	-	4,372,093	1,245	0.028	7,691	0.162	0.055	-0.046	0.954		0.750	
38 Tulare (7/1/12)	20,238,901	20,704,062	21,610,202	23,347,776	-	-	-	-	10,000	21,475,235	2,500	0.012	37,779	0.066	0.123	-0.115	0.885		0.750	
39 Wasco	2,806,714	2,946,769	3,309,700	3,579,954	-	96,775	-	-	-	3,160,784	24,194	0.765	5,560	4.351	0.047	0.158	1.158		1.500	
40 Woodlake (7/1/16)	1,432,988	1,589,029	1,605,018	1,676,074	-	-	-	-	-	1,575,777	-	-	2,772	-	0.033	-0.033	0.967		0.750	
CSJVRMA Total	239,307,064	250,874,239	264,453,455	274,407,988	514,289	826,024	639,349	849,844	151,972	257,260,687	616,797	0.240	452,571	1.363	0.425	0.154	1.154	1.154		1.250
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Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
ERMAC																				
1 Hayward (7/1/16)	76,627,164	87,545,215	90,791,035	82,550,154	-	-	441,564	75,000	30,000	84,378,392	136,641	0.162	148,438	0.921	0.243	-0.019	0.981		0.921	
2 Laguna Hills (7/1/16)	3,331,103	3,569,757	3,310,792	3,409,269	-	-	-	-	-	3,405,230	-	-	5,990	-	0.049	-0.049	0.951		0.750	
3 Santa Maria (1/1/19)	36,303,323	40,721,273	41,585,048	42,388,293	-	-	170,404	50,000	-	40,249,484	55,101	0.137	70,807	0.778	0.168	-0.037	0.963		0.778	
ERMAC Total	116,261,590	131,836,245	135,686,875	128,347,716	-	-	611,968	125,000	30,000	128,033,106	191,742	0.150	225,235	0.851	0.300	-0.045	0.955	0.955		0.920
MBASIA (7/1/11)																				
1 Capitola	5,395,766	5,444,913	5,959,658	6,015,372	-	-	-	123,690	-	5,703,927	30,922	0.542	10,034	3.082	0.063	0.132	1.132		1.500	
2 Del Ray Oaks	982,823	1,049,636	1,009,975	1,018,757	-	-	114,270	-	-	1,015,298	28,568	2.814	1,786	15.994	0.027	0.400	1.400		1.500	
3 Gonzales	2,448,561	2,593,836	2,799,904	3,181,254	-	-	-	-	-	2,755,889	-	-	4,848	-	0.044	-0.044	0.956		0.750	
4 Greenfield	2,932,982	2,839,735	3,300,449	4,546,123	-	50,000	-	95,000	30,000	3,404,822	43,750	1.285	5,990	7.304	0.049	0.308	1.308		1.500	
5 Hollister	11,751,525	12,303,341	13,640,783	14,860,294	-	-	-	-	-	13,138,986	-	-	23,114	-	0.096	-0.096	0.904		0.750	
6 King City	2,677,571	2,609,217	2,627,976	2,855,610	-	-	-	-	-	2,692,594	-	-	4,737	-	0.043	-0.043	0.957		0.750	
7 Marina	8,189,375	8,635,588	8,595,638	8,922,530	-	-	-	10,000	-	8,585,783	2,500	0.029	15,104	0.166	0.078	-0.065	0.935		0.750	
8 Sand City	2,196,214	2,259,091	2,407,301	2,494,186	-	-	-	-	-	2,339,198	-	-	4,115	-	0.041	-0.041	0.959		0.750	
9 Scotts Valley	4,665,790	5,094,611	5,127,056	5,123,539	-	-	-	-	-	5,002,749	-	-	8,801	-	0.059	-0.059	0.941		0.750	
10 Soledad	3,636,196	4,057,572	4,139,005	4,211,545	-	-	-	-	-	4,011,080	-	-	7,056	-	0.053	-0.053	0.947		0.750	
MBASIA Total	44,876,803	46,887,540	49,607,745	53,229,210	-	50,000	114,270	228,690	30,000	48,650,325	105,740	0.217	85,585	1.235	0.185	0.044	1.044	1.044		1.060
MPA																				
1 Antioch	26,961,175	26,819,735	27,369,276	32,424,275	-	-	-	-	-	28,393,615	-	-	49,950	-	0.141	-0.141	0.859		0.750	
2 Brentwood	25,776,874	27,636,761	28,666,125	31,074,714	-	-	-	475,000	-	28,288,619	118,750	0.420	49,765	2.386	0.141	0.195	1.195		1.500	
3 Clayton	2,051,793	2,103,188	2,062,344	2,186,675	-	-	-	-	-	2,101,000	-	-	3,696	-	0.038	-0.038	0.962		0.750	
4 Danville	7,649,030	7,878,120	7,918,011	8,529,442	-	-	-	25,000	-	7,993,651	6,250	0.078	14,062	0.444	0.075	-0.042	0.958		0.750	
5 El Cerrito	17,083,275	17,746,500	18,840,958	20,005,704	-	-	-	-	-	18,419,109	-	-	32,403	-	0.114	-0.114	0.886		0.750	
6 Hercules	5,835,313	5,784,403	6,294,550	6,906,525	-	-	51,619	-	-	6,205,198	12,905	0.208	10,916	1.182	0.066	0.012	1.012		1.182	
7 LaFayette	3,821,626	3,884,001	4,100,552	4,229,892	-	-	-	-	-	4,009,018	-	-	7,053	-	0.053	-0.053	0.947		0.750	
8 Manteca	29,625,913	32,088,700	35,434,889	37,132,165	188,674	29,622	-	-	-	33,570,417	7,406	0.022	59,057	0.125	0.153	-0.134	0.866		0.750	
9 Martinez	11,420,417	9,379,375	10,528,583	12,914,506	-	-	-	-	-	11,060,720	-	-	19,458	-	0.088	-0.088	0.912		0.750	
10 Moraga	3,188,207	3,259,021	3,122,572	3,552,034	-	-	-	-	-	3,280,459	-	-	5,771	-	0.048	-0.048	0.952		0.750	
11 Oakley (7/1/02)	2,953,654	3,135,326	6,482,454	8,106,705	-	-	-	-	-	5,169,535	-	-	9,094	-	0.060	-0.060	0.940		0.750	
12 Orinda	3,072,768	3,208,063	3,355,987	3,420,186	-	-	-	-	-	3,264,251	-	-	5,742	-	0.048	-0.048	0.952		0.750	
13 Pacifica (3/9/07)	16,582,762	17,312,674	17,328,037	18,291,939	-	-	-	-	-	17,378,853	-	-	30,573	-	0.110	-0.110	0.890		0.750	
14 Pinole	8,951,254	8,558,756	7,600,654	8,275,070	-	-	-	-	-	8,346,434	-	-	14,683	-	0.077	-0.077	0.923		0.750	
15 Pittsburg	21,789,503	23,359,152	24,783,244	25,932,604	-	199,868	1,525	-	10,000	23,966,126	52,848	0.221	42,161	1.253	0.130	0.033	1.033		1.253	
16 Pleasant Hill	10,935,656	11,113,716	11,324,440	11,738,410	-	475,000	-	-	-	11,278,056	118,750	1.053	19,840	5.985	0.089	0.443	1.443		1.500	
17 San Pablo	14,201,126	13,901,596	14,881,003	13,147,976	-	-	-	-	-	14,032,925	-	-	24,687	-	0.099	-0.099	0.901		0.750	
18 San Ramon	24,849,020	27,011,123	28,982,280	29,419,162	-	-	-	-	-	27,565,396	-	-	48,493	-	0.139	-0.139	0.861		0.750	
19 Walnut Creek	32,766,735	33,680,557	36,414,063	38,533,782	-	-	-	-	25,000	35,348,784	6,250	0.018	62,185	0.101	0.157	-0.142	0.858		0.750	
20 MPA JPA Staff	1,494,922	1,523,765	1,410,962	1,491,195	-	20,952	-	-	-	1,480,211	5,238	0.354	2,604	2.012	0.032	0.033	1.033		1.500	
MPA Total	271,011,023	279,384,532	296,900,984	317,312,961	188,674	725,443	53,144	500,000	35,000	291,152,375	328,397	0.113	512,193	0.641	0.452	-0.162	0.838	0.838		0.871

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Experience Modification Calculation

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	Payroll	Payroll	Payroll	Payroll	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	Payroll	Losses	\$100/PR	Losses	Ratio						
PARSAC																				
1 Amador	38,076	31,707	35,858	39,527	-	-	-	-	-	36,292	-	-	64	-	0.005	-0.005	0.995		0.750	
2 Avalon	4,974,142	5,239,817	5,423,728	6,725,017	-	25,000	-	-	-	5,590,676	6,250	0.112	9,835	0.635	0.063	-0.023	0.977		0.750	
3 Belvedere (7/1/15)	2,199,898	2,274,560	2,334,006	2,445,983	-	-	-	-	19,379	2,313,612	4,845	0.209	4,070	1.190	0.040	0.008	1.008		1.190	
4 Blue Lake	435,003	413,448	426,713	437,918	-	-	-	-	-	428,271	-	-	753	-	0.017	-0.017	0.983		0.750	
5 California City	5,780,471	6,942,695	7,158,119	6,805,845	-	-	41,139	275,000	-	6,671,783	79,035	1.185	11,737	6.734	0.068	0.392	1.392		1.500	
6 Calimesa	722,020	825,910	740,142	798,870	-	-	-	-	-	771,736	-	-	1,358	-	0.023	-0.023	0.977		0.750	
7 Calistoga	4,195,992	4,334,096	4,756,533	5,438,365	-	-	-	-	-	4,681,247	-	-	8,235	-	0.057	-0.057	0.943		0.750	
8 Citrus Heights	17,220,540	18,923,855	18,789,739	18,674,611	-	-	-	-	-	18,402,186	-	-	32,373	-	0.114	-0.114	0.886		0.750	
9 Clearlake	2,383,066	2,923,436	3,347,602	3,641,534	-	-	-	54,405	-	3,073,910	13,601	0.442	5,408	2.515	0.046	0.070	1.070		1.500	
10 Coalinga	5,808,964	5,243,776	5,319,362	5,627,226	-	-	-	125,000	-	5,499,832	31,250	0.568	9,675	3.230	0.062	0.138	1.138		1.500	
11 Ferndale	603,325	632,475	643,269	672,082	-	-	-	-	-	637,788	-	-	1,122	-	0.021	-0.021	0.979		0.750	
12 Grass Valley	6,414,324	6,246,152	6,467,533	6,527,874	-	-	-	-	-	6,413,971	-	-	11,283	-	0.067	-0.067	0.933		0.750	
13 Highland	2,560,238	2,575,511	2,597,995	2,748,438	-	-	-	-	-	2,620,546	-	-	4,610	-	0.043	-0.043	0.957		0.750	
14 Menifee (10/1/08)	3,297,137	4,125,444	4,730,530	5,321,763	-	-	-	-	275,000	4,368,719	68,750	1.574	7,685	8.946	0.055	0.440	1.440		1.500	
15 Nevada City	1,989,087	2,170,024	2,377,877	2,512,433	-	-	-	-	10,000	2,262,355	2,500	0.111	3,980	0.628	0.040	-0.015	0.985		0.750	
16 Placentia	10,928,431	9,999,751	11,245,111	11,580,708	-	-	-	-	45,000	10,938,500	11,250	0.103	19,243	0.585	0.088	-0.036	0.964		0.750	
17 Placerville	5,203,080	5,633,955	6,146,313	6,165,279	-	-	-	-	-	5,787,157	-	-	10,181	-	0.064	-0.064	0.936		0.750	
18 Plymouth	513,725	536,871	555,144	532,043	-	-	-	-	-	534,446	-	-	940	-	0.019	-0.019	0.981		0.750	
19 Point Arena	232,074	245,593	291,096	305,455	-	-	-	-	-	268,555	-	-	472	-	0.014	-0.014	0.986		0.750	
20 Rancho Cucamonga	28,998,641	28,258,081	29,333,940	30,269,435	-	-	328,831	-	70,000	29,215,024	99,708	0.341	51,395	1.940	0.143	0.135	1.135		1.500	
21 Rancho Cucamonga FPD (7/1/16)	14,950,740	15,968,875	16,417,869	17,735,581	-	-	-	-	-	16,268,266	-	-	28,619	-	0.107	-0.107	0.893		0.750	
22 Rancho Santa Margarita (1/1/04)	1,949,053	2,333,843	2,560,400	2,649,096	-	-	-	-	-	2,373,098	-	-	4,175	-	0.041	-0.041	0.959		0.750	
23 San Juan Bautista	362,243	413,178	473,213	501,676	-	-	-	-	-	437,578	-	-	770	-	0.018	-0.018	0.982		0.750	
24 South Lake Tahoe	15,789,827	16,219,949	17,215,677	17,589,245	-	-	-	10,557	-	16,703,675	2,639	0.016	29,385	0.090	0.108	-0.099	0.901		0.750	
25 Tehama	44,468	37,731	33,714	31,303	-	-	-	-	-	36,804	-	-	65	-	0.005	-0.005	0.995		0.750	
26 Trinidad	293,696	309,516	320,282	345,108	-	-	320,282	-	-	317,151	-	-	558	-	0.015	-0.015	0.985		0.750	
27 Truckee	8,558,216	7,799,707	8,525,098	9,318,857	-	-	-	-	-	8,550,470	-	-	15,042	-	0.077	-0.077	0.923		0.750	
28 Twentynine Palms	2,064,330	2,126,882	2,256,892	2,347,892	-	-	-	-	45,000	2,198,999	11,250	0.512	3,868	2.908	0.039	0.075	1.075		1.500	
29 Watsonville	24,220,252	25,360,911	27,248,330	28,597,471	-	243,566	-	376,863	45,000	26,356,741	166,357	0.631	46,367	3.588	0.136	0.352	1.352		1.500	
30 Wheatland	1,256,933	1,327,896	1,461,750	1,523,573	-	-	-	-	-	1,392,538	-	-	2,450	-	0.031	-0.031	0.969		0.750	
31 Wildomar (7/1/08)	763,436	967,518	1,024,591	1,169,492	-	-	-	-	-	981,259	-	-	1,726	-	0.026	-0.026	0.974		0.750	
32 Yountville	1,838,992	1,955,270	1,882,338	2,635,304	-	-	-	-	-	2,077,976	-	-	3,656	-	0.038	-0.038	0.962		0.750	
33 Yucaipa	3,747,105	3,902,227	4,304,666	4,463,822	-	-	-	-	-	4,104,455	-	-	7,221	-	0.054	-0.054	0.946		0.750	
34 Yucca Valley	2,427,844	2,576,259	2,600,479	2,723,235	-	-	-	-	-	2,581,954	-	-	4,542	-	0.043	-0.043	0.957		0.750	
35 PARSAC Staff	452,595	462,423	539,949	484,877	-	-	-	-	-	484,961	-	-	853	-	0.018	-0.018	0.982		0.750	
PARSAC Total	183,217,964	189,339,342	199,585,858	209,386,938	-	268,566	369,970	841,825	509,379	195,382,525	497,435	0.255	343,716	1.447	0.370	0.166	1.166	1.166		0.981



Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
PERMA																				
1 Banning (2/14/02)	13,073,020	13,270,275	14,252,065	15,571,310	42,212	409,761	125,000	-	10,000	14,041,667	136,190	0.970	24,702	5.513	0.099	0.448	1.448		1.500	
2 Barstow (2/04/02)	14,011,746	12,928,713	14,789,478	15,488,188	475,000	-	-	56,250	-	14,304,531	14,063	0.098	25,164	0.559	0.100	-0.044	0.956		0.750	
3 Canyon Lake (7/1/11)	386,675	388,656	439,435	487,923	-	-	-	-	-	425,672	-	-	749	-	0.017	-0.017	0.983		0.750	
4 Cathedral City (2/14/01)	16,784,452	18,565,939	20,175,933	21,245,925	-	-	87,241	285,000	-	19,193,062	93,060	0.485	33,764	2.756	0.116	0.204	1.204		1.500	
5 Coachella (10/01/00)	5,240,721	5,707,821	5,635,149	5,974,186	-	-	-	-	-	5,639,469	-	-	9,921	-	0.063	-0.063	0.937		0.750	
6 Desert Hot Springs	3,985,102	3,481,082	3,892,237	4,601,543	-	-	-	-	-	3,989,991	-	-	7,019	-	0.053	-0.053	0.947		0.750	
7 Eastvale (7/1/15)	873,544	755,018	784,796	843,838	-	-	-	-	-	814,299	-	-	1,433	-	0.024	-0.024	0.976		0.750	
8 Hesperia (7/1/10)	12,645,910	11,815,631	11,543,778	12,030,252	-	1,274	100,000	-	10,000	12,008,893	27,818	0.232	21,126	1.317	0.092	0.029	1.029		1.317	
9 Holtville (7/1/08)	1,173,765	1,160,755	1,184,853	1,281,145	-	-	-	-	-	1,200,129	-	-	2,111	-	0.029	-0.029	0.971		0.750	
10 ICTC (7/1/12)	468,749	468,578	509,701	559,992	-	-	-	-	-	501,755	-	-	883	-	0.019	-0.019	0.981		0.750	
11 Jurupa Valley (11/2/15)	555,000	1,090,219	1,071,916	1,282,341	-	-	-	-	-	999,869	-	-	1,759	-	0.026	-0.026	0.974		0.750	
12 La Mesa (7/1/02)	20,632,210	20,916,633	22,037,448	23,262,084	19,041	-	-	58,769	-	21,712,094	14,692	0.068	38,196	0.385	0.123	-0.076	0.924		0.750	
13 Murrieta (7/1/01)	23,722,451	23,422,177	24,532,558	25,084,295	-	-	-	-	-	24,190,370	-	-	42,556	-	0.130	-0.130	0.870		0.750	
14 Palm Sps Tram (11/1/05)	3,914,503	4,475,625	4,798,159	4,607,936	-	-	4,246	-	-	4,449,056	1,061	0.024	7,827	0.136	0.056	-0.048	0.952		0.750	
15 Perris (9/25/00)	5,545,431	5,701,034	6,196,159	6,530,512	-	-	-	-	-	5,993,284	-	-	10,543	-	0.065	-0.065	0.935		0.750	
16 San Jacinto (7/1/18)	3,489,178	2,653,364	2,782,506	3,358,185	-	-	-	-	-	3,070,808	-	-	5,402	-	0.046	-0.046	0.954		0.750	
17 SDRTC (11/4/13)	462,019	580,983	667,310	683,648	-	-	-	-	-	598,490	-	-	1,053	-	0.020	-0.020	0.980		0.750	
18 Stanton	2,474,931	2,585,078	2,744,578	3,097,789	-	-	-	-	-	2,725,594	-	-	4,795	-	0.044	-0.044	0.956		0.750	
19 Sunline (11/4/13)	14,052,659	15,285,967	16,071,138	16,861,855	-	131,458	136,951	-	-	15,567,905	67,102	0.431	27,387	2.450	0.104	0.152	1.152		1.500	
20 Victorville (7/1/01)	20,554,844	21,901,180	25,971,469	27,744,606	-	-	-	-	50,000	24,043,025	12,500	0.052	42,296	0.296	0.130	-0.091	0.909		0.750	
21 VVTA (7/1/12)	719,684	864,702	1,009,164	1,231,809	-	-	-	-	-	956,340	-	-	1,682	-	0.026	-0.026	0.974		0.750	
22 PERMA Staff	501,981	544,680	542,562	569,426	-	-	-	-	-	539,662	-	-	949	-	0.019	-0.019	0.981		0.750	
PERMA Total	165,268,575	168,564,109	181,632,392	192,398,788	536,253	542,493	453,437	400,019	70,000	176,965,966	366,487	0.207	311,317	1.177	0.352	0.062	1.062	1.062		0.990
SCORE																				
1 Biggs (7/1/17)	383,261	380,549	386,860	396,932	-	-	-	-	-	386,901	-	-	681	-	0.016	-0.016	0.984		0.750	
2 Colfax	444,870	445,047	645,079	792,003	-	-	-	-	-	581,750	-	-	1,023	-	0.020	-0.020	0.980		0.750	
3 Live Oak (7/1/04)	1,243,636	1,281,001	1,357,810	1,395,034	-	-	-	-	-	1,319,370	-	-	2,321	-	0.030	-0.030	0.970		0.750	
4 Loomis (7/1/12)	706,570	738,548	735,943	857,619	-	-	-	-	-	759,670	-	-	1,336	-	0.023	-0.023	0.977		0.750	
5 Mt. Shasta (7/1/01)	1,708,545	1,764,123	1,943,730	2,082,387	-	-	-	190,000	-	1,874,696	47,500	2.534	3,298	14.403	0.036	0.486	1.486		1.500	
6 Portola	618,406	721,331	796,713	749,220	-	-	-	-	-	721,418	-	-	1,269	-	0.022	-0.022	0.978		0.750	
7 Rio Dell (7/1/02)	962,896	978,061	1,006,121	1,020,181	-	-	-	-	-	991,815	-	-	1,745	-	0.026	-0.026	0.974		0.750	
8 Shasta Lake	3,226,333	3,431,994	3,587,737	3,910,822	-	-	-	-	-	3,539,222	-	-	6,226	-	0.050	-0.050	0.950		0.750	
9 Susanville (7/1/04)	3,524,068	3,674,289	3,972,225	3,977,057	-	-	56,250	-	-	3,786,910	14,063	0.371	6,662	2.111	0.052	0.057	1.057		1.500	
10 Tulelake (7/1/15)	310,702	349,348	354,832	373,352	-	-	-	-	-	347,059	-	-	611	-	0.016	-0.016	0.984		0.750	
11 Weed (7/1/15)	1,658,551	1,541,803	1,699,522	1,800,282	-	-	-	-	-	1,675,040	-	-	2,947	-	0.034	-0.034	0.966		0.750	
12 Yreka	3,014,230	2,827,360	2,986,353	3,202,905	-	-	-	-	-	3,007,712	-	-	5,291	-	0.046	-0.046	0.954		0.750	
SCORE Total	17,802,068	18,133,454	19,472,925	20,557,794	-	-	56,250	190,000	-	18,991,560	61,563	0.324	33,410	1.843	0.115	0.097	1.097	1.097		0.883



Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
VCJPA																				
1 Alameda County	1,336,568	1,334,976	1,447,199	1,563,529	-	-	-	-	-	1,420,568	-	-	2,499	-	0.032	-0.032	0.968		0.750	
2 Burney Basin	94,116	54,817	48,172	50,409	-	-	-	-	-	61,879	-	-	109	-	0.007	-0.007	0.993		0.750	
3 Butte County	1,105,237	1,216,804	1,305,293	1,346,734	-	-	-	-	-	1,243,517	-	-	2,188	-	0.030	-0.030	0.970		0.750	
4 Coachella Valley (9/14/00)	3,826,348	4,405,282	4,434,691	4,649,100	-	-	-	-	-	4,328,855	-	-	7,615	-	0.055	-0.055	0.945		0.750	
5 Colusa	170,986	197,876	207,436	200,877	-	-	-	-	-	194,294	-	-	342	-	0.012	-0.012	0.988		0.750	
6 Compton Creek	94,076	96,876	110,501	119,325	-	-	-	-	-	105,195	-	-	185	-	0.009	-0.009	0.991		0.750	
7 Consolidated	1,183,261	1,304,677	1,341,775	1,481,122	-	-	-	-	20,000	1,327,709	5,000	0.377	2,336	2.141	0.031	0.035	1.035		1.500	
8 Contra Costa County	2,903,940	3,023,168	3,162,039	3,292,543	24,926	-	-	-	35,000	3,095,423	8,750	0.283	5,445	1.607	0.047	0.028	1.028		1.500	
9 Delta VCD ( 7/1/08)	1,065,957	1,113,971	1,212,742	1,199,039	-	-	-	-	-	1,147,927	-	-	2,019	-	0.028	-0.028	0.972		0.750	
10 Durham (8/26/02)	63,765	59,646	63,249	67,783	-	-	-	-	-	63,611	-	-	112	-	0.007	-0.007	0.993		0.750	
11 Fresno	597,425	678,547	783,378	903,600	-	-	-	-	-	740,738	-	-	1,303	-	0.023	-0.023	0.977		0.750	
12 Glenn County	115,962	126,759	131,002	89,964	-	-	-	-	-	115,922	-	-	204	-	0.009	-0.009	0.991		0.750	
13 Greater Los Angeles	5,273,515	5,409,424	5,647,762	5,939,559	-	-	-	-	-	5,567,565	-	-	9,794	-	0.062	-0.062	0.938		0.750	
14 Kings MAD (7/1/09)	844,340	850,186	898,298	983,186	-	-	-	-	-	894,002	-	-	1,573	-	0.025	-0.025	0.975		0.750	
15 Lake County (2/1/04)	553,390	563,489	577,729	560,840	-	-	-	-	-	563,862	-	-	992	-	0.020	-0.020	0.980		0.750	
16 Los Angeles County West	2,532,089	2,605,775	2,943,903	3,018,465	-	-	-	125,000	-	2,775,058	31,250	1.126	4,882	6.401	0.044	0.238	1.238		1.500	
17 Marin-Sonoma	3,151,665	3,055,514	3,010,559	3,226,419	-	-	-	-	-	3,111,039	-	-	5,473	-	0.047	-0.047	0.953		0.750	
18 Napa County	657,683	688,943	710,647	753,978	-	-	-	-	-	702,813	-	-	1,236	-	0.022	-0.022	0.978		0.750	
19 Northwest	1,384,784	1,518,556	1,622,363	1,722,959	-	-	-	-	-	1,562,166	-	-	2,748	-	0.033	-0.033	0.967		0.750	
20 Orange County	5,135,555	5,966,908	6,199,879	6,064,617	-	-	-	-	-	5,841,740	-	-	10,277	-	0.064	-0.064	0.936		0.750	
21 Oroville (7/1/02)	62,071	72,566	74,370	65,035	-	-	-	-	-	68,511	-	-	121	-	0.007	-0.007	0.993		0.750	
22 Placer County	1,259,077	1,357,506	1,421,940	1,535,417	-	-	-	-	-	1,393,485	-	-	2,451	-	0.031	-0.031	0.969		0.750	
23 Sacramento Yolo	4,322,281	4,265,067	4,353,798	4,645,228	-	-	-	-	-	4,396,593	-	-	7,734	-	0.056	-0.056	0.944		0.750	
24 San Gabriel Valley	1,841,425	1,868,251	2,108,694	2,312,602	185,647	360,608	-	-	-	2,032,743	90,152	4.435	3,576	25.210	0.038	0.914	1.914		1.500	
25 San Joaquin County	2,294,215	2,401,289	2,372,822	2,461,438	-	-	-	-	-	2,382,441	-	-	4,191	-	0.041	-0.041	0.959		0.750	
26 San Mateo County	1,796,171	1,930,469	1,956,127	2,096,070	-	-	-	-	-	1,944,709	-	-	3,421	-	0.037	-0.037	0.963		0.750	
27 Santa Barbara County	376,374	417,616	427,538	432,883	-	-	-	-	-	413,603	-	-	728	-	0.017	-0.017	0.983		0.750	
28 Shasta	1,012,122	969,818	980,333	1,048,691	-	-	-	-	-	1,002,741	-	-	1,764	-	0.027	-0.027	0.973		0.750	
29 Sutter-Yuba	1,000,725	960,126	1,000,006	1,036,945	-	-	-	-	-	999,450	-	-	1,758	-	0.026	-0.026	0.974		0.750	
30 Tehama County	316,645	326,106	331,540	345,687	-	-	-	-	-	329,995	-	-	581	-	0.015	-0.015	0.985		0.750	
31 Turlock	781,807	821,556	844,600	944,491	-	-	-	-	-	848,113	-	-	1,492	-	0.024	-0.024	0.976		0.750	
32 West Valley	1,039,942	1,092,739	1,273,438	1,395,475	-	-	-	-	-	1,200,399	-	-	2,112	-	0.029	-0.029	0.971		0.750	
VCJPA Total	48,193,517	50,755,303	53,003,823	55,554,010	210,573	360,608	-	125,000	55,000	51,876,663	135,152	0.261	91,261	1.481	0.191	0.092	1.092	1.092		1.187
Oakland H.A.	25,427,490	26,500,365	26,867,023	28,486,957	25,000	-	144,657	-	-	26,820,459	\$ 36,164	0.135	47,182	0.766	0.137	-0.032	0.968	0.968		1.062
Contra Costa H.A.	4,487,553	4,773,630	5,207,303	5,220,093	-	-	-	-	10,000	4,922,145	\$ 2,500	0.051	8,659	0.289	0.059	-0.042	0.958	0.958		0.940
Totals	\$ 1,325,894,708	\$ 1,387,948,403	\$ 1,461,360,442	\$ 1,527,421,960	\$ 1,485,802	\$ 3,103,733	\$ 2,605,254	\$ 3,411,684	\$ 911,350	\$ 1,425,656,378	\$ 2,508,005	0.176	\$ 2,508,005	1.000	1.000	0.000	1.000			

# Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ 80% Confidence Level ~ 2.0% Discount Factor ~

~ Excess Insurance \$2 million x \$1 million ~ \$4 million / \$10 million Aggregate ~

	Prior Year - 2019/2020		2020/2021 Preliminary Budget	Increase/(Dec) Over Prior Year Budget	Percentage Change
	Projected Actual	Approved Budget			
<b><u>Claims Expense:</u></b>					
Funding for Pooled Losses (SIR to \$1M)	\$6,446,930	\$6,446,930	<b>\$9,766,727</b>	\$3,319,797	51.49%
Excess Insurance	311,540	311,540	<b>496,648</b>	185,108	59.42%
<b>Total Claims Costs</b>	<b>\$6,758,470</b>	<b>\$6,758,470</b>	<b>\$10,263,375</b>	<b>\$3,504,905</b>	<b>51.86%</b>
<b><u>Loss Prevention and Training:</u></b>					
Employee Reporting Mechanism	11,000	10,500	<b>11,500</b>	1,000	9.52%
Web-based Training: AB1825 & AB1234	18,000	18,000	<b>18,000</b>	0	0.00%
Training Bulletins	6,000	6,000	<b>6,000</b>	0	0.00%
Additional Web-based Training	12,000	12,000	<b>12,000</b>	0	0.00%
Hotline Services - Jackson Lewis & LCW	6,500	6,500	<b>6,500</b>	0	0.00%
Misc. Training Expenses	5,700	5,000	<b>6,000</b>	1,000	20.00%
Customized Training / Workshops	65,775	90,300	<b>90,300</b>	0	0.00%
<b>Total Loss Prevention and Training</b>	<b>\$124,975</b>	<b>\$148,300</b>	<b>\$150,300</b>	<b>\$2,000</b>	<b>1.35%</b>
<b><u>Administration:</u></b>					
Program Management	\$721,658	\$709,517	\$935,272	\$225,755	31.82%
Includes:					
• Training Workshops					
(In-house as per Sedgwick contract - 25 sessions)					
Risk Assessments	0	10,000	<b>10,000</b>	0	0.00%
Claims System	5,000	5,000	<b>5,000</b>	0	0.00%
Legal Services	37,000	50,000	<b>50,000</b>	0	0.00%
Actuarial Study	10,200	9,950	<b>10,450</b>	500	5.03%
Financial Audit	9,950	10,200	<b>10,200</b>	0	0.00%
Claims Audit	0	0	<b>5,900</b>	5,900	
Board Meetings & Retreat	30,000	30,000	<b>30,000</b>	0	0.00%
Memberships and Conferences	5,000	7,500	<b>7,500</b>	0	0.00%
Accreditation	1,417	1,500	<b>1,500</b>	0	0.00%
Fidelity Bonds	1,282	1,300	<b>1,300</b>	0	0.00%
E & O Coverage	2,642	2,500	<b>3,000</b>	500	20.00%
Investment Management Services	30,797	30,000	<b>32,000</b>	2,000	6.67%
Other Expenses	0	4,000	<b>4,000</b>	0	0.00%
<b>Total Administration</b>	<b>\$854,946</b>	<b>\$871,467</b>	<b>\$1,106,122</b>	<b>\$234,655</b>	<b>26.93%</b>
<b>Total Deposit Premium</b>	<b>\$7,738,391</b>	<b>\$7,778,237</b>	<b>\$11,519,797</b>	<b>\$3,741,560</b>	<b>48.10%</b>
<b>Available Retrospective Adjustment Amounts</b>	<b>n/a</b>	<b>n/a</b>	<b>(\$1,124,058)</b>	<b>(\$1,124,058)</b>	
<b>Total Deposit Premium</b>	<b>\$7,738,391</b>	<b>\$7,778,237</b>	<b>\$10,395,740</b>	<b>\$2,617,503</b>	<b>33.65%</b>

## 2020/2021 changes from prior year:

- ~ Addition of Rancho Mirage in PERMA (effective 12/31/19) - 2020/2021 First Full Year ~ SCORE attaches to CJPRMA at \$750,000 for 2020/2021; attached at \$500,000 prior
- ~ Addition of PLAN JPA and 26 member agencies (effective 7/1/20) ~ Removed Pacific Grove from PARSAC due to anticipated withdrawal
- ~ Addition of Dunsmuir in SCORE (effective 1/1/20) - 2020/2021 First Full Year ~ Removed Fort Jones from SCORE due to anticipated withdrawal

# Employment Risk Management Authority

## ~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

### Member Summary

~ 80% Confidence Level ~ 2.0% Discount Factor ~

														Prior Year Comparison				
	Actual 2019	Funding For Losses *	Loss Prevention & Training	Admin. Costs	Deposit Premium	Experience Modification Factor	Deposit Premium Adjusted for Ex Mod	Off-Balance Factor	Deposit Premium Adjusted for Off-Bal Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	2/3 of Available Retrospective Adjustment Amounts	TOTAL Deposit Net of Retro. Adj.	Prior Year	Without Retro. Adj.		Net of Retro. Adj.	
														Prior Year Deposit Premium	Percentage Change	Percentage Change Net of Payroll	Percentage Change w/ Retro. Adj.	Percentage Change Net of Payroll
Member Entities	Payroll																	
BCJPIA	\$243,572,043	\$1,086,768	\$17,175	\$126,402	\$1,230,345	0.791	\$973,732	1.000	\$974,136		\$974,136	(132,754)	\$841,382	\$858,951	13.4%	7.4%	-2.0%	-8.1%
CalTIP	22,925,614	126,595	1,617	11,897	140,109	0.889	124,514	1.000	124,566	5,643	130,209	0	130,209	112,114	16.1%	10.3%	16.1%	10.3%
CSJVRMA	295,282,592	1,618,385	20,822	153,237	1,792,443	1.154	2,068,742	1.000	2,069,600	118,113	2,187,713	(296,260)	1,891,453	2,066,676	5.9%	1.4%	-8.5%	-12.9%
ERMAC	155,337,304	153,768	10,954	80,612	245,334	0.955	234,401	1.000	234,499		234,499	0	234,499	212,221	10.5%	9.0%	10.5%	9.0%
MBASIA	60,825,988	55,390	4,289	31,566	91,244	1.044	95,214	1.000	95,253	24,330	119,584	(16,258)	103,326	110,204	8.5%	2.5%	-6.2%	-12.2%
MPA	351,743,372	1,768,707	24,803	182,537	1,976,047	0.838	1,655,602	1.000	1,656,289	140,697	1,796,986	(233,542)	1,563,444	1,604,242	12.0%	5.8%	-2.5%	-8.7%
PARSAC	231,982,517	1,018,092	16,358	120,387	1,154,837	1.166	1,346,037	1.000	1,346,595		1,346,595	(149,723)	1,196,872	964,130	39.7%	35.2%	24.1%	19.7%
PERMA	226,300,550	1,244,986	15,958	117,439	1,378,382	1.062	1,464,443	1.000	1,465,050		1,465,050	(180,351)	1,284,700	1,108,572	32.2%	19.4%	15.9%	3.1%
PLAN JPA	421,387,076	2,009,990	29,714	218,679	2,258,383	1.000	2,258,383	1.000	2,259,320	168,555	2,427,874	0	2,427,874	0	n/a	n/a	n/a	n/a
SCORE	23,829,685	124,007	1,680	12,366	138,054	1.097	151,480	1.000	151,543		151,543	(13,306)	138,238	91,009	66.5%	57.8%	51.9%	43.1%
VCJPA	61,755,057	352,978	4,355	32,048	389,380	1.092	425,103	1.000	425,279	24,702	449,981	(62,872)	387,109	430,322	4.6%	0.7%	-10.0%	-13.9%
Oakland H.A.	30,966,730	175,581	2,184	16,070	193,835	0.968	187,627	1.000	187,704	12,387	200,091	(31,412)	168,680	189,241	5.7%	0.4%	-10.9%	-16.2%
Contra Costa H.A.	5,552,285	31,481	392	2,881	34,754	0.958	33,302	1.000	33,316	2,221	35,537	(7,582)	27,955	30,554	16.3%	11.9%	-8.5%	-12.9%
Total	\$2,131,460,813	\$9,766,727	\$150,300	\$1,106,122	\$11,023,149		\$11,018,579		\$11,023,149	\$496,648	\$11,519,797	(\$1,124,058)	\$10,395,740	\$7,778,236	48.1%	16.1%	33.7%	1.6%

\* Includes JPA Participation Credit

2018 Actual Payroll	\$1,614,537,173
2019 Actual Payroll	\$2,131,460,813
Percent Change	32.02%

Table of Rates			
Budget Item	Rates	Prior Year Rate	% Change
Funding for Losses - 2.0% Discounted 80% Confidence Level	\$0.5670	\$0.5030	12.72%
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	0.0400	0.0400	0.00%
Loss Prevention & Training	0.0071	0.0092	-23.35%
Administration	0.0519	0.0540	-3.90%

Prior Year Comparison w/o PLAN JPA				
Prior Year	Without Retro. Adj.		Net of Retro. Adj.	
	Percentage	Percentage	Percentage	Percentage
Deposit	Change	Change Net	Change w/	Change Net
Premium	Change	of Payroll	Retro. Adj.	of Payroll
\$7,778,236	16.9%	11.0%	2.4%	-3.5%

# Employment Risk Management Authority

## ~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

### Prior Year Comparison

Member Entities	DEPOSIT PREMIUM CHANGE			CURRENT PAYROLL CHANGE			EX MOD CALCULATION								
	Current Year			Prior Year			EX MOD CHANGE			AVERAGE PAYROLL CHANGE			AVERAGE LOSS CHANGE*		
	TOTAL Deposit			Payroll			Current Year			Current Year			Current Year		
	Premium	Total Deposit Premium	Percentage Change	Payroll	Prior Year Payroll	Percentage Change	Ex Mod	Prior Year Ex Mod	Percentage Change	Average Payroll	Prior Year Average Payroll	Percentage Change	Average Losses	Prior Year Average Losses	Percentage Change
BCJPIA	\$974,136	\$858,951	13.4%	\$243,572,043	\$229,699,946	6.0%	0.791	0.808	-2.0%	\$207,937,716	\$199,558,931	4.2%	166,028	\$150,051	10.6%
CalTIP	130,209	112,114	16.1%	22,925,614	21,654,834	5.9%	0.889	0.889	-0.1%	17,662,852	16,317,698	8.2%	-	-	0.0%
CSJVRMA	2,187,713	2,066,676	5.9%	295,282,592	282,678,764	4.5%	1.154	1.250	-7.7%	257,260,687	244,755,988	5.1%	616,797	639,666	-3.6%
ERMAC	234,499	212,221	10.5%	155,337,304	153,114,547	1.5%	0.955	0.920	3.9%	128,033,106	86,242,169	48.5%	191,742	88,313	117.1%
MBASIA	119,584	110,204	8.5%	60,825,988	57,382,172	6.0%	1.044	1.060	-1.6%	48,650,325	46,148,284	5.4%	105,740	91,348	15.8%
MPA	1,796,986	1,604,242	12.0%	351,743,372	331,210,310	6.2%	0.838	0.871	-3.8%	291,152,375	276,988,274	5.1%	328,397	297,015	10.6%
PARSAC	1,346,595	964,130	39.7%	231,982,517	222,082,602	4.5%	1.166	0.981	18.8%	195,382,525	193,215,258	1.1%	497,435	274,341	81.3%
PERMA	1,465,050	1,108,572	32.2%	226,300,550	200,610,549	12.8%	1.062	0.990	7.3%	176,965,966	168,152,026	5.2%	366,487	244,437	49.9%
PLAN JPA	2,427,874	n/a	n/a	421,387,076	n/a	n/a	1.000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
SCORE	151,543	91,009	66.5%	23,829,685	21,910,292	8.8%	1.097	0.883	24.3%	18,991,560	18,228,457	4.2%	61,563	-	0.0%
VCJPA	449,981	430,322	4.6%	61,755,057	59,467,956	3.8%	1.092	1.187	-8.1%	51,876,663	49,737,272	4.3%	135,152	146,322	-7.6%
Oakland H.A	200,091	189,241	5.7%	30,966,730	29,405,018	5.3%	0.968	1.062	-8.9%	26,820,459	25,932,089	3.4%	36,164	56,006	-35.4%
Contra Costa H.A.	35,537	30,554	16.3%	5,552,285	5,320,183	4.4%	0.958	0.940	1.9%	4,922,145	4,742,459	3.8%	2,500	-	0.0%
Total	\$11,519,797	\$7,778,237	48.1%	\$2,131,460,813	\$1,614,537,173	32.0%				\$1,425,656,378	\$1,330,018,904	7.2%	2,508,005	\$1,987,498	26.2%

\* Average incurred losses as displayed in the Experience Modification Calculation. Individual losses from \$25k and capped at \$500k.

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

Program Administration Fee Worksheet

		Original Contract Year						2019/2020						2020/2021			
		2018/2019						2021/2022									
Annual Base Contract Price (ABCP)					\$697,162	Annual Base Contract Price (ABCP)					\$735,384	Annual Base Contract Price (ABCP)					\$738,012
						Percentage Increase over previous year					2.00%	Percentage Increase over previous year					2.00%
		Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized			Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized			Payroll	Payroll Calc %age	Sedgwick Fees Prorated	Sedgwick Fees Annualized
Baseline as of 4/1/18		1,516,245,035		697,162	697,162	Baseline as of 7/1/19		1,568,013,740		735,384	735,384	Baseline as of 7/1/20		1,542,761,952		738,012	738,012
PERMA	San Jacinto Joined 7/1/18	3,358,185	0.002215	1,544	1,544	PARSAC	W. Hollywood Withdrew 7/1/19	(27,353,542)	-0.017445	(12,829)	(12,829)	PARSAC	Pacific Grove Withdrawing 7/1/20	(8,495,678)	-0.005507	(4,064)	(4,064)
ERMAC	Santa Maria Joined 1/1/19	47,947,627	0.031623	11,023	22,046	PERMA	Adelanto Withdrew 7/1/19	(3,174,293)	-0.002024	(1,489)	(1,489)	SCORE	Fort Jones Withdrawing 7/1/20	(533,924)	-0.000346	(255)	(255)
SCORE	Fort Jones Joined 1/1/19	462,893	0.000305	106	213	CSJVRMA	Parlier Withdrew 7/1/19	(2,748,207)	-0.001753	(1,289)	(1,289)	PLAN JPA	26 agencies Assumes 7/1/20 Join Date	421,387,076	0.273138	201,579	201,579
						PERMA	Rancho Mirage Joined 12/31/19	7,250,967	0.004624	1,700	3,401						
						SCORE	Dunsmuir Joined 1/1/20	773,287	0.000493	181	363						
Totals as of 6/30/19		1,568,013,740		\$709,835	\$720,965	Totals as of 6/30/20		1,542,761,952		\$721,658	\$723,541	Totals as of 6/30/21		1,955,119,426		\$935,272	\$935,272

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ BCJPIA ~

1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)										2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison				
Member	Actual 2019	SIR	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	8 Capped Ind. Ex Mod Including .25 capped change over prior year	Info Only: Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	10 Off-Balance Factor	11 Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.							
	Payroll	Selected																												
1 Albany/Albany JPA	\$11,273,329	\$50,000	\$0.567	\$63,920	\$795	\$5,850	\$70,565	(\$3,525)	\$67,040	0.791	\$53,058	1.000	\$53,080	0.366	0.750	0.750	0.750	\$50,280	0.958	\$48,165	(\$7,535)	\$40,629	\$41,969	\$6,196	(\$1,340)					
2 Brisbane	10,205,927	50,000	0.567	57,868	720	5,296	63,884	(3,191)	60,693	0.791	48,034	1.000	48,054	0.000	0.750	0.750	0.750	45,519	0.958	43,604	(4,980)	38,624	37,347	6,257	1,277					
3 CMFA (1/1/19)	4,119,184	100,000	0.465	19,152	290	2,138	21,580	(1,078)	20,502	0.791	16,226	1.000	16,233	0.000	0.750	0.750	1.000	15,376	0.958	14,730	0	14,730	26,891	(12,161)	(12,161)					
4 Central Marin PA	5,457,093	100,000	0.465	25,372	385	2,832	28,589	(1,428)	27,161	0.791	21,496	1.000	21,505	0.000	0.750	0.750	0.750	20,371	0.958	19,514	(2,140)	17,374	16,405	3,109	969					
5 Corte Madera (7/1/17)	3,620,916	100,000	0.465	16,835	255	1,879	18,969	(948)	18,022	0.791	14,263	1.000	14,269	0.000	0.750	0.750	0.750	13,516	0.958	12,948	0	12,948	10,677	2,271	2,271					
6 Emeryville	5,353,640	50,000	0.567	30,355	378	2,778	33,511	(1,674)	31,837	0.791	25,197	1.000	25,207	0.000	0.750	0.750	0.750	23,878	0.958	22,873	(2,224)	20,649	20,157	2,716	492					
7 Emeryville (MESA)	9,753,849	50,000	0.567	55,304	688	5,062	61,054	(3,050)	58,004	0.791	45,906	1.000	45,925	0.000	0.750	0.750	0.750	43,503	0.958	41,673	(7,964)	33,709	35,890	5,783	(2,181)					
8 Fairfax	3,019,166	50,000	0.567	17,119	213	1,567	18,898	(944)	17,954	0.791	14,210	1.000	14,216	0.000	0.750	0.750	0.750	13,466	0.958	12,899	(1,826)	11,074	11,203	1,696	(129)					
9 Larkspur	4,437,164	250,000	0.278	12,328	313	2,303	14,943	(746)	14,197	0.791	11,236	1.000	11,241	0.000	0.750	0.750	0.750	10,648	0.958	10,200	(2,005)	8,194	5,664	4,536	2,530					
10 Los Altos (07/01/12)	13,397,476	100,000	0.465	62,290	945	6,953	70,188	(3,506)	66,682	0.791	52,774	1.000	52,796	0.709	0.750	0.750	0.881	50,011	0.958	47,907	(9,165)	38,742	55,923	(8,016)	(17,181)					
11 Menlo Park (07/01/02)	31,900,426	250,000	0.278	88,629	2,249	16,555	107,433	(5,366)	102,067	0.791	80,779	1.000	80,812	0.909	0.909	0.909	1.000	92,783	0.958	88,880	(11,727)	77,153	82,803	6,077	(5,650)					
12 Mill Valley (07/01/01)	17,527,967	50,000	0.567	99,384	1,236	9,096	109,716	(5,480)	104,235	0.791	82,495	1.000	82,529	0.000	0.750	0.750	0.750	78,177	0.958	74,888	(9,807)	65,080	65,091	9,797	(11)					
13 Novato (09/01/07)	19,704,268	250,000	0.278	54,744	1,389	10,226	66,359	(3,315)	63,045	0.791	49,895	1.000	49,916	0.414	0.750	1.000	1.250	63,045	0.958	60,392	(6,334)	54,059	61,646	(1,254)	(7,587)					
14 Piedmont	13,938,268	50,000	0.567	79,030	983	7,233	87,246	(4,358)	82,888	0.791	65,600	1.000	65,627	4.435	1.500	1.500	1.250	124,332	0.958	119,101	(12,656)	106,446	87,173	31,928	19,273					
15 Pleasanton	50,018,700	75,000	0.510	255,245	3,527	25,957	284,730	(14,222)	270,507	0.791	214,088	1.000	214,176	0.000	0.750	0.750	0.750	202,881	0.958	194,345	(24,139)	170,206	152,641	41,704	17,565					
16 San Anselmo	3,374,056	50,000	0.567	19,131	238	1,751	21,120	(1,055)	20,065	0.791	15,880	1.000	15,887	0.000	0.750	0.750	0.750	15,049	0.958	14,416	(3,709)	10,706	13,291	1,125	(2,585)					
17 Sausalito	6,646,132	50,000	0.567	37,684	469	3,449	41,601	(2,078)	39,523	0.791	31,280	1.000	31,293	0.000	0.750	0.750	0.750	29,642	0.958	28,395	(9,380)	19,015	25,214	3,181	(6,199)					
18 Tiburon (7/1/11)	3,735,038	25,000	0.641	23,931	263	1,938	26,132	(1,305)	24,827	0.791	19,649	1.000	19,657	0.000	0.750	0.750	0.750	18,620	0.958	17,837	(2,446)	15,391	15,034	2,803	357					
19 Union City	26,089,444	75,000	0.510	133,134	1,840	13,539	148,513	(7,418)	141,095	0.791	111,667	1.000	111,713	0.000	0.750	0.750	0.750	105,821	0.958	101,369	(14,717)	86,652	93,933	7,436	(7,281)					
Total	\$243,572,043			\$1,151,455	\$17,175	\$126,402	\$1,295,032	(\$64,687)	\$1,230,345		\$973,732		\$974,136					\$1,016,919		\$974,136	(\$132,754)	\$841,382	\$858,952	\$115,184	(\$17,570)					
										(64,687) JPA participation credit																				
										\$1,086,768 Net funding				JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5																
														Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11																

Total JPA Payroll	\$487,630,739
Participating Payroll	243,572,043
Participation Credit	5.00%
2018 Payroll	\$229,699,946
2019 Payroll	243,572,043
Percentage Increase	6.04%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ CalTIP ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>								2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison			
Member	Actual		Payroll/100	Funding	Loss			JPA	Net	JPA	Dep Prem	Dep Prem		Individual	Capped	Ex Mod	Info Only:			Premium	Excess Insurance \$2M x \$1M			TOTAL Deposit Premium	Prior Year Deposit Premium	Increase w/o Retro. Adj.	Increase (Decrease) Retro. Adj.
	2019	SIR	Pool	For	Prevention	Admin.	Deposit	Participation	Deposit	Experience	Adjusted for	Adjusted for	6	7	8	9	10	11									
	Payroll	Selected	Rate	Losses	& Training	Costs	Premium	Credit	Premium	Modification	Experience	Off-Balance	Off Balance	Modification	Individual	Experience	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience	Off-Balance Factor							
1 El Dorado County TA	\$3,515,292	\$50,000	\$0.567	\$19,932	\$248	\$1,824	\$22,004	(\$303)	\$21,701	0.889	\$19,285	1.000	\$19,293	0.000	0.750	0.750	0.750	\$16,276	1.185	\$19,293		\$19,293	\$0	\$19,293	\$17,120	\$2,173	\$2,173
2 Humboldt Transit	2,532,761	75,000	0.510	12,925	179	1,314	14,418	(199)	14,219	0.889	12,636	1.000	12,642	0.000	0.750	0.750	0.750	10,664	1.185	12,642		12,642	0	12,642	10,907	1,735	1,735
3 Livermore Amador Valley TA	1,671,605	50,000	0.567	9,478	118	867	10,463	(144)	10,319	0.889	9,171	1.000	9,174	0.000	0.750	0.750	0.750	7,739	1.185	9,174	669	9,843	0	9,843	7,524	2,319	2,319
4 Mendocino Transit	2,972,395	50,000	0.567	16,853	210	1,543	18,606	(256)	18,349	0.889	16,307	1.000	16,314	0.000	0.750	0.750	0.750	13,762	1.185	16,314	1,189	17,503	0	17,503	13,896	3,607	3,607
5 Morongo Basin TA	1,711,324	50,000	0.567	9,703	121	888	10,712	(148)	10,564	0.889	9,389	1.000	9,392	0.000	0.750	0.750	0.750	7,923	1.185	9,392		9,392	0	9,392	7,437	1,955	1,955
6 San Luis Obispo Regional TA	5,212,936	50,000	0.567	29,557	368	2,705	32,630	(449)	32,181	0.889	28,599	1.000	28,611	0.000	0.750	0.750	0.750	24,136	1.185	28,611	2,085	30,696	0	30,696	25,873	4,823	4,823
7 South County Transit	371,659	50,000	0.567	2,107	26	193	2,326	(32)	2,294	0.889	2,039	1.000	2,040	0.000	0.750	0.750	0.750	1,721	1.185	2,040	149	2,188	0	2,188	2,370	(182)	(182)
8 Tahoe Transportation District	2,914,349	50,000	0.567	16,524	206	1,512	18,242	(251)	17,991	0.889	15,988	1.000	15,995	0.000	0.750	0.750	0.750	13,493	1.185	15,995	1,166	17,161	0	17,161	17,216	(55)	(55)
9 Western Contra Costa TA	1,059,072	50,000	0.567	6,005	75	550	6,629	(91)	6,538	0.889	5,810	1.000	5,813	0.000	0.750	0.750	0.750	4,903	1.185	5,813		5,813	0	5,813	4,647	1,166	1,166
10 Yolo County Trans. District	964,222	50,000	0.567	5,467	68	500	6,036	(83)	5,952	0.889	5,290	1.000	5,292	0.000	0.750	0.750	0.750	4,464	1.185	5,292	386	5,678	0	5,678	5,124	554	554
Total	\$22,925,614			\$128,552	\$1,617	\$11,897	\$142,066	(\$1,957)	\$140,109		\$124,514		\$124,566					\$105,082		\$124,566	\$5,643	\$130,209	\$0	\$130,209	\$112,114	\$18,095	\$18,095
										(1,957) JPA participation credit																	
										\$126,595 Net funding				JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11									

Total JPA Payroll	\$166,439,821
Participating Payroll	22,925,614
Participation Credit	1.38%
2018 Payroll	\$21,654,834
2019 Payroll	22,925,614
Percentage Increase	5.87%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519



Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ CSJVRMA ~

Member	1										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>					Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>									2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison		
	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped nu. Ex Mod Including .25 capped change over prior year	Info Only:			Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor					
																Prior Year	Deposit	Off-Balance											
1 Angels Camp	\$2,348,605	\$25,000	\$0.641	\$15,048	\$166	\$1,219	\$16,432	(\$1,026)	\$15,406	1.154	\$17,781	1.000	\$17,788	0.000	0.750	0.750	0.750	\$11,555	1.195	\$13,808	\$939	\$14,747	(\$2,800)	\$11,947	\$17,360	(\$2,613)	(\$5,413)		
2 Atwater ( 7/01/00)	5,192,561	25,000	0.641	33,269	366	2,695	36,330	(2,268)	34,062	1.154	39,312	1.000	39,328	2.786	1.500	1.500	1.500	51,093	1.195	61,055	2,077	63,132	(10,379)	52,753	64,247	(1,115)	(11,494)		
3 Ceres	15,762,823	25,000	0.641	100,994	1,112	8,180	110,286	(6,886)	103,400	1.154	119,338	1.000	119,388	0.135	0.750	1.000	1.000	103,400	1.195	123,562	6,305	129,867	(18,885)	110,982	148,493	(18,626)	(37,511)		
4 Chowchilla (07/01/01)	4,489,822	25,000	0.641	28,767	317	2,330	31,413	(1,961)	29,452	1.154	33,992	1.000	34,006	0.000	0.750	0.750	0.750	22,089	1.195	26,396	1,796	28,192	(4,003)	24,189	25,972	2,220	(1,783)		
5 Corcoran	4,297,812	25,000	0.641	27,537	303	2,230	30,070	(1,878)	28,192	1.154	32,538	1.000	32,552	0.000	0.750	0.750	0.750	21,144	1.195	25,267	1,719	26,986	(5,129)	21,858	24,678	2,308	(2,820)		
6 Delano	20,346,087	25,000	0.641	130,359	1,435	10,559	142,353	(8,888)	133,464	1.154	154,038	1.000	154,101	2.239	1.500	1.500	1.500	200,197	1.195	239,234	8,138	247,372	(29,388)	217,984	230,932	16,440	(12,948)		
7 Dinuba (7/1/16)	9,977,747	100,000	0.465	46,391	704	5,178	52,272	(3,264)	49,008	1.154	56,563	1.000	56,586	0.000	0.750	0.750	0.750	36,756	1.195	43,923	3,991	47,915	0	47,915	50,262	(2,347)	(2,347)		
8 Dos Palos (12/1/10)	1,455,597	25,000	0.641	9,326	103	755	10,184	(636)	9,548	1.154	11,020	1.000	11,025	0.000	0.750	0.750	0.750	7,161	1.195	8,558	582	9,140	(2,165)	6,974	9,026	114	(2,052)		
9 Escalon	2,169,803	25,000	0.641	13,902	153	1,126	15,181	(948)	14,233	1.154	16,427	1.000	16,434	0.000	0.750	0.750	0.750	10,675	1.195	12,757	864	13,624	(2,730)	10,894	12,760	864	(1,866)		
10 Farmersville (7/1/16)	2,534,516	75,000	0.510	12,934	179	1,315	14,428	(901)	13,527	1.154	15,612	1.000	15,618	0.000	0.750	0.750	0.750	10,145	1.195	12,123	1,014	13,137	0	13,137	11,842	1,295	1,295		
11 Fowler	2,048,543	25,000	0.641	13,125	144	1,063	14,333	(895)	13,438	1.154	15,509	1.000	15,516	16.725	1.500	1.500	1.250	20,157	1.195	24,087	819	24,907	(2,387)	22,519	19,143	5,764	3,376		
12 Gustine	1,666,735	25,000	0.641	10,679	118	865	11,661	(728)	10,933	1.154	12,619	1.000	12,624	0.000	0.750	0.750	0.750	8,200	1.195	9,799	667	10,466	(2,992)	7,473	8,869	1,597	(1,396)		
13 Hughson	986,819	25,000	0.641	6,323	70	512	6,904	(431)	6,473	1.154	7,471	1.000	7,474	0.000	0.750	1.000	1.250	6,473	1.195	7,735	395	8,130	(2,543)	5,588	10,116	(1,986)	(4,528)		
14 Huron (07/01/10)	1,122,407	25,000	0.641	7,191	79	582	7,853	(490)	7,363	1.154	8,498	1.000	8,501	0.000	0.750	0.750	0.750	5,522	1.195	6,599	449	7,048	(1,869)	5,179	6,804	244	(1,625)		
15 Kerman (07/01/00)	4,197,823	25,000	0.641	26,896	296	2,178	29,370	(1,834)	27,537	1.154	31,781	1.000	31,794	0.000	0.750	1.066	1.316	29,348	1.195	35,071	1,679	36,750	(4,553)	32,196	41,363	(4,613)	(9,167)		
16 Kingsburg (07/01/05)	3,970,486	25,000	0.641	25,439	280	2,060	27,780	(1,735)	26,045	1.154	30,060	1.000	30,072	12.017	1.500	1.500	1.250	39,068	1.195	46,686	1,588	48,274	(8,781)	39,493	50,441	12,333	3,552		
17 Lathrop (10/4/05)	7,346,922	25,000	0.641	47,072	518	3,813	51,403	(3,210)	48,194	1.154	55,623	1.000	55,646	0.000	0.750	0.750	0.750	36,145	1.195	43,193	2,939	46,132	(11,525)	34,607	40,875	5,257	(6,268)		
18 Lemoore (07/01/13)	7,986,606	25,000	0.641	51,171	563	4,145	55,879	(3,489)	52,390	1.154	60,466	1.000	60,491	0.000	0.750	0.750	0.750	39,292	1.195	46,954	3,195	50,149	0	50,149	47,339	2,810	2,810		
19 Livingston	4,852,236	25,000	0.641	31,089	342	2,518	33,949	(2,120)	31,829	1.154	36,736	1.000	36,751	0.000	0.750	0.750	0.750	23,872	1.195	28,527	1,941	30,468	(9,593)	20,875	25,889	4,579	(5,014)		
20 Madera	17,546,597	25,000	0.641	112,423	1,237	9,106	122,766	(7,665)	115,101	1.154	132,843	1.000	132,898	0.000	0.750	0.750	0.750	86,325	1.195	103,158	7,019	110,177	(21,185)	88,992	117,282	(7,105)	(28,290)		
21 McFarland	2,507,354	50,000	0.567	14,217	177	1,301	15,695	(980)	14,715	1.154	16,983	1.000	16,990	19.866	1.500	1.500	1.500	22,072	1.195	26,376	1,003	27,379	(4,981)	22,398	28,602	(1,223)	(6,204)		
22 Mendota (07/01/13)	2,427,588	25,000	0.641	15,554	171	1,260	16,985	(1,061)	15,924	1.154	18,379	1.000	18,387	0.000	0.750	0.750	0.750	11,943	1.195	14,272	971	15,243	0	15,243	14,395	848	848		
23 Merced (07/01/03)	36,186,516	100,000	0.465	168,246	2,552	18,779	189,576	(11,837)	177,739	1.154	205,137	1.000	205,222	0.112	0.750	0.750	0.750	133,305	1.195	159,298	14,475	173,773	(42,188)	131,585	166,603	7,170	(35,018)		
24 Newman	2,813,698	25,000	0.641	18,028	198	1,460	19,686	(1,229)	18,457	1.154	21,302	1.000	21,311	0.000	0.750	0.750	0.750	13,843	1.195	16,542	1,125	17,668	(2,547)	15,120	16,875	793	(1,755)		
25 Oakdale (8/1/12)	6,700,086	50,000	0.567	37,989	472	3,477	41,939	(2,619)	39,320	1.154	45,381	1.000	45,400	1.905	1.500	1.500	1.500	58,981	1.195	70,481	2,680	73,161	(12,544)	60,617	59,867	13,294	750		
26 Orange Cove (07/07/07)	1,992,845	50,000	0.567	11,299	141	1,034	12,474	(779)	11,695	1.154	13,498	1.000	13,504	0.000	0.750	0.750	0.750	8,771	1.195	10,482	797	11,279	(2,562)	8,717	10,806	473	(2,089)		
27 Patterson (07/01/13)	9,481,497	50,000	0.567	53,760	669	4,920	59,349	(3,706)	55,643	1.154	64,221	1.000	64,247	1.041	1.041	1.000	0.750	55,643	1.195	66,494	3,793	70,286	0	70,286	48,910	21,376	21,376		
28 Porterville	22,223,862	25,000	0.641	142,391	1,567	11,533	155,491	(9,709)	145,782	1.154	168,254	1.000	168,324	3.555	1.500	1.000	0.750	145,782	1.195	174,209	8,890	183,098	(23,878)	159,220	130,197	52,901	29,023		
29 Reedley	8,737,363	25,000	0.641	55,981	616	4,534	61,132	(3,817)	57,315	1.154	66,149	1.000	66,177	0.000	0.750	0.750	0.750	42,986	1.195	51,368	3,495	54,863	(9,026)	45,837	51,737	3,126	(5,900)		
30 Riverbank (7/1/12)	3,585,662	50,000	0.567	20,331	253	1,861	22,444	(1,401)	21,043	1.154	24,287	1.000	24,297	0.416	0.750	0.750	0.750	15,782	1.195	18,860	1,434	20,294	(5,631)	14,663	19,450	844	(4,787)		
31 Sanger (4/18/16)	9,203,184	25,000	0.641	58,966	649	4,776	64,391	(4,020)	60,370	1.154	69,676	1.000	69,705	5.970	1.500	1.500	1.500	90,555	1.195	108,213	3,681	111,894	0	111,894	106,077	5,817	5,817		
32 San Joaquin (08/08/03)	562,218	25,000	0.641	3,602	40	292	3,934	(246)	3,688	1.154	4,256	1.000	4,258	0.000	0.750	0.750	0.750	2,766	1.195	3,305	225	3,530	(895)	2,63					



Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~  
~ ERMAC ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>							2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison																																																																																																																																																																																																														
1										2	3	4	5	6	7	8	Info Only:	9	10	11			Prior Year	Increase <i>(Decrease)</i>	Increase <i>(Decrease)</i>																																																																																																																																																																																																												
										JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year <i>(2019/2020) Experience Modification</i>	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor			Deposit Premium	Increase <i>(Decrease)</i>	Increase <i>(Decrease)</i>																																																																																																																																																																																																												
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	Modification Factor	Adjusted for Experience Modification	Off-Balance Factor	Adjusted for Off Balance Factor	Modification Factor	Experience Modification	Ex Mod Including .25 capped change over prior year	Prior Year <i>(2019/2020) Experience Modification</i>	Adjusted for Experience Modification	Off-Balance Factor	Adjusted for Off Balance Factor			Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor	Adjusted for Off 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Factor	Adjusted for Off Balance Factor	Adjusted for Off Balance Factor

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~  
~ **MBASIA** ~

		Retained Limit Rates - 80% C.L.			Other Rates	
		SIR	Factor	Rates	Description	Rates
Total JPA Payroll*	\$60,825,988					
Participating Payroll	60,825,988	\$25,000	1.13	\$0.641	Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Participation Credit	10.00%	50,000	1.00	0.567	Loss Prevention & Training	0.0071
		75,000	0.90	0.510	Administration	0.0519
2018 Payroll	\$57,382,172	100,000	0.82	0.465		
2019 Payroll	60,825,988	250,000	0.49	0.278		
Percentage Increase	6.00%	500,000	0.19	0.108		

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ MPA ~

1										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>												Prior Year Comparison		
										2	3	4	5	6	7	8	Info Only:	9	10									
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.		
1 Antioch	\$33,598,988	\$50,000	0.567	\$190,506	\$2,369	\$17,436	\$210,312	(\$19,238)	\$191,074	0.838	\$160,088	1.000	\$160,155	0.000	0.750	0.750	0.750	\$143,305	0.936	\$134,186	\$13,440	\$147,625	(\$19,581)	\$128,045	\$129,041	\$18,584	(\$996)	
2 Brentwood	34,674,871	50,000	0.567	196,607	2,445	17,995	217,046	(19,854)	197,192	0.838	165,215	1.000	165,283	2.386	1.500	1.025	0.775	202,218	0.936	189,350	13,870	203,220	(20,502)	182,718	135,748	67,472	46,970	
3 Clayton	2,419,519	50,000	0.567	13,719	171	1,256	15,145	(1,385)	13,760	0.838	11,528	1.000	11,533	0.000	0.750	0.750	0.750	10,320	0.936	9,663	968	10,631	(1,765)	8,866	9,136	1,495	(270)	
4 Danville	8,835,462	50,000	0.567	50,097	623	4,585	55,305	(5,059)	50,246	0.838	42,098	1.000	42,116	0.444	0.750	0.750	0.750	37,685	0.936	35,287	3,534	38,821	(5,748)	33,073	35,114	3,707	(2,041)	
5 El Cerrito	22,060,903	50,000	0.567	125,085	1,556	11,449	138,089	(12,631)	125,458	0.838	105,113	1.000	105,157	0.000	0.750	0.750	0.750	94,093	0.936	88,106	8,824	96,930	(13,574)	83,356	83,830	13,100	(474)	
6 Hercules	7,660,894	50,000	0.567	43,437	540	3,976	47,953	(4,386)	43,567	0.838	36,502	1.000	36,517	1.182	1.182	1.182	1.000	51,503	0.936	48,226	3,064	51,290	(12,500)	38,790	37,896	13,394	894	
7 LaFayette	4,539,389	50,000	0.567	25,738	320	2,356	28,414	(2,599)	25,815	0.838	21,629	1.000	21,638	0.000	0.750	0.750	0.750	19,361	0.936	18,129	1,816	19,945	(2,805)	17,140	17,819	2,126	(679)	
8 Manteca	42,054,691	50,000	0.567	238,450	2,965	21,824	263,240	(24,079)	239,160	0.838	200,377	1.000	200,460	0.125	0.750	1.089	1.339	260,446	0.936	243,872	16,822	260,694	(24,290)	236,404	260,195	499	(23,791)	
9 Martinez	14,816,049	50,000	0.567	84,007	1,045	7,689	92,741	(8,483)	84,257	0.838	70,594	1.000	70,623	0.000	0.750	0.750	0.750	63,193	0.936	59,172	5,926	65,098	(9,318)	55,780	55,476	9,622	304	
10 Moraga	4,442,241	50,000	0.567	25,188	313	2,305	27,806	(2,544)	25,263	0.838	21,166	1.000	21,175	0.000	0.750	0.750	0.750	18,947	0.936	17,741	1,777	19,518	(2,322)	17,196	15,523	3,995	1,673	
11 Oakley (07/01/02)	9,961,975	50,000	0.567	56,484	702	5,170	62,357	(5,704)	56,653	0.838	47,466	1.000	47,485	0.000	0.750	0.750	0.750	42,490	0.936	39,786	3,985	43,770	(2,618)	41,152	36,732	7,038	4,420	
12 Orinda	3,754,713	50,000	0.567	21,289	265	1,949	23,502	(2,150)	21,353	0.838	17,890	1.000	17,897	0.000	0.750	0.750	0.750	16,014	0.936	14,995	1,502	16,497	(2,541)	13,956	14,601	1,896	(645)	
13 Pacifica (03/09/07)	19,060,055	75,000	0.510	97,263	1,344	9,891	108,499	(9,925)	98,574	0.838	82,589	1.000	82,623	0.000	0.750	0.750	0.750	73,930	0.936	69,226	7,624	76,850	(27,761)	49,088	66,684	10,166	(17,596)	
14 Pinole	9,682,100	50,000	0.567	54,898	683	5,025	60,605	(5,544)	55,061	0.838	46,132	1.000	46,151	0.000	0.750	0.750	0.750	41,296	0.936	38,668	3,873	42,541	(8,037)	34,503	36,648	5,893	(2,145)	
15 Pittsburg	28,785,660	50,000	0.567	163,215	2,030	14,938	180,183	(16,482)	163,701	0.838	137,154	1.000	137,211	1.253	1.253	1.253	1.500	205,197	0.936	192,139	11,514	203,653	(17,323)	186,330	209,128	(5,475)	(22,798)	
16 Pleasant Hill	12,813,263	50,000	0.567	72,651	904	6,649	80,204	(7,337)	72,868	0.838	61,051	1.000	61,076	5.985	1.500	1.317	1.067	95,967	0.936	89,860	5,125	94,985	(8,917)	86,068	68,812	26,173	17,256	
17 San Pablo	16,936,406	100,000	0.465	78,744	1,194	8,789	88,728	(8,116)	80,611	0.838	67,539	1.000	67,567	0.000	0.750	0.750	0.750	60,459	0.936	56,611	6,775	63,386	(8,027)	55,359	52,394	10,992	2,965	
18 San Ramon	32,808,007	50,000	0.567	186,021	2,313	17,026	205,361	(18,785)	186,576	0.838	156,320	1.000	156,384	0.000	0.750	0.750	0.750	139,932	0.936	131,027	13,123	144,150	(20,243)	123,907	132,312	11,838	(8,405)	
19 Walnut Creek	40,981,431	50,000	0.567	232,365	2,890	21,267	256,522	(23,465)	233,057	0.838	195,263	1.000	195,344	0.101	0.750	0.750	1.000	174,793	0.936	163,670	16,393	180,062	(25,668)	154,394	207,153	(27,091)	(52,759)	
20 MPA Staff	1,856,755	25,000	0.641	11,896	131	964	12,991	(1,188)	11,803	0.838	9,889	1.000	9,893	2.012	1.500	1.500	1.500	17,704	0.936	16,577	743	17,320	0	17,320	17,320	17,320	17,320	
Total	\$351,743,372			\$1,967,661	\$24,803	\$182,537	\$2,175,002	(\$198,954)	\$1,976,047		\$1,655,602		\$1,656,289					\$1,768,853		\$1,656,289	\$140,697	\$1,796,986	(\$233,542)	\$1,563,444	\$1,604,242	\$192,744	(\$40,798)	

(198,954) JPA participation credit

\$1,768,707 Net funding

JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5

Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11

Total JPA Payroll	\$384,531,798
Participating Payroll	<u>351,743,372</u>
Participation Credit	<u>9.15%</u>
2018 Payroll	\$331,210,310
2019 Payroll	<u>351,743,372</u>
Percentage Increase	<u>6.20%</u>

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

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~ **PARSAC** ~

Total JPA Payroll	\$307,639,403
Participating Payroll	231,982,517
Participation Credit	7.54%
2018 Payroll	\$222,082,602
2019 Payroll	231,982,517
Percentage Increase	4.46%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

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~ PERMA ~

										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)											Prior Year Comparison		
1										2	3	4	5	6	7	8	Info Only:		9	10	11						
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Deposit Premium	Increase (Decrease) w/o Retro. Adj.	Increase (Decrease) Net of Retro. Adj.			
1 Banning (02/14/02)	\$17,834,938	\$25,000	\$1	\$114,270	\$1,258	\$9,255	\$124,783	-\$10,809	\$113,974	1.062	\$121,091	1.000	\$121,141	5.513	1.500	1.500	1.500	\$170,962	1.131	\$193,393	(\$22,192)	\$171,201	\$155,132	\$38,261	\$16,069		
2 Barstow (02/04/02)	14,151,898	25,000	0.641	90,673	998	7,344	99,015	(8,577)	90,438	1.062	96,085	1.000	96,124	0.559	0.750	1.000	1.250	90,438	1.131	102,304	(21,149)	81,155	123,036	(20,732)	(41,881)		
3 Canyon Lake (7/1/11)	543,956	25,000	0.641	3,485	38	282	3,806	(330)	3,476	1.062	3,693	1.000	3,695	0.000	0.750	0.750	0.750	2,607	1.131	2,949	(366)	2,583	2,341	608	242		
4 Cathedral City (02/14/01)	23,656,831	25,000	0.641	151,572	1,668	12,277	165,517	(14,337)	151,179	1.062	160,618	1.000	160,685	2.756	1.500	1.065	0.815	161,003	1.131	182,127	(30,914)	151,213	118,276	63,851	32,937		
5 Coachella (10/01/00)	6,335,648	25,000	0.641	40,593	447	3,288	44,328	(3,840)	40,488	1.062	43,016	1.000	43,034	0.000	0.750	0.750	0.750	30,366	1.131	34,350	(4,553)	29,798	28,224	6,126	1,574		
6 Desert Hot Springs (07/01/01)	6,820,411	25,000	0.641	43,699	481	3,539	47,719	(4,133)	43,586	1.062	46,307	1.000	46,327	0.000	0.750	0.750	0.750	32,689	1.131	36,979	(12,469)	24,509	26,112	10,867	(1,603)		
7 Eastvale (7/1/15)	2,313,936	25,000	0.641	14,826	163	1,201	16,190	(1,402)	14,787	1.062	15,711	1.000	15,717	0.000	0.750	0.750	0.750	11,090	1.131	12,546	0	12,546	6,557	5,989	5,989		
8 Hesperia (7/1/10)	12,657,105	50,000	0.567	71,766	893	6,568	79,227	(6,863)	72,364	1.062	76,882	1.000	76,914	1.317	1.317	1.000	0.750	72,364	1.131	81,859	(13,803)	68,056	51,780	30,079	16,276		
9 Holtville (7/1/08)	1,293,076	25,000	0.641	8,285	91	671	9,047	(784)	8,263	1.062	8,779	1.000	8,783	0.000	0.750	0.750	0.750	6,198	1.131	7,011	(1,493)	5,518	6,002	1,009	(484)		
10 ICTC (7/1/12)	738,110	25,000	0.641	4,729	52	383	5,164	(447)	4,717	1.062	5,011	1.000	5,013	0.000	0.750	0.750	0.750	3,538	1.131	4,002	(414)	3,588	3,051	951	537		
11 Jurupa Valley (11/2/15)	1,657,942	25,000	0.641	10,623	117	860	11,600	(1,005)	10,595	1.062	11,257	1.000	11,261	0.000	0.750	0.750	0.750	7,946	1.131	8,989	0	8,989	6,965	2,024	2,024		
12 La Mesa (07/01/02)	24,949,893	25,000	0.641	159,856	1,759	12,948	174,564	(15,121)	159,443	1.062	169,398	1.000	169,468	0.385	0.750	0.750	0.750	119,582	1.131	135,272	(19,811)	115,461	113,640	21,632	1,821		
13 Murrieta (07/01/01)	29,620,133	100,000	0.465	137,716	2,089	15,371	155,176	(13,441)	141,734	1.062	150,584	1.000	150,646	0.000	0.750	0.750	0.750	106,301	1.131	120,248	(18,881)	101,368	92,549	27,699	8,819		
14 Palm Sps Tram (11/01/05)	4,909,205	25,000	0.641	31,454	346	2,548	34,348	(2,975)	31,372	1.062	33,331	1.000	33,345	0.136	0.750	0.750	0.750	23,529	1.131	26,616	(3,384)	23,233	23,221	3,395	12		
15 Perris (09/25/00)	8,333,606	25,000	0.641	53,394	588	4,325	58,307	(5,051)	53,256	1.062	56,581	1.000	56,605	0.000	0.750	0.750	0.750	39,942	1.131	45,183	(7,357)	37,825	33,956	11,227	3,869		
16 Rancho Mirage (12/31/19)	8,066,651	25,000	0.641	51,684	569	4,186	56,439	(4,889)	51,550	1.062	54,769	1.000	54,791			1.000		51,550	1.131	58,314	0	58,314		58,314	58,314		
17 San Jacinto (07/01/18)	4,385,847	25,000	0.641	28,101	309	2,276	30,686	(2,658)	28,028	1.062	29,778	1.000	29,790	0.000	0.750	0.750	0.750	21,021	1.131	23,779	0	23,779	18,101	5,678	5,678		
18 SDRTC (11/04/13)	545,756	25,000	0.641	3,497	38	283	3,818	(331)	3,488	1.062	3,705	1.000	3,707	0.000	0.750	0.750	0.750	2,616	1.131	2,959	0	2,959	2,790	169	169		
19 Stanton	3,306,106	25,000	0.641	21,183	233	1,716	23,131	(2,004)	21,128	1.062	22,447	1.000	22,456	0.000	0.750	0.750	0.750	15,846	1.131	17,925	(5,385)	12,540	16,443	1,482	(3,903)		
20 SunLine (11/04/13)	17,408,813	50,000	0.567	98,708	1,228	9,034	108,970	(9,439)	99,531	1.062	105,745	1.000	105,789	2.450	1.500	1.500	1.500	149,296	1.131	168,885	0	168,885	138,680	30,205	30,205		
21 Victorville (07/01/01)	34,626,579	25,000	0.641	221,856	2,442	17,969	242,267	(20,985)	221,282	1.062	235,098	1.000	235,195	0.296	0.750	0.750	0.750	165,961	1.131	187,737	(17,569)	170,168	135,064	52,673	35,104		
22 VVTA (7/1/12)	1,488,528	25,000	0.641	9,537	105	772	10,415	(902)	9,512	1.062	10,106	1.000	10,111	0.000	0.750	0.750	0.750	7,134	1.131	8,070	(612)	7,459	6,652	1,418	807		
23 PERMA Staff	655,581	25,000	0.641	4,200	46	340	4,587	(397)	4,190	1.062	4,451	1.000	4,453	0.000	0.750	0.750	0.750	3,142	1.131	3,554	0	3,554		3,554	3,554		
Total	\$226,300,550			\$1,375,705	\$15,958	\$117,439	\$1,509,102	(\$130,719)	\$1,378,382		\$1,464,443		\$1,465,050					\$1,295,122		\$1,465,050	(\$180,351)	\$1,284,700	\$1,108,572	\$356,478	\$176,128		
				(130,719)	JPA participation credit																						
				\$1,244,986	Net funding						JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11												

Total JPA Payroll	\$261,254,497
Participating Payroll	226,300,550
Participation Credit	8.66%
2018 Payroll	\$200,610,549
2019 Payroll	226,300,550
Percentage Increase	12.81%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ PLAN JPA ~

JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)											Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)																	Prior Year Comparison																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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Total JPA Payroll	\$421,387,076	****
Participating Payroll	421,387,076	
Participation Credit	10.00%	
2018 Payroll	\$0	
2019 Payroll	421,387,076	
Percentage Increase	n/a	

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M /\$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Assumptions for PLAN JPA

\* All PLAN JPA members not already participating under another JPA will join ERMA effective July 1, 2020.

\*\* Calendar year 2019 payroll for PLAN JPA will equal the 2019/2020 budgeted payroll.

\*\*\* All PLAN JPA members will participate at the lowest available SIR per the ERMA Underwriting Payroll Guidelines or \$50,000, whichever is more.

\*\*\*\* Total JPA payroll less Pacifica and Tiburon which participate under MPA and BCPIA, respectively.

\*\*\*\*\* All participating PLAN JPA members will participate in excess coverage.

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ SCORE ~

1										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>							2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year Comparison		
										2	3	4	5	6	7	8	Info Only:	9	10	11			Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor
Member	Actual 2019 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Adjusted for Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2019/2020) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor					
1 Biggs (7/1/17)	\$409,035	\$25,000	0.594	\$2,431	\$29	\$212	\$2,672	(\$247)	\$2,426	1.097	\$2,662	1.000	\$2,663	0.000	0.750	0.750	0.750	\$1,819	1.321	\$2,402	\$0	\$2,402	\$1,696	\$706	\$706
2 Colfax	791,853	25,000	0.594	4,707	56	411	5,173	(478)	4,696	1.097	5,153	1.000	5,155	0.000	0.750	0.750	0.750	3,522	1.321	4,651	(553)	4,097	2,899	1,752	1,198
3 Dunsmuir (1/1/20)	842,510	25,000	0.594	5,008	59	437	5,504	(508)	4,996	1.097	5,482	1.000	5,484			1.000		4,996	1.321	6,598	0	6,598		6,598	6,598
4 Live Oak (07/01/04)	1,352,814	25,000	0.594	8,041	95	702	8,838	(816)	8,022	1.097	8,803	1.000	8,806	0.000	0.750	0.750	0.750	6,017	1.321	7,945	(1,128)	6,818	5,853	2,092	965
5 Loomis (7/1/12)	1,148,076	25,000	0.594	6,824	81	596	7,501	(692)	6,808	1.097	7,470	1.000	7,474	0.000	0.750	0.750	0.750	5,106	1.321	6,743	(882)	5,861	3,990	2,753	1,871
6 Mt. Shasta (07/01/01)	2,434,448	25,000	0.594	14,470	172	1,263	15,905	(1,468)	14,437	1.097	15,841	1.000	15,847	14.403	1.500	1.000	0.750	14,437	1.321	19,064	(2,281)	16,783	9,235	9,829	7,548
7 Portola	878,576	25,000	0.594	5,222	62	456	5,740	(530)	5,210	1.097	5,717	1.000	5,719	0.000	0.750	0.750	0.750	3,908	1.321	5,160	(503)	4,658	2,913	2,247	1,745
8 Rio Dell (07/01/02)	1,181,113	25,000	0.594	7,020	83	613	7,717	(712)	7,004	1.097	7,685	1.000	7,689	0.000	0.750	0.750	0.750	5,253	1.321	6,937	(864)	6,073	4,294	2,643	1,779
9 Shasta Lake	4,174,281	25,000	0.594	24,811	294	2,166	27,272	(2,517)	24,754	1.097	27,162	1.000	27,173	0.000	0.750	0.750	0.750	18,566	1.321	24,516	(1,487)	23,029	17,134	7,382	5,895
10 Susanville (07/01/04)	4,291,749	25,000	0.594	25,509	303	2,227	28,039	(2,588)	25,451	1.097	27,926	1.000	27,938	2.111	1.500	1.000	0.750	25,451	1.321	33,608	(2,975)	30,633	16,852	16,756	13,781
11 Tulelake (7/1/15)	411,085	25,000	0.594	2,443	29	213	2,686	(248)	2,438	1.097	2,675	1.000	2,676	0.000	0.750	0.750	0.750	1,828	1.321	2,414	0	2,414	1,682	732	732
12 Weed (7/1/15)	2,203,702	100,000	0.431	9,505	155	1,144	10,804	(997)	9,807	1.097	10,761	1.000	10,765	0.000	0.750	0.750	0.750	7,355	1.321	9,712	0	9,712	6,747	2,965	2,965
13 Yreka	3,710,444	25,000	0.594	22,054	262	1,926	24,241	(2,238)	22,004	1.097	24,144	1.000	24,154	0.000	0.750	0.750	0.750	16,503	1.321	21,792	(2,634)	19,158	14,733	7,059	4,425
Total	\$23,829,685			\$138,046	\$1,680	\$12,366	\$152,092	(\$14,039)	\$138,054		\$151,480		\$151,543					\$114,761		\$151,543	(\$13,306)	\$138,238	\$88,028	\$63,515	\$50,210

(14,039)	JPA participation credit	JPA Ex mod calc:	1 X 2 = 3; then 3 X 4 = 5	Individual Ex mod calc:	1 X 8 = 9; then 9 X 10 = 11
\$124,007	Net funding				

Total JPA Payroll	\$25,816,700	<b>Retained Limit Rates - 80% C.L.</b>	
Participating Payroll	23,829,685		
Participation Credit	9.23%	<b>SIR</b>	<b>Factor</b>
		<b>Rates</b>	
		\$25,000	1.13
		50,000	1.00
2018 Payroll	\$21,910,292	75,000	0.90
2019 Payroll	23,829,685	100,000	0.82
Percentage Increase	8.76%	250,000	0.49
		500,000	0.19

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

\*\* SCORE receives a \$.041 credit off the base rate due to its adjoining CJPRMA coverage in the layer from \$750K to \$1M.



Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

~ VCJPA ~

Member	1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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# Employment Risk Management Authority

## ~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

### ~ Oakland Housing Authority ~

																		Prior Year Comparison		
Member	Actual	SIR	Payroll/100	Funding	Loss	Admin.	Deposit	JPA	Net	Experience	Deposit	Off-Balance	Deposit	Excess	TOTAL	2/3 of	Premium	Prior Year	Increase	Increase
	2019		Pool	For	Prevention			Participation	Deposit	Modification	Premium		Off-Balance				Premium		Insurance	Net of
	Payroll	Selected	Rate	Losses	& Training	Costs	Premium	Credit	Premium	Factor	Experience	Factor	Factor	\$2M x \$1M	Deposit	Available	Retro.	Premium	Adj.	Net of
											Modification				Premium	Retro. Adj.	Adj.		Adj.	Retro. Adj.
Oakland H.A.	\$30,966,730	\$50,000	0.567	\$175,581	\$2,184	\$16,070	\$193,835		\$193,835	0.968	\$187,627	1.000	\$187,704	\$12,387	\$200,091	(31,412)	\$168,680	\$189,241	\$10,850	(\$20,561)
Total	\$30,966,730			\$175,581	\$2,184	\$16,070	\$193,835	\$0	\$193,835		\$187,627		\$187,704	\$12,387	\$200,091	(\$31,412)	\$168,680	\$189,241	\$10,850	(\$20,561)

Participation Credit      N/A

2018 Payroll	\$29,405,018
2019 Payroll	30,966,730
Percentage Increase	5.31%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.13	\$0.641
50,000	1.00	0.567
75,000	0.90	0.510
100,000	0.82	0.465
250,000	0.49	0.278
500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~  
~ Contra Costa County Housing Authority ~

																	Prior Year Comparison			
	Actual		Payroll/100	Funding	Loss			JPA	Net	Experience	Deposit		Deposit	Excess	TOTAL Deposit Premium	2/3 of Available Retro. Adj. Amounts	Premium Net of Retro. Adj.	Prior Year	Increase	Increase
Member	2019 Payroll	SIR Selected	Pool Rate	For Losses	Prevention & Training	Admin. Costs	Deposit Premium	Participation Credit	Deposit Premium	Modification Factor	Adjusted for Experience Modification	Off-Balance Factor	Adjusted for Off Balance Factor	Insurance \$2M x \$1M				Premium Deposit	w/o Retro. Adj.	Net of Retro. Adj.
Contra Costa H.A.	\$5,552,285	\$50,000	0.567	\$31,481	\$392	\$2,881	\$34,754		\$34,754	0.958	\$33,302	1.000	\$33,316	\$2,221	\$35,537	(7,582)	\$27,955	\$30,554	\$4,983	(\$2,599)
Total	\$5,552,285			\$31,481	\$392	\$2,881	\$34,754	\$0	\$34,754		\$33,302		\$33,316	\$2,221	\$35,537	(\$7,582)	\$27,955	\$30,554	\$4,983	(\$2,599)

Participation Credit      N/A

2018 Payroll	\$5,320,183	Retained Limit Rates - 80% C.L.		
2019 Payroll	5,552,285	SIR	Factor	Rates
Percentage Increase	4.36%	\$25,000	1.13	\$0.641
		50,000	1.00	0.567
		75,000	0.90	0.510
		100,000	0.82	0.465
		250,000	0.49	0.278
		500,000	0.19	0.108

Other Rates	
Description	Rates
Preliminary Estimate ~ Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0071
Administration	0.0519

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
BCJPIA																				
1 Albany/Albany JPA	\$ 8,872,594	\$ 9,780,063	\$ 9,800,501	\$ 10,382,672	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ 9,708,958	\$ 6,250	0.064	\$ 17,080	0.366	0.083	-0.052	0.948		0.750	
2 Brisbane	7,374,403	8,491,299	8,700,279	9,197,185	-	-	-	-	-	8,440,792	-	-	14,849	-	0.077	-0.077	0.923		0.750	
3 CMFA (7/1/19)	-	-	-	-						-	-	-	-	-	0.000	0.000	1.000		0.750	
4 Central Marin PA	5,503,543	4,902,795	4,680,063	4,076,456	-	-	-	-	-	4,790,714	-	-	8,428	-	0.058	-0.058	0.942		0.750	
5 Corte Madera (7/1/17)	5,515,504	5,390,374	5,778,674	6,221,073	-	-	-	-	-	5,726,406	-	-	10,074	-	0.063	-0.063	0.937		0.750	
6 Emeryville (Includes MESA)	11,322,378	12,699,712	12,998,017	14,210,641	-	-	-	-	-	12,807,687	-	-	22,531	-	0.095	-0.095	0.905		0.750	
7 Emeryville MESA Inc.	Inc.	Inc.	Inc.	Inc.																
8 Fairfax	2,456,789	2,469,190	2,636,569	2,641,046	-	-	-	-	-	2,550,899	-	-	4,488	-	0.042	-0.042	0.958		0.750	
9 Larkspur	5,435,284	5,774,706	5,704,758	6,151,456	-	-	-	-	-	5,766,551	-	-	10,144	-	0.064	-0.064	0.936		0.750	
10 Los Altos (7/1/12)	11,531,648	12,491,902	10,706,200	13,123,439	11,013	49,663	-	-	10,000	11,963,297	14,916	0.125	21,046	0.709	0.092	-0.027	0.973		0.750	
11 Menlo Park (7/1/02)	22,490,925	24,010,597	27,252,249	27,678,124	-	-	162,208	-	-	25,357,974	40,552	0.160	44,610	0.909	0.133	-0.012	0.988		0.909	
12 Mill Valley (7/1/01)	14,187,706	15,381,285	15,054,322	16,484,232	-	-	-	-	-	15,276,886	-	-	26,875	-	0.104	-0.104	0.896		0.750	
13 Novato (9/1/07)	15,522,912	17,155,164	16,649,838	17,463,450	-	38,608	-	-	10,000	16,697,841	12,152	0.073	29,375	0.414	0.108	-0.063	0.937		0.750	
14 Piedmont	11,376,475	11,664,074	11,918,651	12,293,059	-	242,328	-	126,306	-	11,813,065	92,159	0.780	20,781	4.435	0.091	0.313	1.313		1.500	
15 Pleasanton	37,455,483	38,992,201	39,922,220	42,004,560	-	-	-	-	-	39,593,616	-	-	69,653	-	0.167	-0.167	0.833		0.750	
16 San Anselmo +	2,520,527	2,486,777	2,590,732	2,892,949	-	-	-	-	-	2,622,746	-	-	4,614	-	0.043	-0.043	0.957		0.750	
17 Sausalito	5,840,302	5,962,361	5,821,219	6,278,839	-	-	-	-	-	5,975,680	-	-	10,512	-	0.065	-0.065	0.935		0.750	
18 Tiburon (7/1/11)	3,122,699	3,259,507	3,247,062	3,434,481	-	-	-	-	-	3,265,937	-	-	5,745	-	0.048	-0.048	0.952		0.750	
19 Union City	23,948,742	24,113,227	26,905,460	27,347,240	-	-	-	-	-	25,578,667	-	-	44,998	-	0.134	-0.134	0.866		0.750	
BCJPIA Total	194,477,914	205,025,234	210,366,814	221,880,902	11,013	330,599	162,208	151,306	20,000	207,937,716	166,028	0.080	365,803	0.454	0.382	-0.209	0.791	0.791		0.808
CalTIP (7/1/17)																				
1 El Dorado County TA	2,417,672	2,466,025	3,083,889	3,339,214	-	-	-	-	-	2,826,700	-	-	4,973	-	0.045	-0.045	0.955		0.750	
2 Humboldt Transit	1,832,377	1,869,025	2,204,675	2,259,983	-	-	-	-	-	2,041,515	-	-	3,591	-	0.038	-0.038	0.962		0.750	
3 Livermore Amador Valley TA	2,880,819	2,938,435	1,308,339	1,328,830	-	-	-	-	-	2,114,106	-	-	3,719	-	0.039	-0.039	0.961		0.750	
4 Mendocino Transit	2,244,165	2,289,048	2,440,587	2,603,358	-	-	-	-	-	2,394,290	-	-	4,212	-	0.041	-0.041	0.959		0.750	
5 Morongo Basin TA	1,135,644	1,158,357	1,193,205	1,292,280	-	-	-	-	-	1,194,872	-	-	2,102	-	0.029	-0.029	0.971		0.750	
6 San Luis Obispo Regional TA	3,109,464	3,171,653	4,402,713	4,440,740	-	-	-	-	-	3,781,142	-	-	6,652	-	0.051	-0.051	0.949		0.750	
7 South County Transit	360,357	367,564	419,832	461,254	-	-	-	-	-	402,252	-	-	708	-	0.017	-0.017	0.983		0.750	
8 Tahoe Transportation District	266,470	271,800	1,751,626	3,051,845	-	-	-	-	-	1,335,435	-	-	2,349	-	0.031	-0.031	0.969		0.750	
9 Western Contra Costa TA	625,805	638,321	890,176	930,194	-	-	-	-	-	771,124	-	-	1,357	-	0.023	-0.023	0.977		0.750	
10 Yolo County Trans. District	690,375	704,182	880,203	930,905	-	-	-	-	-	801,416	-	-	1,410	-	0.024	-0.024	0.976		0.750	
CalTIP Total	15,563,148	15,874,411	18,575,245	20,638,603	-	-	-	-	-	17,662,852	-	-	31,072	-	0.111	-0.111	0.889	0.889		0.889

Employment Risk Management Authority

~ 2020/2021 Preliminary Operating Budget ~ April 14, 2020 ~ With 2/3 Available Retrospective Adjustment ~

Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
CSJVRMA																				
1 Angels Camp	2,562,119	2,907,392	3,153,794	2,859,842	-	-	-	-	-	2,870,787	-	-	5,050	-	0.045	-0.045	0.955		0.750	
2 Atwater ( 7/1/00)	5,207,953	5,301,545	5,439,893	5,476,157	112,519	-	15,000	75,000	15,000	5,356,387	26,250	0.490	9,423	2.786	0.061	0.109	1.109		1.500	
3 Ceres	14,308,514	14,988,712	15,590,041	14,621,088	-	-	14,129	-	-	14,877,089	3,532	0.024	26,172	0.135	0.102	-0.088	0.912		0.750	
4 Chowchilla (7/1/01)	3,920,401	3,710,943	3,651,982	3,853,637	-	-	-	-	-	3,784,241	-	-	6,657	-	0.052	-0.052	0.948		0.750	
5 Corcoran	4,118,108	3,948,137	3,914,771	3,958,828	-	-	-	-	-	3,984,961	-	-	7,010	-	0.053	-0.053	0.947		0.750	
6 Delano	14,761,274	17,210,292	17,453,033	17,855,729	-	-	265,000	-	-	16,820,082	66,250	0.394	29,590	2.239	0.109	0.135	1.135		1.500	
7 Dinuba (7/1/16)	10,356,233	10,309,110	11,079,439	10,880,247	-	-	-	-	-	10,656,257	-	-	18,746	-	0.086	-0.086	0.914		0.750	
8 Dos Palos (12/1/10)*	1,173,846	1,267,581	1,298,263	1,237,470	-	-	-	-	-	1,244,290	-	-	2,189	-	0.030	-0.030	0.970		0.750	
9 Escalon	1,548,275	1,688,219	1,805,937	1,930,391	-	-	-	-	-	1,743,206	-	-	3,067	-	0.035	-0.035	0.965		0.750	
10 Farmersville (7/1/16)	1,829,600	2,045,154	2,385,811	2,325,429	-	-	-	-	-	2,146,499	-	-	3,776	-	0.039	-0.039	0.961		0.750	
11 Fowler	1,871,921	1,936,485	1,915,691	1,923,045	-	-	-	225,000	-	1,911,786	56,250	2.942	3,363	16.725	0.037	0.576	1.576		1.500	
12 Gustine	1,423,103	1,459,712	1,535,290	1,426,840	-	-	-	-	-	1,461,236	-	-	2,571	-	0.032	-0.032	0.968		0.750	
13 Hughson	833,570	917,729	995,296	1,027,149	124,828	-	-	-	-	943,436	-	-	1,660	-	0.026	-0.026	0.974		0.750	
14 Huron (7/1/10)	854,739	1,048,253	1,127,219	1,140,518	-	-	-	-	-	1,042,682	-	-	1,834	-	0.027	-0.027	0.973		0.750	
15 Kerman	3,356,825	3,385,695	3,553,492	3,676,460	26,871	-	-	-	-	3,493,118	-	-	6,145	-	0.049	-0.049	0.951		0.750	
16 Kingsburg (7/1/05)	3,219,466	3,306,373	3,274,608	3,347,411	-	-	277,955	-	-	3,286,965	69,489	2.114	5,782	12.017	0.048	0.529	1.529		1.500	
17 Lathrop (10/4/05)	5,160,267	5,261,035	5,900,778	6,345,978	-	-	-	-	-	5,667,015	-	-	9,969	-	0.063	-0.063	0.937		0.750	
18 Lemoore (7/1/13)	5,410,228	5,603,912	5,747,492	6,793,489	-	-	-	-	-	5,888,780	-	-	10,360	-	0.064	-0.064	0.936		0.750	
19 Livingston	2,969,071	3,092,642	3,493,421	3,830,666	-	-	-	-	-	3,346,450	-	-	5,887	-	0.048	-0.048	0.952		0.750	
20 Madera	14,238,573	15,568,388	16,743,464	18,152,193	-	-	-	-	-	16,175,655	-	-	28,456	-	0.107	-0.107	0.893		0.750	
21 McFarland	2,304,673	2,269,813	2,627,754	2,822,186	-	298,050	52,283	-	-	2,506,107	87,583	3.495	4,409	19.866	0.042	0.791	1.791		1.500	
22 Mendota (7/1/13)	1,828,943	2,070,990	2,219,972	2,229,862	-	-	-	-	-	2,087,442	-	-	3,672	-	0.038	-0.038	0.962		0.750	
23 Merced (7/1/03)	30,499,971	30,955,378	31,885,102	33,627,926	-	-	-	-	25,000	31,742,094	6,250	0.020	55,840	0.112	0.149	-0.133	0.867		0.750	
24 Newman	2,092,360	2,194,234	2,416,386	2,478,770	-	-	-	-	-	2,295,438	-	-	4,038	-	0.040	-0.040	0.960		0.750	
25 Oakdale (8/1/12)	6,839,102	6,235,119	7,129,086	6,656,911	-	65,002	-	-	25,000	6,715,055	22,500	0.335	11,813	1.905	0.069	0.062	1.062		1.500	
26 Orange Cove (7/7/07)	1,974,145	1,949,408	1,851,368	2,044,488	-	-	-	-	-	1,954,852	-	-	3,439	-	0.037	-0.037	0.963		0.750	
27 Patterson (7/1/13)	5,909,430	6,304,647	7,029,962	8,055,172	-	-	-	-	50,000	6,824,803	12,500	0.183	12,006	1.041	0.069	0.003	1.003		1.041	
28 Porterville	17,836,658	18,468,067	19,574,393	20,077,330	-	-	-	475,000	-	18,989,112	118,750	0.625	33,406	3.555	0.115	0.295	1.295		1.500	
29 Reedley	6,988,388	7,741,870	7,658,877	7,857,246	-	-	-	-	-	7,561,595	-	-	13,302	-	0.073	-0.073	0.927		0.750	
30 Riverbank (7/1/12)	3,252,997	3,503,656	3,469,749	3,431,467	-	-	-	-	10,000	3,414,467	2,500	0.073	6,007	0.416	0.049	-0.029	0.971		0.750	
31 Sanger (4/18/16)	6,465,687	6,629,207	7,734,489	8,013,974	250,071	253,089	-	49,844	-	7,210,839	75,733	1.050	12,685	5.970	0.071	0.353	1.353		1.500	
32 San Joaquin (8/8/03)*	729,644	740,692	706,478	657,809	-	-	-	-	-	708,656	-	-	1,247	-	0.022	-0.022	0.978		0.750	
33 Selma	5,736,948	6,196,694	5,988,578	6,316,007	-	-	10,000	-	16,972	6,059,557	6,743	0.111	10,660	0.633	0.065	-0.024	0.976		0.750	
34 Shafter	10,005,223	11,139,254	12,266,567	12,891,212	-	68,782	-	25,000	-	11,575,564	23,445	0.203	20,364	1.151	0.090	0.014	1.014		1.151	
35 Sonora 7/1/13)	2,938,019	2,926,436	3,288,898	3,243,551	-	-	-	-	-	3,099,226	-	-	5,452	-	0.047	-0.047	0.953		0.750	
36 Taft	6,088,753	7,133,598	7,644,079	8,057,857	-	44,326	-	-	-	7,231,072	11,082	0.153	12,721	0.871	0.071	-0.009	0.991		0.871	
37 Tehachapi (7/1/13)	4,213,434	4,218,007	4,377,082	4,679,849	-	-	4,982	-	-	4,372,093	1,245	0.028	7,691	0.162	0.055	-0.046	0.954		0.750	
38 Tulare (7/1/12)	20,238,901	20,704,062	21,610,202	23,347,776	-	-	-	-	10,000	21,475,235	2,500	0.012	37,779	0.066	0.123	-0.115	0.885		0.750	
39 Wasco	2,806,714	2,946,769	3,309,700	3,579,954	-	96,775	-	-	-	3,160,784	24,194	0.765	5,560	4.351	0.047	0.158	1.158		1.500	
40 Woodlake (7/1/16)	1,432,988	1,589,029	1,605,018	1,676,074	-	-	-	-	-	1,575,777	-	-	2,772	-	0.033	-0.033	0.967		0.750	
CSJVRMA Total					514,289	826,024	639,349	849,844	151,972	257,260,687	616,797	0.240	452,571	1.363	0.425	0.154	1.154	1.154		1.250
																			172	

Employment Risk Management Authority

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Experience Modification Calculation

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ERMAC																				
1 Hayward (7/1/16)	76,627,164	87,545,215	90,791,035	82,550,154	-	-	441,564	75,000	30,000	84,378,392	136,641	0.162	148,438	0.921	0.243	-0.019	0.981		0.921	
2 Laguna Hills (7/1/16)	3,331,103	3,569,757	3,310,792	3,409,269	-	-	-	-	-	3,405,230	-	-	5,990	-	0.049	-0.049	0.951		0.750	
3 Santa Maria (1/1/19)	36,303,323	40,721,273	41,585,048	42,388,293	-	-	170,404	50,000	-	40,249,484	55,101	0.137	70,807	0.778	0.168	-0.037	0.963		0.778	
ERMAC Total	116,261,590	131,836,245	135,686,875	128,347,716	-	-	611,968	125,000	30,000	128,033,106	191,742	0.150	225,235	0.851	0.300	-0.045	0.955	0.955		0.920
MBASIA (7/1/11)																				
1 Capitola	5,395,766	5,444,913	5,959,658	6,015,372	-	-	-	123,690	-	5,703,927	30,922	0.542	10,034	3.082	0.063	0.132	1.132		1.500	
2 Del Ray Oaks	982,823	1,049,636	1,009,975	1,018,757	-	-	114,270	-	-	1,015,298	28,568	2.814	1,786	15.994	0.027	0.400	1.400		1.500	
3 Gonzales	2,448,561	2,593,836	2,799,904	3,181,254	-	-	-	-	-	2,755,889	-	-	4,848	-	0.044	-0.044	0.956		0.750	
4 Greenfield	2,932,982	2,839,735	3,300,449	4,546,123	-	50,000	-	95,000	30,000	3,404,822	43,750	1.285	5,990	7.304	0.049	0.308	1.308		1.500	
5 Hollister	11,751,525	12,303,341	13,640,783	14,860,294	-	-	-	-	-	13,138,986	-	-	23,114	-	0.096	-0.096	0.904		0.750	
6 King City	2,677,571	2,609,217	2,627,976	2,855,610	-	-	-	-	-	2,692,594	-	-	4,737	-	0.043	-0.043	0.957		0.750	
7 Marina	8,189,375	8,635,588	8,595,638	8,922,530	-	-	-	10,000	-	8,585,783	2,500	0.029	15,104	0.166	0.078	-0.065	0.935		0.750	
8 Sand City	2,196,214	2,259,091	2,407,301	2,494,186	-	-	-	-	-	2,339,198	-	-	4,115	-	0.041	-0.041	0.959		0.750	
9 Scotts Valley	4,665,790	5,094,611	5,127,056	5,123,539	-	-	-	-	-	5,002,749	-	-	8,801	-	0.059	-0.059	0.941		0.750	
10 Soledad	3,636,196	4,057,572	4,139,005	4,211,545	-	-	-	-	-	4,011,080	-	-	7,056	-	0.053	-0.053	0.947		0.750	
MBASIA Total	44,876,803	46,887,540	49,607,745	53,229,210	-	50,000	114,270	228,690	30,000	48,650,325	105,740	0.217	85,585	1.235	0.185	0.044	1.044	1.044		1.060
MPA																				
1 Antioch	26,961,175	26,819,735	27,369,276	32,424,275	-	-	-	-	-	28,393,615	-	-	49,950	-	0.141	-0.141	0.859		0.750	
2 Brentwood	25,776,874	27,636,761	28,666,125	31,074,714	-	-	-	475,000	-	28,288,619	118,750	0.420	49,765	2.386	0.141	0.195	1.195		1.500	
3 Clayton	2,051,793	2,103,188	2,062,344	2,186,675	-	-	-	-	-	2,101,000	-	-	3,696	-	0.038	-0.038	0.962		0.750	
4 Danville	7,649,030	7,878,120	7,918,011	8,529,442	-	-	-	25,000	-	7,993,651	6,250	0.078	14,062	0.444	0.075	-0.042	0.958		0.750	
5 El Cerrito	17,083,275	17,746,500	18,840,958	20,005,704	-	-	-	-	-	18,419,109	-	-	32,403	-	0.114	-0.114	0.886		0.750	
6 Hercules	5,835,313	5,784,403	6,294,550	6,906,525	-	-	51,619	-	-	6,205,198	12,905	0.208	10,916	1.182	0.066	0.012	1.012		1.182	
7 LaFayette	3,821,626	3,884,001	4,100,552	4,229,892	-	-	-	-	-	4,009,018	-	-	7,053	-	0.053	-0.053	0.947		0.750	
8 Manteca	29,625,913	32,088,700	35,434,889	37,132,165	188,674	29,622	-	-	-	33,570,417	7,406	0.022	59,057	0.125	0.153	-0.134	0.866		0.750	
9 Martinez	11,420,417	9,379,375	10,528,583	12,914,506	-	-	-	-	-	11,060,720	-	-	19,458	-	0.088	-0.088	0.912		0.750	
10 Moraga	3,188,207	3,259,021	3,122,572	3,552,034	-	-	-	-	-	3,280,459	-	-	5,771	-	0.048	-0.048	0.952		0.750	
11 Oakley (7/1/02)	2,953,654	3,135,326	6,482,454	8,106,705	-	-	-	-	-	5,169,535	-	-	9,094	-	0.060	-0.060	0.940		0.750	
12 Orinda	3,072,768	3,208,063	3,355,987	3,420,186	-	-	-	-	-	3,264,251	-	-	5,742	-	0.048	-0.048	0.952		0.750	
13 Pacifica (3/9/07)	16,582,762	17,312,674	17,328,037	18,291,939	-	-	-	-	-	17,378,853	-	-	30,573	-	0.110	-0.110	0.890		0.750	
14 Pinole	8,951,254	8,558,756	7,600,654	8,275,070	-	-	-	-	-	8,346,434	-	-	14,683	-	0.077	-0.077	0.923		0.750	
15 Pittsburg	21,789,503	23,359,152	24,783,244	25,932,604	-	199,868	1,525	-	10,000	23,966,126	52,848	0.221	42,161	1.253	0.130	0.033	1.033		1.253	
16 Pleasant Hill	10,935,656	11,113,716	11,324,440	11,738,410	-	475,000	-	-	-	11,278,056	118,750	1.053	19,840	5.985	0.089	0.443	1.443		1.500	
17 San Pablo	14,201,126	13,901,596	14,881,003	13,147,976	-	-	-	-	-	14,032,925	-	-	24,687	-	0.099	-0.099	0.901		0.750	
18 San Ramon	24,849,020	27,011,123	28,982,280	29,419,162	-	-	-	-	-	27,565,396	-	-	48,493	-	0.139	-0.139	0.861		0.750	
19 Walnut Creek	32,766,735	33,680,557	36,414,063	38,533,782	-	-	-	-	25,000	35,348,784	6,250	0.018	62,185	0.101	0.157	-0.142	0.858		0.750	
20 MPA JPA Staff	1,494,922	1,523,765	1,410,962	1,491,195	-	20,952	-	-	-	1,480,211	5,238	0.354	2,604	2.012	0.032	0.033	1.033		1.500	
MPA Total	271,011,023	279,384,532	296,900,984	317,312,961	188,674	725,443	53,144	500,000	35,000	291,152,375	328,397	0.113	512,193	0.641	0.452	-0.162	0.838	0.838		0.871

Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014	Actual 2015	Actual 2016	Actual 2017	(Not Used or Updated) Program Year	Program Year	Program Year	Program Year	Program Year	4 Year Average	4 Year Average	4 Year Loss Rate	Average Expected	Member Experience	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
	Payroll	Payroll	Payroll	Payroll	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	Payroll	Losses	\$100/PR	Losses	Ratio						
PARSAC																				
1 Amador	38,076	31,707	35,858	39,527	-	-	-	-	-	36,292	-	-	64	-	0.005	-0.005	0.995		0.750	
2 Avalon	4,974,142	5,239,817	5,423,728	6,725,017	-	25,000	-	-	-	5,590,676	6,250	0.112	9,835	0.635	0.063	-0.023	0.977		0.750	
3 Belvedere (7/1/15)	2,199,898	2,274,560	2,334,006	2,445,983	-	-	-	-	19,379	2,313,612	4,845	0.209	4,070	1.190	0.040	0.008	1.008		1.190	
4 Blue Lake	435,003	413,448	426,713	437,918	-	-	-	-	-	428,271	-	-	753	-	0.017	-0.017	0.983		0.750	
5 California City	5,780,471	6,942,695	7,158,119	6,805,845	-	-	41,139	275,000	-	6,671,783	79,035	1.185	11,737	6.734	0.068	0.392	1.392		1.500	
6 Calimesa	722,020	825,910	740,142	798,870	-	-	-	-	-	771,736	-	-	1,358	-	0.023	-0.023	0.977		0.750	
7 Calistoga	4,195,992	4,334,096	4,756,533	5,438,365	-	-	-	-	-	4,681,247	-	-	8,235	-	0.057	-0.057	0.943		0.750	
8 Citrus Heights	17,220,540	18,923,855	18,789,739	18,674,611	-	-	-	-	-	18,402,186	-	-	32,373	-	0.114	-0.114	0.886		0.750	
9 Clearlake	2,383,066	2,923,436	3,347,602	3,641,534	-	-	-	54,405	-	3,073,910	13,601	0.442	5,408	2.515	0.046	0.070	1.070		1.500	
10 Coalinga	5,808,964	5,243,776	5,319,362	5,627,226	-	-	-	125,000	-	5,499,832	31,250	0.568	9,675	3.230	0.062	0.138	1.138		1.500	
11 Ferndale	603,325	632,475	643,269	672,082	-	-	-	-	-	637,788	-	-	1,122	-	0.021	-0.021	0.979		0.750	
12 Grass Valley	6,414,324	6,246,152	6,467,533	6,527,874	-	-	-	-	-	6,413,971	-	-	11,283	-	0.067	-0.067	0.933		0.750	
13 Highland	2,560,238	2,575,511	2,597,995	2,748,438	-	-	-	-	-	2,620,546	-	-	4,610	-	0.043	-0.043	0.957		0.750	
14 Menifee (10/1/08)	3,297,137	4,125,444	4,730,530	5,321,763	-	-	-	-	275,000	4,368,719	68,750	1.574	7,685	8.946	0.055	0.440	1.440		1.500	
15 Nevada City	1,989,087	2,170,024	2,377,877	2,512,433	-	-	-	-	10,000	2,262,355	2,500	0.111	3,980	0.628	0.040	-0.015	0.985		0.750	
16 Placentia	10,928,431	9,999,751	11,245,111	11,580,708	-	-	-	-	45,000	10,938,500	11,250	0.103	19,243	0.585	0.088	-0.036	0.964		0.750	
17 Placerville	5,203,080	5,633,955	6,146,313	6,165,279	-	-	-	-	-	5,787,157	-	-	10,181	-	0.064	-0.064	0.936		0.750	
18 Plymouth	513,725	536,871	555,144	532,043	-	-	-	-	-	534,446	-	-	940	-	0.019	-0.019	0.981		0.750	
19 Point Arena	232,074	245,593	291,096	305,455	-	-	-	-	-	268,555	-	-	472	-	0.014	-0.014	0.986		0.750	
20 Rancho Cucamonga	28,998,641	28,258,081	29,333,940	30,269,435	-	-	328,831	-	70,000	29,215,024	99,708	0.341	51,395	1.940	0.143	0.135	1.135		1.500	
21 Rancho Cucamonga FPD (7/1/16)	14,950,740	15,968,875	16,417,869	17,735,581	-	-	-	-	-	16,268,266	-	-	28,619	-	0.107	-0.107	0.893		0.750	
22 Rancho Santa Margarita (1/1/04)	1,949,053	2,333,843	2,560,400	2,649,096	-	-	-	-	-	2,373,098	-	-	4,175	-	0.041	-0.041	0.959		0.750	
23 San Juan Bautista	362,243	413,178	473,213	501,676	-	-	-	-	-	437,578	-	-	770	-	0.018	-0.018	0.982		0.750	
24 South Lake Tahoe	15,789,827	16,219,949	17,215,677	17,589,245	-	-	-	10,557	-	16,703,675	2,639	0.016	29,385	0.090	0.108	-0.099	0.901		0.750	
25 Tehama	44,468	37,731	33,714	31,303	-	-	-	-	-	36,804	-	-	65	-	0.005	-0.005	0.995		0.750	
26 Trinidad	293,696	309,516	320,282	345,108	-	-	320,282	-	-	317,151	-	-	558	-	0.015	-0.015	0.985		0.750	
27 Truckee	8,558,216	7,799,707	8,525,098	9,318,857	-	-	-	-	-	8,550,470	-	-	15,042	-	0.077	-0.077	0.923		0.750	
28 Twentynine Palms	2,064,330	2,126,882	2,256,892	2,347,892	-	-	-	-	45,000	2,198,999	11,250	0.512	3,868	2.908	0.039	0.075	1.075		1.500	
29 Watsonville	24,220,252	25,360,911	27,248,330	28,597,471	-	243,566	-	376,863	45,000	26,356,741	166,357	0.631	46,367	3.588	0.136	0.352	1.352		1.500	
30 Wheatland	1,256,933	1,327,896	1,461,750	1,523,573	-	-	-	-	-	1,392,538	-	-	2,450	-	0.031	-0.031	0.969		0.750	
31 Wildomar (7/1/08)	763,436	967,518	1,024,591	1,169,492	-	-	-	-	-	981,259	-	-	1,726	-	0.026	-0.026	0.974		0.750	
32 Yountville	1,838,992	1,955,270	1,882,338	2,635,304	-	-	-	-	-	2,077,976	-	-	3,656	-	0.038	-0.038	0.962		0.750	
33 Yucaipa	3,747,105	3,902,227	4,304,666	4,463,822	-	-	-	-	-	4,104,455	-	-	7,221	-	0.054	-0.054	0.946		0.750	
34 Yucca Valley	2,427,844	2,576,259	2,600,479	2,723,235	-	-	-	-	-	2,581,954	-	-	4,542	-	0.043	-0.043	0.957		0.750	
35 PARSAC Staff	452,595	462,423	539,949	484,877	-	-	-	-	-	484,961	-	-	853	-	0.018	-0.018	0.982		0.750	
PARSAC Total	183,217,964	189,339,342	199,585,858	209,386,938	-	268,566	369,970	841,825	509,379	195,382,525	497,435	0.255	343,716	1.447	0.370	0.166	1.166	1.166		0.981

Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
Member	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	Actual 2017 Payroll	(Not Used or Updated) Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
PERMA																				
1 Banning (2/14/02)	13,073,020	13,270,275	14,252,065	15,571,310	42,212	409,761	125,000	-	10,000	14,041,667	136,190	0.970	24,702	5.513	0.099	0.448	1.448		1.500	
2 Barstow (2/04/02)	14,011,746	12,928,713	14,789,478	15,488,188	475,000	-	-	56,250	-	14,304,531	14,063	0.098	25,164	0.559	0.100	-0.044	0.956		0.750	
3 Canyon Lake (7/1/11)	386,675	388,656	439,435	487,923	-	-	-	-	-	425,672	-	-	749	-	0.017	-0.017	0.983		0.750	
4 Cathedral City (2/14/01)	16,784,452	18,565,939	20,175,933	21,245,925	-	-	87,241	285,000	-	19,193,062	93,060	0.485	33,764	2.756	0.116	0.204	1.204		1.500	
5 Coachella (10/01/00)	5,240,721	5,707,821	5,635,149	5,974,186	-	-	-	-	-	5,639,469	-	-	9,921	-	0.063	-0.063	0.937		0.750	
6 Desert Hot Springs	3,985,102	3,481,082	3,892,237	4,601,543	-	-	-	-	-	3,989,991	-	-	7,019	-	0.053	-0.053	0.947		0.750	
7 Eastvale (7/1/15)	873,544	755,018	784,796	843,838	-	-	-	-	-	814,299	-	-	1,433	-	0.024	-0.024	0.976		0.750	
8 Hesperia (7/1/10)	12,645,910	11,815,631	11,543,778	12,030,252	-	1,274	100,000	-	10,000	12,008,893	27,818	0.232	21,126	1.317	0.092	0.029	1.029		1.317	
9 Holtville (7/1/08)	1,173,765	1,160,755	1,184,853	1,281,145	-	-	-	-	-	1,200,129	-	-	2,111	-	0.029	-0.029	0.971		0.750	
10 ICTC (7/1/12)	468,749	468,578	509,701	559,992	-	-	-	-	-	501,755	-	-	883	-	0.019	-0.019	0.981		0.750	
11 Jurupa Valley (11/2/15)	555,000	1,090,219	1,071,916	1,282,341	-	-	-	-	-	999,869	-	-	1,759	-	0.026	-0.026	0.974		0.750	
12 La Mesa (7/1/02)	20,632,210	20,916,633	22,037,448	23,262,084	19,041	-	-	58,769	-	21,712,094	14,692	0.068	38,196	0.385	0.123	-0.076	0.924		0.750	
13 Murrieta (7/1/01)	23,722,451	23,422,177	24,532,558	25,084,295	-	-	-	-	-	24,190,370	-	-	42,556	-	0.130	-0.130	0.870		0.750	
14 Palm Sps Tram (11/1/05)	3,914,503	4,475,625	4,798,159	4,607,936	-	-	4,246	-	-	4,449,056	1,061	0.024	7,827	0.136	0.056	-0.048	0.952		0.750	
15 Perris (9/25/00)	5,545,431	5,701,034	6,196,159	6,530,512	-	-	-	-	-	5,993,284	-	-	10,543	-	0.065	-0.065	0.935		0.750	
16 San Jacinto (7/1/18)	3,489,178	2,653,364	2,782,506	3,358,185	-	-	-	-	-	3,070,808	-	-	5,402	-	0.046	-0.046	0.954		0.750	
17 SDRTC (11/4/13)	462,019	580,983	667,310	683,648	-	-	-	-	-	598,490	-	-	1,053	-	0.020	-0.020	0.980		0.750	
18 Stanton	2,474,931	2,585,078	2,744,578	3,097,789	-	-	-	-	-	2,725,594	-	-	4,795	-	0.044	-0.044	0.956		0.750	
19 Sunline (11/4/13)	14,052,659	15,285,967	16,071,138	16,861,855	-	131,458	136,951	-	-	15,567,905	67,102	0.431	27,387	2.450	0.104	0.152	1.152		1.500	
20 Victorville (7/1/01)	20,554,844	21,901,180	25,971,469	27,744,606	-	-	-	-	50,000	24,043,025	12,500	0.052	42,296	0.296	0.130	-0.091	0.909		0.750	
21 VVTA (7/1/12)	719,684	864,702	1,009,164	1,231,809	-	-	-	-	-	956,340	-	-	1,682	-	0.026	-0.026	0.974		0.750	
22 PERMA Staff	501,981	544,680	542,562	569,426	-	-	-	-	-	539,662	-	-	949	-	0.019	-0.019	0.981		0.750	
PERMA Total	165,268,575	168,564,109	181,632,392	192,398,788	536,253	542,493	453,437	400,019	70,000	176,965,966	366,487	0.207	311,317	1.177	0.352	0.062	1.062	1.062		0.990
SCORE																				
1 Biggs (7/1/17)	383,261	380,549	386,860	396,932	-	-	-	-	-	386,901	-	-	681	-	0.016	-0.016	0.984		0.750	
2 Colfax	444,870	445,047	645,079	792,003	-	-	-	-	-	581,750	-	-	1,023	-	0.020	-0.020	0.980		0.750	
3 Live Oak (7/1/04)	1,243,636	1,281,001	1,357,810	1,395,034	-	-	-	-	-	1,319,370	-	-	2,321	-	0.030	-0.030	0.970		0.750	
4 Loomis (7/1/12)	706,570	738,548	735,943	857,619	-	-	-	-	-	759,670	-	-	1,336	-	0.023	-0.023	0.977		0.750	
5 Mt. Shasta (7/1/01)	1,708,545	1,764,123	1,943,730	2,082,387	-	-	-	190,000	-	1,874,696	47,500	2.534	3,298	14.403	0.036	0.486	1.486		1.500	
6 Portola	618,406	721,331	796,713	749,220	-	-	-	-	-	721,418	-	-	1,269	-	0.022	-0.022	0.978		0.750	
7 Rio Dell (7/1/02)	962,896	978,061	1,006,121	1,020,181	-	-	-	-	-	991,815	-	-	1,745	-	0.026	-0.026	0.974		0.750	
8 Shasta Lake	3,226,333	3,431,994	3,587,737	3,910,822	-	-	-	-	-	3,539,222	-	-	6,226	-	0.050	-0.050	0.950		0.750	
9 Susanville (7/1/04)	3,524,068	3,674,289	3,972,225	3,977,057	-	-	56,250	-	-	3,786,910	14,063	0.371	6,662	2.111	0.052	0.057	1.057		1.500	
10 Tulelake (7/1/15)	310,702	349,348	354,832	373,352	-	-	-	-	-	347,059	-	-	611	-	0.016	-0.016	0.984		0.750	
11 Weed (7/1/15)	1,658,551	1,541,803	1,699,522	1,800,282	-	-	-	-	-	1,675,040	-	-	2,947	-	0.034	-0.034	0.966		0.750	
12 Yreka	3,014,230	2,827,360	2,986,353	3,202,905	-	-	-	-	-	3,007,712	-	-	5,291	-	0.046	-0.046	0.954		0.750	
SCORE Total	17,802,068	18,133,454	19,472,925	20,557,794	-	-	56,250	190,000	-	18,991,560	61,563	0.324	33,410	1.843	0.115	0.097	1.097	1.097		0.883

Employment Risk Management Authority

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Experience Modification Calculation

Calendar Year Payroll					Incurred Losses at 12/31/19 Individual Losses from \$25k and Capped at \$500k					Experience Modification Calculation										Prior Year
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VCJPA																				
1 Alameda County	1,336,568	1,334,976	1,447,199	1,563,529	-	-	-	-	-	1,420,568	-	-	2,499	-	0.032	-0.032	0.968		0.750	
2 Burney Basin	94,116	54,817	48,172	50,409	-	-	-	-	-	61,879	-	-	109	-	0.007	-0.007	0.993		0.750	
3 Butte County	1,105,237	1,216,804	1,305,293	1,346,734	-	-	-	-	-	1,243,517	-	-	2,188	-	0.030	-0.030	0.970		0.750	
4 Coachella Valley (9/14/00)	3,826,348	4,405,282	4,434,691	4,649,100	-	-	-	-	-	4,328,855	-	-	7,615	-	0.055	-0.055	0.945		0.750	
5 Colusa	170,986	197,876	207,436	200,877	-	-	-	-	-	194,294	-	-	342	-	0.012	-0.012	0.988		0.750	
6 Compton Creek	94,076	96,876	110,501	119,325	-	-	-	-	-	105,195	-	-	185	-	0.009	-0.009	0.991		0.750	
7 Consolidated	1,183,261	1,304,677	1,341,775	1,481,122	-	-	-	-	20,000	1,327,709	5,000	0.377	2,336	2.141	0.031	0.035	1.035		1.500	
8 Contra Costa County	2,903,940	3,023,168	3,162,039	3,292,543	24,926	-	-	-	35,000	3,095,423	8,750	0.283	5,445	1.607	0.047	0.028	1.028		1.500	
9 Delta VCD ( 7/1/08)	1,065,957	1,113,971	1,212,742	1,199,039	-	-	-	-	-	1,147,927	-	-	2,019	-	0.028	-0.028	0.972		0.750	
10 Durham (8/26/02)	63,765	59,646	63,249	67,783	-	-	-	-	-	63,611	-	-	112	-	0.007	-0.007	0.993		0.750	
11 Fresno	597,425	678,547	783,378	903,600	-	-	-	-	-	740,738	-	-	1,303	-	0.023	-0.023	0.977		0.750	
12 Glenn County	115,962	126,759	131,002	89,964	-	-	-	-	-	115,922	-	-	204	-	0.009	-0.009	0.991		0.750	
13 Greater Los Angeles	5,273,515	5,409,424	5,647,762	5,939,559	-	-	-	-	-	5,567,565	-	-	9,794	-	0.062	-0.062	0.938		0.750	
14 Kings MAD (7/1/09)	844,340	850,186	898,298	983,186	-	-	-	-	-	894,002	-	-	1,573	-	0.025	-0.025	0.975		0.750	
15 Lake County (2/1/04)	553,390	563,489	577,729	560,840	-	-	-	-	-	563,862	-	-	992	-	0.020	-0.020	0.980		0.750	
16 Los Angeles County West	2,532,089	2,605,775	2,943,903	3,018,465	-	-	-	125,000	-	2,775,058	31,250	1.126	4,882	6.401	0.044	0.238	1.238		1.500	
17 Marin-Sonoma	3,151,665	3,055,514	3,010,559	3,226,419	-	-	-	-	-	3,111,039	-	-	5,473	-	0.047	-0.047	0.953		0.750	
18 Napa County	657,683	688,943	710,647	753,978	-	-	-	-	-	702,813	-	-	1,236	-	0.022	-0.022	0.978		0.750	
19 Northwest	1,384,784	1,518,556	1,622,363	1,722,959	-	-	-	-	-	1,562,166	-	-	2,748	-	0.033	-0.033	0.967		0.750	
20 Orange County	5,135,555	5,966,908	6,199,879	6,064,617	-	-	-	-	-	5,841,740	-	-	10,277	-	0.064	-0.064	0.936		0.750	
21 Oroville (7/1/02)	62,071	72,566	74,370	65,035	-	-	-	-	-	68,511	-	-	121	-	0.007	-0.007	0.993		0.750	
22 Placer County	1,259,077	1,357,506	1,421,940	1,535,417	-	-	-	-	-	1,393,485	-	-	2,451	-	0.031	-0.031	0.969		0.750	
23 Sacramento Yolo	4,322,281	4,265,067	4,353,798	4,645,228	-	-	-	-	-	4,396,593	-	-	7,734	-	0.056	-0.056	0.944		0.750	
24 San Gabriel Valley	1,841,425	1,868,251	2,108,694	2,312,602	185,647	360,608	-	-	-	2,032,743	90,152	4.435	3,576	25.210	0.038	0.914	1.914		1.500	
25 San Joaquin County	2,294,215	2,401,289	2,372,822	2,461,438	-	-	-	-	-	2,382,441	-	-	4,191	-	0.041	-0.041	0.959		0.750	
26 San Mateo County	1,796,171	1,930,469	1,956,127	2,096,070	-	-	-	-	-	1,944,709	-	-	3,421	-	0.037	-0.037	0.963		0.750	
27 Santa Barbara County	376,374	417,616	427,538	432,883	-	-	-	-	-	413,603	-	-	728	-	0.017	-0.017	0.983		0.750	
28 Shasta	1,012,122	969,818	980,333	1,048,691	-	-	-	-	-	1,002,741	-	-	1,764	-	0.027	-0.027	0.973		0.750	
29 Sutter-Yuba	1,000,725	960,126	1,000,006	1,036,945	-	-	-	-	-	999,450	-	-	1,758	-	0.026	-0.026	0.974		0.750	
30 Tehama County	316,645	326,106	331,540	345,687	-	-	-	-	-	329,995	-	-	581	-	0.015	-0.015	0.985		0.750	
31 Turlock	781,807	821,556	844,600	944,491	-	-	-	-	-	848,113	-	-	1,492	-	0.024	-0.024	0.976		0.750	
32 West Valley	1,039,942	1,092,739	1,273,438	1,395,475	-	-	-	-	-	1,200,399	-	-	2,112	-	0.029	-0.029	0.971		0.750	
VCJPA Total	48,193,517	50,755,303	53,003,823	55,554,010	210,573	360,608	-	125,000	55,000	51,876,663	135,152	0.261	91,261	1.481	0.191	0.092	1.092	1.092		1.187
Oakland H.A.	25,427,490	26,500,365	26,867,023	28,486,957	25,000	-	144,657	-	-	26,820,459	\$ 36,164	0.135	47,182	0.766	0.137	-0.032	0.968	0.968		1.062
Contra Costa H.A.	4,487,553	4,773,630	5,207,303	5,220,093	-	-	-	-	10,000	4,922,145	\$ 2,500	0.051	8,659	0.289	0.059	-0.042	0.958	0.958		0.940
Totals	\$ 1,325,894,708	\$ 1,387,948,403	\$ 1,461,360,442	\$ 1,527,421,960	\$ 1,485,802	\$ 3,103,733	\$ 2,605,254	\$ 3,411,684	\$ 911,350	\$ 1,425,656,378	\$ 2,508,005	0.176	\$ 2,508,005	1.000	1.000	0.000	1.000			



**LITIGATION MANAGEMENT**

**SUBJECT: Report from Kathy Maylin, Litigation Manager**

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**BACKGROUND AND STATUS:**

Kathy Maylin, Litigation Manager, will provide the Board with a report regarding general litigation management and member support activities.

**RECOMMENDATION:**

*None*

**ADMINISTRATIVE MATTERS**

**SUBJECT: Excess Coverage Marketing Update for the 2019/20 Program Year**

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**BACKGROUND AND STATUS:**

At the February 2020 Annual Workshop, the Board of Directors requested Alliant Insurance Services (Alliant) negotiate renewal terms with RSUI for the 2020/21 Program Year.

Attached is correspondence from Alliant providing a renewal update. Alliant notes ERMA's incumbent carrier, RSUI, has committed to renewing at the expiring rate with the same terms (subject to any adverse claim development or material changes to the underlying terms) and will present a formal renewal quote at the June 9, 2020 Board meeting.

Seth Cole, Alliant, will discuss RSUI's renewal terms with the Board and answer any questions.

**RECOMMENDATION:**

*None*

**REFERENCE MATERIALS ATTACHED:**

- Letter from Alliant Regarding ERMA's 2020/21 Renewal

April 8, 2020

Jennifer Jobe  
Executive Director  
ERMA c/o Sedgwick  
1750 Creekside Oaks Drive, Suite 200  
Sacramento, CA 95833

## **ERMA 2020/21 RENEWAL UPDATE**

Dear Jennifer:

This letter provides Sedgwick staff and the ERMA Board with updated information regarding ERMA's 2020/21 Optional Excess Insurance renewal. Currently, RSUI provides \$2,000,000 in limits Each Claim per Member with a \$4,000,000 Per Member Aggregate and \$10,000,000 Policy Aggregate excess of ERMA's Retained Limit of \$1,000,000.

Following the ERMA Board meeting in February, our conversations with RSUI indicated their agreement with the rating methodology we have in place for the renewal, given the many years they have written the account. So despite paying out on the recent claim, they are not envisioning a change to the rate per \$100 of payroll. In essence, it will be a flat renewal with the following caveat – assuming no meaningful change in ERMA primary layer, no new unforeseen losses, etc. Alliant will present a formal renewal quote to the Board at the June meeting.

We are in a challenging insurance market where major lines of coverage are seeing significant premium increases coupled with the unprecedented times brought on by COVID-19. We are pleased that ERMA's long term partnership with RSUI can bring stability to the ERMA members in this environment.

As in year's past, RSUI has indicated that they will provide premium indications for the inclusion of additional Members in the optional excess layer, or if Members are interested in higher limits they could contact us directly to discuss individual quotes.

We look forward to talking to everyone in April and answering any questions that you or the Board may have.

Sincerely,



Seth Cole, ARM  
Senior Vice President  
[scole@alliant.com](mailto:scole@alliant.com)

cc: Michael Simmons, Vice Chairman – Public Entities  
[msimmons@alliant.com](mailto:msimmons@alliant.com)

**COVERAGE MATTERS**

**SUBJECT: City of California City (PARSAC) Appeal of Denial of Coverage**

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**BACKGROUND AND STATUS:**

The City of California City, an underlying member of PARSAC, untimely reported a claim on February 11, 2020, stating allegations of a race-based hostile work environment, retaliation, disparate treatment, and wrongful termination occurring on August 13, 2019. Approximately 13 months before the reporting date, on January 9, 2019, the City received a verbal complaint from the claimant of defamation and race-based hostile work environment that was communicated in writing by or to the City Manager, City Attorney, and the City Council. Several weeks later, on January 24, 2019, the City received a written complaint from the claimant stating claims of retaliation, race-based harassment, and race-based discrimination. The claimant alleges he filed an EEOC charge against the City on May 29, 2019.

Pursuant to ERMA's Master Program Document, the Litigation Manager has the following discretion with respect to determining whether a claim has been timely filed with ERMA:

The Litigation Manager shall:

- (w) Determine, using reasonable discretion and based on the particular facts and circumstances, whether a claim has been timely reported to *ERMA* as a condition precedent to coverage under the Memorandum of Coverage; provided, however, the Litigation Manager shall have no discretion to accept as timely any of the following claims reported after 30 days: notice from the U.S. Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing or any other state or federal Government agency to which an Employee has made a *Claim*; a Government claim; or a civil lawsuit. The Litigation Manager's decision may be appealed to the Board of Directors;

ERMA's 2019/20 Memorandum of Coverage (MOC), includes a late reporting clause and a penalty provision. These late reporting provisions are as follows:

Section VII – Conditions 1.

- (B) Any Claim, except one which the Litigation Manager has discretion to accept, which is not reported to the Authority within 30 days, as required by subsection (A) herein, shall be considered untimely and shall be denied.

The Covered Party may appeal the denial of such Claim to the Authority's Board of Directors in accordance with the appeal procedure set forth in Section 7 below. The Board shall consider the following factors in its determination of the appeal:

- (i) Late reported Claims are strongly disfavored. Relief from denial of coverage for a Claim reported more than 90 days late shall not be granted absent extraordinary circumstances as determined by the Board in its sole discretion.
- (ii) An appeal based on the Covered Party's lack of familiarity with the definition of a Claim and/or its obligation to timely report the Claim to the Authority shall be strongly disfavored, since the Covered Party is responsible for understanding the definition of a Claim and adhering to the reporting requirements set forth herein.
- (iii) An appeal based on the absence of the employee designated by the Covered Party as responsible for reporting Claims must be verified, and the employee must have been absent during the entire time the Claim was not reported.
- (iv) An appeal of any late-reported Claim which the Board, in its sole discretion, determines may result in any financial or other prejudice to the Authority shall be denied regardless of any provision set forth herein or any other basis for the appeal.

Each appeal shall be considered on its own merits, and the Board's decision on any one appeal shall not establish any precedent for future appeals.

For all late-reported Claims for which the Covered Party's appeal of the denial of coverage is granted, the Board shall increase the Covered Party's Retained Limit as follows:

**PENALTY STRUCTURE**

<b>SIR</b>	<b>Penalty</b>	<b>Percentage of Penalty to SIR</b>
\$25,000	\$6,250	25%
\$50,000	\$12,500	25%
\$75,000	\$18,750	25%
\$100,000	\$25,000	25%
\$250,000	\$37,500	15%
\$500,000	\$50,000	10%

The relief sought by the City of California City in regard to the Ibanez claim is based on the following mitigating circumstances:

- The City promptly presented the Tort Claim notice to ERMA upon the City's receipt of same;
- The City states it did not receive the allegedly filed (on May 29, 2019) EEOC Charge of Discrimination at any time prior to the City's claim-reporting to ERMA; and
- The Litigation Manager received notice of the claim on February 11, 2020, approximately one full year after the 30-day reporting deadline that was triggered by the claimant's verbal and written complaints to the City on January 9, 2019 and January 24, 2019, respectively.

The Litigation Manager has reviewed the context and procedural status of the claims, and has determined that, should the appeal be granted, the late reporting of the claim will cause financial or other prejudice to the Authority.

**RECOMMENDATION:**

*Staff recommends the Board of Directors provide direction as necessary.*

**REFERENCE MATERIALS ATTACHED:**

- Appeal Letter from Jamaar Boyd-Weatherby, Asst. City Attorney (to be distributed under separate cover)
- Summary of Historical Coverage Appeal Decisions: 2015 - current

**Summary of Historical Coverage Appeal Decisions  
2015 – Current**

Agency	Appeal Date	Appeal Decision	Penalty	Notes
City of El Cerrito	November 4, 2019; February 7, 2020	Granted	\$500,000 SIR	Untimely Report
City of Hayward	November 4, 2019	Granted	10% SIR increase \$500,000 to \$550,000	Untimely Report
City of Reedley	April 30, 2019	Denied	N/A	Untimely report - Significant financial or other prejudice
City of Barstow	February 8, 2019	Granted	25% SIR increase \$25,000 to \$31,250	Untimely report
City of Susanville	February 9, 2018	Granted	25% SIR increase \$25,000 to \$31,250 per claim (3)	Untimely report
City of Menlo Park	November 6, 2017	Granted	15% SIR increase \$250,000 to \$287,500	Untimely report
City of Pinole	November 2, 2015	Granted	25% SIR increase \$50,000 to \$62,500	Untimely report
City of Coachella	November 2, 2015	Granted	25% SIR increase \$25,000 to \$31,250	Untimely report
City of Calimesa	November 2, 2015	Denied	N/A	Non-compliant training

**TRAINING/LOSS PREVENTION MATTERS**

**SUBJECT: Update Regarding the Training Program for the 2019/20 Program Year**

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**BACKGROUND AND STATUS:**

California's enactment of SB 1343 and subsequently AB 778, expanded harassment and discrimination training requirements to businesses with five or more employees which was to be completed by January 1, 2021. In response to the influx of training requests from ERMA's member agencies, the Board approved an additional 20 live trainings per program year, for a total of 67. Of the 67 allocated trainings, 25 are conducted by Sedgwick as part of the Pool Administration Contract for services. The remaining 42 trainings are conducted by ERMA's attorney partner firms, Jackson Lewis and Liebert Cassidy Whitmore (LCW), or another approved vendor.

On March 19, 2020, Governor Gavin Newsome issued public health orders requiring citizens to remain at home in response to COVID-19 community transmissions. As a result of the Governor's orders, ERMA postponed all scheduled live training sessions. As the public health order currently remains in place, the previously postponed live trainings have not been rescheduled.

To-date, 41 trainings have taken place or were scheduled for a future date. Of those 41 trainings, 35 are harassment-related trainings compliant with the new mandated requirements.

Annually, in preparation of establishing the coming program year's live trainings, the Board reviews the attached Training Map highlighting the locations of each of the live trainings scheduled or completed during the course of the current program year.

**RECOMMENDATION:**

*None*

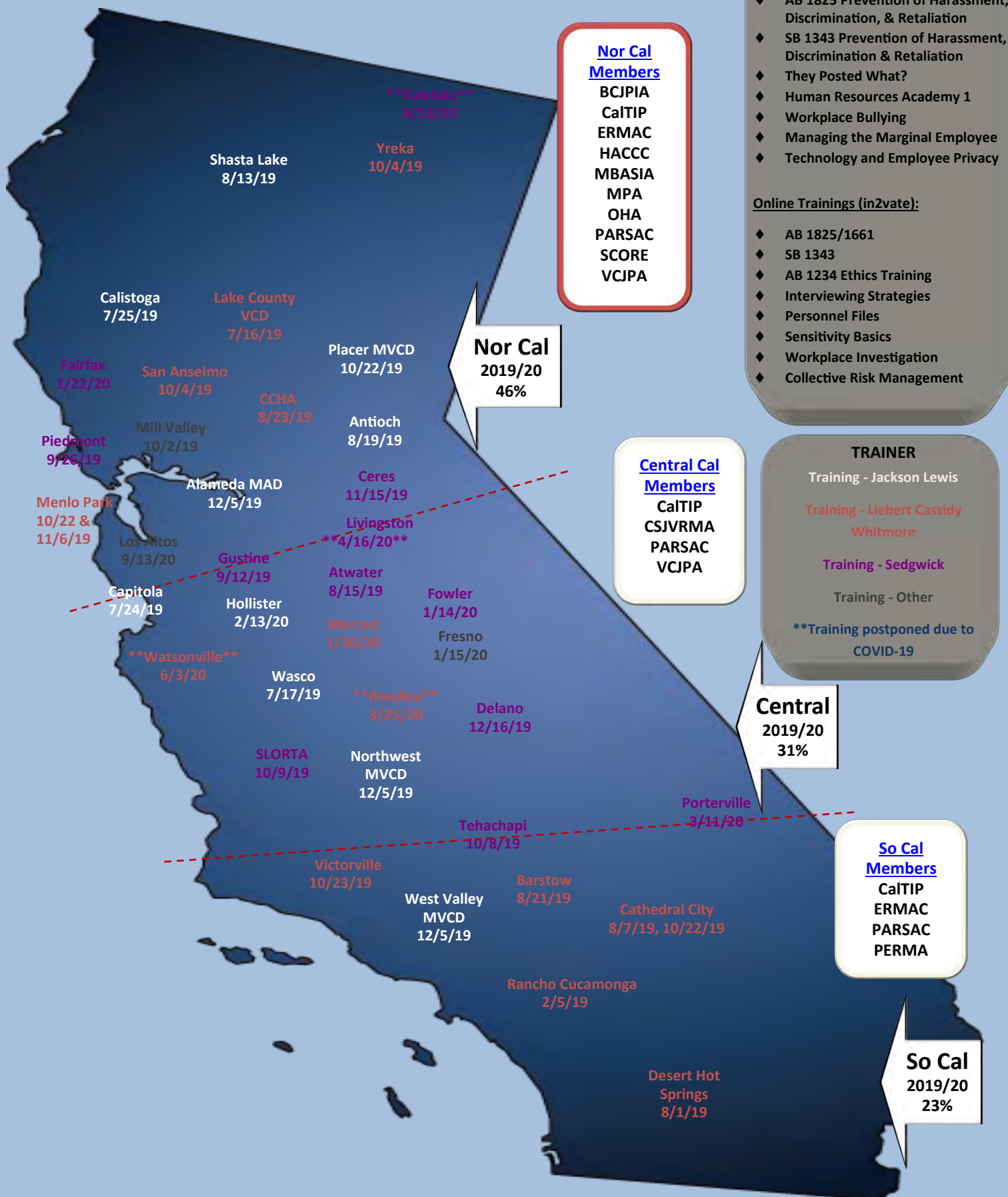
**REFERENCE MATERIALS ATTACHED:**

- 2019/20 ERMA Training Map



# ERMA Training Map

## 2019/20 Program Year



**TRAINING/LOSS PREVENTION MATTERS**

**SUBJECT: Review of Training Program for the 2020/21 Program Year**

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**BACKGROUND AND STATUS:**

Annually, ERMA conducts 67 live, regional and individual trainings throughout the State. Of the 67 allocated trainings, 25 are presented by Sedgwick the remaining are conducted by ERMA's attorney partner firms, Jackson Lewis and Liebert Cassidy Whitmore (LCW), or another approved vendor.

Following review and discussion between staff, LCW and Jackson Lewis, the following proposed slate of 2020/21 Program Year training workshop topics are recommended for the Board's review and consideration:

1. **Harassment, Discrimination and Retaliation Prevention for Supervisors**  
AB 1825-compliant
2. **Harassment, Discrimination and Retaliation Prevention for Non-Supervisors**  
SB 1343-compliant
3. **Employment Law 101 for Supervisors**: Avoiding the Common Pitfalls: An overview of the basics and the primary pitfalls we see from hiring, managing performance and evaluations, managing attendance, disability and leave issues, discipline and terminations, and post-employment communications.
4. **Supervisor's Guide to Understanding Employee Rights Regarding Labor, Leaves and Accommodations**: Session addresses protected leaves, the disability interactive process from a supervisor's perspective and the supervisor's role regarding management vs. labor rights under the Meyers-Milias-Brown Act.
5. **Public Employee Performance Management, Discipline and Terminations: Required Process and Substance**: A detailed review of the requirements and best practices for evaluations and the discipline process, including understanding due process and MOU rights. Well-suited for all supervisors and anyone with human resource responsibilities.
6. **Terminating the Employment Relationship**: Session addresses best practices for voluntary and involuntary separations.
7. **Managing COVID-19 Employment Issues: Before, During and After**: A review of the laws, old and new, implicated by the COVID-19 outbreak. Provides practical guidance on how to address the common issues that exist. Well-suited for all supervisors and anyone with human resource responsibilities.

8. **Understanding and Managing the Right to Privacy in Our IT and Social Networking World:** Aids all management employees in understanding the right to privacy in public employment. Deals with practical issues that arise, including those related to use of computers and phones in the workplace and at home.
9. **What's New in Employment Law:** What Managers Need to Know: Employment law and guidelines are ever-changing. This session reviews new case law and new and pending legislation.
10. **Discrimination/Harassment/Retaliation for Public Safety Departments:** Session designed for anyone managing safety employees and covers specific aspects of the special Bill of Rights.

Each year, three primary goals are taken into consideration in establishing the Training Program. The first goal is to schedule regional workshops in locations throughout the State that assist members in complying with AB 1825, SB 1343 and AB 2053 requirements. The second is to meet member needs for individual trainings — these are scheduled based upon request and on an as-needed basis and determined by ERMA staff. The final goal is to work with our partner attorney firms and outside vendors to ensure a slate of relevant workshops of interest to the members is offered.

Upon approval by the Board of the 2020/21 proposed slate of training workshop topics, staff will solicit individual interest from the membership to serve as host sites for the regional workshops. Attached is an FAQ document created to assist members who may be contemplating serving as a host site and reminding all members of the various aspects of the Training Program.

Staff will provide a calendar of training dates to the membership by July 1<sup>st</sup>. To assist in this endeavor, staff established a deadline of four weeks from the original point-of-contact to a firm commitment to host. As in prior years, primary JPA Administrators are asked to promote the training available to ERMA members within their Agencies.

**RECOMMENDATION:**

*Staff recommends the Board of Directors approve the proposed slate of training workshop topics for the 2020/21 Program Year and provide direction to staff.*

**REFERENCE MATERIALS ATTACHED:**

- ERMA Training FAQs

# Training Program FAQs

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- **Who do we contact regarding training matters?**

- ERMA Training Coordinator  
Mona Hedin  
[mona.hedin@sedgwick.com](mailto:mona.hedin@sedgwick.com)  
(916) 290-4645
- ERMA Litigation Manager  
Kathy Maylin  
[kathy.maylin@sedgwick.com](mailto:kathy.maylin@sedgwick.com)  
(916) 244-1181

- **What training topics are available through ERMA?**

- **Live Trainings - Available by program year, July 1 – June 30**
  - AB 1825 & SB 1343 Prevention of Harassment, Discrimination, Retaliation and Bullying
  - Select topical workshops (please note these trainings vary from year to year) offered by ERMA's attorney partners, Liebert Cassidy Whitmore and Jackson Lewis, and vendor partners such as:
    - They Posted What? Where Social Media, Employer Interests and the First Amendment Intersect
    - Human Resources Academy I
    - Workplace Bullying: A Growing Concern
    - Managing the Marginal Employee
    - Technology and Employee Privacy
- **Online Trainings (provided through [in2vate](#))**
  - AB 1825 & SB 1343 Prevention of Harassment, Discrimination, and Retaliation
  - AB 1234 Ethics Training
  - Personnel Files
  - Collective Risk Management
  - Interviewing Strategies
  - Workplace Investigation

- **Is there a list of scheduled trainings, and are there any close to my agency?**

For a schedule of regional workshops, please visit the ERMA [website](#) under About Us - Services.

- **Does everyone at my agency receive the ERMA training announcements?**

No, each agency has a designated Training Contact responsible for disseminating training information to agency employees. For regional trainings, the date, time, location, and a registration link are also available on the ERMA website.

- **Can we use someone other than ERMA to provide AB 1825 or SB 1343 training?**

If you wish to seek reimbursement from ERMA for an AB 1825 or SB 1343 training provided by an outside vendor, the training request must first be approved by ERMA's Litigation Manager before the training is scheduled. Please contact Kathy Maylin at [kathy.maylin@sedgwick.com](mailto:kathy.maylin@sedgwick.com). Please note, ERMA will only reimburse up to \$1,800, if approved and training funds are available. If you do not wish to receive reimbursement, you may use whomever you wish.

- **What other training vendors are available?**

- ERMA Attorney Defense Panel – please visit the ERMA [website](#) under About Us – Services and contact the firms directly for any training they may provide.
- Vendor Partners – please contact Mona Hedin at [mona.hedin@sedgwick.com](mailto:mona.hedin@sedgwick.com) for training topics and quotes.

- **Who is responsible for tracking compliance? Are Sign-In Sheets provided?**

ERMA does not track member compliance and does not provide sign-in sheets. It is each Member's responsibility to keep track of who has completed their AB 1825 and/or SB 1343 requirement. It is encouraged that Members create their own sign-in sheets and maintain them for verification. A self-certification process for training compliance will be implemented effective January 1, 2021. Member agencies will be required to report on the status of state mandated training for all supervisory staff, non-supervisory staff and elected officials.

- **What if my agency is out of compliance with AB 1825 and/or SB 1343?**

Members should consult with legal counsel regarding any legal consequences of not being in compliance with AB 1825 and/or SB 1343. For purposes of ERMA coverage, if a claim is submitted to ERMA within the subject matter of AB 1825 and/or SB 1343 and the Member is not in substantial compliance with this statute, the Member's self-insured retention for that claim will be doubled. Please refer to the ERMA Memorandum of Coverage (MOC) and Resolution 2020-1 for further information. The MOC can be found on the ERMA [website](#) within the member portal. Please note a login is required to access this page. If you have not already registered for a username and password, please do so.

- **Who do we contact about compliance questions?**

Please contact Kathy Maylin at [kathy.maylin@sedgwick.com](mailto:kathy.maylin@sedgwick.com)

- **Who should attend these trainings? Are local agency officials required to attend?**

AB 1825 requirements state that all supervisory employees are required to participate in two-hours of sexual harassment training every two years. Under SB 1343, effective January 1, 2019, all non-supervisory employees, including part-time and seasonal, are required to participate in one-hour of sexual harassment training every two years. SB 778 extends the deadline for employers of five or

more employees to provide two hours of harassment prevention training to supervisors and one hour of harassment prevention training to all other employees, including temporary and seasonal, from January 1, 2020, to January 1, 2021.

In addition, pursuant to AB 1661, local agency officials must also participate in sexual harassment training every two years. Any training designated for a specific audience will be noted in the ERMA Training Bulletin distributed weekly.

- **What if our agency needs more than one training session?**

ERMA provides numerous regional training sessions and, on occasion, individual, on-site trainings. Fee-based trainings are also available. If you have any questions, please contact [Mona Hedin](#).

- **What if we have questions on AB 1825, SB 1343 or other employment liability issues?**

For more information regarding AB 1825 and/or SB 1343 training requirements, including agency-specific questions, please feel free to utilize the ERMA Attorney Hotline for legal consultation. Every month, each Member has access to a free one-hour consultation with their designated attorney firm. More information about the Attorney Hotline is available on the ERMA [website](#).

- **What do we need to know if our agency would like to host training?**

*Please note that we must have your commitment within four weeks of initial contact.*

- **Regional or Individual** – Let us know if you would like to host and allow neighboring ERMA Members to attend, or if you prefer this training just for your agency.
- **Room capacity** – Capable of accommodating at least 50 people if hosting a regional training.
- **Training Dates** – Please let us know if you would like the training conducted during a specific time frame to assist with the scheduling process.
- **Number of Attendees** – Please provide an estimate of the number of people you expect to attend from your agency. For regional trainings, each attendee may utilize [ERMANet](#) to complete their registration. The host agency should commit to registering 15 individuals for the training. If the host agency is unable to meet this requirement, the training may be re-scheduled or the agency may host an individual training and incur the associated costs.
- **Address of training location and mailing address** – Please provide us with the exact address of the training location, as well as a mailing address for any training materials if the mailing address is different from the training location. Also please provide us with any parking instructions.
- **IT Equipment** – Please provide a laptop, projector, screen, and a microphone and speakers, if requested. Some presenters may bring their own laptop; others may bring their presentation on a flash drive or it will be emailed to the training contact. Please let us know if your agency prefers a presenter not use their own equipment.
- **Refreshments** – We ask the host entity to provide light refreshments, such as water, coffee, sodas, and snacks. ERMA will reimburse for the costs of refreshments (up to \$10/per person) upon submission of a copy of the receipt(s) and total number of attendees.

**CLAIMS MATTERS**

**SUBJECT:   Closed Session - Pursuant to Government Code Section 54956.95(a) to  
              Discuss Claims**

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**BACKGROUND AND STATUS:**

The confidential Litigation Manager's Report was distributed to the Board of Directors under separate cover. The Board will discuss the claims listed below during the Closed Session.

<b>Claim</b>	<b>Page Number</b>
Perez v. City of El Cerrito	p. 21

**RECOMMENDATION:**

*None*

**REFERENCE MATERIALS ATTACHED:**

- Confidential Litigation Manager's Report (distributed under separate cover; copies to be turned in at the meeting)