

DELAWARE COMPENSATION RATING BUREAU, INC.

Temporary Staffing Rates

The methodology to determine workers compensation rates for temporary staffing risks calculates factors that are applied to direct employment rates by class in this filing. Those factors represent the temporary staffing pure premium compared to the direct employment pure premium for each class.

Note that the rates reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published rates (“pre-surcharge basis”). Those surcharges include offsets for the net credits offered for participation in the Merit Rating Plan, the Workplace Safety Program and the Construction Classification Premium Adjustment Program.

In this approach, the DCRB classes are mapped to one of five industry groups consistent with those used by the National Council on Compensation Insurance, Inc. (NCCI). In this filing, they are considered the five DCRB “sub-industry groups”. The classes are mapped into one of five industry groups (Manufacturing, Contracting, Office & Clerical, Goods & Services, and Miscellaneous) based on the DCRB to NCCI class mapping.

Exhibit 1 shows Policy Years 2017-2021 payrolls (in \$000) for each of the five DCRB sub-industry groups. Some payroll data used to calculate temporary staffing loss costs represents the actual amounts of temporary staffing payroll reported to the DCRB. For other payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 2017-2021 temporary staffing payroll and applied against both the Temporary Staffing indicated pure premium as well as the Direct Employment indicated pure premium to determine the indicated pure premium differentials for each sub-industry group and in total.

The actual indicated pure premium used in the differential calculations for both temporary staffing risks and direct employment risks is taken from the Class Book.

Exhibit 3 calculates credibility-weighted pure premium differentials of temporary staffing pure premiums to direct employment pure premiums, by sub-industry group and in total, for Serious, Non-Serious and Medical Only.

For the total of all sub-industry groups, Delaware credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Exhibit 28, Other Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to a weighted average of the Pennsylvania credibility-weighted indicated pure premium differentials by sub-industry group using weights calculated using the payroll by sub-industry group in Exhibit 1. The Pennsylvania differentials were taken from Exhibit 31 in the approved PCRB Filing No. C-380 (2024 Pennsylvania Filing).

For each of the sub-industry groups, a three-way credibility weighting is used. First, Delaware credibility is determined as a function of Delaware sub-industry group payroll using the payroll credibility table. That credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. Second, the indicated Pennsylvania sub-industry group differentials and their credibility are taken from Exhibit 31 in the 2024 Pennsylvania Filing. Third, the complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups described in the prior paragraph. If the total of the Delaware and Pennsylvania credibilities is greater than or equal to 1.00, then only a two-way weighting is used (i.e., the differentials for the total of all sub-industry groups is not used).

Exhibit 4 determines the proposed temporary staffing rates by class. For each class, an indicated December 1, 2024 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2024 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2024 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2024 direct employment pure premium are each zero, then the associated sub-industry group's temporary staffing and direct employment pure premiums are used to calculate an appropriate factor.

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the December 1, 2024 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing rates by class (column (16)) are determined by applying primary and secondary capping to the indicated temporary staffing rates in column (14).

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surcharge temporary staffing rates approved effective December 1, 2023, the pre-surcharge rates proposed effective December 1, 2024, and the proposed rate change, are shown. Also shown are the proposed post-surcharge temporary staffing rates by class. This exhibit is ordered by the December 1, 2020 temporary staffing code and direct employment code within the temporary staffing code. Most of the values shown in this exhibit were taken from Exhibit 4.

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Sub-IG 1		Sub-IG 1 (cont.)		Sub-IG 2		Sub-IG 3		Sub-IG 4		Sub-IG 5	
Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)
2059	53	2463	1	2012	1,828	2819	148	2011	62	2005	1,895
2101	1,377	2464	47	2601	545	2887	453	2013	76	2009	0
2104	29,375	2465	47	2603	137	2890	119	2709	1	2015	8
2105	811	2467	0	2605	13	2891	1,906	2801	623	2055	507
2106	274	2471	97	2607	76	2903	190	2806	959	2716	31
2107	2,263	2472	3,845	2608	775	2905	196	2809	2,337	2718	355
2108	1,237	2473	1,432	2609	839	2936	1,585	2813	17,632	2721	23
2109	483	2474	1,669	2611	18	2940	730	2814	661	2751	95
2110	36	2475	539	2615	0	2948	207	2815	2,555	2752	84
2111	11	2476	129	2617	217	2951	21,090	2816	220	2753	438
2112	2,127	2477	62	2625	74	2953	714,950	2818	6,467	2755	665
2113	66	2483	72	2643	52	2955	15,074	2820	26	2757	863
2114	18	2485	125	2645	267	2956	57,348	2821	1,911	2759	455
2115	5	2486	1	2646	85	2957	89,500	2825	102	2803	0
2119	412	2487	434	2647	183	2958	5,949	2855	8,787	2804	3,541
2130	0	2488	3,401	2648	212	2961	83,001	2857	906	2805	301
2132	1,358	2489	266	2649	98	2962	12,677	2858	430	2807	676
2134	24	2501	139	2651	1,724	2963	1,377	2859	197	2808	10,024
2135	0	2502	0	2652	603	2965	45,066	2860	254	2811	11,002
2136	42	2506	485	2653	310	2984	6,657	2862	407	2812	712
2139	119	2507	0	2654	278	2988	28,870	2865	40,321	2817	668
2141	343	2509	0	2655	155			2880	829	2828	150
2142	45	2511	1,114	2656	149	Total		2882	103	2904	24
2161	240	2512	0	2657	7	Sub-IG 3	1,087,093	2884	392	2939	2
2163	2,063	2513	0	2658	77			2885	201	2954	917
2165	127	2535	3	2659	118			2886	93	2967	269
2166	57	2536	42	2660	543			2888	93	2969	344
2201	0	2551	24,239	2661	11,078			2896	129	2970	0
2204	19	2553	3,262	2662	158			2897	3,936	2991	26
2205	21	2555	9,549	2663	1,564			2898	859	2992	485
2221	1,813	2563	3,562	2664	1,438			2899	145	2995	6,346
2222	5,730	2571	3,348	2665	261			2907	456	9428	937
2225	1,544	2573	545	2666	46			2910	7		
2227	2,200	2581	11,968	2667	40			2911	2,289	Total	
2255	460	2673	41	2668	62			2914	172	Sub-IG 5	41,843
2257	17	2744	28	2669	6			2915	74		
2259	3,702	2924	26,164	2670	104			2916	1,335		
2261	138	6771	6	2674	36			2917	2,837	Grand	
2263	64	6777	5	2675	1,153			2918	87	Total	1,511,491
2265	0			2676	95			2919	61		
2281	2,020	Total		2677	256			2920	367		
2282	454	Sub-IG 1	176,927	2679	3			2921	120		
2285	412			2681	11			2922	715		
2301	0			2802	568			2923	10,717		
2305	1,540			Total				2925	938		
2306	3			Sub-IG 2	26,262			2926	1,398		
2309	0							2927	1,560		
2311	674							2928	10,443		
2319	27							2932	115		
2323	1							2933	57		
2327	56							2934	436		
2402	232							2935	70		
2403	1							2941	2,546		
2404	0							2944	927		
2406	0							2945	265		
2407	675							2952	1,209		
2411	1,524							2959	4,850		
2413	1,339							2960	16,920		
2415	183							2964	246		
2416	522							2966	125		
2421	0							2968	231		
2425	0							2971	3,845		
2427	0							2973	1,287		
2429	0							2974	4,590		
2431	0							2975	6,429		
2433	34							2976	1,295		
2435	0							2977	1,186		
2441	57							2978	90		
2445	300							2979	2,623		
2446	448							2980	3,094		
2447	0							2981	943		
2449	21							2983	52		
2451	255							2986	392		
2454	4,116							2997	220		
2456	2,801							2999	33		
2457	290										
2458	63							Total			
2459	214							Sub-IG 4	179,366		
2461	3,324										

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(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Pure Premium Serious	(5) Actual Pure Premium Non-Ser	(6) Actual Pure Premium Med Only	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)			(13) Actual Indicated Pure Premium Serious	(14) Actual Pure Premium Non-Ser	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)									
	Temporary Staffing Weights	Actual									Weighted								Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted			
		Indicated Pure Premium Serious	Pure Premium Non-Ser								Pure Premium Med Only	Indicated Pure Premium Serious	Pure Premium Non-Ser								Pure Premium Med Only	Indicated Pure Premium Serious	Pure Premium Non-Ser	Pure Premium Med Only	Indicated Pure Premium Serious	Pure Premium Non-Ser	Pure Premium Med Only
2716	31	0.0007	0.312	0.999	0.046	0.000	0.001	0.000	716	7,766	-	1.818	0.029	-	0.001	0.000											
2718	355	0.0085	1.465	2.180	0.083	0.012	0.018	0.001	718	13,081	-	0.733	0.038	-	0.006	0.000											
2721	23	0.0005	0.442	0.673	0.039	0.000	0.000	0.000	721	910	-	-	0.001	-	-	0.000											
2751	95	0.0023	0.312	0.999	0.046	0.001	0.002	0.000	751	23,433	0.383	1.265	0.046	0.001	0.003	0.000											
2752	84	0.0020	0.312	0.999	0.046	0.001	0.002	0.000	752	20,808	0.338	0.734	0.013	0.001	0.001	0.000											
2753	438	0.0105	0.312	0.999	0.046	0.003	0.010	0.000	753	108,619	-	0.140	0.026	-	0.001	0.000											
2755	665	0.0159	0.312	0.999	0.046	0.005	0.016	0.001	755	164,881	-	0.182	0.077	-	0.003	0.000											
2757	863	0.0206	0.312	0.999	0.046	0.006	0.021	0.001	757	213,985	-	0.639	0.038	-	0.013	0.001											
2759	455	0.0109	0.312	0.999	0.046	0.003	0.011	0.000	759	112,815	1.901	1.963	0.094	0.021	0.021	0.001											
2803	-	-	0.442	0.673	0.039	-	-	-	803	-	-	-	-	-	-	-											
2804	3,541	0.0846	0.442	0.673	0.039	0.037	0.057	0.003	804	139,231	0.635	1,359	0.115	0.054	0.115	0.010											
2805	301	0.0072	0.442	0.673	0.039	0.003	0.005	0.000	805	11,850	5.344	4.428	0.097	0.038	0.032	0.001											
2807	676	0.0162	0.442	0.673	0.039	0.007	0.011	0.001	807	26,587	12.465	5.004	0.337	0.201	0.081	0.005											
2808	10,024	0.2396	0.442	0.673	0.039	0.106	0.161	0.009	808	394,080	1,599	3,014	0.066	0.383	0.722	0.016											
2811	11,002	0.2629	0.442	0.673	0.039	0.116	0.177	0.010	811	432,546	3,454	1,915	0.050	0.908	0.504	0.013											
2812	712	0.0170	0.442	0.673	0.039	0.008	0.011	0.001	812	27,976	0.758	1,458	0.023	0.013	0.025	0.000											
2817	668	0.0160	0.442	0.673	0.039	0.007	0.011	0.001	817	26,278	-	2,892	0.014	-	0.046	0.000											
2828	150	0.0036	0.442	0.673	0.039	0.002	0.002	0.000	828	5,914	-	1,927	0.017	-	0.007	0.000											
2904	24	0.0006	-	0.366	0.005	-	0.000	0.000	904	6,663	-	-	0.000	-	-	0.000											
2939	2	0.0000	0.312	0.999	0.046	0.000	0.000	0.000	939	413	-	-	0.453	-	-	0.000											
2954	917	0.0219	0.312	0.999	0.046	0.007	0.022	0.001	954	227,247	-	0.878	0.034	-	0.019	0.001											
2967	269	0.0064	0.312	0.999	0.046	0.002	0.006	0.000	967	66,736	0.529	0.543	0.065	0.003	0.003	0.000											
2969	344	0.0082	0.312	0.999	0.046	0.003	0.008	0.000	969	85,188	0.073	0.598	0.091	0.001	0.005	0.001											
2970	-	-	0.312	0.999	0.046	-	-	-	970	11	-	-	0.033	-	-	-											
2991	26	0.0006	0.312	0.999	0.046	0.000	0.001	0.000	991	6,348	-	2,969	3.099	-	0.002	0.002											
2992	485	0.0116	0.442	0.673	0.039	0.005	0.008	0.000	992	19,077	1.873	0.473	0.286	0.022	0.005	0.003											
2995	6,346	0.1517	0.442	0.673	0.039	0.067	0.102	0.006	995	249,500	1.157	1,740	0.070	0.175	0.264	0.011											
9428	937	0.0224	0.312	0.999	0.046	0.007	0.022	0.001	7428	232,346	-	0.394	0.042	-	0.009	0.001											
TOTAL Sub-IG 5	41,843	1.0000				0.434	0.726	0.040		2,719,036				2.012	2.000	0.073											
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							0.216	0.363	0.548																		
GRAND TOTAL	1,511,491					0.3424	0.6223	0.0282		96,778,727				0.1925	0.2994	0.0249											
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							1.778	2.079	1.133																		

Supplemental

DELAWARE COMPENSATION RATING BUREAU, INC.

Total			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$15,114,910 (in 00's)			
	0.10	0.34	0.39
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.778	2.079	1.133
C) Wtd Avg of PA Credibility-Weighted Ratios of Temp Staffing PP to Direct Employment PP by Sub-IG using DE weights			
Sub-IG 1	1.117	2.519	1.577
Sub-IG 2	1.207	2.619	1.594
Sub-IG 3	1.997	4.185	1.645
Sub-IG 4	1.169	2.274	1.371
Sub-IG 5	1.144	2.398	1.455
Total	1.758	3.687	1.598
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.760	3.140	1.417

D = [A * B] + [(1 - A) * C]

Sub-Industry Group 1			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,769,270 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.158	2.851	1.367
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.16	0.53	0.78
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.817	2.526	1.597
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.617	2.791	1.553

D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]

Sub-Industry Group 2			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$262,620 (in 00's)			
	0.01	0.02	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	7.228	2.669	1.183
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.07	0.22	0.33
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.640	3.000	1.776
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.806	3.100	1.528

D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]

Sub-Industry Group 3			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$10,870,930 (in 00's)			
	0.08	0.27	0.31
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	4.054	4.158	1.470
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.38	1.00	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	3.339	4.185	1.645
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.544	4.178**	1.591**

D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]
 ** D = [A * B] + [(1 - A) * D]

Sub-Industry Group 4			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,793,660 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.218	1.512	0.868
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.19	0.64	0.95
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.148	2.141	1.364
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.633	2.370	1.319**

D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]
 ** D = [A * B] + [(1 - A) * D]

Sub-Industry Group 5			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$418,430 (in 00's)			
	0.01	0.03	0.04
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.216	0.363	0.548
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.05	0.16	0.24
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.569	1.803	1.297
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.685	2.843	1.353

D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]

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Table with 20 columns: (1) Direct Employment Code, (2) Policy Years 2017-2021 Temp Staffing Payroll (\$000), (3)-(6) 12/1/2024 Direct Employment Pure Premium (Serious, Non-Serious, Medical Only, Total), (7) 12/1/2024 Pre-Surcharge Employment Manual Rate, (8) 12/1/2024 Temp Staffing Code, (9) 12/1/2024 Temp Staffing Code, (10)-(14) 12/1/2024 Temp Staffing Pure Premium (Serious, Non-Serious, Medical Only, Total), (15) Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate, (16) 12/1/2023 Pre-Surcharge Temp Staffing Manual Rate, (17) Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate, (18) Policy Years 2019-2021 Temp Staffing Payroll (\$000), (19) Premium Based on 12/1/2023 Temp Staffing Manual Rates, (20) Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rates, and (20)= Proposed 12/1/2024 Percentage Change.

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(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			12/1/2024 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium			Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Percentage Change	
Total	1,511,491	0.5800									1.3035			977,695	16,223,297	16,200,977	-0.1%		

	Minimum Swing	Maximum Swing
IND GRP 1	0.72	1.22
IND GRP 2	0.72	1.22
IND GRP 3	0.74	1.24

Note: Columns (10) through (12): Columns (3) through (5), respectively, times the Exhibit 3, Line C differential for the appropriate Sub-Industry Group and category (Serious, Non-Serious, Medical Only).

* Indicates capping occurred in Column (16)

Superseded

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.93	4.77	-3.2%	4.82
187	107	2107	4.57	4.55	-0.4%	4.60
191	161	2161	3.75	3.77	0.5%	3.81
275	221	2221	3.79	3.82	0.8%	3.86
276	222	2222	5.82	5.82	0.0%	5.88
297	281	2281	4.04	3.92	-3.0%	3.96
491	403	2403	4.44	4.27	-3.8%	4.31
495	451	2451	5.72	5.61	-1.9%	5.67
497	472	2472	1.36	1.22	-10.3%	1.23
499	475	2475	3.94	3.88	-1.5%	3.92
544	101	2101	4.84	4.69	-3.1%	4.74
544	105	2105	7.11	6.87	-3.4%	6.94
544	106	2106	9.37	9.06	-3.3%	9.15
544	108	2108	4.38	4.21	-3.9%	4.25
544	109	2109	7.11	6.37	-10.4%	6.44
544	110	2110	5.02	4.96	-1.2%	5.01
544	111	2111	11.29	10.93	-3.2%	11.04
544	112	2112	11.29	13.77	22.0%	13.91
544	113	2113	3.42	3.45	0.9%	3.49
544	114	2114	10.45	10.31	-1.3%	10.42
544	115	2115	4.18	4.13	-1.2%	4.17
544	119	2119	6.05	6.22	2.8%	6.28
544	130	2130	8.22	7.93	-3.5%	8.01
544	132	2132	3.59	3.59	0.0%	3.63
544	134	2134	4.90	4.69	-4.3%	4.74
544	135	2135	4.03	3.89	-3.5%	3.93
544	136	2136	4.59	4.41	-3.9%	4.46
544	139	2139	7.36	7.29	-1.0%	7.36
544	163	2163	7.11	6.58	-7.5%	6.65
544	165	2165	10.08	10.03	-0.5%	10.13
544	166	2166	5.34	5.27	-1.3%	5.32
544	201	2201	7.11	6.40	-10.0%	6.47
544	204	2204	5.41	5.51	1.8%	5.57
544	205	2205	4.68	4.54	-3.0%	4.59
544	225	2225	4.10	4.04	-1.5%	4.08
544	227	2227	2.81	2.69	-4.3%	2.72
544	255	2255	3.66	3.46	-5.5%	3.50
544	257	2257	4.12	4.12	0.0%	4.16
544	259	2259	3.71	3.52	-5.1%	3.56
544	261	2261	4.96	4.64	-6.5%	4.69
544	263	2263	3.18	3.10	-2.5%	3.13
544	265	2265	4.23	4.24	0.2%	4.28
544	282	2282	8.65	8.53	-1.4%	8.62
544	285	2285	3.24	3.13	-3.4%	3.16
544	301	2301	9.27	9.06	-2.3%	9.15
544	305	2305	7.27	7.17	-1.4%	7.24
544	306	2306	7.11	6.14	-13.6%	6.20
544	309	2309	4.68	4.61	-1.5%	4.66
544	311	2311	5.00	4.96	-0.8%	5.01
544	319	2319	7.53	7.72	2.5%	7.80
544	323	2323	6.68	5.93	-11.2%	5.99
544	327	2327	4.64	4.63	-0.2%	4.68
544	402	2402	7.11	5.50	-22.6%	5.56
544	404	2404	4.74	4.80	1.3%	4.85
544	406	2406	5.06	4.92	-2.8%	4.97
544	407	2407	5.53	5.39	-2.5%	5.45
544	411	2411	7.58	7.34	-3.2%	7.41
544	413	2413	8.22	7.75	-5.7%	7.83
544	415	2415	5.26	5.18	-1.5%	5.23
544	416	2416	3.43	3.41	-0.6%	3.44
544	421	2421	11.25	11.04	-1.9%	11.15
544	425	2425	11.29	11.37	0.7%	11.49
544	427	2427	7.83	8.05	2.8%	8.13
544	429	2429	7.11	5.50	-22.6%	5.56
544	431	2431	8.40	8.22	-2.1%	8.30
544	433	2433	5.62	5.50	-2.1%	5.56
544	435	2435	6.70	5.66	-15.5%	5.72
544	441	2441	1.82	1.79	-1.6%	1.81

DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	3.58	3.63	1.4%	3.67
544	446	2446	2.11	2.07	-1.9%	2.09
544	447	2447	7.11	5.95	-16.3%	6.01
544	449	2449	3.51	3.39	-3.4%	3.42
544	454	2454	9.25	9.04	-2.3%	9.13
544	456	2456	7.47	7.36	-1.5%	7.44
544	457	2457	4.96	4.69	-5.4%	4.74
544	458	2458	2.64	2.49	-5.7%	2.52
544	459	2459	1.69	1.34	-20.7%	1.35
544	461	2461	5.75	5.69	-1.0%	5.75
544	463	2463	4.34	4.21	-3.0%	4.25
544	464	2464	4.56	4.45	-2.4%	4.50
544	465	2465	5.03	4.79	-4.8%	4.84
544	467	2467	7.11	5.66	-20.4%	5.72
544	471	2471	1.92	1.84	-4.2%	1.86
544	473	2473	3.55	3.51	-1.1%	3.55
544	474	2474	3.19	3.16	-0.9%	3.19
544	476	2476	2.00	1.98	-1.0%	2.00
544	477	2477	2.90	2.79	-3.8%	2.82
544	483	2483	2.47	2.41	-2.4%	2.43
544	485	2485	1.81	1.75	-3.3%	1.77
544	486	2486	2.32	2.33	0.4%	2.35
544	487	2487	1.69	1.63	-3.6%	1.65
544	488	2488	1.69	1.63	-3.6%	1.65
544	489	2489	1.83	1.77	-3.3%	1.79
544	501	2501	7.11	6.48	-8.9%	6.55
544	502	2502	5.37	5.21	-3.0%	5.26
544	506	2506	3.29	3.36	2.1%	3.39
544	507	2507	3.25	3.11	-4.3%	3.14
544	509	2509	8.64	8.38	-3.0%	8.47
544	511	2511	9.40	9.25	-1.6%	9.34
544	512	2512	7.11	6.44	-9.4%	6.51
544	513	2513	5.39	5.33	-1.1%	5.38
544	535	2535	4.56	4.42	-3.1%	4.47
544	536	2536	9.07	8.96	-1.2%	9.05
544	551	2551	1.69	1.50	-11.2%	1.52
544	553	2553	5.31	5.02	-5.5%	5.07
544	555	2555	2.06	2.09	1.5%	2.11
544	571	2571	3.94	3.76	-4.6%	3.80
544	573	2573	6.55	5.57	-15.0%	5.63
544	581	2581	2.16	2.18	0.9%	2.20
544	718	2718	4.74	4.78	0.8%	4.83
544	744	2744	1.69	1.22	-27.8%	1.23
544	4771	6771	5.31	5.19	-2.3%	5.24
544	4777	6777	10.87	10.89	0.2%	11.00
587	563	2563	2.14	2.08	-2.8%	2.10
682	601	2601	13.11	11.40	-13.0%	12.03
682	603	2603	9.28	8.89	-4.2%	9.38
682	605	2605	13.11	12.97	-1.1%	13.68
682	607	2607	4.79	4.66	-2.7%	4.92
682	608	2608	6.24	6.07	-2.7%	6.40
682	611	2611	15.60	15.33	-1.7%	16.17
682	615	2615	17.66	18.22	3.2%	19.22
682	617	2617	5.53	5.36	-3.1%	5.65
682	625	2625	7.95	7.72	-2.9%	8.14
682	643	2643	18.02	17.62	-2.2%	18.59
682	645	2645	8.47	8.17	-3.5%	8.62
682	646	2646	8.62	8.58	-0.5%	9.05
682	647	2647	13.11	12.79	-2.4%	13.49
682	648	2648	7.63	7.67	0.5%	8.09
682	649	2649	7.08	7.13	0.7%	7.52
682	652	2652	13.93	13.75	-1.3%	14.51
682	653	2653	9.83	9.63	-2.0%	10.16
682	654	2654	7.01	6.92	-1.3%	7.30
682	655	2655	15.45	14.37	-7.0%	15.16
682	656	2656	7.98	7.24	-9.3%	7.64
682	657	2657	13.65	13.35	-2.2%	14.08
682	658	2658	14.46	14.15	-2.1%	14.93

DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	21.02	25.46	21.1%	26.86
682	660	2660	3.14	2.75	-12.4%	2.90
682	663	2663	5.37	5.41	0.7%	5.71
682	664	2664	5.57	5.30	-4.8%	5.59
682	665	2665	9.54	9.22	-3.4%	9.73
682	666	2666	12.61	11.59	-8.1%	12.23
682	667	2667	3.45	3.50	1.4%	3.69
682	668	2668	13.65	13.77	0.9%	14.53
682	669	2669	11.96	12.24	2.3%	12.91
682	670	2670	10.95	10.93	-0.2%	11.53
682	673	2673	11.02	9.25	-16.1%	9.76
682	674	2674	9.33	9.57	2.6%	10.10
682	675	2675	5.16	4.95	-4.1%	5.22
682	676	2676	8.66	8.87	2.4%	9.36
682	677	2677	4.11	3.87	-5.8%	4.08
682	679	2679	13.70	13.54	-1.2%	14.28
682	681	2681	10.82	10.80	-0.2%	11.39
691	609	2609	6.39	6.29	-1.6%	6.76
693	651	2651	7.68	7.91	3.0%	8.27
695	661	2661	4.00	3.92	-2.0%	4.12
867	813	2813	5.78	5.58	-3.5%	5.64
871	921	2921	6.09	5.68	-6.7%	5.74
877	914	2914	3.44	3.42	-0.6%	3.45
879	923	2923	2.94	2.83	-3.7%	2.86
881	926	2926	3.43	3.24	-5.5%	3.27
883	928	2928	3.50	3.66	4.6%	3.70
889	953	2953	0.20	0.25	25.0%	0.25
889	956	2956	0.20	0.25	25.0%	0.25
889	962	2962	0.17	0.15	-11.8%	0.15
895	965	2965	0.60	0.74	23.3%	0.75
929	885	2885	3.77	3.76	-0.3%	3.80
929	886	2886	2.72	2.36	-13.2%	2.38
929	910	2910	4.88	5.07	3.9%	5.12
929	915	2915	2.98	2.44	-18.1%	2.46
929	916	2916	2.43	2.53	4.1%	2.56
929	917	2917	4.21	4.31	2.4%	4.35
929	918	2918	2.98	2.32	-22.1%	2.34
929	919	2919	2.45	2.34	-4.5%	2.36
929	920	2920	0.72	0.72	0.0%	0.73
929	922	2922	3.30	3.26	-1.2%	3.29
929	925	2925	3.75	3.83	2.1%	3.87
929	927	2927	1.17	1.12	-4.3%	1.13
929	932	2932	1.00	0.94	-6.0%	0.95
929	933	2933	4.14	3.81	-8.0%	3.85
929	934	2934	4.37	4.30	-1.6%	4.34
929	935	2935	1.65	1.61	-2.4%	1.63
937	005	2005	10.12	12.55	24.0%	12.68
937	009	2009	10.12	12.55	24.0%	12.68
937	015	2015	10.12	12.55	24.0%	12.68
937	055	2055	6.91	6.74	-2.5%	6.81
937	059	2059	8.58	8.66	0.9%	8.75
937	721	2721	10.32	12.59	22.0%	12.72
937	801	2801	9.72	9.10	-6.4%	9.19
937	802	2802	6.05	5.53	-8.6%	5.59
937	803	2803	10.12	12.55	24.0%	12.68
937	804	2804	5.10	5.16	1.2%	5.21
937	805	2805	7.44	7.19	-3.4%	7.26
937	806	2806	10.12	11.59	14.5%	11.71
937	807	2807	7.15	6.87	-3.9%	6.94
937	808	2808	8.35	9.11	9.1%	9.20
937	809	2809	6.11	5.29	-13.4%	5.34
937	811	2811	10.12	11.26	11.3%	11.38
937	812	2812	10.06	9.68	-3.8%	9.78
937	817	2817	9.69	9.13	-5.8%	9.22
937	821	2821	9.21	8.93	-3.0%	9.02
937	828	2828	9.71	9.36	-3.6%	9.46
937	855	2855	6.43	6.07	-5.6%	6.13
937	857	2857	6.22	5.02	-19.3%	5.07

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	7.55	7.01	-7.2%	7.08
937	859	2859	7.79	7.11	-8.7%	7.18
937	860	2860	7.62	6.91	-9.3%	6.98
937	862	2862	8.65	8.26	-4.5%	8.34
937	865	2865	2.83	2.54	-10.2%	2.57
937	907	2907	5.71	5.14	-10.0%	5.19
937	911	2911	4.31	4.04	-6.3%	4.08
937	924	2924	5.47	5.90	7.9%	5.96
937	980	2980	4.11	3.89	-5.4%	3.93
937	992	2992	6.22	6.02	-3.2%	6.08
937	995	2995	9.11	8.73	-4.2%	8.82
946	940	2940	4.06	5.03	23.9%	5.08
946	957	2957	1.39	1.28	-7.9%	1.29
946	958	2958	4.06	4.12	1.5%	4.16
946	959	2959	1.93	1.96	1.6%	1.98
946	960	2960	4.06	4.17	2.7%	4.21
946	961	2961	1.58	1.40	-11.4%	1.41
946	974	2974	3.69	3.52	-4.6%	3.56
946	979	2979	4.06	4.86	19.7%	4.91
947	011	2011	3.49	3.06	-12.3%	3.09
947	012	2012	6.11	6.16	0.8%	6.22
947	013	2013	4.31	3.58	-16.9%	3.62
947	141	2141	7.18	7.90	10.0%	7.98
947	142	2142	4.45	3.98	-10.6%	4.02
947	662	2662	7.18	8.76	22.0%	9.24
947	716	2716	5.25	5.48	4.4%	5.54
947	751	2751	2.01	1.87	-7.0%	1.89
947	752	2752	1.34	1.23	-8.2%	1.24
947	753	2753	6.32	5.96	-5.7%	6.02
947	755	2755	2.71	2.58	-4.8%	2.61
947	757	2757	3.80	3.79	-0.3%	3.83
947	759	2759	7.18	8.76	22.0%	8.85
947	814	2814	4.31	3.78	-12.3%	3.82
947	815	2815	3.59	3.51	-2.2%	3.55
947	816	2816	2.78	2.56	-7.9%	2.59
947	818	2818	2.10	2.13	1.4%	2.15
947	820	2820	3.71	3.68	-0.8%	3.72
947	825	2825	5.30	5.06	-4.5%	5.11
947	880	2880	7.04	7.14	1.4%	7.21
947	882	2882	7.04	7.05	0.1%	7.12
947	884	2884	1.04	0.95	-8.7%	0.96
947	887	2887	2.02	1.72	-14.9%	1.74
947	888	2888	6.06	5.85	-3.5%	5.91
947	890	2890	1.13	0.97	-14.2%	0.98
947	891	2891	3.55	3.15	-11.3%	3.18
947	896	2896	1.74	1.62	-6.9%	1.64
947	897	2897	2.10	2.11	0.5%	2.13
947	898	2898	4.79	4.46	-6.9%	4.51
947	899	2899	1.56	1.51	-3.2%	1.53
947	936	2936	1.04	0.77	-26.0%	0.78
947	939	2939	7.04	7.46	6.0%	7.54
947	941	2941	5.06	5.19	2.6%	5.24
947	944	2944	2.77	2.52	-9.0%	2.55
947	945	2945	3.76	3.43	-8.8%	3.47
947	948	2948	4.10	3.50	-14.6%	3.54
947	952	2952	1.04	0.77	-26.0%	0.78
947	954	2954	3.54	3.45	-2.5%	3.49
947	963	2963	1.18	1.09	-7.6%	1.10
947	964	2964	3.98	3.01	-24.4%	3.04
947	966	2966	4.31	3.67	-14.8%	3.71
947	967	2967	1.52	1.63	7.2%	1.65
947	968	2968	1.67	1.59	-4.8%	1.61
947	969	2969	4.93	4.73	-4.1%	4.78
947	970	2970	7.04	8.73	24.0%	8.82
947	971	2971	4.31	4.16	-3.5%	4.20
947	973	2973	3.76	3.27	-13.0%	3.30
947	975	2975	2.04	1.97	-3.4%	1.99
947	976	2976	2.31	2.23	-3.5%	2.25

DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	1.04	0.77	-26.0%	0.78
947	978	2978	3.43	3.35	-2.3%	3.38
947	981	2981	2.80	2.65	-5.4%	2.68
947	983	2983	7.04	7.73	9.8%	7.81
947	984	2984	1.04	0.77	-26.0%	0.78
947	986	2986	2.36	2.19	-7.2%	2.21
947	988	2988	1.04	0.77	-26.0%	0.78
947	991	2991	6.40	6.20	-3.1%	6.26
947	997	2997	1.04	0.92	-11.5%	0.93
947	999	2999	6.07	5.93	-2.3%	5.99
947	7428	9428	2.50	2.40	-4.0%	2.42
949	709	2709	0.67	0.82	22.4%	0.83
949	819	2819	0.65	0.81	24.6%	0.82
949	903	2903	0.45	0.38	-15.6%	0.38
949	904	2904	0.65	0.81	24.6%	0.82
949	905	2905	0.20	0.18	-10.0%	0.18
949	951	2951	0.65	0.81	24.6%	0.82
949	955	2955	0.24	0.23	-4.2%	0.23

Superseded