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Governor

State of Wyoming
Department of Workforce Services
DIVISION OF WORKERS' COMPENSATION
RISK MANAGEMENT
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Workers' Compensation Discount Programs

To be eligible for the discount programs, the employer must be registered and in good standing with Wyoming Workers' Compensation and, in some cases, with Unemployment Insurance. It may also be required that the applicant be in good standing with the Wyoming Secretary of State's Office. The applicant must also have at least one (1) employee.

All discounts are applied to Workers' Compensation base rates

Safety Discount

- Three discount levels, requirements outlined below
 - 3.33% - Employer must have a documented health and safety program
 - 6.66% - Employer must have a documented health and safety program AND a health and safety committee with documented monthly meetings
 - 10% - Employer must have a documented health and safety program, a health and safety committee with documented monthly meetings AND achieve and maintain a loss ratio of equal to or less than 10%
- Annual submission of the Safety Discount Application. Discounts will be applied in the quarter submitted and approved

Drug & Alcohol Discount

- 10% base rate discount per year
- Program Requirements:
 - Annual submission of the Drug-Free Workplace Discount Application. Discount will be applied in the quarter submitted and approved
 - 100% pre-employment testing
 - 20% average total number of employees in random testing pool each year
 - Post-accident testing
 - Reasonable suspicion testing
 - One hour substance abuse training for all employees, yearly
 - Two hours of substance abuse training for all supervisors, yearly

Deductible Program

- The employer is committed to the Deductible Program for one calendar year from the date of approval. After one year, the employer can choose to “opt out” or continue in the program
- All employers are required to be approved and enrolled in the Safety Discount Program to be eligible for the Deductible Program
- Discount levels for program are:
 - 4% Discount – Employer pays first \$1,000 of all claims
 - 10% Discount – Employer pays first \$5,000 of all claims
 - 15% Discount – Employer pays first \$10,000 of all claims
 - 25% Discount – Employer pays first \$25,000 of all claims
 - 37.5% Discount – Employer pays first \$50,000 of all claims
 - 45% Discount – Employer pays first \$75,000 of all claims
 - 50% Discount – Employer pays first \$100,000 of all claims

Health & Safety Consultation Discount

- Four tiers of discount levels, outlined below:
 - 3% - Invite and work with WCSR Safety Specialist or OSHA Consultants to correct all hazards in the workplace.
 - 5% - Invite and work with WCSR Safety Specialist or OSHA Consultants, with hazards corrected, plus score a 2 or higher on management survey. Employers participating in the EVTAP (Employer Voluntary Protection Program) should qualify for this program.
 - 7% - Invite and work with WCSR Safety Specialists or OSHA Consultants, with hazards corrected, plus score a 2 or higher on management survey. Employers participating in the SHARP (Safety Health Recognition Program) should qualify for this program, but must be below TRC and DART for the NAICS the company is covered under.
 - 10% - Invite and work with WCSR Safety Specialists or OSHA Consultants, with hazards corrected, plus score a 2 or higher on management survey and a 3 on at least 10% of the questions. Employers participating in the SHARP or VPP (Voluntary Protection Program) should qualify for this program, but must be below the TRC and DART for the NAICS the company is covered under.

- These discounts are good for three (3) years; however, onsite audits may be performed to validate continuation of the discount. If problems are found, the discount may be revoked. Employers can use private consultants that have been approved by Wyoming OSHA Consultation.

Workplace Safety Contracts – Safety Improvement Fund

- The Workplace Safety Contracts provides opportunities for all Wyoming employers to enhance or implement new safety practices. This includes purchasing health or safety equipment for the provision of workplace safety.
- Funding from this program shall be no greater than ten thousand dollars (\$10,000.00) per state fiscal year (July 1 – June 30) for each applicant. The applicant shall be required to pay ten percent (10%) of the approved allowable expenses
- Allowable training costs include, but are not limited to: tuition, registration, class fees and class materials directly related to the training, instructor’s fees and travel expenses (when instructor is brought to location for training)
- Expenses not allowed include, but are not limited to: capital construction, wages, administrative expenses, instructor fees (when employed by applicant), testing and certification exams not included in original training. To view the full scope of the program, please review WC Rule and Regulations, Chapter 11.

All applications can be found on our website: www.wyomingworkforce.org

All discounts are administered based on Workers’ Compensation Rules and Regulations, Chapter 2.

Please contact us with any additional questions!

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