



**Matthew H. Mead**  
Governor

**State of Wyoming**  
**Department of Workforce Services**  
DIVISION OF WORKERS' COMPENSATION  
1510 East Pershing Boulevard, 2<sup>nd</sup> Floor  
Cheyenne, Wyoming 82002  
<http://www.wyomingworkforce.org>



**John Cox**  
Director  
**John Ysebaert**  
Deputy Director

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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\***

### **Drug-Free Workplace 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.

### **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.



## **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 \$1,000.00 of all claims
  - 10% Discount – Employer pays first \$5,000.00 of all claims
  - 15% Discount – Employer pays first \$10,000.00 of all claims
  - 25% Discount – Employer pays first \$25,000.00 of all claims
  - 37.5% Discount – Employer pays first \$50,000.00 of all claims
  - 45% Discount – Employer pays first \$75,000.00 of all claims
  - 50% Discount – Employer pays first \$100,000.00 of all claims

## **Workplace Safety Contracts**

- 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.
- The applicant may not substitute funds normally provided for health and safety equipment or training, or funds obtained from another source, with funding from the Workplace Safety Contracts program.
- 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.

## **DWS & OSHA Consultation Discount**

- Four tiers of discount levels, out lined below:
  - 3% - Invite and work with DWS or OSHA Consultants to correct all hazards in the workplace.
  - 5% - Invite and work with DWS 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 DWS 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 DWS 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.

**All applications can be found on our website:**

<http://wyomingworkforce.org>

**Please contact us with any additional questions!**

**Nichole Brommer 307-777-5961**

**Shane Bustillo 307-777-3353**

**Lauren White 307-777-3452**

**[BusinessRisk@wyo.gov](mailto:BusinessRisk@wyo.gov)**