

**San Mateo County Schools Insurance Group**  
**2025/2026 Workers' Compensation Rates - Based Upon New Ex-Mod Calculation, Losses Capped at \$250K**  
**Presented at JPA Full Board Meeting - May 22, 2025 - FINAL - \$500K SIR**

| Member                 | A<br>5 years<br>Incurred<br>Losses<br>Capped at<br>\$250K | B<br>5 Years<br>Payroll | C<br>25/26<br>EMF<br>Modified | D<br>24/25<br>EMF<br>with Limits | E<br>Change<br>Capped at<br>0.2 | F<br>with Limits<br>Min 0.7<br>Change .2 | G<br>Undiscounted<br>Actuary rate<br>1.5857 | H<br>Estimated<br>25/26<br>Payroll | 25/26<br>Estimated<br>Contribution<br>(GxH/100) | Percent of<br>Total | Base<br>Rate | Net<br>Operating<br>Cost | Excess<br>Insurance<br>PRISM<br>\$500K SIR | Member share<br>Share<br>25/26<br>Est. Cont. | Member Credit<br>based upon<br>2020-21<br>Policy Year | Member<br>Contribution<br>for 25/26<br>Est. Cont. | Member share<br>Share<br>24/25<br>Est. Cont. | Est Share<br>Change<br>over prior<br>year | %<br>Change | 25/26<br>Workers'<br>member share<br>\$ Payroll |
|------------------------|-----------------------------------------------------------|-------------------------|-------------------------------|----------------------------------|---------------------------------|------------------------------------------|---------------------------------------------|------------------------------------|-------------------------------------------------|---------------------|--------------|--------------------------|--------------------------------------------|----------------------------------------------|-------------------------------------------------------|---------------------------------------------------|----------------------------------------------|-------------------------------------------|-------------|-------------------------------------------------|
| Bayshore               | 4,179                                                     | 15,605,248              | 0.891                         | 0.912                            | 0.0211                          | 0.8908                                   | 1.4126                                      | 3,814,991                          | 53,889                                          | 0.33%               | 57,264       | 6,712                    | 6,774                                      | 70,751                                       | -13,710                                               | 57,041                                            | 70,823                                       | -13,782                                   | -19%        | 0.014952                                        |
| Belmont-Redwood Shores | 743,141                                                   | 153,079,648             | 0.843                         | 0.808                            | 0.0349                          | 0.8428                                   | 1.3364                                      | 35,545,311                         | 475,045                                         | 2.89%               | 504,795      | 59,170                   | 59,719                                     | 623,684                                      | -188,250                                              | 435,434                                           | 554,271                                      | -118,837                                  | -21%        | 0.012250                                        |
| Brisbane               | 195,779                                                   | 27,486,491              | 0.976                         | 1.063                            | 0.0871                          | 0.9758                                   | 1.5473                                      | 7,165,577                          | 110,876                                         | 0.67%               | 117,820      | 13,810                   | 13,938                                     | 145,569                                      | -14,700                                               | 130,869                                           | 154,435                                      | -23,566                                   | -15%        | 0.018264                                        |
| Burlingame             | 538,919                                                   | 125,766,528             | 0.822                         | 0.835                            | 0.0131                          | 0.8218                                   | 1.3031                                      | 30,032,659                         | 391,370                                         | 2.38%               | 415,880      | 48,748                   | 49,200                                     | 513,828                                      | -76,450                                               | 437,378                                           | 452,597                                      | -15,220                                   | -3%         | 0.014563                                        |
| Cabrillo               | 486,551                                                   | 117,357,834             | 0.819                         | 0.915                            | 0.0961                          | 0.8188                                   | 1.2984                                      | 27,868,961                         | 361,848                                         | 2.20%               | 384,509      | 45,071                   | 45,489                                     | 475,068                                      | -79,970                                               | 395,098                                           | 448,594                                      | -53,496                                   | -12%        | 0.014177                                        |
| Hillsborough           | 70,363                                                    | 101,290,590             | 0.700                         | 0.715                            | 0.0149                          | 0.7000                                   | 1.1100                                      | 23,877,887                         | 265,046                                         | 1.61%               | 281,644      | 33,013                   | 33,319                                     | 347,977                                      | -98,540                                               | 249,437                                           | 319,266                                      | -69,829                                   | -22%        | 0.010446                                        |
| Jefferson Elem.        | 1,991,297                                                 | 226,383,536             | 1.145                         | 1.110                            | 0.0349                          | 1.1448                                   | 1.8153                                      | 52,361,998                         | 950,546                                         | 5.78%               | 1,010,075    | 118,397                  | 119,495                                    | 1,247,967                                    | -303,890                                              | 944,077                                           | 1,063,474                                    | -119,397                                  | -11%        | 0.018030                                        |
| Jefferson High         | 1,230,662                                                 | 181,447,500             | 0.976                         | 0.956                            | 0.0199                          | 0.9758                                   | 1.5473                                      | 46,076,000                         | 712,957                                         | 4.33%               | 757,606      | 88,804                   | 89,627                                     | 936,037                                      | -171,410                                              | 764,627                                           | 832,385                                      | -67,758                                   | -8%         | 0.016595                                        |
| La Honda-Pesc          | 44,529                                                    | 19,264,475              | 0.905                         | 0.917                            | 0.0121                          | 0.9048                                   | 1.4348                                      | 5,068,588                          | 72,722                                          | 0.44%               | 77,277       | 9,058                    | 9,142                                      | 95,477                                       | -13,950                                               | 81,527                                            | 89,149                                       | -7,623                                    | -9%         | 0.016085                                        |
| Las Lomitas            | 182,808                                                   | 89,744,507              | 0.738                         | 0.799                            | 0.0611                          | 0.7378                                   | 1.1699                                      | 24,169,452                         | 282,770                                         | 1.72%               | 300,479      | 35,221                   | 35,548                                     | 371,247                                      | -72,260                                               | 298,987                                           | 334,829                                      | -35,842                                   | -11%        | 0.012370                                        |
| Menlo Park             | 1,044,195                                                 | 182,291,449             | 0.897                         | 0.917                            | 0.0201                          | 0.8968                                   | 1.4221                                      | 47,438,168                         | 674,607                                         | 4.10%               | 716,855      | 84,027                   | 84,806                                     | 885,689                                      | -110,820                                              | 774,869                                           | 825,049                                      | -50,181                                   | -6%         | 0.016334                                        |
| Millbrae               | 67,271                                                    | 83,917,233              | 0.690                         | 0.754                            | 0.0641                          | 0.7000                                   | 1.1100                                      | 19,673,188                         | 218,373                                         | 1.33%               | 232,049      | 27,200                   | 27,452                                     | 286,701                                      | -110,020                                              | 176,681                                           | 265,480                                      | -88,799                                   | -33%        | 0.008981                                        |
| Pacifica               | 1,399,518                                                 | 86,090,000              | 1.428                         | 1.361                            | 0.0669                          | 1.4278                                   | 2.2641                                      | 20,200,000                         | 457,347                                         | 2.78%               | 485,989      | 56,966                   | 57,494                                     | 600,449                                      | -98,530                                               | 501,919                                           | 508,994                                      | -7,076                                    | -1%         | 0.024847                                        |
| Portola Valley         | 252,154                                                   | 43,470,209              | 0.942                         | 1.136                            | 0.1938                          | 0.9418                                   | 1.4934                                      | 11,280,000                         | 168,459                                         | 1.02%               | 179,009      | 20,983                   | 21,177                                     | 221,170                                      | -60,930                                               | 160,240                                           | 244,446                                      | -84,207                                   | -34%        | 0.014206                                        |
| Redwood City           | 4,022,355                                                 | 326,885,124             | 1.511                         | 1.393                            | 0.1179                          | 1.5108                                   | 2.3957                                      | 85,175,036                         | 2,040,546                                       | 12.40%              | 2,168,337    | 254,165                  | 256,521                                    | 2,679,023                                    | -474,640                                              | 2,204,383                                         | 2,211,893                                    | -7,510                                    | 0%          | 0.025881                                        |
| San Bruno              | 449,341                                                   | 79,807,434              | 0.920                         | 0.921                            | 0.0011                          | 0.9198                                   | 1.4585                                      | 22,158,534                         | 323,193                                         | 1.96%               | 343,433      | 40,256                   | 40,629                                     | 424,318                                      | -66,210                                               | 358,108                                           | 242,684                                      | 115,424                                   | 48%         | 0.016161                                        |
| San Carlos             | 643,477                                                   | 125,135,218             | 0.874                         | 0.904                            | 0.0299                          | 0.8738                                   | 1.3856                                      | 30,585,535                         | 423,795                                         | 2.57%               | 450,335      | 52,787                   | 53,276                                     | 556,398                                      | -64,750                                               | 491,648                                           | 527,721                                      | -36,073                                   | -7%         | 0.016075                                        |
| San Mateo High         | 1,652,663                                                 | 547,601,362             | 0.700                         | 0.700                            | 0.0000                          | 0.7000                                   | 1.1100                                      | 138,362,795                        | 1,535,833                                       | 9.33%               | 1,632,015    | 191,299                  | 193,072                                    | 2,016,387                                    | -351,500                                              | 1,664,887                                         | 1,818,136                                    | -153,249                                  | -8%         | 0.012033                                        |
| San Mateo-FC           | 3,378,413                                                 | 470,423,531             | 1.024                         | 1.193                            | 0.1691                          | 1.0238                                   | 1.6235                                      | 121,370,059                        | 1,970,399                                       | 11.97%              | 2,093,797    | 245,428                  | 247,702                                    | 2,586,926                                    | -466,630                                              | 2,120,296                                         | 2,501,355                                    | -381,058                                  | -15%        | 0.017470                                        |
| Sequoia                | 3,052,895                                                 | 534,226,160             | 0.861                         | 0.876                            | 0.0151                          | 0.8608                                   | 1.3650                                      | 140,218,381                        | 1,913,969                                       | 11.63%              | 2,033,832    | 238,399                  | 240,608                                    | 2,512,840                                    | -369,180                                              | 2,143,660                                         | 2,220,061                                    | -76,402                                   | -3%         | 0.015288                                        |
| SMC Off Ed             | 2,000,014                                                 | 172,186,475             | 1.328                         | 1.566                            | 0.2000                          | 1.3659                                   | 2.1660                                      | 36,218,040                         | 784,466                                         | 4.77%               | 833,594      | 97,711                   | 98,617                                     | 1,029,921                                    | -239,820                                              | 790,101                                           | 1,019,714                                    | -229,613                                  | -23%        | 0.021815                                        |
| So SF                  | 3,903,734                                                 | 367,986,473             | 1.363                         | 1.129                            | 0.2000                          | 1.3289                                   | 2.1073                                      | 102,128,174                        | 2,152,129                                       | 13.08%              | 2,286,908    | 268,063                  | 270,548                                    | 2,825,519                                    | -258,820                                              | 2,566,699                                         | 2,088,259                                    | 478,440                                   | 23%         | 0.025132                                        |
| Woodside               | 49,800                                                    | 38,141,758              | 0.828                         | 0.877                            | 0.0491                          | 0.8278                                   | 1.3127                                      | 8,997,143                          | 118,102                                         | 0.72%               | 125,498      | 14,710                   | 14,847                                     | 155,056                                      | -21,676                                               | 133,380                                           | 143,383                                      | -10,004                                   | -7%         | 0.014825                                        |
| Total                  | 27,404,061                                                | 4,115,588,783           |                               |                                  |                                 |                                          |                                             | 1,039,786,477                      | 16,458,286                                      | 100.00%             | 17,489,000   | 2,050,000                | 2,069,000                                  | 21,608,000                                   | -3,726,656                                            | 17,881,344                                        | 18,937,000                                   | -1,055,656                                |             | 1.7197                                          |
| Prior Year Totals      | 19,381,909                                                | 3,217,103,035           |                               |                                  |                                 |                                          |                                             | 971,670,466                        | 15,953,611                                      | 100.00%             | 16,303,000   | 2,194,000                | 2,910,000                                  | 21,407,000                                   | -2,470,000                                            | 18,937,000                                        | 19,837,523                                   | 1,683,000                                 |             | 1.9499                                          |
| % Change               | 41.39%                                                    | 27.93%                  |                               |                                  |                                 |                                          |                                             | 7.01%                              | 3.16%                                           | 0.00%               | 7.27%        | -6.56%                   | -28.90%                                    | 0.94%                                        | 50.88%                                                |                                                   | -4.54%                                       | (2,739,656.00)                            |             | -11.76%                                         |