

safety pays!



CAM **Comp**

The Workers' Compensation Plan that Pays!

The safer your members
the more \$ you get back.



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Governed



The Construction Association of Michigan Workers' Compensation Plan ("Plan") is a group self-insurance program, which is governed by a Board of Trustees. The Plan provides workers' disability compensation benefits to injured employees of Plan Participants. The total program is designed to give participants a greatly improved loss control program and help minimize the cost of workers' compensation claims. To provide a mechanism for funding the workers' compensation obligations of participating employers through self-insurance, mutual indemnification and excess insurance against catastrophic loss.

Eligibility Requirements



Must be a member in good standing with any of the following Construction Trade Association:

- Construction Association of Michigan
- CAM Tri-Cities
- Builders and Remodelers Association of Greater Ann Arbor (BRAG)
- Builders' Exchange of Grand Rapids & Western Michigan
- Builders' Exchange of Kalamazoo
- Washtenaw Contractors' Association

- The trustees must deem the company to be acceptable and financially sound. Have current ratio of at least 1 to 1 (current assets at least equal to current liabilities) and positive net worth.
- The company must be a contractor, subcontractor, or is a supplier of materials for the construction industry. 80% of the company's income must be derived from the construction industry.
- Have an experience modification rate of 1.10 or lower.
- Regularly employ on a permanent basis three (3) or more full-time employees excluding the partners, officers or stockholders.

Must supply at minimum:

- Five (5) years Loss History
- Five (5) years Payroll Experience
- Two (2) Years Financial Statement

\$750.00 minimum premium applies.

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Plan Administration



Dee Macy, Plan Administrator, and her staff have the general responsibility for:

- Plan Development
- Membership Approval
- Billing and Collection of premium
- Experience Modification Calculation
- Issuance of Insurance Certificates
- Payroll Audit Organization of the Plan
- Trustee Advisor
- Monitoring Performance of the Service Company
- Monitoring Performance of Safety Cornerstones

The following individuals are on staff to serve you:

- Dee Macy
- Jan Prince
- Judy Singer
- Michelle Mage

Premium Development/Payment Schedule



Manual premium is calculated based upon the employer's payroll estimate. Standard Premium is a result of multiplying the manual premium by the experience modification factor.

The **CAMComp** office will calculate the experience modification factor for the participants in accordance with the National Council on Compensation Insurance Rules. The experience modifications are calculated each Plan Year on all participants.

On an annual basis you would pay a 25% deposit, balance would be paid in 10 equal monthly installments or monthly payroll reporting.

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Where the Premium Dollars Go



Claims Fund

63% of the Standard Premium is placed in a Claims Fund. When claims are due and payable, they are paid from this Fund.

The unused portion of the Claims Fund is invested through the fiduciary agent, and earns interest. This investment income is then returned back to the participants of **CAMComp** upon approval of the Michigan Workers' Compensation Agency.

Surplus claims dollars are returned to the membership if overall experience of the group is good. Only those participants with a positive Claims Loss fund (claims do not exceed contribution) will share in a return. The amount of the return is proportionate to the contribution and the loss experience of each participant. The Michigan Workers' Compensation Agency must approve all requests for distribution of the surplus Claims Fund 12 months after the completion of the Plan year. A percentage of the Claims Fund is maintained for claims not yet reported.

Each Plan year has its own separate Claims Fund, therefore, a participant with good loss experience is eligible to receive investment income and claims surplus return more than one time on any Plan year.

Overhead Expense

37% of Standard Premium is and overhead charge which covers the expenses for **CAMComp** to operate.

Plan Administrative Expenses

- Attorney Fees not Pertaining to Claims
- Accounting Fees
- Monthly Premium Billings
- Merchandising and Marketing
- Certificates of Insurance
- Payroll Audits
- Built on Safety
- Video Library

Excess Insurance Premium

- Aggregate Excess Insurance
- Specific Excess Insurance
- Employers Liability Coverage

Fees to Third Party Administrator

- Claims Adjusting
- Loss Prevention
- Data Processing Services

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Participation Review



At any time an individual participant's loss ratio (claims divided by Standard premium) exceeds 60% for 2 consecutive years or exceeds 100% at any time, a participant review procedure will be implemented. This involves examining closely the type of claims, loss prevention activities at the company, and other considerations that have affected the loss ratio. A committee, consisting of three Trustees, may be appointed to meet with the participant to review these issues. This participation review procedure could possibly result in the following: a surcharge to the individual participant's contribution to the Claims Fund at renewal, Plan membership termination, or membership retained on normal basis.

Don't Get Caught With a Penalty



It shall be the responsibility of each Plan Participant to timely provide the Plan with accurate estimates of payroll for each forthcoming Plan Year. Annual premiums shall first be estimated based on the provided payroll estimates. However, except for demonstrable and good cause as reviewed and approved by the Plan Administrator, participants estimated premium for a new Plan Year shall be no less than the audited premium for the preceding Plan Year. Any participant who under estimates their payroll and has an under payment of premium for the Plan year, greater than 20% or \$2,000. (Two thousand dollars) or more will be penalized at the rate of 2% above the prime interest rate at the close of the Plan Year, for the entire amount of the underpayment.

Said Penalty shall be computed based on the following formula:

PENALTY = AUDITED PREMIUM – PAID PREMIUM X (PREVAILING INTEREST RATE + 2%)

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Comprehensive Risk Services

24900 Joseph Dr., Novi, MI. 48375
(248) 344-8550, Fax (248) 344-8560

Introduction

- Comprehensive Risk Services, Inc. (C.R.S.) is a Third Party Administrator.
- C.R.S. is a Michigan Corporation dedicated to the Service of Michigan business.

Experience & Qualifications of Staff

- All personnel have worked with at least seven self-insured funds and numerous other individually self-insured employers and municipalities.
- C.R.S. brings to the table direct experience in claim handling, loss prevention supervision and consulting, program development, excess marketing, underwriting, marketing and other value added services.
- All staff is experienced in communication on a face-to-face, telephone, written and computer basis.



Service to You

- C.R.S. staff utilizes proactive approaches to expediting claims processes, thereby controlling the claim and its costs on an immediate basis.
- Management works “shoulder to shoulder” with all personnel to assist in all areas and monitor for quality performance.
- C.R.S. prides itself in key relationships with excess markets, W.C. Bureau personnel, rehabilitation experts, legal and medical practitioners and others, That allows us to provide the highest level of service at the most competitive cost.
- That we are a willing partner as a member of the team.
- Those critical areas of your program such as claims, loss prevention and other “value added” services are handled by experienced professionals in the industry.
- We provide the flexibility necessary to react to the needs of the fund and all members.
- All aspects of our services are designed to aid in maintaining your program as a leader in the industry and dedicated to “Saving You Dollars”.

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Policy Information

Specific and Aggregate Excess Insurance secured with Midwest Employers Casualty Corporation.

Remaining Coverage:

Midwest Employers Casualty Corporation
Policy No. – EWC005394

- Specific Excess - Statutory Coverage Excess of \$500,000. Self-Insured Retention Per Occurrence.
- Aggregate Excess - \$5,000,000. Aggregate of 63% of Standard Premium Loss Fund.
- Employers Liability - \$1,000,000.



The Corporate Officers and Partner minimum and maximum salary are as follows:

Officer	Partner
Min.-\$15,600. Max.-\$50,000.	Fixed Payroll \$23,600.

On CAM**Comp** W.C. Certificates of Insurance, the following will be indicated:

- \$1,000,000. Each Accident
- \$1,000,000. Disease - Policy Limit
- \$1,000,000. Disease - Each Employee

Policy # - EWC005394
Midwest Employers Casualty Corp.
“A+“ (Superior) rating from A.M. Best Company

** Waiver of Subrogation fee: \$25 per waiver; or an annual fee of \$100 for a blanket waiver.

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Workers' Compensation Plan**

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CAMComp Safety Center

Reduce Risk, Lower Cost, and Increase Safety



Imagine being able to have industry specific loss prevention and MIOSHA information available at your fingertips 24/7. Being a **CAMComp** member allows you to have access to the **Safety Center**, our online risk management tool.

The **Safety Center** is designed to relieve the strains you experience when it comes to managing your safety, risk management and MIOSHA compliance responsibilities. The **Safety Center** can help you realize cost savings and increase profitability, improving organization and management of these critical issues, making your job easier and keeping your workers safe and productive on the job.

The Safety Center includes:

- **Library** - Access to a comprehensive library containing hundreds of "best practice" risk management materials including customizable policies, procedures, training programs, posters, quizzes and check lists that can be used to create a "safety first" work environment.
- **"Toolbox Talks"** - handouts, posters and presentations created specifically for the construction industry to assist you in conducting short toolbox talks.
- **Webinar Recordings** - on demand presentations given by experts on relevant industry-related topics.
- **Ask a Safety Advisor** - submit your question to an expert. Your answer will be emailed back to you.
- **Links to Regulatory and Other Important Information** - links are categorized by Federal, State OSH plans, Hazardous Chemicals and much more.
- **HR Essentials** - the answer to all your HR needs providing HR productivity tools, e.g. sample policies, notices, posters; Fast Answers (Frequently Asked Questions); Benefits and Compensation, EEO, Recruiting and Compliance.
- **My Content** - Space for you to create and organize your own risk management library. Additional safety and compliance topics are added throughout the course of the year - helping to save you time, money, and most importantly, lives.

Visit **www.safetypays.net** for information about **CAMComp**.



Proudly serving members of **CAM**