

ARTHUR CHAPMAN

KETTERING SMETAK & PIKALA, P.A.

ATTORNEYS AT LAW

WORKERS' COMPENSATION
PRACTICE GROUP

JAMES S. PIKALA
RICHARD C. NELSON
RAYMOND J. BENNING
CHRISTINE L. TUFT
SUSAN K. H. CONLEY
SUSAN E. LARSON
NOELLE L. SCHUBERT

CHARLES B. HARRIS
ALICIA J. SMITH
JESSICA L. RINGENBERG
EMILY A. LACOURSE
JACK M. MCFARLAND

MINNESOTA TABLE OF RATES AND BENEFITS

| MAXIMUM COMPENSATION RATE MINN. STAT. §176.101, SUBD. 1 | | | |
|--|----------------|------------------------|----------|
| 04/28/1957 | \$45.00 | 10/01/1987 | \$376.00 |
| 09/01/1967 | 60.00 | 10/01/1988 | 391.00 |
| 09/01/1969 PP/TP | 70.00 63.00 | 10/01/1989 | 413.00 |
| 09/01/1971 PP/TP | 80.00 73.00 | 10/01/1990 | 428.00 |
| 09/01/1973 | 100.00 | 10/01/1991 | 443.00 |
| 08/01/1975 | 135.00 | 10/01/1992 | 481.95 |
| 10/01/1975 (Dep Bens) | 135.00 | 10/01/1993 | 508.20 |
| 10/01/1977 | 197.00 | 10/01/1994 | 516.60 |
| 10/01/1978 | 209.00 | 10/01/1995 - 9/30/2000 | 615.00 |
| 10/01/1979 | 226.00 | 10/01/2000 - 9/30/2008 | 750.00 |
| 10/01/1980 | 244.00 | 10/01/2008 - 9/30/2013 | 850.00 |
| 10/01/1981 | 267.00 | 10/01/2013 - 9/30/2014 | 963.90 |
| 10/01/1982 | 290.00 | 10/01/2014 - 9/30/2015 | 980.22 |
| 10/01/1983 | 313.00 | 10/01/2015 - 9/30/2016 | 1,008.78 |
| 10/01/1984 | 329.00 | 10/01/2016 - 9/30/2017 | 1,046.52 |
| 10/01/1985 | 342.00 | 10/01/2017 - 9/30/2018 | 1,061.82 |
| 10/01/1986 | 360.00 | 10/01/2018 - Present | 1,098.54 |

| MINIMUM COMPENSATION RATE MINN. STAT. §176.101, SUBD. 1 | | | |
|--|--|------------|---------|
| 07/01/1953 | \$17.50 | | |
| 08/01/1975 | \$34.00 -20% of Statewide Average Weekly Wage | | |
| 01/01/1977 | \$36.60 -20% of Statewide Average Weekly Wage | | |
| 10/01/1977 | New Computation: 50% of Statewide Average Weekly Wage or Gross Wage, whichever is less, but in no case less than 20% of Statewide Average Weekly Wage. | | |
| | 50% | Gross Wage | 20% |
| 10/01/1977 | \$98.50 | \$147.75 | \$39.40 |
| 10/01/1978 | 104.50 | 156.75 | 41.80 |
| 10/01/1979 | 113.00 | 169.50 | 45.20 |
| 10/01/1980 | 122.00 | 183.00 | 48.80 |
| 10/01/1981 | 133.50 | 200.25 | 53.40 |
| 10/01/1982 | 145.00 | 217.50 | 58.00 |
| 10/01/1983 | 156.50 | 234.75 | 62.60 |
| 10/01/1984 | 164.50 | 246.75 | 65.80 |
| 10/01/1985 | 171.00 | 256.50 | 68.40 |
| 10/01/1986 | 180.00 | 270.00 | 72.00 |
| 10/01/1987 | 188.00 | 282.00 | 75.20 |
| 10/01/1988 | 195.50 | 293.23 | 78.20 |
| 10/01/1989 | 206.50 | 309.75 | 82.60 |
| 10/01/1990 | 214.00 | 321.00 | 85.60 |
| 10/01/1991 | 221.50 | 332.25 | 88.60 |

(Example of application of minimum compensation rate using an injury date between 10/01/1991 and 09/30/1992: If gross wage above \$332.25, use 2/3 as compensation rate, subject to the maximum. If gross wage less than \$332.25, then use \$221.50 as compensation rate. If gross wage less than \$221.50, use actual wage as minimum. If gross wage less than \$88.60, use \$88.60 anyway.)

| SUPPLEMENTARY BENEFITS MINN. STAT. §176.132 AND PERMANENT TOTAL MINIMUM MINN. STAT. §176.101, SUBD. 4 | | | |
|--|----------|------------|---------|
| 01/01/1972 | \$ 60.00 | 10/01/1995 | *329.00 |
| 07/01/1974 | 73.00 | 10/01/1996 | *341.00 |
| 01/01/1975 | 80.00 | 10/01/1997 | *360.00 |
| 01/01/1976 | 85.00 | 10/01/1998 | *377.00 |
| 01/01/1977 | 91.50 | 10/01/1999 | *400.00 |
| 07/01/1977 | 109.80 | 10/01/2000 | *418.00 |
| 01/01/1978 | 118.20 | 10/01/2001 | *442.00 |
| 01/01/1979 | 125.40 | 10/01/2002 | *457.00 |
| 10/01/1979 | 135.85 | 10/01/2003 | *467.00 |
| 01/01/1980 | 146.90 | 10/01/2004 | *481.00 |
| 10/01/1980 | 158.60 | 10/01/2005 | *504.00 |
| 10/01/1981 | 173.55 | 10/01/2006 | *509.00 |
| 10/01/1982 | 188.50 | 10/01/2007 | *526.00 |
| 10/01/1983 | 204.00 | 10/01/2008 | *553.00 |
| 10/01/1984 | 214.00 | 10/01/2009 | *571.00 |
| 10/01/1985 | 223.00 | 10/01/2010 | *565.00 |
| 10/01/1986 | 234.00 | 10/01/2011 | *583.00 |
| 10/01/1987 | 245.00 | 10/01/2012 | *596.00 |
| 10/01/1988 | 255.00 | 10/01/2013 | *615.00 |
| 10/01/1989 | 269.00 | 10/01/2014 | *625.00 |
| 10/01/1990 | 279.00 | 10/01/2015 | *643.00 |
| 10/01/1991 | 288.00 | 10/01/2016 | *667.00 |
| 10/01/1992 | 299.00 | 10/01/2017 | *677.00 |
| 10/01/1993 | 315.00 | 10/01/2018 | *701.00 |
| 10/01/1994 | 320.00 | | |

Supplementary benefits abolished for injuries occurring after 10/01/1995.

* For dates of injury after 10/01/1995, this figure is also used as the minimum rate for payment of PTD benefits.

| | | | |
|------------------------|---|---|----------|
| 10/01/1992 | New computation: 20% of Statewide Average Weekly Wage or Gross Wage, whichever is less. | | |
| 10/01/1992 | - | - | \$91.80 |
| 10/01/1993 | - | - | 96.80 |
| 10/01/1994 | - | - | 98.40 |
| 10/01/1995 | New computation: statutory amount or gross wage, whichever is less. | | |
| 10/01/1995 - 9/30/2000 | - | - | \$104.00 |
| 10/01/2000 - Present | - | - | 130.00 |

| RELATIVE VALUE FEE SCHEDULE (Effective for services provided after 10/01/1993) | | | |
|---|--------------|---------------------|--------------|
| 10/01/1993 | \$52.05 | 10/01/2010 | |
| 10/01/1994 | 52.91 | Medical; Path/Lab | 67.23; 39.60 |
| 10/01/1995 | 54.31 | Chiro; Physical Med | 53.48; 52.35 |
| 10/01/1996 | 56.35 | 10/01/2011 | |
| 10/01/1997 | 59.47 | Medical; Path/Lab | 68.84; 40.55 |
| 10/01/1998 | 62.27 | Chiro; Physical Med | 54.76; 53.61 |
| 10/01/1999 | 66.14 | 10/01/2012 | |
| 10/01/2000 | 69.04 | Medical; Path/Lab | 69.87; 41.16 |
| 10/01/2001 | 73.13 | Chiro; Physical Med | 55.58; 54.41 |
| 10/01/2002 | 75.18 | 10/01/2013 | |
| 10/01/2003 | 75.18 | Medical; Path/Lab | 64.69; 55.68 |
| 10/01/2004 | 76.31 | Chiro; Physical Med | 48.83; 48.88 |
| 10/01/2005 | | 10/01/2014 | |
| Medical; Path/Lab | 76.31; 63.72 | Medical; Path/Lab | 64.73; 55.75 |
| Chiro; Physical Med | 48.08; 66.16 | Chiro; Physical Med | 48.80; 48.89 |
| 10/01/2006 | | 10/01/2015 | |
| Medical; Path/Lab | 76.87; 64.19 | Medical; Path/Lab | 65.12; 56.08 |
| Chiro; Physical Med | 55.35; 66.64 | Chiro; Physical Med | 49.09; 49.18 |
| 10/01/2007 | | 10/01/2016 | |
| Medical; Path/Lab | 77.56; 64.77 | Medical; Path/Lab | 69.48; 56.70 |
| Chiro; Physical Med | 55.85; 67.24 | Chiro; Physical Med | 49.34; 55.57 |
| 10/01/2008 | | 10/01/2017 | |
| Medical; Path/Lab | 80.74; 67.43 | Medical; Path/Lab | 69.62; 56.81 |
| Chiro; Physical Med | 58.14; 70.00 | Chiro; Physical Med | 49.44; 55.68 |
| 10/01/2009 | | 10/01/2018 | |
| Medical; Path/Lab | 81.63; 68.17 | | |
| Chiro; Physical Med | 58.78; 70.77 | | |

| ADJUSTMENT OF COMPENSATION - MINN. STAT. §176.645 (Effective for injuries occurring after 10/01/1975.) | | | |
|---|---------|------------|---------|
| 10/01/1976 | 7.65% | 10/01/1998 | * 4.70% |
| 10/01/1977 | 6.00% | 10/01/1999 | * 6.00% |
| 10/01/1978 | 6.00% | 10/01/2000 | * 4.39% |
| 10/01/1979 | 6.00% | 10/01/2001 | * 5.92% |
| 10/01/1980 | 6.00% | 10/01/2002 | * 3.24% |
| 10/01/1981 | 6.00% | 10/01/2003 | * 2.28% |
| 10/01/1982 | 6.00% | 10/01/2004 | * 3.06% |
| 10/01/1983 | 6.00% | 10/01/2005 | * 4.59% |
| 10/01/1984 | 5.11% | 10/01/2006 | * 1.03% |
| 10/01/1985 | 3.95% | 10/01/2007 | * 3.32% |
| 10/01/1986 | 5.26% | 10/01/2008 | * 5.2% |
| 10/01/1987 | 4.44% | 10/01/2009 | * 3.29% |
| 10/01/1988 | 3.99% | 10/01/2010 | * 1.14% |
| 10/01/1989 | 5.63% | 10/01/2011 | * 3.23% |
| 10/01/1990 | 3.63% | 10/01/2012 | * 2.23% |
| 10/01/1991 | 3.50% | 10/01/2013 | * 3.17% |
| 10/01/1992 | 3.61% | 10/01/2014 | * 1.69% |
| 10/01/1993 | * 5.45% | 10/01/2015 | * 2.91% |
| 10/01/1994 | * 1.65% | 10/01/2016 | * 3.74% |
| 10/01/1995 | * 2.64% | 10/01/2017 | * 1.46% |
| 10/01/1996 | * 3.76% | 10/01/2018 | * 3.46% |
| 10/01/1997 | * 5.53% | | |

Note: For injuries between 10/01/1975 and 9/30/1981, benefits are adjusted on October 1 of each following year. For injuries on or after 10/01/1981, benefits are adjusted on each successive anniversary date of the injury. For injuries occurring 10/01/1992 and thereafter, the first adjustment occurs on the second anniversary date of the injury. For injuries occurring 10/01/1995 and thereafter, the first adjustment occurs on the fourth anniversary date of the injury. For injuries occurring 10/01/2013 and thereafter, the first adjustment occurs on the third anniversary date of the injury. Subsequent adjustments occur on an annual basis.

*Note: For injuries from 10/01/1977 to 9/30/1992, adjustments are capped at 6%. Effective 10/01/1992, adjustments are capped at 4%. The WCCA has determined that this cap only applies to dates of injury on and after 10/01/1992. See *Charley v. FMC Corporation*. For injuries after 10/01/1995, adjustments are capped at 2%. For injuries on and after 10/01/2013, adjustments are capped at 3%, and cannot be less than 0%.

| ECONOMIC RECOVERY COMPENSATION MINN. STAT. §176.101, SUBD. 3a (Effective for injuries between 01/01/1984 and 10/01/1995) | |
|--|-----------------------|
| % OF DISABILITY | WEEKS OF COMPENSATION |
| 0-25 | 600 |
| 26-30 | 640 |
| 31-35 | 680 |
| 36-40 | 720 |
| 41-45 | 760 |
| 46-50 | 800 |
| 51-55 | 880 |
| 56-60 | 960 |
| 61-65 | 1,040 |
| 66-70 | 1,120 |
| 71-100 | 1,200 |

| IMPAIRMENT COMPENSATION MINN. STAT. §176.101, SUBD. 3b (Effective for injuries between 01/01/1984 and 09/30/2000) | | | |
|---|----------|-----------------|-----------|
| % OF DISABILITY | AMOUNT | % OF DISABILITY | AMOUNT |
| 0-25 | \$75,000 | 61-65 | \$160,000 |
| 26-30 | 80,000 | 66-70 | 180,000 |
| 31-35 | 85,000 | 71-75 | 200,000 |
| 36-40 | 90,000 | 76-80 | 240,000 |
| 41-45 | 95,000 | 81-85 | 280,000 |
| 46-50 | 100,000 | 86-90 | 320,000 |
| 51-55 | 120,000 | 91-95 | 360,000 |
| 56-60 | 140,000 | 96-100 | 400,000 |

| PERMANENT PARTIAL DISABILITY (Effective for injuries occurring from 10/01/2000 - 09/30/2018) | | | |
|---|----------|-----------------|-----------|
| % OF DISABILITY | AMOUNT | % OF DISABILITY | AMOUNT |
| 0 - <5.5 | \$75,000 | 50.5 - <55.5 | \$165,000 |
| 5.5 - <10.5 | 80,000 | 55.5 - <60.5 | 190,000 |
| 10.5 - <15.5 | 85,000 | 60.5 - <65.5 | 215,000 |
| 15.5 - <20.5 | 90,000 | 65.5 - <70.5 | 240,000 |
| 20.5 - <25.5 | 95,000 | 70.5 - <75.5 | 265,000 |
| 25.5 - <30.5 | 100,000 | 75.5 - <80.5 | 315,000 |
| 30.5 - <35.5 | 110,000 | 80.5 - <85.5 | 365,000 |
| 35.5 - <40.5 | 120,000 | 85.5 - <90.5 | 415,000 |
| 40.5 - <45.5 | 130,000 | 90.5 - <95.5 | 465,000 |
| 45.5 - <50.5 | 140,000 | 95.5 - 100 | 515,000 |

| INTEREST CALCULATIONS - MINN. STAT. §176.221, SUBD. 7 | |
|---|----|
| Before 10/01/1995 | 8% |
| 10/01/1995 8% rate repealed. Current rate may be obtained by calling Hennepin County Courts, Judgments, Civil Division at 612-348-3169. | |
| 10/01/1995 - 12/31/1995 | 6% |
| 01/01/1996 - 12/31/1998 | 5% |
| 01/01/1999 - 12/31/1999 | 4% |
| 01/01/2000 - 12/31/2000 | 5% |
| 01/01/2001 - 12/31/2001 | 6% |
| 01/01/2002 - 12/31/2002 | 2% |
| 01/01/2003 - 12/31/2006 | 4% |
| 01/01/2007 - 12/31/2007 | 5% |
| 01/01/2008 - Present | 4% |

| PERMANENT PARTIAL DISABILITY (Effective for injuries occurring after 10/01/2018) | | | |
|---|----------|-----------------|-----------|
| % OF DISABILITY | AMOUNT | % OF DISABILITY | AMOUNT |
| 0 - <5.5 | \$78,800 | 50.5 - <55.5 | \$173,300 |
| 5.5 - <10.5 | 84,000 | 55.5 - <60.5 | 199,500 |
| 10.5 - <15.5 | 89,300 | 60.5 - <65.5 | 225,800 |
| 15.5 - <20.5 | 94,500 | 65.5 - <70.5 | 252,000 |
| 20.5 - <25.5 | 99,800 | 70.5 - <75.5 | 278,300 |
| 25.5 - <30.5 | 105,000 | 75.5 - <80.5 | 330,800 |
| 30.5 - <35.5 | 115,500 | 80.5 - <85.5 | 383,300 |
| 35.5 - <40.5 | 126,000 | 85.5 - <90.5 | 435,800 |
| 40.5 - <45.5 | 136,500 | 90.5 - <95.5 | 488,300 |
| 45.5 - <50.5 | 147,000 | 95.5 - 100 | 540,800 |

Note: Permanent partial disability is payable upon cessation of temporary total disability. If the employee requests payment in a lump sum, then the compensation must be paid within 30 days. This lump sum payment may be discounted to the present value calculated up to a maximum five percent basis. If the employee does not request a lump sum, payment is in installments at the same interval and same amount as the employee's temporary total disability at the date of injury. Minn. Stat. §176.101, subd. 2a.

| MAXIMUM REHABILITATION CHARGES | | | |
|--------------------------------|------------|-------------------------|------------|
| QRC | | PLACEMENT VENDORS | |
| 10/01/1993 | \$65.00/hr | 10/01/1993 | \$50.00/hr |
| 10/01/1994 | 68.72/hr | 10/01/1994 | 53.00/hr |
| 10/01/1995 | 70.09/hr | 10/01/1995 | 53.92/hr |
| 10/01/1996 | 71.49/hr | 10/01/1996 | 55.00/hr |
| 10/01/1997 | 72.92/hr | 10/01/1997 | 56.10/hr |
| 10/01/1998 | 74.38/hr | 10/01/1998 | 57.22/hr |
| 10/01/1999 | 75.87/hr | 10/01/1999 | 58.36/hr |
| 10/01/2000 | 77.39/hr | 10/01/2000 | 59.53/hr |
| 10/01/2001 | 78.94/hr | 10/01/2001 | 60.72/hr |
| 10/01/2002 | 80.52/hr | 10/01/2002 | 61.93/hr |
| 10/01/2003 | 82.13/hr | 10/01/2003 | 63.17/hr |
| 10/01/2004 | 83.77/hr | 10/01/2004 | 64.43/hr |
| 10/01/2005 | 85.45/hr | 10/01/2005 | 65.72/hr |
| 10/01/2006 | 86.33/hr | 10/01/2006 | 66.40/hr |
| 10/01/2007 | 88.06/hr | 10/01/2007 | 67.73/hr |
| 10/01/2008 | 91.00/hr | 10/01/2008 | 69.08/hr |
| 10/01/2009-09/30/2011 | 92.82/hr | 10/01/2009-09/30/2011 | 70.46/hr |
| 10/01/2011-09/30/2012 | 94.68/hr | 10/01/2011-09/30/2012 | 71.87/hr |
| 10/01/2012-09/30/2013 | 96.57/hr | 10/01/2012-09/30/2013 | 73.31/hr |
| 10/01/2013 - 09/30/2014 | 99.47/hr | 10/01/2013 - 09/30/2014 | 75.51/hr |
| 10/01/2014 - 09/30/2015 | 101.15/hr | 10/01/2014 - 09/30/2015 | 76.79/hr |
| 10/01/2015 - 09/30/2016 | 104.09/hr | 10/01/2015 - 09/30/2016 | 79.02/hr |
| 10/01/2016 - 09/30/2017 | 107.21/hr | 10/01/2016 - 09/30/2017 | 81.39/hr |
| 10/01/2017 - 9/30/18 | 108.78 | 10/01/2017 - 9/30/2018 | 82.58/hr |
| 10/01/2018 - Present | 112.04 | 10/01/2018 - Present | 85.06/hr |

MILEAGE EXPENSES
MINN. RULE 5221.0500, SUBP. 2E

| | |
|-------------------------|--------------------------------------|
| 01/1/2001 - 12/31/2001 | \$.345 per mile |
| 01/1/2002 - 12/31/2002 | \$.365 per mile |
| 01/1/2003 - 12/31/2003 | \$.36 per mile |
| 01/1/2004 - 12/31/2004 | \$.375 per mile |
| 01/01/2005 - 09/01/2005 | \$.405 per mile or employer's rate |
| 09/01/2005 - 01/01/2006 | \$.485 per mile or employer's rate |
| 01/01/2006 - 12/31/2006 | \$.445 per mile or employer's rate |
| 01/01/2007 - 12/31/2007 | \$.485 per mile or employer's rate |
| 01/01/2008 - 06/30/2008 | \$.505 per mile or employer's rate |
| 07/01/2008 - 12/31/2008 | \$.585 per mile or employer's rate |
| 01/01/2009 - 12/31/2009 | \$.55 per mile or employer's rate |
| 01/01/2010 - 12/31/2010 | \$.50 per mile or employer's rate |
| 01/01/2011 - 06/30/2011 | \$.51 per mile or employer's rate |
| 07/01/2011 - 12/31/2012 | \$.555 per mile or employer's rate |
| 01/01/2013 - 12/31/2013 | \$.565 per mile or employer's rate |
| 01/01/2014 - 12/31/2014 | \$.56 per mile or employer's rate |
| 01/01/2015 - 12/31/2015 | \$.575 per mile or employer's rate |
| 01/01/2016 - 12/31/2016 | \$.54 per mile or employer's rate |
| 01/01/2017 - 12/31/2017 | \$.53.5 per mile or employer's rate |
| 01/01/2018 - 12/31/2018 | \$.54.5 per mile or employer's rate |
| 01/01/2019 - Present | \$.58 per mile or employer's rate |