
2025



**CALIFORNIA
INDEMNITY &
BENEFITS GUIDE**

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Temporary Disability Rates

DOI (on or after)	Weekly Earnings	Temporary Disability Rate	DOI (on or after)	Weekly Earnings	Temporary Disability Rate
01/01/05 – 12/31/06	Below \$189 \$189-\$1,260 Above \$1260	\$126 2/3 Weekly Earnings \$840	1/1/2016	Below \$253.89 \$253.89 - \$1,692.64 Above \$1,692.64	\$169.26 2/3 Weekly Earnings \$1,128.43
1/1/2007	Below \$198.37 \$198.37- \$1,322.49 Above \$1,322.49	\$132.25 2/3 Weekly Earnings \$881.66	1/1/2017	Below \$263.82 \$263.82 - \$1,758.85 Above \$1,758.85	\$175.88 2/3 Weekly Earnings \$1,172.57
1/1/2008	Below \$206.18 \$206.18- \$1,374.50 Above \$1,374.49	\$137.45 2/3 Weekly Earnings \$916.33	1/1/2018	Below \$273.44 \$273.44 - \$1,822.92 Above \$1,822.92	\$182.29 2/3 Weekly Earnings \$1,215.28
1/1/2009	Below \$215.55 \$215.55 - \$1,437.02 Above \$1,437.02	\$143.70 2/3 Weekly Earnings \$958.01	1/1/2019	Below \$281.71 \$281.71 – \$1,877.07 Above \$1,877.07	\$187.71 2/3 Weekly Earnings \$1,251.38
01/01/10 – 12/31/11	Below \$222 \$222 - \$1,480.04 Above \$1,480.04	\$148.00 2/3 Weekly Earnings \$986.69	1/1/2020	Below \$292.36 \$292.36 – \$1,949.15 Above \$1,949.15	\$194.41 2/3 Weekly Earnings \$1,299.43
1/1/2012	Below \$227.36 \$227.36 - \$1,515.75 Above \$1,515.75	\$151.57 2/3 Weekly Earnings \$1,010.50	1/1/2021	Below \$305.16 \$305.16 - \$2,034.47 Above \$2,034.47	\$203.44 2/3 Weekly Earnings \$1,356.31
1/1/2013	Below \$240 \$240 - \$1,600.08 Above \$1,600.08	\$160 2/3 Weekly Earnings \$1,066.72	1/1/2022	Below \$346.42 \$346.42 - \$2,309.56 Above \$2,309.56	\$230.95 2/3 Weekly Earnings \$1,539.71
1/1/2014	Below \$241.78 \$241.78 – \$1,611.96 Above \$1,611.96	\$161.19 2/3 Weekly Earnings \$1,074.64	1/1/2023 to 12/31/2024	Below \$364.29 \$364.29 - \$2428.72 Above \$2,428.72	\$242.86 2/3 Weekly Earnings \$1,619.15
1/1/2015	Below \$248.24 \$248.24 – \$1,654.94 Above \$1,654.94	\$165.49 2/3 Weekly Earnings \$1,103.29	1/1/2025	Below \$378.05 \$378.05 - \$2,520.43 Above \$2,520.43	\$252.03 2/3 Weekly Earnings \$1,680.29

SJDB Vouchers – See SOC § 11.3 and § 11.4

% of PD	DOI prior to 1/1/13	DOI 1/1/13 to Present	<p style="text-align: center;">For injuries prior to 1/1/13, the employer must offer modified or alternative work within 30 days of the termination of TD to avoid liability for the voucher.</p> <p style="text-align: center;">For injuries on or after 1/1/13, the employer must offer work no later than 60 days after receipt of the physician's return-to-work & voucher report.</p>
Less than 15%	\$4,000	\$6,000	
15% - 25%	\$6,000	\$6,000	
26% - 49%	\$8,000	\$6,000	
50% - 99%	\$10,000	\$6,000	

Statutory Limits on Permanent Partial Disability – See SOC § 10.61

Date of Injury	Percentage of Disability	Minimum PPD Rate	Maximum PPD Rate	Date of Injury	Percentage of Disability	Minimum PPD Rate	Maximum PPD Rate
1983	1.0 – 99.75	\$50	\$130	2003	1.0 – 69.0 70.0 – 99.0	\$100 \$100	\$185 \$230
1984 – 1990	1.0 – 99.75	\$70	\$140	2004	1.0 – 69.0 70.0 – 99.0	\$105 \$105	\$200 \$250
1991 – 6/30/94	1.0 – 24.75 25.0 – 99.75	\$70 \$70	\$140 \$148	2005	1.0 – 69.0 70.0 – 99.0	\$105 \$105	\$220 \$270
7/1/94 – 6/30/95	1.0 – 14.75 15.0 – 24.75 25.0 – 69.75 70.0 – 99.75	\$70 \$70 \$70 \$70	\$140 \$148 \$158 \$168	2006 – 2012	1.0 – 69.0 70.0 – 99.0	\$130 \$130	\$230 \$270
7/1/95 – 6/30/96	1.0 – 14.75 15.0 – 24.75 25.0 – 69.75 70.0 – 99.75	\$70 \$70 \$70 \$70	\$140 \$154 \$164 \$198	2013	1.0 – 54.0 55.0 – 69.0 70.0 – 99.0	\$160 \$160 \$160	\$230 \$270 \$290
7/1/96 – 2002	1.0 – 14.75 15.0 – 24.75 25.0 – 69.75 70.0 – 99.75	\$70 \$70 \$70 \$70	\$140 \$160 \$170 \$230	After 1/1/14	1.0 -99.0	\$160	\$290

Note that these are the statutory limits. The correct rate of PPD for a particular employee will depend on their earnings (2/3 of average weekly wage) and the percentage of disability sustained.

Statutory Limits on Permanent Total Disability – See SOC § 10.61

Date of Injury	Minimum PTD Rate	Maximum PTD Rate	Date of Injury	Minimum PTD Rate	Maximum PTD Rate
1983	\$84	\$196	2011	\$148	\$986.69
1984-1989	\$112	\$224	2012	\$151.57	\$1,010.50
1990	\$112	\$266	2013	\$160	\$1,066.72
1991 – 6/30/94	\$112	\$336	2014	\$161.19	\$1,074.64
7/1/94 – 6/30/95	\$112	\$406	2015	\$165.49	\$1,103.29
7/1/95 – 6/30/96	\$112	\$448	2016	\$169.26	\$1,128.43
7/1/96 – 2002	\$112	\$490	2017	\$175.88	\$1,172.57
2003	\$126	\$602	2018	\$182.29	\$1,215.27
2004	\$126	\$728	2019	\$187.71	\$1,251.38
2005	\$126	\$840	2020	\$194.91	\$1,299.43
2006	\$126	\$840	2021	\$203.44	\$1,356.31
2007	\$132.25	\$881.66	2022	\$230.95	\$1,539.71
2008	\$137.45	\$916.33	2023	\$242.86	\$1,619.15
2009	\$143.70	\$958.01	2024	\$242.86	\$1,619.15
2010	\$148	\$986.69	2025	\$252.03	\$1,680.29

Statewide Average Weekly Wage (SAWW) - See SOC § 8.6 – 8.10

Permanent total disability benefits (based on permanent disability of 100%) are paid for life, at the temporary disability rate. For injuries that occurred on or after January 1, 2003, the benefit will be adjusted each year based on any increase in the SAWW.

Year	SAWW	SAWW Increase
2005	\$806.11	1.97470%
2006	\$838.42	4.00814%
2007	\$880.00	4.95933%
2008	\$914.60	3.93182%
2009	\$956.20	4.54844%
2010	\$984.83	2.99410%
2011	\$979.90	0.00000%
2012	\$1,003.55	2.41351%
2013	\$1,059.38	5.56325%
2014	\$1,067.25	0.742887%
2015	\$1,095.70	2.66660%
2016	\$1,120.67	2.27890%
2017	\$1,164.51	3.91190%
2018	\$1,206.92	3.64200%
2019	\$1,242.78	2.97100%
2020	\$1,325.00	3.84013%
2021	\$1,383.00	4.37700%
2022	\$1,570.00	13.52130%
2023	\$1,651.00	5.15924%
2024	\$1642.00	0.00000%
2025	\$1,704.00	3.77588%

Mileage Rates

An injured worker is entitled to reimbursement of reasonable expenses of transportation for travel to get treatment for a work injury. Reasonable expenses include mileage, parking, and tolls. Mileage calculations for travel are as follows:

Date	Cents Per Mile
7/1/2006 - 12/31/2006	\$0.445
2007	\$0.485
1/1/2008 - 6/30/2008	\$0.505
7/1/2008 - 12/31/2008	\$0.585
2009	\$0.550
2010	\$0.500
1/1/2011 - 6/30/2011	\$0.510
7/1/2011 - 12/31/2012	\$0.555
2013	\$0.565
2014	\$0.560
2015	\$0.575
2016	\$0.540
2017	\$0.535
2018	\$0.545
2019	\$0.580
2020	\$0.575
2021	\$0.560
1/1/2022 - 6/30/2022	\$0.585
7/1/2022 - 12/31/2022	\$0.625
2023	\$0.655
2024	\$0.670
2025	\$0.700

Burial Expenses – See SOC § 12.17

The employer is liable for the reasonable burial expenses of an employee who has died as a result of an industrial injury. The maximum burial expenses are as follows:

Date	Burial Expenses
Before Jan. 1, 1991*	\$2,000
Jan. 1, 1991 - Dec. 31, 2012	\$5,000
On or After Jan. 1, 2013	\$10,000

**For a brief, three-year period, from Jan. 1, 1986, to Jan. 1, 1989, the death benefit for public employees was limited to \$1,500, and to \$2,000 for everyone else.*

Death Benefits – See SOC § 12.18

Death benefits are payments to a spouse, children, or other dependents if an employee dies from a work-related injury or illness. The amount of the death benefit depends on the number of total and/or partial dependents. In the case of one or more totally dependent minors, after payment of amounts specified below, death benefits will continue until the youngest minor turns 18 years old (disabled minors receive benefits for life). Death benefits are paid at the total temporary disability rate, but not less than \$244.00 per week. The period within which to commence proceedings for the collection of death benefits varies depending on the circumstances, but cannot be commenced more than 240 weeks from the Date of Injury.

Dates	1 total dependent	2 total dependents	3 or more total dependents	1 total dependent plus 1 or more partial dependents	1 or more partial dependents
Before 1/1/1991	\$70,000	\$95,000	\$150,000	\$70,000, plus 4x annual support for partial dependents, not to exceed \$95,000	4x annual support for partial dependents, not to exceed \$70,000
1/1/1991 - 6/30/1994	\$95,000	\$115,000	\$150,000	\$95,000 plus 4x annual support for partial dependents, not to exceed \$115,000.	4x annual support for partial dependents, not to exceed \$95,000
7/1/1994 - 6/30/1996	\$115,000	\$135,000	\$150,000	\$115,000 plus 4x annual support for partial dependents, not to exceed \$125,000	4x annual support for partial dependents, not to exceed \$115,000
7/1/1996 - 12/31/2005	\$125,000	\$145,000	\$160,000	\$125,000 plus 4x annual support for partial dependents, not to exceed \$145,000	4x annual support for partial dependents, not to exceed \$125,000
On or After 1/1/ 2006	\$250,000	\$290,000	\$320,000	\$250,000 plus 4x annual support for partial dependents, not to exceed \$290,000	8x annual support of partial dependents, not to exceed \$250,000

**Note as discussed in SOC § 12.25, if there are no dependents, then payment must be made to the DIR. The amount to be paid is equal to the total dependency death benefit that would be payable to a surviving spouse with no dependent minor children. For injuries after 1/1/2006, this is \$250,000.*

Life Pension – See SOC § 10.61

PD %	Date of Injury				
	7/1/94 – 6/30/95	7/1/95 – 6/30/96	7/1/96 – 12/31/02	1/1/03 – 12/31/05	On or After 1/1/06
70	\$23.65	\$31.15	\$38.65	\$38.65	\$77.31
71	\$26.02	\$34.27	\$42.52	\$42.52	\$85.04
72	\$28.38	\$37.38	\$46.38	\$46.38	\$92.77
73	\$30.75	\$40.50	\$50.25	\$50.25	\$100.50
74	\$33.11	\$43.61	\$54.11	\$54.11	\$108.23
75	\$35.48	\$46.73	\$57.98	\$57.98	\$115.96
76	\$37.85	\$49.85	\$61.85	\$61.85	\$123.69
77	\$40.21	\$52.96	\$65.71	\$65.71	\$131.42
78	\$42.58	\$56.08	\$69.58	\$69.58	\$139.15
79	\$44.94	\$59.19	\$73.44	\$73.44	\$146.88
80	\$47.31	\$62.31	\$77.31	\$77.31	\$154.61
81	\$49.67	\$65.42	\$81.17	\$81.17	\$162.34
82	\$52.04	\$68.54	\$85.04	\$85.04	\$170.08
83	\$54.40	\$71.65	\$88.90	\$88.90	\$177.81
84	\$56.77	\$74.77	\$92.77	\$92.77	\$185.54
85	\$59.13	\$77.88	\$96.63	\$96.63	\$193.27
86	\$61.50	\$81.00	\$100.50	\$100.50	\$201.00
87	\$63.86	\$84.11	\$104.36	\$104.36	\$208.73
88	\$66.23	\$87.23	\$108.23	\$108.23	\$216.46
89	\$68.60	\$90.35	\$112.10	\$112.10	\$224.19
90	\$70.96	\$93.46	\$115.96	\$115.96	\$231.92
91	\$73.33	\$96.58	\$119.83	\$119.83	\$239.65
92	\$75.69	\$99.69	\$123.69	\$123.69	\$247.38
93	\$78.06	\$102.81	\$127.56	\$127.56	\$255.11
94	\$80.42	\$105.92	\$131.42	\$131.42	\$262.84
95	\$82.79	\$109.04	\$135.29	\$135.59	\$270.57
96	\$85.15	\$112.15	\$139.15	\$139.15	\$278.31
97	\$87.52	\$115.27	\$143.02	\$143.02	\$286.04
98	\$89.88	\$118.38	\$146.88	\$146.88	\$293.77
99	\$92.25	\$121.50	\$150.75	\$150.75	\$301.50

Life Pension Earnings Rate – See SOC § 10.61

An employee with a permanent disability rating of 70% or more is entitled to a life pension of 1.5% of the actual weekly earnings for each 1% that the PD rating exceeds 60%. LC §4659.

Formula = (PD minus 60%) x (.015) x Average Weekly Earnings

DOI	Weekly Earnings Max	<i>*for injuries on or after 1/1/03, beginning on 1/1/04, all life pension awards are subject to a cost of living increase based on SAWW.</i>
On or before 6/30/94	\$107.69	
7/1/94-6/30/95	\$157.69	
7/1/95-6/30/96	\$207.69	
7/1/96 – 12/31/05	\$257.69*	
On or after 1/1/06	\$515.38	

Life Expectancy

U.S. Life Tables, 2020; National Vital Statistics Report, Vol. 71, No. 1, August 8, 2022

Male				Female			
Age	Life Expectancy	Age	Life Expectancy	Age	Life Expectancy	Age	Life Expectancy
16	58.8	46	31.8	16	64.4	46	36
17	57.9	47	30.9	17	63.4	47	35
18	56.9	48	30.1	18	62.5	48	34.1
19	56	49	29.2	19	61.5	49	33.2
20	55	50	28.4	20	60.5	50	32.4
21	54.1	51	27.6	21	59.5	51	31.5
22	53.2	52	26.8	22	58.6	52	30.6
23	52.3	53	25.9	23	57.6	53	29.7
24	51.4	54	25.1	24	56.6	54	28.8
25	50.5	55	24.3	25	55.7	55	28
26	49.5	56	23.6	26	54.7	56	27.1
27	48.6	57	22.8	27	53.8	57	26.3
28	47.7	58	22	28	52.8	58	25.4
29	46.8	59	21.3	29	51.8	59	24.6
30	45.9	60	20.5	30	50.9	60	23.8
31	45	61	19.8	31	49.9	61	23
32	44.1	62	19.1	32	49	62	22.2
33	43.2	63	18.4	33	48.1	63	21.4
34	42.4	64	17.7	34	47.1	64	20.6
35	41.5	65	17	35	46.2	65	19.8
36	40.6	66	16.3	36	45.2	66	19
37	39.7	67	15.7	37	44.3	67	18.2
38	38.8	68	15	38	43.4	68	17.5
39	37.9	69	14.4	39	42.4	69	16.7
40	37	70	13.7	40	41.5	70	15.9
41	36.2	71	13.1	41	40.6	71	15.2
42	35.3	72	12.4	42	39.6	72	14.5
43	34.4	73	11.8	43	38.7	73	13.8
44	33.5	74	11.2	44	37.8	74	13.1
45	32.7	75	10.6	45	36.9	75	12.4

Official Medical Fee Schedule (OMFS)

The Official Medical Fee Schedule (OMFS) is promulgated by the DWC administrative director under Labor Code § 5307.1 and can be found in sections 9789.10 et seq. of Title 8, California Code of Regulations. It is used for payment of medical services required to treat work related injuries and illnesses. Section 9789.111 provides the effective dates of fee schedule provisions. In addition, adjustments to the fee schedule, in the form of Administrative Director Orders, are posted on the fee schedule web pages to conform to relevant Medicare and Medi-Cal changes pursuant to Labor Code §5307.1 (g) and Title 8, California Code of Regulations, section 9789.110.

The fee schedules can be found at the following website: <https://www.dir.ca.gov/dwc/OMFS9904.htm#1>



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