

2023



ANNUAL REPORT



Maryland
WORKERS' COMPENSATION
COMMISSION

Wes Moore, Governor
Aruna Miller, Lt. Governor

Maureen Quinn, Chair
Mary K. Ahearn, Chief Executive Officer

OUR MISSION

The Maryland Workers' Compensation Commission seeks to secure the equitable and timely administration of the provisions of the Maryland Workers' Compensation law on behalf of its customers, the injured workers and their employers, by providing an efficient forum for the resolution of individual claims.



OUR VISION

The Workers' Compensation Commission envisions a state wherein injured workers and employers are empowered to create an equitable partnership to facilitate prompt and fair resolution of workers'

MARYLAND WORKERS' COMPENSATION COMMISSION

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MISSION

The Maryland Workers' Compensation Commission seeks to secure the equitable and timely administration of the provisions of the Maryland Workers' Compensation law on behalf of its customers, the injured workers and their employers, by providing an efficient forum for the resolution of individual claims.

VISION

The Workers' Compensation Commission envisions a state wherein injured workers and employers are empowered to create an equitable partnership to facilitate prompt and fair resolution of workers' compensation matters.

Equal Opportunity Employer

The Workers' Compensation Commission continues to acknowledge and accept its commitment to equal opportunity for all current and prospective employees as well as its clients.



LETTER FROM THE CHAIRWOMAN

“Historic Change” and “Return to Normalcy” are the two phrases that best define our State and our agency in 2023.

Maryland elected Wes Moore as its first Black Governor and Aruna Miller as its first Asian-American Lieutenant Governor last November. Governor Moore appointed me Chairwoman of this Commission in March of this year, I am the first woman to serve as Chair in the agency’s 109- year history. My 20-year tenure at the agency as a Commissioner will no doubt serve me well as I manage the opportunities and challenges ahead.

As the COVID-19 crisis fades into the background of our lives, we have operationally returned to normalcy, both in our courtrooms and our staff offices. Our courtrooms no longer require 6 feet of distance between participants, temperature checks and masking are no longer part of our daily routines. During the pandemic, our employees worked from home out of necessity. The opportunity to work from home was long sought after by both private and public employees and the pandemic offered the opportunity to test its effect on productivity. To our delight, workers were highly productive and we have integrated permanent “work from home” days for most of our employees.

Our agency touches the lives of many people and we have an enormous responsibility to them through the fulfillment of our mission to fairly and timely administer the law. We challenge ourselves every year to design new ways to more equitably and more quickly serve the citizens of the State.

In the year ahead we are taking a technological leap forward, launching a cloud based computer system that has been in development for the past five (5) years. (The last upgrade to your system was in 2005).

Additionally, we are installing metal detectors at our six (6) courthouses in response to the rampant gun violence that threatens our public spaces. Lastly, we are beginning the procurement process to wire our courtrooms for the next generation of digital court reporting.

I look forward to serving you in the year ahead.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Maureen Quinn", written over a horizontal line.

Maureen Quinn

THE COMMISSION AT A GLANCE

The Maryland Workers' Compensation Commission (the "Commission" or "WCC") is an Independent Agency within the Executive Branch of Maryland State Government. *See generally*, Md. Code Ann., Labor and Employment Article ("LE"), §§ 9-101 - 9-1201. Appointed by the Governor with Senate advice and consent, the Commission's ten members serve twelve-year terms. LE § 9-302. The Governor names the chair. LE § 9-303.

Under Administration, work of the WCC is carried out by three departments: Finance, Information Technology, and Operations.

- a. Finance oversees Fiscal Services, Insurance Programs, Compliance and Reporting, Security and Personnel, and is aided by the Budget Advisory Committee.
- b. Information Technology oversees Software and Database Development, Systems and Networks, Information Security, Datacenters and Technical Customer Support.
- c. Operations oversees Court Reporting, Hearings, Claims Processing, Interpreter Services, Public Service, Appeals, Document Processing and Support Services (Medical Fee Guide Publisher, Vocational Rehabilitation Certification and Registry).
- d. WCC also is aided by the Advisory Committee on the Registration of Rehabilitation Practitioners, and the Medical Fee Guide Revision Committee.

The WCC administers the Workers' Compensation Law and adjudicates claims for compensation arising under the law. *See generally*, Md. Code Ann., Labor and Employment Article ("LE"), §§ 9-301—9-316. Claims are filed and processed by the WCC which hears contested cases throughout the State. Claimants requiring rehabilitation are referred by the Commission to appropriate rehabilitation service providers.

Employers file a First Report of Injury form with the Commission after a qualifying employee injury occurs. If the injured worker files a claim for benefits within the statutory time limits, an Employee Claim file is created. An Employee Claim for benefits may also be filed for occupational disease under specialized statutory definitions. Although not directly subject to HIPAA as a covered entity or trading partner, WCC adheres to strict data privacy protections. Access to non-public data and document images is restricted.

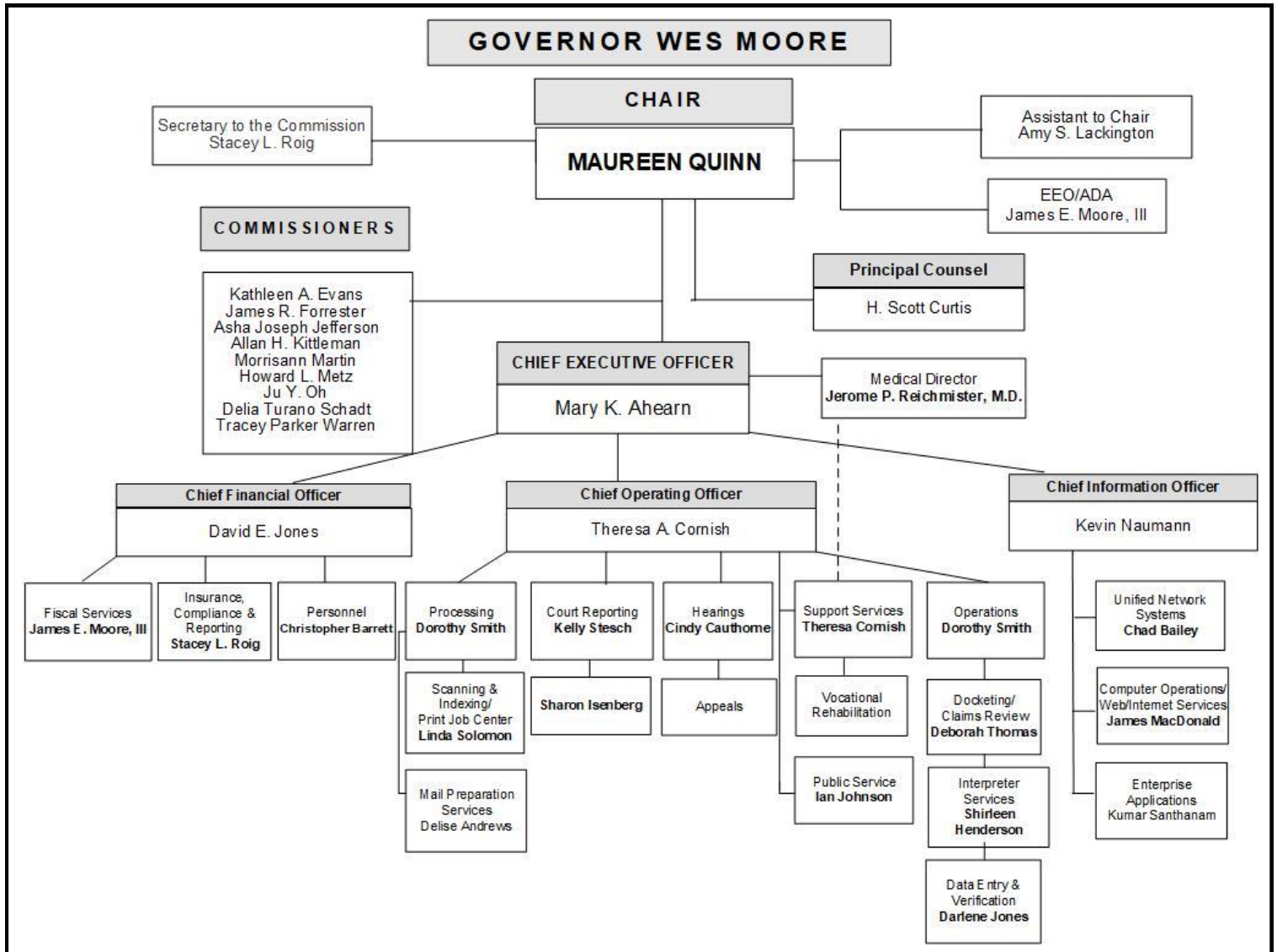
The Commission functions similarly to a judicial system in adjudicating the disputed claims of injured workers in Maryland. A case may be set for one or more hearings before a Commissioner. The Commissioner makes decisions based on issues raised and create Commission orders. Appeals of Commission decisions are sent to one of Maryland's 24 county or municipal circuit courts. The WCC is required to provide certain notifications to parties and, on request, case related documents to the circuit courts.

The WCC schedules and conducts hearings at multiple hearing sites strategically located across the State. Hearing sites are located in Abingdon, Baltimore City, Beltsville, Cambridge, Cumberland, Frederick, and LaPlata. Commissioners rotate among the hearing locations. The WCC coordinates and schedules language and hearing interpreters for case hearings. The interpreter service is available upon request by a party in the case at no charge to the parties. Interpreters are sourced from a combination of in-house and outside services.

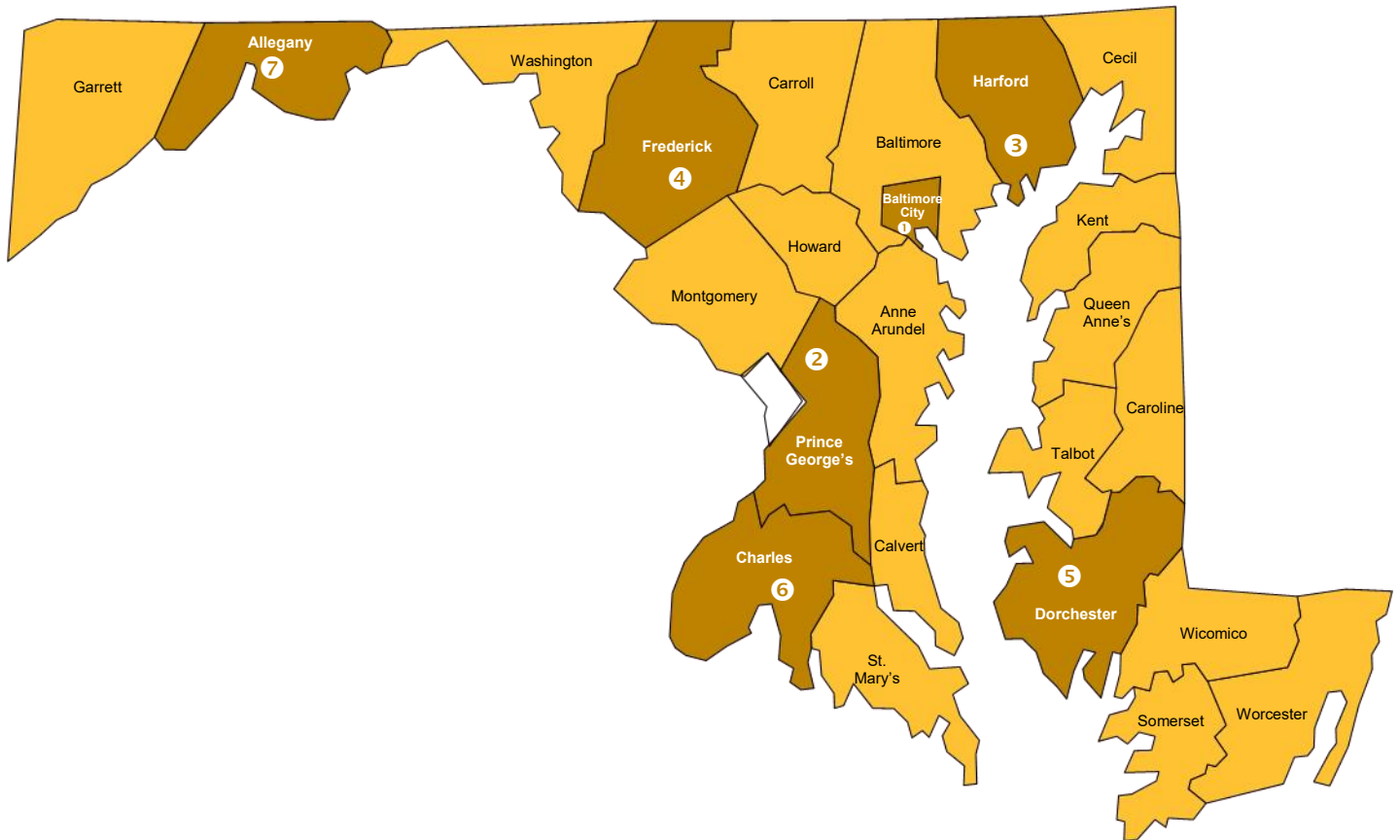
The Commission also:

- Tracks and orders employer compliance with workers' compensation insurance requirements.
- Processes attorney registrations for admission to worker's compensation law practice in Maryland.
- Assesses insurers for amounts based on the size of employer payrolls in Maryland for which they have written workers' compensation insurance policies.
- Oversees the self-insurance program and tracks the financial health of self-insured employers and establishes security deposit requirements.
- Registers and certifies vocational rehabilitation practitioners and providers, and tracks their continuing education.
- Updates and publishes an annual medical fee guide and handles medical fee dispute resolution. The Commission maintains internal subject matter expertise and internal consultative services on workplace injury related medical topics.

ORGANIZATIONAL CHART
Workers' Compensation Commission



HEARING SITE LOCATIONS



- 1. BALTIMORE CITY
Commission Headquarters and Hearing Rooms
10 East Baltimore Street, 4th Floor
Baltimore, MD 21202
- 2. CENTRAL REGIONAL
4780 Corridor Place, Suite D
Beltsville, MD 20705
- 3. NORTH EAST REGIONAL
3465 Box Hill Corporate Center Drive, Suite E
Abingdon, MD 21009
- 4. NORTH WEST REGIONAL
1890 N. Market Street, Suite 200
Frederick, MD 21701

- 5. EASTERN REGIONAL
828 Airpax Road, Building B, Suite 400
Cambridge, MD 21613
- 6. SOUTHERN REGIONAL
403 East Charles Street
La Plata, MD 20646
- 7. WESTERN MARYLAND
Fairfield Inn & Suites**
21 N. Wineow Street
Cumberland, MD 21502

***Temporary location while the Comfort Inn & Suites in LaVale undergoes renovations.*

BIOGRAPHIES

Maureen Quinn, *Chairwoman*



Maureen Quinn was appointed a member of the Maryland Workers' Compensation Commission in 2002 by Governor Parris N Glendening and again in 2014 by Governor Martin O'Malley. Governor Wes Moore named her Chairwoman of the Commission in March 2023.

Chairwoman Quinn graduated from Temple University's Beasley School of Law in 1987 and graduated with a bachelors degree from The American University in 1982. Prior to joining the Commission, she was a trial attorney for 15 years and established her own

law firm in Annapolis. Governor Glendening appointed her Chairwoman of the Anne Arundel County Trial Courts Judicial Nominating Commission from 1998- 2002. The Daniel O'Connell Law Society bestowed its Service to Women in the Profession Award on her in 2002 "in recognition of her courage in advancing the status of women in the legal profession." Chairwoman Quinn was an adjunct professor at the University of Maryland Global Campus for nearly 2 decades where she taught Business Law and Business Ethics.

Mary K. Ahearn, *Chief Executive Officer*



Mary Ahearn was appointed Executive Director of the Workers' Compensation Commission in 2003, and has been a member since 1999. She graduated summa cum laude from the College of Notre Dame with a Bachelor of Arts in Business with a dual emphasis in Management and Human Resource Management. She served for several years as a Board member of the Maryland Chapter of the Juvenile Diabetes Research Foundation. She is a past president

of the Southern Association of Workers' Compensation Administrators (SAWCA) and is a past president of the International Association of Industrial Accident Boards & Commissions (IAIABC). In 2013, she served on the Governor's Task Force to Study Temporary Disability Insurance Programs & the Process for Assisting Individuals with Disabilities at Local Departments of Social Services.

BIOGRAPHIES

Kathleen A. Evans, *Commissioner*



Kathleen A. Evans was appointed a member of the Maryland Workers' Compensation Commission by Governor Lawrence J. Hogan, Jr., in 2015. She received her Bachelor of Arts from the University of Maryland in 1979 and earned her Juris Doctorate from the University of Baltimore Law School in 1982. Commissioner Evans served as a prosecutor in both Anne Arundel County and Prince George's County for 19 years. During her tenure as an Assistant State's Attorney, Commissioner Evans prosecuted all major violent crime felonies occurring throughout Anne Arundel County and Prince George's County including homicides, armed robberies, attempted murders and serious assaults, and related firearms, weapons, and drug felonies. She

served as the Assistant Division Chief of the Homicide and Narcotics Division in Prince George's County, Chief of the District Court Division in Anne Arundel County, and Chief of the Narcotics Unit in Prince George's County. Commissioner Evans is a member of the Maryland State Bar Association, the Maryland State's Attorney's Association, the Anne Arundel County Bar Association, and the Women's Bar Association, to name a few. She actively participates in many business and civic organizations and has been the recipient of numerous federal, state and local level awards for her work as a prosecutor. Commissioner Evans has been a frequent speaker for over 20 years on criminal and law enforcement related matters.

James R. Forrester, *Commissioner*



James R. Forrester was appointed a member of the Maryland Workers' Compensation Commission in 2018 by Governor Lawrence J. Hogan, Jr. He is a graduate of Randolph-Macon College and the University of Baltimore's Merrick School of Business and School of Law. He earned a Master of Business Administration in 1995 and a Juris Doctor in 1998, with honors. In 1999, he joined the Law Offices of Ileen M. Ticer as an Associate Claims Attorney. Thereafter, he joined Semmes Bowen & Semmes, P.C. in the firm's Workers' Compensation and Employers' Liability Department, having been elected a Principal in 2009.

Throughout his years in legal practice, Commissioner Forrester has concentrated in the area of workers' compensation, appearing before all levels of the judiciary in the State of Maryland. He is also licensed and practiced in the District of Columbia. He served as President and Member of the Executive Board of the Baltimore Claims Association as well as the Co-Chair of the Workers' Compensation Section of the Maryland Defense Counsel. He also serves in a leadership role with several civic organizations.

BIOGRAPHIES

Asha Joseph Jefferson, *Commissioner*



On March 13, 2023, Governor Wes Moore appointed Asha Joseph Jefferson to the Maryland Workers' Compensation. Asha Jefferson is a graduate of Rutgers University and earned her Juris Doctor from the George Washington University of Law School. Immediately after law school she served initially as a judicial clerk to The Honorable Toni E. Clarke and subsequently The Honorable Cathy H. Serrette both of the Circuit Court for Prince George's County. Commissioner Jefferson began her legal career as an advocate for clients of low and

moderate income with civil legal issues involving predatory lending practices, Protection of Homeowners in Foreclosure Act (PHIFA) violations, and other consumer protection issues. She continued as a public servant practicing as an Assistant State's Attorney with the Office of the State's Attorney for Baltimore City in various capacities until she was hired as a trial attorney with Chesapeake Employers' Insurance Company. She has spent her career litigating a broad range of complex cases in both civil and criminal matters.

Allan H. Kittleman, *Commissioner*



On November 28, 2018 Governor Larry Hogan announced the appointment of Allan H. Kittleman to the Maryland Workers' Compensation Commission. Commissioner Kittleman graduated with honors from the University of Maryland School of Law with a J.D. in 1988. He received his bachelor's degree in political science from the University of Maryland, Baltimore County in 1981. After receiving his J.D. degree, he joined Smith, Somerville & Case. In 1991, he joined Herwig & Humphreys where he

became a partner. Subsequently, he became "of counsel" at Godwin, Erlandson, Vernon and Daney. Throughout his 25 years in legal practice, Commissioner Kittleman concentrated his practice in the defense of workers' compensation claims in Maryland and the District of Columbia. Commissioner Kittleman also previously served on the Howard County Council (1998-2004), in the Maryland State Senate (2004-2014) and as the Howard County Executive (2014-2018).

BIOGRAPHIES

Morrisann Martin, *Commissioner*



Morrisann Martin was appointed a member of the Maryland Workers' Compensation Commission in September 2019. Commissioner Martin is a graduate of Goucher College, and earned her Juris Doctor from the University of Baltimore School of Law. She was previously a partner at Tostanoski & Martin, and a partner at the firm of Downs, Ward, Bender, Hauptmann, and Herzog, P.A. (formerly Morgan Carlo Downs, P.A.) After having spent 10 years in the insurance industry as an adjuster, claims supervisor, and home office examiner, her legal career was in private practice

representing employers, insurers, uninsured employers, and self-insured employers before the Maryland Workers' Compensation Commission and Circuit Courts. She is a member of the Maryland State Bar Association's Negligence, Insurance, and Workers' Compensation Section, as well as the Workers' Compensation Section of Maryland Defense Counsel, Inc. She served numerous years on the board of MSIECA (Maryland Self-Insurers' and Employers' Compensation Association, Inc.), and has been a lecturer and presenter at the MWCEA annual conference.

Howard L. Metz, *Commissioner*



On November 28, 2018 Governor Larry Hogan announced the appointment of Howard L. Metz to the Maryland Workers' Compensation Commission. Commissioner Metz graduated from the State University of New Jersey School of Law in 1985. He received his bachelor's degree from The American University in 1982. Mr. Metz has over 30 years of experience in workers' compensation and as a litigation attorney representing clients in trials before the Maryland Circuit and District Courts and U.S. District Court including courts in Pennsylvania and New Jersey. He has briefed and argued cases before the Maryland

Court of Appeals, Court of Special Appeals and U.S. Court of Appeals for the Fourth Circuit. In addition to practicing before the Maryland Workers' Compensation Commission, Mr. Metz has appeared before the Social Security Administration and other State and Federal Agencies. He has been a court appointed mediator for the Circuit Court for Frederick County since 2000 and for the Circuit Court for Washington County since 2008. He frequently lectures and is a continuing legal education instruction in the areas of Workers' Compensation law and mediation practice.

BIOGRAPHIES

Ju Y. Oh, *Commissioner*



Ju Y. Oh was appointed to the Maryland Workers' Compensation Commission by Governor Larry Hogan on July 1, 2019. Formerly a Partner at Humphreys, McLaughlin & McAleer, LLC, Commissioner Oh represented employers, insurers and policyholders before all levels of

the Maryland judicial system. Ms. Oh also appeared before the District of Columbia Office of Workers' Compensation. She has been a practicing member of the Maryland State Bar since 2004, and received her J.D. from the University of Baltimore School of Law in 2004.

Tracey Parker-Warren, *Commissioner*



Tracey Warren was appointed a member of the Maryland Workers' Compensation Commission in June 2016 by Governor Lawrence J. Hogan, Jr. Immediately prior to this appointment, she served as an Administrative Law Judge in the Office of Administrative Hearings. She graduated *cum laude* from the University of Baltimore School of Law. Commissioner Warren subsequently clerked for The Honorable Arrie W. Davis (Ret.), Court of Special

Appeals of Maryland, and through the US Attorney General's Honors Program, she served as Attorney Advisor for the Department of Justice. She was also an attorney with the US Department of Veterans Affairs. She is a member of the Board of Regents for Morgan State University and a member of the Appellate Judicial Nominating Commission. She is a member of the bars of Maryland, the District of Columbia, and the Supreme Court of the United States.

Delia Turano Schadt, *Commissioner*



Delia Turano Schadt was appointed a member of the Maryland Workers' Compensation Commission in November 2011. A native of Cumberland, Maryland, she is a graduate of James Madison University, and she earned her Juris Doctor from The University of Dayton School of Law. She served as judicial clerk to The Honorable J. Frederick Sharer and The Honorable Gary G. Leasure in the Circuit Court for Allegany County. Commissioner Schadt practiced workers' compensation law as a trial attorney with the Injured Workers' Insurance Fund, until she was appointed an Assistant Attorney General with the Maryland Office of the Attorney General.

She served as Board Counsel to several health occupation licensing boards with the Department of Health and Mental Hygiene until her appointment to the Commission. Commissioner Schadt is the Commissioners' representative to the Maryland State Bar Association's Negligence, Insurance, and Workers' Compensation Section. She serves on the International Association of Industrial Accident Boards & Commissions' (IAIABC) Medical Issues Committee and is a member of the National Association of Workers' Compensation Judiciary. She has lectured extensively on various workers compensation matters over the years.

AGENCY HIGHLIGHTS AND PROCESS IMPROVEMENTS

WORKERS' COMPENSATION PROFESSIONAL ASSOCIATIONS

The success of the Maryland Workers' Compensation Commission rests largely on a strong foundation of highly talented and knowledgeable Commissioners and staff. Continuing professional development for both is one of the key elements in the Commission's quest to provide a smooth process and positive outcome in claims adjudication. Each year the Commissioners and staff are actively involved in educational opportunities sponsored by local, national and international workers' compensation professional associations.

FORMS FILING

The Commission now has the majority of its forms available for filing through CompHub. As new versions of CompHub are released, the community will begin to see an increase in the number of forms in CompHub. For claimants and employers who are not registered CompHub subscribers, limited forms are available for hardcopy filing.

See Forms & Instructions at:
https://www.wcc.state.md.us/Adjud_Claims/Forms.html

HIGHLIGHTS AND PROCESS IMPROVEMENTS

Operations

- ◆ For FY23, the Operations Division spent significant time developing and enhancing processes in preparation for the launch of the new CompHub system. To achieve the Commission's vision, the CompHub training team was created. This team consisted of subject matter experts (SMEs), developers, and leadership. The Commission also conducted live and virtual training to provide internal and external users with the knowledge of navigating through CompHub. Partnerships with the beta testers were formed to help create a more efficient system.
- ◆ The team initiated an Insurer Designee generic email project to help streamline the notifications that will be sent by the new system to the insurer. The Commission continues to provide training opportunities for stakeholders and the workers' comp community by using beta testers, as well as providing a knowledge center online, training materials, training videos, and a YouTube channel.

- ◆ The Commission continues to manage, develop, and track processes to maintain a robust system for many years to come.

Employer Compliance

- ◆ Ten show cause hearings were scheduled which resulted in the issuance of penalty orders totaling \$3,237,106.

Statistics

- ◆ Over 100,000 statistical coding transactions were processed by the Insurance, Compliance, and Reporting Division. Statistical coding transactions capture award information including, but not limited to, class code of employee, industry, cause of injury and body part injured. This information is summarized in the annual report and used for analysis purposes from year to year.

Self-Insurance

- ◆ Thirty-six employers were scheduled for audit in the Fiscal Year to verify the accuracy and validity of their reporting to the Commission. Payroll covered by these audits totaled approximately \$9.4 billion.

Facilities

- ◆ In June 2023, the Commission began a trial in its headquarters location in Baltimore City to enhance building security. Metal detectors were installed, and four additional security officers were hired to screen visitors entering our facilities to ensure weapons and other dangerous items are not brought into our facilities. Upon successful completion of the trial, metal detectors were purchased for the five regional hearing locations and recruitment began to hire additional security staff to operate the detectors.
- ◆ As part of the lease renewal in October 2021 of its principal offices in Baltimore City, this fiscal year the Commission updated its office space with new carpet and paint. The carpet and paint were last updated and refreshed in 2010.

Information Technology

- ◆ In the current fiscal year, our Enterprise Modernization team successfully concluded the development phase for all processes encompassed within the initial CompHub release. We are delighted to announce that CompHub is on track for a highly anticipated production launch, scheduled for August 14, 2023. This remarkable achievement reflects our

AGENCY HIGHLIGHTS AND PROCESS IMPROVEMENTS

commitment to innovation and underscores our dedication to delivering cutting-edge solutions to our stakeholders.

- ◆ An array of live training sessions was orchestrated to cater to the needs of our diverse user base, encompassing both our internal and external CompHub stakeholders. Additionally, as part of our commitment to accessible knowledge dissemination, we created a series of educational YouTube videos designed to complement the live training experience. This holistic approach to user education and empowerment underscores our dedication to providing comprehensive resources and support to our valued community.
- ◆ Network bandwidth upgrades have been completed for all but two of our remote sites. The remaining two sites are scheduled to be completed in the Fall of 2023. The increased bandwidth at our remote sites represents a nearly 2000% speed enhancement.
- ◆ We began the process of replacing our legacy infrastructure components, including the Commission's backbone switches. New high speed switches were procured, and we've begun the process of replacing the hardware throughout the building. This project is scheduled to be completed by the Winter of 2023.

- ◆ Over the past year, we've continued our commitment to enhancing security to protect our digital assets. We continue to proactively enhance our defenses, staying vigilant against evolving threats and vulnerabilities.

Report on Fraud Unit

- ◆ Labor and Employment Article, § 9-310.2, Annotated Code of Maryland, requires the Commission to refer to the Insurance Fraud Division of the Maryland Insurance Administration ("MIA") any case in which it is established by a preponderance of the evidence, after a hearing, that a person knowingly affected or knowingly attempted to affect the payment of compensation benefits, fees, or expenses under the Workers' Compensation Act by means of a fraudulent representation. Although the Commission made one direct referral after a hearing, during fiscal year 2023, and the Commission continued to review cases for possible referral to the Insurance Fraud Division and assisted the Fraud Division with cases referred directly by insurance carriers. The Commission referred four cases to MIA that did not come before the Commission for a hearing requesting a referral for fraud, but were referred through tips from citizens.

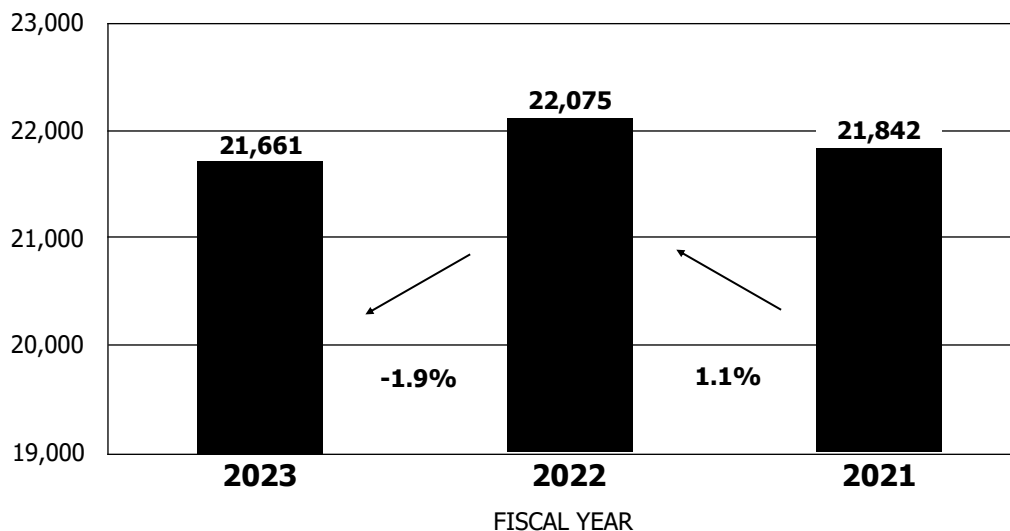


Some members of the Support Team that are responsible for designing and implementing the CompHub system.

AGENCY PERFORMANCE

TABLES AND CHARTS

FIGURE 1 • Filed Claims



MARYLAND WORKERS' COMPENSATION COMMISSION

FIGURE 2 • Filed Claims by Industry

INDUSTRIES WITH MORE THAN 100 FILED CLAIMS	FISCAL YEAR					
	2023		2022		2021	
	Count	Percent	Count	Percent	Count	Percent
Policemen - Security	1,827	8.4%	1,910	8.8%	1,950	8.8%
Colleges Or Schools Incl. Day Care	1,254	5.8%	1,200	5.5%	545	2.5%
Hospitals - All Other Employees	786	3.6%	786	3.6%	862	3.9%
TOP 3 INDUSTRIES IN FILED CLAIMS	3,867	17.9%	3,896	17.6%	3,357	15.4%
Storage Warehouses General Merchandise N.O.C.	886	4.1%	808	3.7%	992	4.5%
Truckmen N.O.C.	851	3.9%	879	4.1%	1,146	5.2%
Unclassified (Insufficient Data)	850	3.9%	641	3.0%	230	1.0%
Municipal Township County Or State Employees N.O.C.	826	3.8%	894	4.1%	870	3.9%
Firemen Incl. Volunteer Dept & Ambulance Service	735	3.4%	701	3.2%	667	3.0%
Taxicab And Bus Companies	720	3.3%	613	2.8%	459	2.1%
Hotels, Restaurants, Bars & Nightclubs	621	2.9%	539	2.5%	526	2.4%
Mail & Parcel Delivery Employees, Salespersons & Drivers	453	2.1%	478	2.2%	366	1.7%
Meat Combined Grocery And Provision Stores Retail	434	2.0%	496	2.3%	456	2.1%
Convalescent Or Nursing Homes All Employees	400	1.8%	431	2.0%	930	4.2%
Building, Razing Or Moving - General Construction	364	1.7%	404	1.9%	627	2.8%
Automobile Garages Or Repair Shops Inc. Dealers	326	1.5%	338	1.6%	347	1.6%
Buildings Operation By Contractors	293	1.4%	347	1.6%	371	1.7%
Aircraft Operation All Other Employees	252	1.2%	229	1.1%	128	0.6%
Physicians Incl. Clerical	198	0.9%	239	1.1%	320	1.4%
Charitable Organizations (Goodwill)	180	0.8%	204	0.9%	210	1.0%
Store Risks Wholesale Or Combined N.O.C. K-MART	180	0.8%	242	1.1%	245	1.1%
Department Stores Retail	168	0.8%	N/A		119	0.5%
Landscape & Tree Surgery	160	0.7%	175	0.8%	177	0.8%
Employment Agencies	155	0.7%	131	0.6%	132	0.6%
Clerical Office Employees N.O.C.	148	0.7%	187	0.9%	241	1.1%
Carpentry N.O.C. - Renovations	134	0.6%	141	0.7%	114	0.5%
Sheet Metal Work Incl. Air Conditioning & Refrigeration	132	0.6%	119	0.5%	141	0.6%
Garbage Refuse Collecting	112	0.5%	135	0.6%	132	0.6%
Athletic Teams or Parks Contact Sports	110	0.5%	N/A		N/A	
Electrical Wiring In Buildings	104	0.5%	107	0.5%	108	0.5%
Clothing Or Dry Goods Stores Retail	101	0.5%	108	0.5%	108	0.5%
Hardware Stores - Locksmiths	101	0.5%	125	0.6%	136	0.6%
Plumbing-Steam Fitting	N/A		N/A		103	0.5%
Housing Authorities - Apts & Condos Incl. Real Estate	N/A		N/A		106	0.5%
Public Health Nursing Association All Employees	N/A		105	0.5%	N/A	
Industries With More Than 100 Filed Claims	9,994	46.1%	9,816	44.5%	10,507	48.1%
Number Of Industry Groups Represented	41		30		32	
All Other	7,800	36.0%	8,363	37.9%	7,978	36.5%
TOTAL	21,661	100.0%	22,075	100.0%	21,842	100.0%

Source: Commission Data, September 2023

Note: Chart represents filed claims in which an award has been ordered.

NOC: Not Otherwise Classified

FIGURE 3 • Awards According to Weeks of Disability and Body Part

FISCAL YEAR 2023					
TOP TEN BODY PARTS DISABLED					
BODY PART	0—74 Weeks	75—249 Weeks	Greater than 249 Weeks	Total	Percent of Total
Thorax - Lower (Back)	1,121	246	12	1,379	21.6%
Knees	703	225	7	935	18.9%
Shoulder	629	573	14	1,216	13.4%
Spinal Cord	539	106	6	651	10.3%
Neck	456	124	10	590	9.7%
Ankle or Ankle and Leg	367	110	2	479	6.4%
Hand or Hands	346	50	2	398	5.8%
Wrists	255	84	1	340	5.2%
Legs	219	83	5	307	4.9%
Foot or Feet	198	42		240	3.8%
TOTAL	4,833	1,643	59	6,535	100.0%
PERCENT OF TOTAL	73.4%	25.9%	0.7%	100.0%	

Source: Commission Data, September 2023

FIGURE 4 • Permanency Awards According to Weeks of Disability

FISCAL YEAR	0—74 Weeks	75—249 Weeks	Greater than 249 Weeks	Total
2023	6,502	2,109	100	8,725
	74.5%	24.2%	1.17%	100.0%
2022	7,292	2,392	88	9,772
	74.6%	24.5%	0.9%	100.0%
2021	6,803	2,301	90	9,194
	74.0%	25.0%	1.0%	100.0%

Source: Commission Data, September 2023



MARYLAND WORKERS' COMPENSATION COMMISSION

FIGURE 5 • Permanency, Fatality, and Compromise Awards by Type of Award

TYPE	FISCAL YEAR								
	2023			2022			2021		
	Count	Amount	Average	Count	Amount	Average	Count	Amount	Average
Permanent Total Percent Change - Prior Year	19 -2.7%	\$1,481,820 -37.8%	\$77,991 -14.8%	26 8.3%	\$2,380,771 49.3%	\$91,568 37.8%	24 -4.0%	\$1,594,642 -16.3%	\$66,443 -12.8%
Permanent Partial Percent Change - Prior Year	8,725 -10.7%	164,564,524 -7.2%	18,861 -4.0%	9,772 6.3%	177,294,805 7.0%	18,143 0.7%	9,195 2.9%	165,694,054 3.6%	18,020 0.7%
Fatality Percent Change - Prior Year	41 -8.9%	5,353,761 -25.6%	130,580 -18.3%	45 12.5%	7,192,683 -30.2%	159,837 -37.9%	40 2.6%	10,297,712 3.9%	257,443 1.3%
Compromise Percent Change - Prior Year	5,667 -11.0%	143,706,708 -23.0%	25,359 -13.6%	6,370 22.5%	187,062,465 11.2%	29,366 -9.3%	5,198 -17.1%	168,267,746 -15.5%	32,372 2.0%
Total Percent Change - Prior Year	14,452 -10.8%	315,106,813 -15.7%	21,804 -6.9%	16,213 12.1%	373,930,724 8.1%	23,064 -3.6%	14,457 -5.3%	345,854,154 -6.7%	23,923 -1.5%
Compromise as a Percent of Permanent Partials		87.3%	161.9%		105.5%	161.9%		101.5%	179.6%

Source: Commission Data, September 2023

FIGURE 6 • Commission Claims Data

COMMISSION CLAIM ACTIONS	FISCAL YEAR					
	2023		2022		2021	
	Count	Percent	Count	Percent	Count	Percent
First Reports of Injury	87,262		87,343		78,596	
Total Filed Claims	21,661		22,075		21,842	
Disputed Accidental Injury Claims	10,285	47.5%	10,721	48.6%	8,433	38.6%
Temporary Total Awards	13,450	62.1%	13,561	61.4%	14,084	64.5%
Claims Settled	5,667	26.2%	6,370	28.8%	5,210	23.9%
Claims Deferred	5,298	24.5%	5,381	24.4%	4,913	22.5%
Claims Disallowed by Commission	599	2.8%	702	3.2%	595	2.7%

Source: Commission Data, September 2023

FIGURE 7 • Fatalities by Industry Grouping

INDUSTRY GROUP	Employment ⁽¹⁾	FISCAL YEAR		
		Fatalities ⁽²⁾		
		2023	2022	2021
STATE GOVERNMENT	103,595	2	3	6
LOCAL GOVERNMENT	243,066	38	26	40
GOVERNMENT SECTOR TOTAL	346,661	40	29	46
GOOD PRODUCING				
Natural Resources and Mining	7,749	0	0	0
Construction	161,699	8	8	6
Manufacturing	113,815	1	0	1
SERVICE PROVIDING				
Trades, Transportation, and Utilities	461,496	4	5	4
Information Technology	35,453	1	0	0
Financial Activities	127,051	0	0	1
Professional and Business Services	479,145	1	1	1
Education and Health Services	444,229	0	0	7
Leisure and Hospitality	268,781	0	0	0
Other Services	88,514	15	8	5
UNCLASSIFIED	0	0	11	16
PRIVATE SECTOR TOTAL ALL INDUSTRIES	2,187,931	30	33	41
TOTAL EMPLOYMENT/FATALITIES	2,534,592	70	62	87

Source: ⁽¹⁾ DOL 2nd Quarter 2023

⁽²⁾ Commission Data, September 2023



FIGURE 8 • Filed Claims by Gender and Age

FISCAL YEAR 2023			
Gender	Age Group	Claims Filed	Percent
Male	Unknown	3	0.0%
Male	10 - 19	171	0.8%
Male	20 - 29	2,306	10.6%
Male	30 - 39	3,406	15.7%
Male	40 - 49	2,777	12.8%
Male	50 - 59	2,639	12.2%
Male	60 - 69	1,465	6.8%
Male	70 - 79	258	1.2%
Male	80 - 89	37	0.2%
		Total 13,062	60.3%
Female	Unknown	5	0.0%
Female	10 - 19	116	0.5%
Female	20 - 29	1,291	6.0%
Female	30 - 39	1,870	8.6%
Female	40 - 49	1,799	8.3%
Female	50 - 59	2,159	10.0%
Female	60 - 69	1,152	5.3%
Female	70 - 79	192	0.9%
Female	80 - 89	14	0.1%
		Total 8,598	39.7%
		Total Filed Claims 21,661	100.0%

Source: Commission Data, September 2023

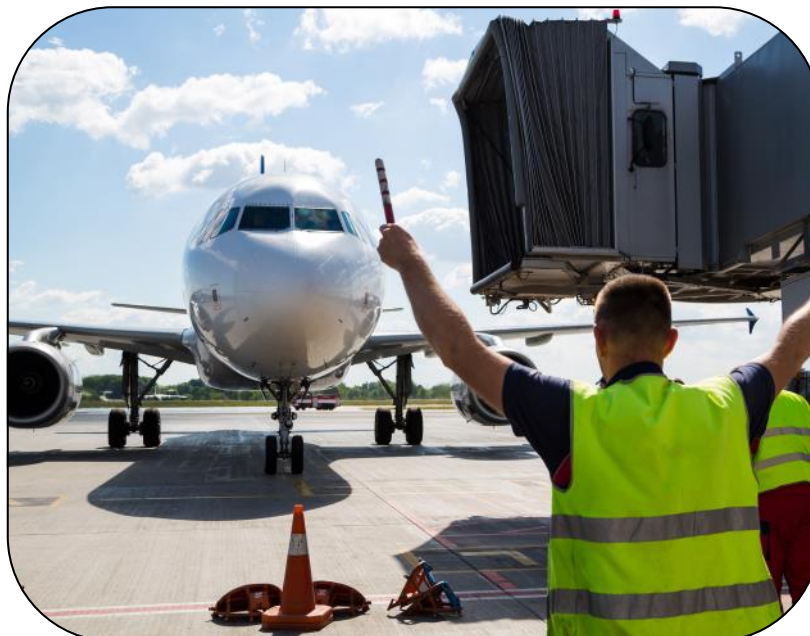


FIGURE 9 • Source of Appeals

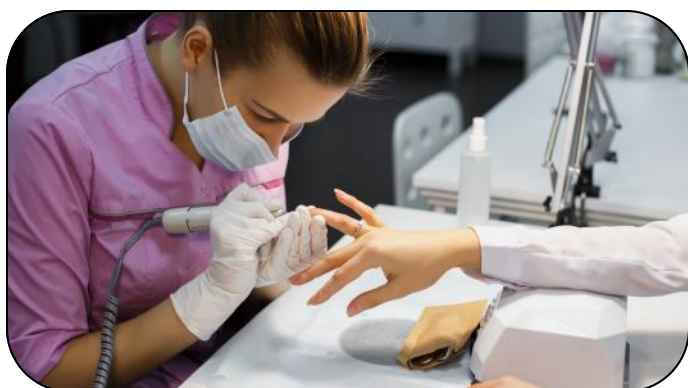
SOURCE	FISCAL YEAR		
	2023	2022	2021
Claimant	1,000	1,176	1,040
Employer/Insurer	422	534	544
Subsequent Injury Fund	56	50	33
Uninsured Employers' Fund	11	16	21
Other Party	7	3	1
TOTAL	1,496	1,779	1,639

Source: Commission Data, September 2023

FIGURE 10 • Hearing Transcripts

CATEGORY	FISCAL YEAR		
	2023	2022	2021
Non Appeal Transcripts	977	1,052	989
Appeal Transcripts	1,386	1,461	1,158

Source: Commission Data, September 2023



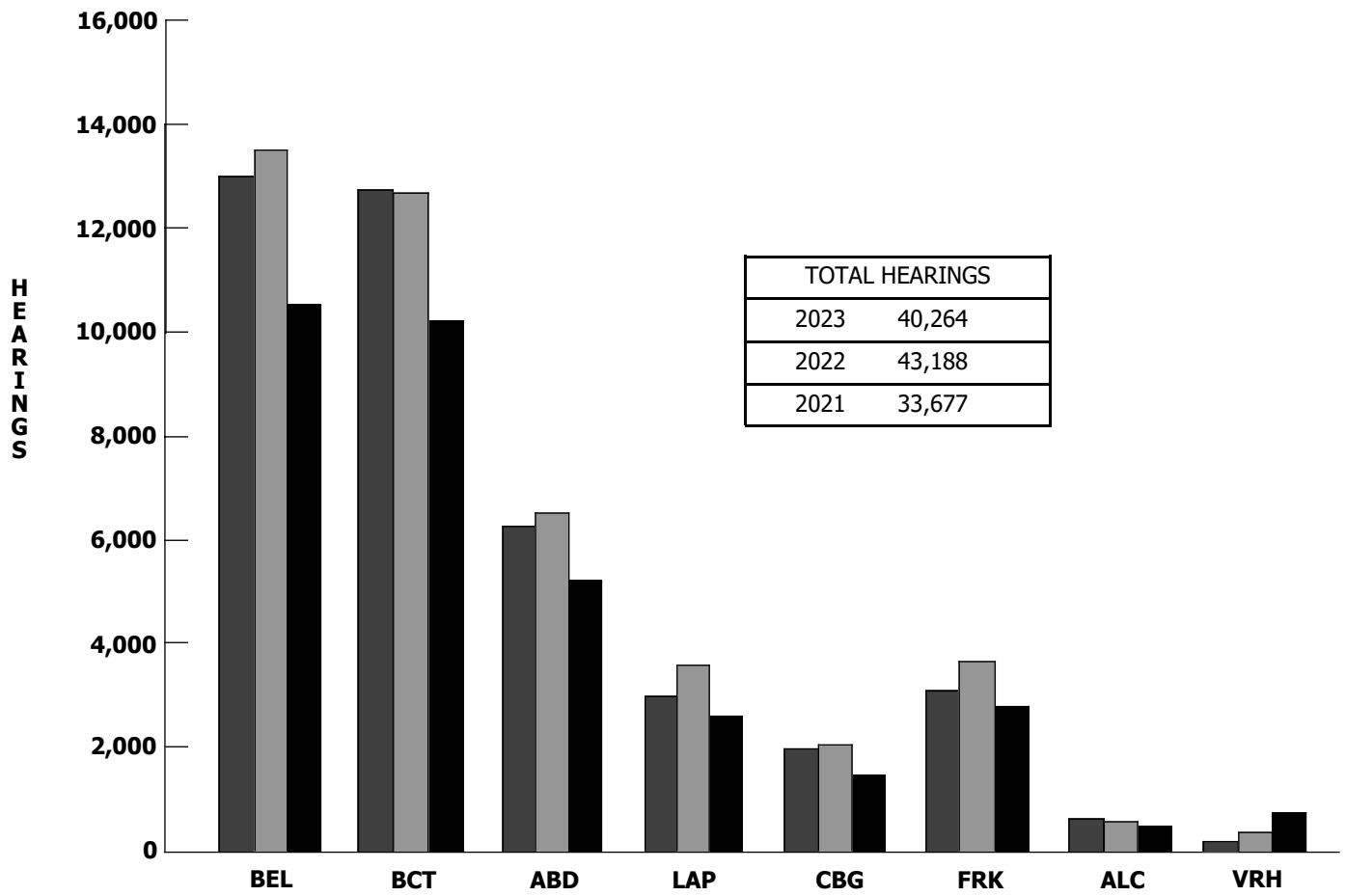
MARYLAND WORKERS' COMPENSATION COMMISSION

FIGURE 11 • Source of Claims and Appeals by Political Subdivision

JURISDICTIONS	FISCAL YEAR					
	2023		2022		2021	
	Claims	Appeals	Claims	Appeals	Claims	Appeals
Baltimore County	3,719	251	3,832	284	3,841	258
Baltimore City	3,135	150	2,922	178	2,989	190
Prince George's County	2,839	224	2,969	258	2,683	233
Montgomery County	1,869	160	1,963	186	1,884	155
Anne Arundel County	1,720	104	1,787	118	1,854	127
Harford County	937	65	946	69	943	76
SIX MAJOR METRO AREAS - COUNT	14,219	954	14,419	1,093	14,194	1,039
Percent of Total Filed Claims/Appeals	65.6%	63.1%	65.3%	61.4%	65.0%	63.4%
Frederick County	914	62	884	66	815	57
Howard County	599	27	589	54	587	40
Washington County	599	27	569	43	637	37
Carroll County	498	43	521	23	559	46
Charles County	457	31	507	59	480	31
Calvert County	365	31	323	15	344	29
Wicomico County	328	22	364	31	399	22
Cecil County	298	21	251	22	279	17
St. Mary's County	215	21	278	31	249	16
Allegany County	204	16	216	18	227	23
Dorchester County	140	5	181	13	164	10
Worcester County	140	13	132	12	142	7
Queen Anne's County	134	8	204	14	187	13
Caroline County	117	16	151	22	163	14
Garrett County	97	6	92	2	118	3
Talbot County	89	5	97	3	87	2
Somerset County	70	6	68	9	69	3
Kent County	48	1	50	2	50	4
EIGHTEEN NON-METRO AREAS - COUNT	5,312	361	5,477	439	5,556	374
Percent of Total Filed Claims/Appeals	24.5%	23.9%	24.8%	24.7%	25.4%	22.8%
OUT OF STATE CLAIMS - COUNT	2,130	197	2,179	247	2,092	226
Percent of Total Filed Claims/Appeals	9.8%	13.0%	9.9%	13.9%	9.6%	13.8%
TOTAL	21,661	1,512	22,075	1,779	21,842	1,639
PERCENT OF CLAIMS APPEALED		7.0%		8.1%		7.5%

Source: Commission Data, September 2023

FIGURE 12 • Scheduled Hearing Distribution



REGIONAL SITES								
	BELTSVILLE	BALTIMORE CITY	ABINGDON	LA PLATA	CAMBRIDGE	FREDERICK	CUMBERLAND	VIRTUAL
	BEL	BCT	ABD	LAP	CBG	FRK	ALC	VRH
2023	12,708	12,288	6,260	3,002	2,009	3,078	677	242
2022	13,751	12,244	6,729	3,606	2,200	3,627	642	389
2021	10,518	9,477	5,414	2,582	1,518	2,819	611	738

FIGURE 13 • Interpreter Office Program Statistics

ITEM	FISCAL YEAR		
	2023	2022	Change
Requests	3,684	3,089	19.3%
Interpretations Provided	2,233	1,233	81.1%
Requests Continued or Withdrawn	1,451	1,856	-21.8%
Spanish Interpretations	1,967	863	127.9%
All Other Interpretations	266	370	-28.1%
Percent Spanish	88.1%	70.0%	25.9%
Number Of Languages Provided	28	37	-24.3%

Source: Commission Data, September 2023

FIGURE 14 • Vocational Rehabilitation Case Management

FISCAL YEAR 2023		
	Count	Percent
Return to Work		
Same Employer, Same Job	1,022	63.7%
Same Employer, Different Job	100	6.2%
New Employer, Same Occupation	30	1.9%
New Employer, Different Occupation	228	14.2%
Self-Employment	1	0.1%
Medical Issues, Not Employed	105	6.5%
Subtotal	1,486	92.6%
Employment Status Unknown		
Rehabilitation Services Declined	37	2.3%
Rehabilitation Program Dropout	60	3.7%
Claimant Moved Out of State	9	0.6%
Claimant Declined Job Offers	12	0.7%
Subtotal	118	7.4%
Total Vocational Rehabilitation Case Dispositions	1,604	100.0%

Source: Commission Data, September 2023

FIGURE 15 • Self-Insurance Program

ITEM	FISCAL YEAR		
	2023	2022	2021
Individual Self-Insurers and 1 Group	85	85	88
Covered Self-Insured Employees ⁽¹⁾	452.4 k	469.0 k	467.0 k
Covered Self-Insured Payroll ⁽¹⁾	\$28.1 B	\$27.1 B	\$24.8 B
Self-Insured Payroll as Percent of All Covered Payroll	14.0%	14.6%	14.3%
Security Held ⁽¹⁾	\$271.9 M	\$268.6 M	\$256.4 M
Commission Orders ⁽²⁾	16	20	17

k = Thousand, M = Million, B = Billion

⁽¹⁾ Source: A-01/IC-1 Reports 2020 - 2022 Note: Security includes active self-insurers only.

⁽²⁾ Commission Data 2021 - 2023

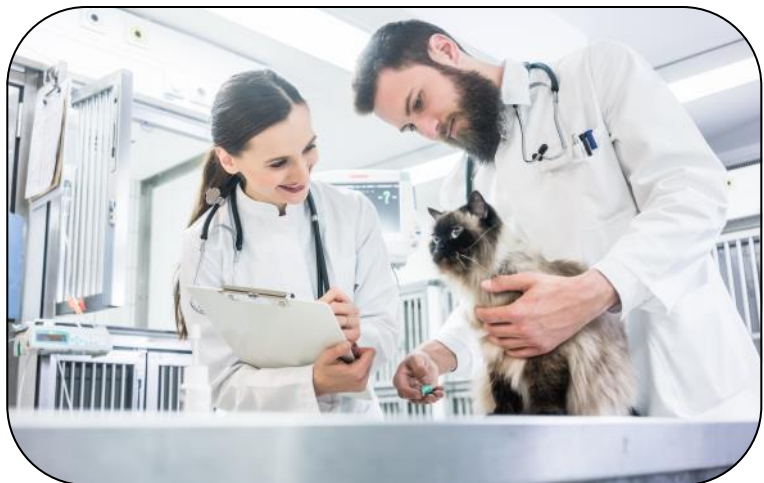


FIGURE 16 • Workers' Compensation Premium Rate Ranking

2022 Ranking	2020 Ranking	2018 Ranking	State	Median Index Rate	State % of Median
1	1	3	New Jersey	2.44	192%
2	5	13	Hawaii	2.27	178%
3	4	2	California	2.26	178%
4	2	1	New York	2.15	169%
5	8	10	Louisiana	2.13	167%
6	3	9	Vermont	1.98	156%
7	26	16	Wyoming	1.86	146%
8	11	12	Wisconsin	1.67	132%
9	16	19	Maine	1.67	131%
10	6	8	Connecticut	1.64	129%
11	9	7	Rhode Island	1.62	128%
12	17	28	Minnesota	1.55	122%
13	14	25	Missouri	1.54	121%
14	21	30	Iowa	1.52	120%
15	12	11	Montana	1.46	115%
16	19	21	Idaho	1.43	112%
17	13	23	Oklahoma	1.41	111%
18	28	27	New Hampshire	1.39	109%
19	24	22	Illinois	1.39	109%
20	30	29	Alabama	1.38	108%
21	10	5	Alaska	1.37	107%
22	19	14	South Carolina	1.35	106%
23	7	4	Delaware	1.34	106%
24	22	16	Washington	1.31	103%
25	23	24	South Dakota	1.3	102%
26	20	17	Pennsylvania	1.27	100%
27	29	34	New Mexico	1.27	99%
28	27	21	Florida	1.26	99%
29	26	27	Nebraska	1.25	98%
30	31	19	North Carolina	1.16	91%
31	15	6	Georgia	1.15	90%
32	35	38	Massachusetts	1.05	83%
33	37	39	Maryland	1.04	81%
34	41	32	Tennessee	1.03	81%
35	39	46	Kansas	1.02	80%
36	32	41	Virginia	1.01	79%
37	42	44	Nevada	1.00	79%
38	37	37	Michigan	1.00	78%
39	34	31	Mississippi	0.98	77%
40	44	42	District of Columbia	0.95	75%
41	33	35	Colorado	0.93	73%
42	45	46	Oregon	0.93	73%
43	46	43	Texas	0.88	69%
44	43	40	Arizona	0.87	69%
46	38	33	Kentucky	0.86	67%
47	40	36	Ohio	0.83	66%
48	49	50	Indiana	0.77	60%
45	47	47	Utah	0.86	68%
49	50	49	Arkansas	0.65	51%
50	48	48	West Virginia	0.63	50%
51	51	51	North Dakota	0.58	45%

Source: Research and Analysis Section, Oregon Department of Consumer and Business Services (Rev. 10/2022)

Notes: 1. Starting with the 2008 study, when two or more states' Index Rate are the same, they now are assigned the same ranking.

FIGURE 17 • Licensed Insurers Writing Workers' Compensation Insurance

Fiscal Year	Licensed Insurers ⁽¹⁾	Licensed Insurers Billed	Percentage of Licensed WC Insurers
2023	669	339	50.7%
2022	667	345	51.7%
2021	667	342	51.3%

Source: Commission Data, September 2023

⁽¹⁾ Includes Self-Insurers

FIGURE 18 • Insurer Assessments, Safety/Fraud Costs and Commission Expenses

Fiscal Year	Assessment Base Insured Payroll	Total Insurer Assessments	Safety and Fraud Program Cost	WCC Cost	Assessment per \$1000 of Payroll
2023	\$168,798,594,409	\$35,020,398	\$14,163,645	\$20,936,921	0.207
2022	\$145,764,851,349	\$33,219,955	\$13,874,719	\$18,632,535	0.227
2021	\$153,560,170,498	\$31,012,070	\$13,029,421	\$18,244,138	0.201

Source: Commission Data, September 2023

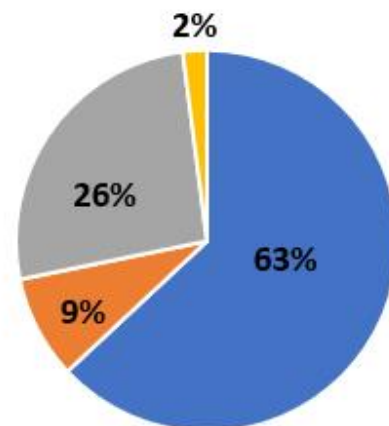
REVENUES/EXPENDITURES

The Commission collects an assessment from licensed workers' compensation insurers and self-insurers for the operating budget of the Commission as well as the Occupational Safety and Health Program and the Workplace Fraud Act within the Department of Labor (DOL). During this fiscal year, \$35,020,398 was assessed and collected with \$14,163,645 being transferred to DOL for its safety program and workplace fraud initiative. The remaining funds were retained in the Workers' Compensation Fund and were disbursed as Commission operating expenditures as appropriated. The fiscal year 2023 Legislative Appropriation

for the Commission's operating expenditures totaled \$21,127,615. Approximately 63 percent of this budget provided for the Commission's allotment of 115.0 full-time equivalent permanent position salaries and 11.25 full-time equivalent contractual position salaries, 9 percent for fixed costs to include lease agreements and lease escalations, 24 percent for contractual services to include computer software and hardware maintenance contracts, 2 percent for communications and postage, and 2 percent for travel expenses, supplies and equipment.

WCC Expenditures

- **Salaries/Benefits**
- **Contractual Services**
lease agreements, insurance, utilities
- **Fixed Costs**
computer maintenance, postage, and communications
- **Supplies/Equipment**
travel expenses, supplies, and equipment



REGULATORY/LEGAL UPDATE

Legislation

HB8088/CH0320 SB0071/CH0321

Execution on a Judgment—Child Support Arrearages—Workers' Compensation

These Acts specify that 25% of the net recovery by the debtor on a claim for workers' compensation is subject to execution on a judgment for a child support arrearage. (Effective: October 1, 2023)

SB0377/CH0410

Workers' Compensation—Benefits—Offset and Study

This Act alters the circumstances under which the payment of a benefit by a governmental unit or quasi-public corporation to a covered employee offsets the liability for benefits under the workers' compensation law; and stating that it is the intent of the General

Assembly that the Maryland Association of Counties and the Professional Fire Fighters of Maryland jointly research and report data and analysis on the effects of the Act by December 1, 2024, to interested parties and certain committees of the General Assembly. (Effective: October 1, 2023)

HB0902/CH0412

SB0839/CH0411

Labor and Employment—Workers' Compensation— Hernia

These Acts establish that a hernia caused as a result of repetitive trauma may be considered an occupational disease and be compensable subject to certain provisions of the workers' compensation law. (Effective: October 1, 2023)

Regulatory Updates

14.09.04—Legal Representation and Fees .02 and .03

This action updated the schedule of attorney fees by amending Regulation .02, repealing existing Regulation .03, and adopting new Regulation .03. (Effective: April 3, 2023)



Appellate Opinions

United Parcel Service, et al. v. David Strothers
Court of Appeals
No. 9, September Term, 2022
Opinion by Eaves, J.
(December 1, 2022)

The Court of Appeals held that the phrase “definite proof,” as used in § 9 Labor and 504(a)(1) of the Employment Article, refers to the quality of evidence required by a workers’ compensation claimant’s burden of production for an accidental hernia and does not elevate the claimant’s burden of persuasion to clear and convincing evidence.

The Court of Appeals held that Respondent’s submitted medical opinion satisfied his burden to produce definite proof that his hernia was new and that the Workers’ Compensation Commission did not misconstrue the law in finding that Respondent met both his burdens of production and persuasion.



Pennsylvania Manufacturers Association v. William Cree, et al.
Appellate Court of Maryland
No. 730, September Term, 2022
Opinion by McDonald J.
(September 6, 2023)

Workers’ Compensation Act – Occupational Disease – Last Injurious Exposure Rule. The Maryland Workers’ Compensation Act provides compensation to workers and their dependents for a worker’s death or disability from an occupational disease contracted as a result of and during the course of employment. If the worker contracted the disease as a result of hazardous exposures while employed at more than one employer, a bright-line rule in the statute assigns that liability to the last employer chronologically – and, if that employer was insured by more than one insurer during that time, to the last insurer chronologically of that employer – during the period of hazardous exposure. That provision is known as the last injurious exposure rule.

Workers’ Compensation Act – Occupational Disease – Occupational Hearing Loss – Applicability of Last Injurious Exposure Rule. While certain provisions of the Maryland Workers’ Compensation Act, including the last injurious exposure rule, apply generally to occupational disease claims, the Act treats claims of occupational hearing loss differently in certain respects. In particular, when a claimant was exposed to harmful noise while working for more than one employer, liability may be apportioned among those employers either in equal shares or based on the amount of the worker’s exposure at each employer. However, the statute is silent as to how liability is assigned among insurers, if any of those employers was insured by more than one insurer during the period of hazardous exposure. In the absence of specific direction in the statute, the same method of allocation of liability should be applied to insurers as to the employers that they insure. Maryland Code, Labor & Employment Article, §§9-502(b), 9-505, 9-649 through 9-652.

COMMITTEES

Maryland General Assembly Workers' Compensation Benefit and Insurance Oversight Committee

Chapters 590 and 591 of the Acts of 1987 established the Maryland General Assembly Workers' Compensation Benefit and Insurance Oversight Committee. Chapter 5 of the Acts of 2011 expanded the membership to include a representative from a self-insured local government entity. The Oversight Committee was developed to:

- Examine and evaluate the condition of the workers' compensation benefit and insurance structure in Maryland and the impact these laws have on that structure.
- Review, with respect to adequacy and appropriateness, the changes made to the permanent partial benefits laws and make recommendations for necessary changes.
- Report to the Governor and the Legislative Policy Committee on December 31 of each year.
- Monitor, review and comment on salient workers' compensation issues for the Maryland Legislature.

The Oversight Committee membership includes representatives from the legislative, medical, legal, labor, business, insurance, rehabilitation sectors, and self-insured local government, as well as the general public. The Committee is co-chaired by an appointed State Senator and a House of Delegates member.

2023 Committee Roster

Katherine A. Klausmeier, Senate Chair
 Shree L. Sample-Hughes, House Chair
 Senator Pamela Beidle
 Delegate Andrew C. Pruski

Representative of Maryland Business Community:
 Mary Anne Reuschling

Representative of the Maryland Labor Organization:
 Hank Sorenson

Representative of Maryland Building and Construction Labor Organization:
 Thomas W. Hayes

Two Members of the Public:
 Debora Fajer-Smith
 Michael G. Comeau

Member of the Insurance Industry:
 Tom Phelan

Member of a Workers' Compensation Rating Organization:
 David Benedict

Member of Medical and Chirurgical Faculty of Maryland:
 Gary W. Pushkin M.D.

Members of the Bar:
 Rudolph L. Rose, Defense Lawyer
 P. Matthew Darby, Plaintiff Lawyer

Maryland Certified Rehabilitation Service Provider:
 Jody Malcolm

Self-Insured Local Government Entity
 Ronald J. Travers

Workers' Compensation Commission—Ex Officio:
 Vacant

Committee Staff:

Nathan McCurdy • nathan.mccurdy@mlis.state.md.us
 Ryan Hollen • ryan.hollen@mlis.state.md.us
 Erica White • erica.white@mlis.state.md.us
 Department of Legislative Services

Governor's Advisory Committee on Budget of State Workers' Compensation Commission

Pursuant to the requirements of Labor and Employment Article §§ 9-317 and 9-318, a Budget Advisory Committee was established to review the annual proposed operating budget of the Workers' Compensation Commission and make recommendations to the Commission. The Budget Advisory Committee will perform this review and make its recommendations by November 1 of each year. The Committee submits its annual report and recommendations to the Governor and Legislature by December 1 of each year. A meeting of the Committee was held in person on October 6, 2022 and a subsequent meeting was held virtually on October 17, 2022.

2023 Committee Roster

Heather H. Kraus, Esq., <i>Chair</i>	James Morrow
Nathan J. Cavey, Jr.	Adrienne M. Ray
Carmine G. D'Alessandro, Esq.	Lisa Yvette Settles, Esq.
Sandra I. Dorsey	Anthonia St. John
Justin Hall	Matthew D. Trollinger, Esq.
James A. Lanier	

COMMITTEES

Advisory Committee on the Registration of Rehabilitation Practitioners

The Advisory Committee on the Registration of Rehabilitation Practitioners was formed by the workers' compensation commission in 1997. The Committee's role is to review, evaluate and provide recommendations to the Commission regarding a vocational rehabilitation practitioner's application where questions or clarifications are needed. Members are appointed to a three-year term by the Workers' Compensation Commission. The Committee consists of seven members who are certified rehabilitation practitioners (Labor and Employment Article, Section 9-6A-05).

2023 Committee Roster

- Janet Spry, Ph.D., CRC, LPC, MCRSP
Committee Chair
- Susan Budden, MS, CRC, MCRSP
- Mary Sevinsky, MS, CRC, CCM, MCRSP
- Kathy M. Stone, MS, CDMS, CCM, MCRSP
- Carole Stole-Upman, MA, RN, CCM, CRC, CDMS, CNLCP, WCCM, MCRSP
- Cathryn Winslow, RN, WCCM, MCRSP
- One Vacancy

Medical Fee Guide Revision Committee

The Medical Fee Guide Revision Committee (MFGRC) was established in response to Labor and Employment Article § 9-663(b)(3). It reviews medical and surgical fees for completeness and reasonableness as well as provides a forum for discussing the fee guide. Recommendations are then made to the full Commission. The MFGRC, whose membership consists of an equal number of payers and receivers of workers' compensation medical benefits, engages in an ongoing analysis of reimbursement rates and recommends modifications to the Commission. In 2008, the Medical Fee Guide was fully incorporated into COMAR and was updated to include an annual adjustment factor that will help reimbursement rates stay current.

2023 Committee Roster

- Commissioner Allan Kittleman, Committee Chair
- Jerome P. Reichmister, M.D., Physician Adviser, WCC
- Janet Vanderpuije, Committee Secretary, WCC

Payers

- Mary Capelli-Schellpfeffer, MD
- Carmine D'Alessandro, Esq.
- Edward J. Bernacki, M.D.
- Maija B. Jackson, Esq.
- Joseph M. Jagielski, Esq.
- Anthonia V. St. John, Esq.

Receivers

- Allyson Bloom, Esq.
- Robert Garza, Esq.
- Gregory M. Gilbert
- Jason Hammond, M.D.
- Keith A. Segalman, M.D.
- Charles Thorne, D.C.

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