

A G E N D A

SOUTH CAROLINA WORKERS' COMPENSATION COMMISSION

1333 Main Street, 5th Floor
Columbia, South Carolina 29201
November 12, 2024 10:30 a.m.

Meeting to be held in Hearing Room A

The Commission's Business Meeting will be broadcast live on the Internet via Zoom. Interested parties may access the broadcast at the following link:

Join Zoom Meeting

<https://us02web.zoom.us/j/8249297108?pwd=akcwMkMxSnYzQWFxdEs4V2x6UWtyUT09&omn=88665575516>

Meeting ID: 824 929 7108

Passcode: 073988

This meeting agenda was posted prior to the meeting and proper advance notice was made to all concerned parties in compliance with requirements in the Freedom of Information Act.

- | | |
|---|---|
| 1. CALL TO ORDER | CHAIRMAN BECK |
| 2. APPROVAL OF AGENDA OF BUSINESS MEETING
OF NOVEMBER 12, 2024 | CHAIRMAN BECK |
| 3. APPROVAL OF MINUTES OF THE REGULAR BUSINESS MEETING
OCTOBER 14, 2024 (Tab 1) | CHAIRMAN BECK |
| 4. RECOGNITION - EMPLOYEES' BIRTHDAYS, SERVICE AWARDS | CHAIRMAN BECK |
| 5. APPLICATIONS FOR APPROVAL TO SELF-INSURE (Tab 2)
A. Self-Insurance Department Report | MS. BROWN |
| 6. DEPARTMENT DIRECTORS' REPORTS
Administrative Services (Tab 3)
Financial Report (Tab 4)
Information Services (Tab 5)
Insurance and Medical Services (Tab 6)
Claims (Tab 7)
Judicial (Tab 8) | MS.MCREE
MS.MCREE
MR. PLUSS
MR. DUCOTE
MS. SPANN
MS. BRACY |
| 7. DEPARTMENT OF VOCATIONAL REHABILITATION
Monthly Report (Tab 9) | MR. CANNON |
| 8. EXECUTIVE DIRECTOR'S REPORT (Tab 10) | MR. CANNON |
| 9. OLD BUSINESS | CHAIRMAN BECK |
| 10. NEW BUSINESS (Tab 11)
Approval of 2025 Commission Meeting Calendar | CHAIRMAN BECK |
| 11. EXECUTIVE SESSION | CHAIRMAN BECK |
| 12. ADJOURNMENT | CHAIRMAN BECK |

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TAB 1

THE
SOUTH CAROLINA WORKERS'
COMPENSATION COMMISSION
BUSINESS MEETING MINUTES
October 14, 2024

A Business Meeting of the South Carolina Workers' Compensation Commission was held in Hearing Room A of the Workers' Compensation Commission on Monday, October 14, 2024, at 10:30 a.m. The meeting agenda was posted prior to the meeting and proper advance notice was made to all concerned parties in compliance with requirements in the Freedom of Information Act. The following Commissioners were present:

T. SCOTT BECK, CHAIRMAN
GENE MCCASKILL, VICE CHAIR
CYNTHIA DOOLEY, COMMISSIONER
R. MICHEAL CAMPBELL, II, COMMISSIONER
MELODY JAMES, COMMISSIONER
AISHA TAYLKOR, COMMISSIONER

Present also were Keith Roberts, General Counsel; Christy Brown, Self-Insurance Director; Amy Bracy, Judicial Director; Kristen Mcree, Administrative Services Director; Kris Pluss, IT Director; Francina Johnson, IT Consultant; Chris Crump, IT Consultant; Jordan Mays, Staff Attorney; Eric Baxley, Staff Attorney; Jeannette Gray, HR Assistant; and Michael Montgomery; Montgomery Willard, LLC. Stacy Cunningham participated by Zoom.

Chairman Beck called the meeting to order at 10:34 a.m.

AGENDA

Commissioner McCaskill moved that the agenda be approved. Commissioner Dooley seconded the motion, and the motion was approved.

APPROVAL OF MINUTES – BUSINESS MEETING OF SEPTEMBER 16, 2024

Commissioner McCaskill moved that the minutes of the Business Meeting of September 16, 2024 be approved. Commissioner Dooley seconded the motion, and the motion was approved.

GENERAL ANNOUNCEMENTS

No general announcements.

Recognition of Agency employees Birthdays for the month of October 2024.

SELF-INSURANCE

Ms. Brown presented her report in written form. There were no questions from the Commission.

Self-insurance applications were presented by Christy Brown, Self-Insurance Director. **Four (4)** prospective members of **Two (2)** funds was presented to the Commission for approval. The applications were:

SCADA

Jim Hudson Motors of Sumter Inc dba Jum Hudson Toyota Sumter

South Carolina Home Builders SIF

Arborflora Tree & Shrub Care LLC

B Channey Improvements LLC

Geoffrey Moose

After examination of the applications, it was determined that each complied with the Commission's requirements, and each was recommended for approval.

Commissioner Taylor made the motion to approve the applications to self-insure. Commissioner Campbell seconded the motion to approve the applications to self-insure, and the motion was approved.

DEPARTMENT DIRECTORS' REPORTS

Each Department report was submitted in written form and included in the Commission's agenda booklets.

ADMINISTRATIVE SERVICES

Ms. Mcree presented the Human Resources and the Financial Report in written form. There were no comments or questions from the Commission.

INFORMATION SERVICES

Mr. Pluss presented the IT report in written form. There were no comments or questions from the Commission.

INSURANCE AND MEDICAL SERVICES

Mr. Ducote presented his report in written form. There were no comments or questions from the Commission.

CLAIMS

Ms. Spann presented her report in written form. There were no comments or questions from the Commission.

JUDICIAL

Ms. Bracy presented her report in written form. There were no questions from the Commission.

VOCABATIONAL REHABILITATION

Mr. Cannon presented the Vocational Rehabilitation report. There were no questions from the Commission.

EXECUTIVE DIRECTOR'S REPORT

Mr. Cannon submitted his report in written form. There were no comments or questions from the Commission.

OLD BUSINESS

There was no old business.

NEW BUSINESS

There was no new business.

EXECUTIVE SESSION

Commissioner Taylor made a motion to move into Executive Session to discuss pending litigation matters. Commissioner James seconded the motion, and the motion was approved. The Commission went into Executive Session at 11:04 a.m.

Commissioner Taylor made the motion to leave Executive Session at 11:42 a.m.; noting that no action was taken. Commissioner Campbell seconded the motion, and the motion was approved.

ADJOURNMENT

Commissioner Campbell made the motion to adjourn. Commissioner Taylor seconded the motion, and the motion was approved.

The October 14, 2024 meeting of the South Carolina Workers' Compensation Commission adjourned at 11:42 a.m.

Reported November 4, 2024.
Arnisha Keitt
Executive Assistant

TAB 2

TAB 3

State of South Carolina



1333 Main St, Suite 500
P.O. Box 1715
Columbia, S.C. 29202-1715

Tel: (803) 737-5700
Fax: (803) 737-1258
www.wcc.sc.gov

Workers' Compensation Commission

To: Gary Cannon, SCWCC Executive Director
From: Kristen McRee, Director of Administrative Services
Date: November 12, 2024
Subject: Administrative Department October 2024 Full Commission Report

This report summarizes the Human Resources, Procurement, Finance, and Budget, initiatives during October 2024.

I. Human Resources

Hiring Recruitment & Retention

The recruitment requisitions for program assistant positions in the Judicial and Self-Insurance Department were opened in August and recruitment continued through the month of October. Four candidates were interviewed for the Judicial Department program assistant and a successful candidate was selected. Unfortunately, the candidate withdrew. The position was reposted on October 23, 2024. After much consideration, an internal staff member was transferred to the self-insurance department to fill the vacancy. The transfer was made effective at the beginning of November.

The Commission is currently recruiting for two other open positions that were posted in October: An ombudsman (public information coordinator II) to support the Executive Director's Office and an insurance analyst to support the Insurance and Medical Services Department.

In addition to the recruitment activities referenced above, an all-staff training to review the new human resources regulation updates, open enrollment information, and discuss the new Employee Performance Management System (EPMS) process was held on October 11, 2024. EEO reporting was completed and submitted to SCHAC for review, prior-year annual employee performance reviews were received timely and keyed into SCEIS.

In addition to the recruitment activities referenced above, Administrative Services also participated in the South Carolina Workers' Compensation Educational Association annual conference, a Performance and Learning Consortium virtual meeting discussing the new statewide EPMS process, a Society for Human Resource Management webinar discussing EEO trends and compliance, and a Social Committee meeting to plan a Halloween event for staff.

Benefits

Annual open enrollment began in October and concluded at the end of the month. All changes to coverages have been approved and sent to PEBA for processing.

II. Procurement

The solicitation for armed security services was published in October. A site visit for interested vendors has been scheduled for November 13, 2024.

The office continues to participate in the procurement of legal case management software. The purchase order was received on November 1, 2024. The legal and information technology departments will coordinate with the vendor to schedule trainings and system implementation in the coming weeks.

During the month of October, administrative services assisted with obtaining competitive quotes for moderate office space renovations. The Commission has obtained one quote from a vendor and continues to coordinate additional site visits for other competitive cost estimates.

The office continues to participate in other procurements such as the ordering of new furniture (lobby chairs, Commissioner's chairs, and related items). Regarding the Commissioner's Chairs, additional chair samples have been requested and should arrive in the coming weeks for inspection.

III. Finance & Budget

The office continues to participate in meetings with the Department of Administration to discuss the Commission's budget. The office prepared submissions to the Executive Budget Office requesting a minor realignment to the Commission's master budget and input the information into the budget development system. In the coming weeks, the office will assess agency cost centers and functional areas and determine whether additional changes are necessary for the next fiscal year.

IV. Privacy

The office is currently evaluating the Commission's shredding practices and related services. A few state contracts for such services have been identified and participating vendors will be contacted to provide additional information regarding services and cost estimates. In the coming months, the Commission will update its privacy policies to provide additional guidance relating to the appropriate destruction of personally identifiable information.

TAB 4

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1333 Main Street, 5th Floor
P.O. Box 1715
Columbia, S.C. 29202-1715



TEL: (803) 737-5700
www.wcc.sc.gov

Workers' Compensation Commission

MEMORANDUM

TO: COMMISSIONERS

FROM: Kristen McRee, Director Administrative Services

DATE: November 12, 2024

RE: FINANCIAL REPORT – FY Period ending October 31, 2024

Attached is the Budget vs. Actual Report for the General Fund and Earmarked Fund for the fiscal year period ending October 31, 2024. The benchmark for this period is 33%.

Expenditures – General Fund – Annual Budget \$6,292,087

The total expenditure for the General Fund year-to-date is \$978,765¹ or 16% of the annual budget as shown on Page 2. Page 3 and 4 reflects the balances of funds appropriated by the General Assembly for the IT System Modernization Project. The balance for the IT System Project on page three has decreased 4.3% to \$1,620,894 from its original balance of \$1,695,084 as a result of expenses related to the IT Legacy System upgrades. The balance of the non-recurring appropriation funds for the IT System Project remains stable at \$5,000,000.

Expenditures – Earmarked Fund – Annual Budget \$5,607,845

The Earmarked Fund (38440000) total expenditures year-to-date are \$1,509,586 which is 27% of budget as shown on Page 7.

Revenues – Earmarked Annual Budget \$2,787,979

The Commission posted \$967,713 in Earmarked Fund operating revenues year-to-date, which is 35% of the annual budget.

Self-Insurance Tax Funds

The Commission is no longer authorized to retain the self-insurance tax funds collected. All funds are remitted to the general fund. The amount collected in the period ending August 31, 2024 is \$217,866.

¹ This amount does not include \$32,009 for commitment item 501070 (other personal services) for the commissioners cost center.

South Carolina Workers' Compensation Commission
 Budget v. Actual Report
 FY 2025 As of 10/31/2024
 33% of year elapsed

Fund 10010000 - GENERAL FUND - Operating Items

Administration		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501015	DIRECTOR	\$ 153,737	\$ 52,399	34%		\$ 101,338	\$ 51,246	33%
501058	CLASSIFIED POS	\$ 55,125		0%		\$ 55,125		
512001	OTHER OPERATING	\$ 3,155,303						
	Total OTHER OPERATING:	\$ 3,155,303				\$ 3,155,303		
Total Administration:		\$ 3,364,165	\$ 52,399	2%		\$ 3,311,766	\$ 51,246	2%

Inform. services		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
503000	SUPPLY AND MATERIAL		\$ 42		3,168			
	Total OTHER OPERATING:		\$ 42		\$ 3,168	\$ (3,211)		
Total Inform. services:			\$ 42		\$ 3,168	\$ (3,211)		

Claims		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 108,332	\$ 30,439	28%		\$ 77,893	\$ 29,769	27%
Total Claims:		\$ 108,332	\$ 30,439	28%		\$ 77,893	\$ 29,769	27%

Commissioners		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501026	CHAIRMAN	\$ 186,296	\$ 63,496	34%		\$ 138,674	\$ 62,099	33%
501033	COMMISSIONER	\$ 1,085,209	\$ 369,874	34%		\$ 807,804	\$ 361,736	33%
501050	TAXABLE SUBS	\$ 89,866	\$ 23,293	26%		\$ 72,320	\$ 27,530	31%
501058	CLASSIFIED POS	\$ 428,071	\$ 123,346	29%		\$ 302,633	\$ 129,236	30%
Total Commissioners:		1,789,442	580,009	32%		1,209,433	580,601	32%

Insurance & Medical		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 43,922	\$ 7,526	17%		\$ 36,396	\$ 12,500	28%
Total Insurance & Medical:		\$ 43,922	\$ 7,526	19%		\$ 36,396	\$ 12,500	28%

Judicial		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 31,539		0%		\$ 31,539		
512001	OTHER OPERATING	\$ 10,000						
503000	SUPPLY AND MATERIAL		\$ 4,000					
	Total OTHER OPERATING:	\$ 10,000	\$ 4,000	40%	\$ -	\$ 6,000		
Total Judicial:		\$ 41,539	\$ 4,000	10%	\$ -	\$ 37,539		

Employer Contributions		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
513000	EMPLOYER CONTRIB	\$ 944,687	\$ 272,342	29%		\$ 735,237	\$ 265,733	28%

Total Employer Contributions:	\$ 944,687	\$ 272,342	29%		\$ 735,237	\$ 265,733	28%
Total GENERAL FUND - Operating Items	\$ 6,292,087	\$ 946,757	15%	\$ 3,510	\$ 5,341,820	\$ 939,848	15%

Fund 10010000 - GENERAL FUND - Special Items

IT System Project		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
561000	Special Item	\$ 1,631,520	\$ 8,001	0%	\$ 2,625	\$ 1,620,894		
Total IT System Project:		\$ 1,631,520	\$ 8,001	0%	\$ 2,625	\$ 1,620,894		
Total GENERAL FUND - Special Items:		\$ 1,631,520	\$ 8,001		\$ 2,625	\$ 1,620,894		

Fund 10050023 - GF-NONRECUR APROP-23 - Special Items

IT System Project		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
561000	Special Item	\$ 5,000,000		0%		\$ 5,000,000		
Total IT System Project:		\$ 5,000,000				\$ 5,000,000		
Total GF-NONRECUR APROP-23 - Special Items:		\$ 5,000,000				\$ 5,000,000		

Fund 38440000 - EARMARKED FUND

Administration		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 696,889	\$ 105,041	15%		\$ 618,108	\$ 67,482	10%
512001	OTHER OPERATING	\$ 2,205,907						
502000	CONTRACTUAL SVC		\$ 50,767		\$ 19,026		\$ 164,937	
503000	SUPPLY AND MATERIAL		\$ 19,388		\$ 43,271		\$ 31,297	
504000	FIXED CHGS AND CONT		\$ 205,478		\$ 340,188		\$ 189,377	
505000	TRAVEL		\$ 17,527		\$ 655		\$ 8,930	
	Total OTHER OPERATING:	\$ 2,205,907	\$ 293,160	13%	\$ 403,140	\$ 1,509,607	\$ 394,541	18%
Total Administration:		\$ 2,902,796	\$ 398,201	14%	\$ 403,140	\$ 2,101,455	\$ 462,023	16%

Inform. services		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS		\$ 122,299			\$ (88,599)	\$ 121,301	
502000	CONTRACTUAL SVC		\$ 126,826		\$ 131,765		\$ 37,654	
503000	SUPPLY AND MATERIAL		\$ 7,143		\$ 12,640			
504000	FIXED CHGS AND CONT		\$ 1,023				\$ 504	
505000	TRAVEL		\$ 2,920					
	Total OTHER OPERATING:		\$ 137,912		\$ 144,405	\$ (282,317)	\$ 38,158	
Total Inform. services:			\$ 260,211		\$ 144,405	\$ (404,616)	\$ 159,459	

Claims		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 262,204	\$ 82,729	32%		\$ 179,475	\$ 73,649	28%
512001	OTHER OPERATING	\$ 24,744					\$ 525	
	Total OTHER OPERATING:	\$ 24,744				\$ 24,744	\$ 525	2%
Total Claims:		\$ 286,948	\$ 82,729	29%		\$ 204,219	\$ 74,174	26%

Commissioners		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 50,000	\$ 17,277	35%		\$ 32,723		
512001	OTHER OPERATING	\$ 229,092						
502000	CONTRACTUAL SVC		\$ 45,678		\$ 378		\$ 40,706	
505000	TRAVEL		\$ 26,651		\$ 4,587		\$ 24,193	
	Total OTHER OPERATING:	\$ 229,092	\$ 72,329	32%	\$ 4,965	\$ 151,798	\$ 64,899	29%
Total Commissioners:		\$ 279,092	\$ 89,606	32%	\$ 4,965	\$ 184,521	\$ 64,899	24%

Insurance & Medical		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 553,278	\$ 160,716	29%		\$ 392,562	\$ 160,663	29%
501070	OTH PERS SVC						\$ 7,023	
512001	OTHER OPERATING	\$ 40,000						
502000	CONTRACTUAL SVC		\$ 190				\$ 3,225	
503000	SUPPLY AND MATERIAL		\$ 6,000				\$ 1,500	
505000	TRAVEL		\$ 6,538				\$ 4,171	
514000	BENEFITS AND CLAIMS		\$ 1,376		\$ 18,461		\$ 48,143	
	Total OTHER OPERATING:	\$ 40,000	\$ 14,104	35%	\$ 18,461	\$ 7,435	\$ 57,039	144%
Total Insurance & Medical:		\$ 593,278	\$ 174,820	29%	\$ 18,461	\$ 399,997	\$ 224,725	38%

Judicial		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 513,733	\$ 159,780	31%		\$ 353,953	\$ 173,779	34%
501070	OTH PERS SVC	\$ 62,681	\$ 13,264	21%		\$ 49,417	\$ 12,528	20%
512001	OTHER OPERATING	\$ 45,000						
502000	CONTRACTUAL SVC		\$ 10,057		\$ 4,040			
503000	SUPPLY AND MATERIAL		\$ 4,000				\$ 12,000	
505000	TRAVEL				\$ 892		\$ 1,203	
	Total OTHER OPERATING:	\$ 45,000	\$ 14,057	31%	\$ 4,932	\$ 26,011	\$ 13,203	29%
Total Judicial:		\$ 621,414	\$ 187,101	30%	\$ 4,932	\$ 429,381	\$ 199,510	32%

Employer Contributions		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
513000	EMPLOYER CONTRIB	\$ 924,317	\$ 314,152	34%		\$ 610,165	\$ 289,109	31%
Total Employer Contributions:		\$ 924,317	\$ 314,152	34%		\$ 610,165	\$ 289,109	31%
Total EARMARKED FUND:		\$ 5,607,845	\$ 1,506,820	27%	\$ 575,903	\$ 3,525,122	\$ 1,475,090	26%

South Carolina Workers' Compensation Commission
Earmarked Fund Revenues
FY 2025 As of 10/31/2024
33% of year elapsed

		FY 2025			FY 2024	
Account	Acct No.	Budget	YTD Actual Revenue	% of Budget	YTD Actual Revenue	% of Budget
WORKERS COMPENSATION SELF INSURANC	4080100000					
WORKERS' COMPENSATION HEARING FEE	4110090000	1,091,322	386,026	35%	362,175	33%
WORKERS COMP SELF INSURANCE APPLIC/	4160040000	7,350			100	1%
WORKERS COMPENSATION FILING VIOLATIC	4223030000	1,637,210	565,514	35%	534,689	33%
PARKING FEE	4350040000	5,785	1,860	32%	1,885	33%
WORKERS COMPENSATION AWARD REVIEW	4350140000	14,686	5,570	38%	4,200	29%
TRAINING CONFERENCE REGISTRATION FEE	4380020000	3,120	1,105	35%		0%
PHOTOCOPYING FEE	4380050000	23,761	5,728	24%	14,749	62%
SALE OF SERVICES	4480020000	3,120	910	29%		0%
SALE OF LISTINGS & LABELS	4480060000	1,625	1,250	77%	700	43%
RETURNED CHECKS	4530010000				(1,550)	
ADJUSTMENT TO AGENCY DEPOSITS	4530020000		(250)		(2,250)	
Total Revenues		2,787,979	967,713	35%	914,698	33%
Self Insurance Tax			217,866		1,484,755	
Total		2,787,979	1,185,579	43%	1,185,579	98%

TAB 5

State of South Carolina

1333 Main St, Suite 500
P.O. Box 1715
Columbia, S.C. 29202-1715



Tel: (803) 737-5700
Fax: (803) 737-1258
www.wcc.sc.gov

Workers' Compensation Commission

To: Gary Cannon, SCWCC Executive Director
From: Kris Pluss, IT Director
Date: November 5, 2024
Subject: IT Department October 2024 Full Commission Report

This report summarizes the activities and accomplishments for projects and initiatives in the IT Department during October 2024.

I. Systems Operations, Maintenance and Support

Progress

WCC IT has worked with Progress Professional Services to auto-create emails for attorneys, paralegals, carriers, and TPAs when fine notices are generated. A verification report is being tested in our Production Environment that allows WCC Analysts to review the email notices prior to creation for consistency. Once completed, the email function will be finalized and deployed. This programming logic will be used for future enhancements that involve the automation of emails within the system.

OnBase

WCC IT was advised that DTO will no longer be supporting OnBase 17 after the current calendar year. WCC IT and DTO will begin testing OnBase 23 in the Development Environment for the upcoming migration.

Legacy Modernization – Phase II

WCC IT has identified several enhancements that will be included in Phase II of the Legacy Modernization Plan:

- Utilize the auto-create email programming logic for fines to enhance the docketing process for the Commissioner Offices.
- Automate the flow of forms and data from the SC.Gov Submission Portal directly into Progress.
- Update the MS Word template logic for Forms and Notices to streamline the edit process for internal staff.

Reporting

130 Service Desk tickets were received by WCC IT during October 2024.
114 Tickets were assigned a priority of Low.
14 Tickets were assigned a priority of Medium.
2 Ticket was assigned a priority of High.
0 Tickets were assigned a priority of Urgent.

II. Projects, Enhancements and Development

SC.Gov – eFile/ePay:

4,179 unique electronic submissions were processed in October 2024.

- 1,152 eFile/ePay online transactions with a fee/fine for a net amount of \$89,111 were submitted in October 2024.
- Filing Fees: \$54,366
- Fines: \$34,745
- Other: \$470 (Appeals and Copy Requests)
- Total Unique Filings without an Online Payment: 3,027

Online vs. Physical Pleadings:

Pleading Type	Percent Paid Online - ePay	Percent Paid Physically – Mail	Total Number of pleadings
Claimant	53%	47%	754
Defense	47%	53%	285
Total	100%	100%	1,039

TAB 6

State of South Carolina



Workers' Compensation Commission

MEMORANDUM

Date: November 7, 2024

To: Gary Cannon
Executive Director

From: Wayne Ducote
Insurance & Medical Services Director

RE: Monthly Insurance & Medical Services Report for October 2024

Please find attached the statistical report for the Insurance and Medical Services Department for the month of October 2024.

In addition to the statistical data provided, please be advised of the following:

The SCWCC office of Human Resources has posted the position for a new coverage analyst in the Coverage and Compliance Division to replace the former coverage analyst who transitioned back to the Self-Insurance Division.

The Coverage Division had 46 new registrants for notification of lapse in coverage within our coverage notification system. No lapse in coverage notifications were sent.

The Coverage Division continues to create Form 50 claims into the Verisk system. This process is being updated on a weekly basis with the assistance of the SCWCC IT team and the Verisk team.

To provide some clarification and detail regarding the coverage fines, coverage fines consist of three categories: coverage late fines, 12A/FROI fines, and 12M/Annual Minor Medical Report fines. All coverage fines are systematically assessed based on our statutes and regulations. They are not manually assessed fines, so the number of fines assessed are based solely on the performance of the carrier and not the SCWCC staff.

The Compliance Division created 225 DEW compliance investigation files in October. Of those 225 files, 24 files were closed immediately due coverage being located. The remaining 201 files were opened for further investigation.

Compliance fines collected are down 27% from the same time last fiscal year, but the number of employers brought into compliance and the number of employees now covered is up 4% and 5% respectively. The Compliance Division seems to be catching the non-compliant employers sooner in the process than in years past, which results in lesser fine and penalty amounts being assessed.

The Medical Services Division resolved eight formal medical bill disputes. The Medical Services Division continues bi-weekly meetings with Fair Health to discuss the 2025 Medical Services Provider Manual updates.

While this summary is in no way all-inclusive, it may serve to assist you and our Commissioners in understanding the key measures by which the Department's effectiveness can be gauged. The Insurance and Medical Services Department welcomes any guidance that you and/or our Commissioners can provide concerning our performance and direction.

Department of Insurance & Medical Services
South Carolina Workers' Compensation Commission
October 2024 Monthly Report

	July	August	September	October	November	December	Total FY24-25	Total FY23-24	% Chg FY25
COMPLIANCE									
Total Cases Active at Beginning of Period	275	248	222	241			986	758	30%
Total Cases Initiated	199	134	151	257			741	671	10%
Total Cases Closed	226	160	132	191			709	594	19%
Total Cases Active at End of Period	248	222	241	307			1018	835	22%
Cases from F50/12A/other	22	21	11	19			73	54	35%
Cases from DEW	168	90	130	225			613	583	5%
Cases from Carriers	23	11	10	15			59	30	97%
Total Fines Assessed	\$ 79,250	\$ 72,201	\$ 31,250	\$ 57,500			\$ 240,201	\$ 2,368,283	-90%
- DEW / Coverage / Miscellaneous	\$ 76,500	\$ 69,176	\$ 30,500	\$ 55,750			\$ 231,926	\$ 2,087,783	-89%
- Underlying claim / uninsured employer	\$ 2,750	\$ 3,025	\$ 750	\$ 1,750			\$ 8,275	\$ 280,500	-97%
Total Fines Collected	\$ 66,125	\$ 71,200	\$ 45,700	\$ 45,020			\$ 228,045	\$ 313,368	-27%
- DEW / Coverage / Miscellaneous	\$ 60,275	\$ 69,550	\$ 41,600	\$ 44,920			\$ 216,345	\$ 300,799	-28%
- Underlying claim / uninsured employer	\$ 5,850	\$ 1,650	\$ 4,100	\$ 100			\$ 11,700	\$ 12,569	-7%
Fines Waived/Rescinded/Uncollectable	\$ 10,660	\$ 22,741	\$ -	\$ -			\$ 33,401	\$ 1,887,982	-96%
- Waived	\$ 6,160	\$ 22,740	\$ 0	\$ 0			\$ 28,900	\$ 1,640,142	-96%
- Rescinded	\$ 4,500	\$ 1	\$ 0	\$ 0			\$ 4,501	\$ 247,840	-97%
- Uncollectable	\$ 0	\$ 0	\$ 0	\$ 0			\$ -	\$ -	-
Employer RTSC Cases Docketed	0	1	0	1			2	6	-67%
Employers Compelled Into Compliance	37	44	26	36			143	137	4%
Previous Uninsured Employees Now Covered	322	261	181	217			981	931	5%
Carrier RTSC Cases Docketed	16	23	11	10			60	37	62%
Carrier RTSC Cases Resolved	16	23	11	10			60	37	62%
Carrier RTSC Fines Resolved	\$ 10,800	\$ 4,600	\$ 17,604	\$ 9,700			\$ 42,704	\$ 40,489	5%
COVERAGE & ACCIDENT RPTG									
Employers Withdrawing From the Act	1	3	4	3			11	21	-48%
Coverage Fines Assessed	\$ 30,250	\$ 30,650	\$ 31,300	\$ 29,100			\$ 121,300	\$ 94,325	29%
Coverage Fines Collected	\$ 16,700	\$ 19,800	\$ 25,150	\$ 27,300			\$ 88,950	\$ 100,550	-12%
Coverage Fines Waived	\$ 4,600	\$ 5,000	\$ 4,000	\$ 6,800			\$ 20,400	\$ 10,700	91%
Number of 12As Filed EDI	1,766	1,895	1,567	1,989			7,217	7,299	-1%
Number of 12As Filed Manually	310	221	211	316			1,058	1,244	-15%
Total Number of WCC Files Created	2,076	2,116	1,778	2,305			8,275	8,543	-3%
Number of Fatalities Filed on 12As	14	9	4	9			36	35	3%
MEDICAL SERVICES									
Bills Pending at Beginning of Period	6	6	6	5			23	36	-36%
Bills Received	7	11	6	9			33	47	-30%
Bills to be Reviewed	13	17	12	14			56	83	-33%
Bills Reviewed this Month	7	11	7	8			33	52	-37%
Bills Pending at End of Period	6	6	5	6			23	31	-26%

TAB 7

State of South Carolina

1333 Main Street, 5th Floor
P.O. Box 1715
Columbia, S.C. 29202-1715



TEL: (803) 737-5700
www.wcc.sc.gov

Workers' Compensation Commission

MEMORANDUM

To: Gary Cannon, Executive Director

From: Sonji Spann, Claims Director

Date: November 12, 2024

Re: Claims Department November 2024 Full Commission Report

Attached is the Statistical Report for the Claims Department for the period July 1, 2024-Oct.30, 2024, for the Business Meeting on November 12, 2024.

Claims activities are in Column (a) with the totals for the period ending October 2024 in column (o). Column (q) reflects the percentage change when comparing the totals for same period in the current fiscal at the totals for the same period in last fiscal year. The total Claims Activities, for this period have decreased 1% when compared to the same period from last fiscal year.

The number of cases reviewed increased 2%; the department closed 30 more claims than the same period last fiscal year, Fines Assessed reflects a 27% decrease; and the Total Fines Paid increased 1% compared to the amount paid during the same period last year.

I will be happy to answer any questions you or the Commissioners have.

**Claims Department Statistical Report
FY2024-2025**

Claims Activities	July	August	Sept	Oct	Nov	Dec	FY24-25 YTD Total	FY23-24 YTD Total	% Diff from prev year
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(o)	(p)	(q)
Forms 15-I	1,101	1,172	961	1,229			4,463	4,315	3%
Forms 15-II/Forms 17	735	804	648	783			2,970	2,831	5%
Forms 16 for PP/Disf	45	62	58	61			226	197	15%
Forms 18	5,279	4,863	4,574	5,324			20,040	20,171	-1%
Forms 20	471	506	490	602			2,069	2,219	-7%
Form 50 Claims Only							-	843	
Form 61	640	774	710	715			2,839	2,826	0%
Letters of Rep								422	
Clinchers	628	743	596	696			2,663	2,641	1%
Third Party Settlements	7	38	12	20			77	88	-13%
SSA Requests for Info	33	20	43	46			142	165	-14%
Cases Closed	2,147	2,139	2,017	2,370			8,673	8,643	0%
Cases Reviewed	3,175	3,000	2,726	3,570			12,471	12,263	2%
Total	14,261	14,121	12,835	15,416	-	-	56,633	57,264	-1%
							-		
Total Fines Assessed	\$ 190	\$ 256	\$ 252	\$ 232			\$ 930	\$ 1,266	-27%
Form 18 Fines	\$ 149	\$ 239	\$ 211	\$ 210			\$ 809	\$ 1,086	-26%
Total Amt Paid	\$ 28,000	\$ 33,600	\$ 46,100	\$ 36,000			\$ 143,700	\$ 141,650	1%

TAB 8

State of South Carolina

1333 Main Street
P.O. Box 1715
Columbia, S.C. 29202-1715



Tel: (803) 737-5700
Fax: (803) 737-1234
www.wcc.sc.gov

Workers' Compensation Commission

November 5, 2024

To: Gary Cannon
Executive Director

From: Amy A. Bracy
Judicial Director

RE: Monthly Judicial Report for October 2024

During the month of October, the Judicial Department processed four hundred five (405) claim only 50s, and one thousand thirty-nine (1,039) requests for hearings (claimant and defense pleadings). Comparing the numbers from the same period last year, claimant and defense hearing requests both remained the same. The department received one hundred twenty-five (125) Motions, a 23% increase compared to the same period last year and one hundred sixty-five (165) clincher conference requests, a 5% increase compared to the same time last year.

There were fifty-five (55) Single Commissioner Hearings conducted during the past month, fifteen (15) pre-hearing conferences held, and eight (8) Full Commission hearings held. A total of four hundred seventy-four (474) Orders (Single Commissioner Orders, Consent Orders and Administrative Orders) were served at the single Commissioner level, thirty (30) of those were Decision and Orders that resulted from hearings that went on the record and one hundred ten (110) were Motion Orders that were a result of Motions ruled upon by Commissioners.

There were three hundred eighty-one (381) Informal Conferences requested during October and two hundred seventy-three (273) were conducted.

There were forty-four (44) regulatory mediations scheduled and one hundred fourteen (114) requested mediations. Totals are up 8% and 27% in the respective categories for the same period last year. The Judicial Department was notified of seventy-nine (79) matters resolved in mediation, with the receipt of Forms 70. This category's total is up 25% compared to this period last year. This does not include mediations that take place outside of what is reported to the Commission.

In the month of October, Judicial received four (4) Notice of Intent to Appeal to the Court of Appeals and zero (0) to the Circuit Court for the same case.

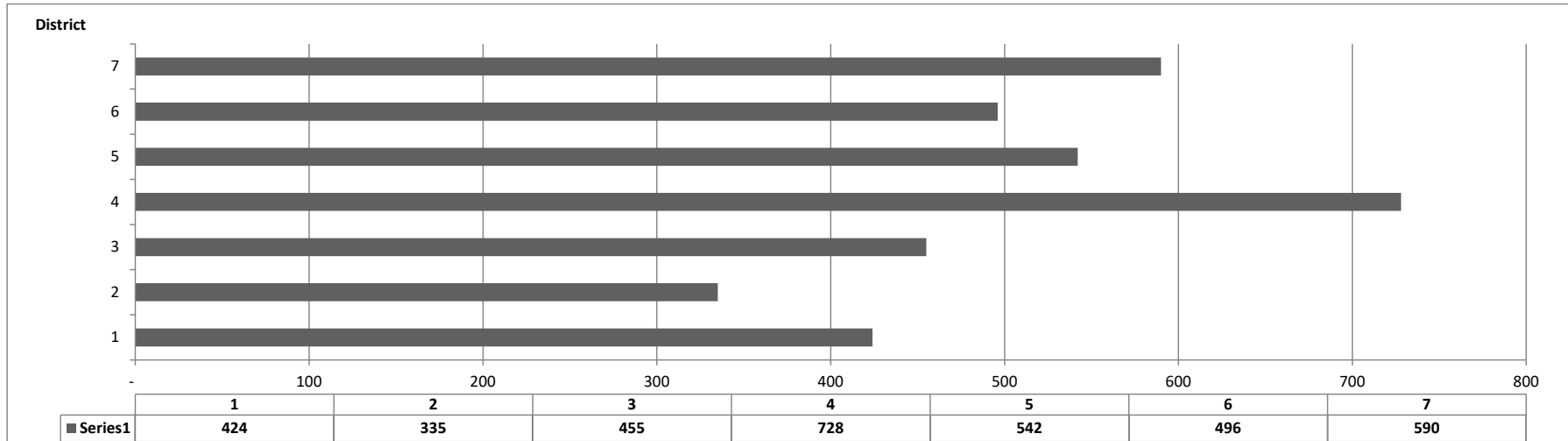
**Judicial Department Statistical Report
Statistics For Fiscal Year 2024-2025**

	July	Aug	Sept	Oct	Nov	Dec	Totals YTD 2024-2025	Totals YTD 2023-2024	% Diff from prev year
Claimant Pleadings	672	553	506	754			2,485	2,473	0%
Defense Response to Pleadings	574	507	282	685			2,048	2,057	0%
Defense Pleadings	300	276	252	285			1,113	1,105	1%
Form 50 - Claim Only	354	230	258	405			1,247	1,141	9%
Letters of Representation	25	11	12	70			118	128	-8%
Motions	148	139	104	125			516	418	23%
Form 30	6	15	10	13			44	34	29%
FC Hearings Held	7	6	3	8			24	23	4%
FC Orders Served	14	6	29	12			61	22	177%
Single Comm. Hearings Held	59	46	64	55			224	216	4%
Single Comm. Orders Served	211	172	169	152			704	717	-2%
Single Comm. Pre-Hearing Conf Held	18	10	5	15			48	56	-14%
Consent Orders	308	279	297	306			1,190	1,108	7%
Administrative Orders	17	7	21	16			61	33	85%
Clincher Conference Requested	152	150	128	165			595	564	5%
Informal Conference Requested	175	236	196	381			988	966	2%
Informal Conference Conducted	149	208	96	273			726	642	13%
Regulatory Mediations	49	34	16	44			143	132	8%
Requested Mediations	85	69	52	114			320	252	27%
Ordered Mediations	0	0	0	0			0	4	-100%
Mediation Resolved	61	83	33	79			256	204	25%
Mediation Impasse	16	17	16	27			76	61	25%
Mediation Held; Issues Pending	0	1	2	0			3	6	-50%
Claim Settled Prior to Mediation	17	22	11	21			71	38	87%
Mediation Not Complete in 60 days	1	3	3	3			10	7	43%

Pleadings Assigned - Three Year Comparison by Month

	District 1			District 2			District 3			District 4			District 5			District 6			District 7		
	Greenville			Anderson			Orangeburg			Charleston			Florence			Spartanburg			Richland		
	24-25	23-24	22-23	24-25	23-24	22-23	24-25	23-24	22-23	24-25	23-24	22-23	24-25	23-24	22-23	24-25	23-24	22-23	24-25	23-24	22-23
Jul	130	93	105	101	64	81	125	80	112	172	150	150	152	106	111	123	100	135	146	131	142
Aug	93	112	105	74	85	70	135	115	86	186	189	172	111	145	118	135	118	124	179	150	155
Sep	78	110	93	49	83	68	70	113	98	126	234	144	96	160	121	89	111	104	97	148	135
Oct	123	96	78	111	68	59	125	107	97	244	181	140	183	149	114	149	114	96	168	142	126
Nov		106	90		79	77		111	106		190	180		139	135		113	137		173	164
Dec		105	91		80	74		99	108		142	166		99	136		93	113		107	117
Jan		102	74		73	74		79	90		174	172		117	126		114	97		147	130
Feb		114	78		69	69		94	90		170	144		128	102		117	88		132	122
Mar		104	96		82	69		119	124		172	174		152	133		117	139		166	158
Apr		112	82		58	82		102	78		173	158		114	138		116	113		140	146
May		133	70		94	64		115	92		206	156		153	126		123	114		142	148
Jun		101	118		65	76		88	118		147	235		157	131		95	119		133	185
Totals	424	1,288	1,080	335	900	863	455	1,222	1,199	728	2,128	1,991	542	1,619	1,491	496	1,331	1,379	590	1,711	1,728

Pleadings Assigned by District Year to Date



TAB 9



Referral Date

7/1/2024

10/30/2024

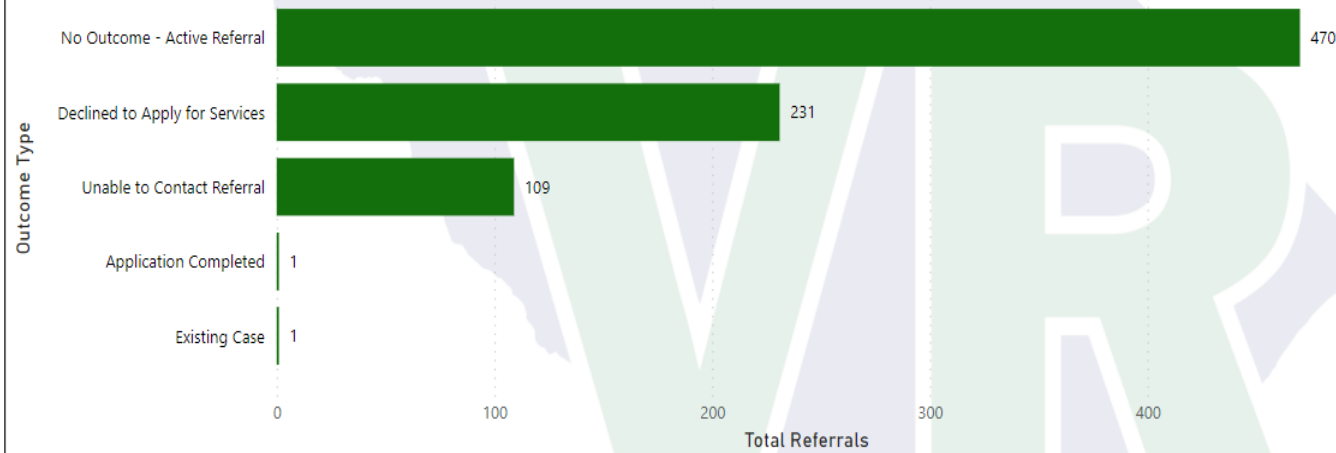
Area Office

All

Referring Organization

SC Workers Compensation

Total Referrals by Outcome Type



50.00%

Referrals with VR Cases Reaching Eligibility

50.00%

Referrals with VR Cases Reaching IPE

0.00%

Rehab Rate for Referral VR Cases with an IPE Developed

Referral Summary

Outcome Type	Total Referrals
Application Completed	1
Declined to Apply for Services	231
Existing Case	1
No Outcome - Active Referral	470
Unable to Contact Referral	109
Total	812

Current CMS Status of Referrals Who Applied or Had Existing SCVRD Cases

Current CMS Status	Description	Total Referrals	% of Referrals with VR Cases
8	Closed before Eligibility	1	50.00%
12	IPE	1	50.00%
Total		2	100.00%

SCVRD**Monthly Referral Report Summary FY24-25**

Referral						
Outcome Type	July	Aug	Sept	Oct	Nov	Dec
Application Completed	5	1	1	1		
Assessment Not Completed						
Declined to Apply for Services	12	87	138	231		
Existing Case	4	1	1	1		
No Outcome - Active Referral	209	287	397	470		
Unable to Contact Referral	4	30	69	109		
Total	234	406	606	812	0	0

TAB 10

State of South Carolina



Workers' Compensation Commission

Executive Director's Report

November 12, 2024

FY2025-26 Budget Request

Presented the FY2025-26 Budget Request before the Executive Budget Office.

Meetings and Other Activities

The Executive Director participated in the following meetings and events during the month of October:

Presentation on the Workers' Compensation System to the Forestry Class at Clemson University.

Attended the SCWCEA annual meeting.

Two meetings with Fair Health to discuss the Medical Fee Schedule update.

Meet with contractor to discuss possible office renovations.

Two meetings of the Litigation Team.

Attended all staff meeting, lunch and learn presentation by Human Resources.

Met with leadership team to discuss the Office Security Proposal process;

Met with representative of DSHR to discuss FY2025-26 Budget.

Met with Claims to discuss process improvement of receipt of documents..

Met with the IMS discuss process improvement of claims being sent to the UEF.

Met with Judicial to discuss process improvement for cases on appeal.

Constituent /Public Information Services

For the month of October, the Executive Director's and the General Counsel's offices had 262 contacts with stakeholders.

Financial Transactions Activity

During the month of October, the Director's office processed and approved twenty-two (22) travel expense reports, ninety-two (92) invoices, forty-three (43) deposits for DOA to process in the SCEIS system and two (2) Purchase Orders.

SCWCC Stakeholder Electronic Distribution List

For the month of October, the Office had two (2) deletions and one (1) addition to the distribution list.

Advisory Notices

During the month of October, the office posted one (1) notice on the Commission's website and emailed it to the distribution list.

TAB 11

State of South Carolina

1333 Main Street, 5th Floor
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Columbia, S.C. 29202-1715



TEL: (803) 737-5700
www.wcc.sc.gov

Workers' Compensation Commission

MEMORANDUM

TO: COMMISSIONERS

FROM: Gary Cannon
Executive Director

DATE: November 12, 2024

RE: Proposed 2025 Commission Calendar

Attached is a 2025 calendar containing the proposed dates for the Full Commission Business Meetings and Appellate Hearings. The monthly Commission Business Meetings and Appellate Hearings are normally scheduled on the third Monday and Tuesday of each month; however, the proposed dates follow the adjusted calendar for 2024.

Also attached is a 2025 calendar containing the proposed Business Meeting and Appellate Dates, State Holidays and scheduled meetings of interest.

**Proposed
Dates for Commission
Business Meeting and Appellate Hearings
2025**

January 13 Full Commission Business Meeting
January 14 Commission Appellate Panel Hearings

February 10 Full Commission Business Meeting
February 11 Commission Appellate Panel Hearings

March 10 Full Commission Business Meeting
March 11 Commission Appellate Panel Hearings

April 14 Full Commission Business Meeting
April 15 Commission Appellate Panel Hearings

May 19 Full Commission Business Meeting
May 20 Commission Appellate Panel Hearings

June 16 Full Commission Business Meeting
June 17 Commission Appellate Panel Hearings

July 21 Full Commission Business Meeting
July 22 Commission Appellate Panel Hearings

August 25 Full Commission Business Meeting
August 26 Commission Appellate Panel Hearings

September 15 Full Commission Business Meeting
September 16 Commission Appellate Panel Hearings

October 13 Full Commission Business Meeting
October 14 Commission Appellate Panel Hearings

November 17 Full Commission Business Meeting
November 18 Commission Appellate Panel Hearings

December 15 Full Commission Business Meeting
December 16 Commission Appellate Panel Hearings

FULL COMMISSION BUSINESS MEETINGS CALENDAR 2025

JANUARY

13-14 Commission Business Meeting and Appellate Panel Hearings

JANUARY						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

10-11 Commission Business Meeting and Appellate Panel Hearings

FEBRUARY						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH

10-11 Commission Business Meeting and Appellate Panel Hearings

MARCH						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL

14-15 Commission Business Meeting and Appellate Panel Hearings

APRIL						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY

19-20 Commission Business Meeting and Appellate Panel Hearings

MAY						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE

16-17 Commission Business Meeting and Appellate Panel Hearings

JUNE						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY

21-22 Commission Business Meeting and Appellate Panel Hearings

JULY						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST

25-26 Commission Business Meeting and Appellate Panel Hearings

AUGUST						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER

15-16 Commission Business Meeting and Appellate Panel Hearings

SEPTEMBER						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER

13-14 Commission Business Meeting and Appellate Panel Hearings

OCTOBER						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER

17-18 Commission Business Meeting, Appellate Panel Hearings

17- Ethics Training

NOVEMBER						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DECEMBER

15-16 Commission Business Meeting and Appellate Panel Hearings

DECEMBER						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

COMMISSION ALL MEETINGS CALENDAR 2025

JANUARY

- 1 New Year's Day
- 13-14 Commission Business Meeting and Appellate Panel Hearings
- 16-19 SC Bar Convention, Columbia, SC
- 20 Martin Luther King, Jr. Day
- 24-25 IWA Paralegal & Legal Assistants Seminar

JANUARY						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

FEBRUARY

- 12-13 Commission Business Meeting and Appellate Panel Hearings
- 17 President's Day
- 23-24 SCWEA Medical Seminar, Isle of Palms

FEBRUARY						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH

- 10-11 Commission Business Meeting and Appellate Panel Hearings
- 14-IWA Spring Seminar

MARCH						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL

APRIL

- 7-8 Commission Business Meeting and Appellate Panel Hearings
- 20- Easter Sunday

APRIL						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY

- 9 Confederate Memorial Day
- 12-13 Commission Business Meeting and Appellate Panel Hearings
- 16- SCWEA, One Day Seminar, Columbia, SC
- 26 National Memorial Day

MAY						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE

JUNE

- 16-17 Commission Business Meeting and Appellate Panel Hearings

JUNE						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	29
29	30					

JULY

- 4 Independence Day
- 7-8 Commission Business Meeting and Appellate Panel Hearings
- 14-18 SAWCA Annual Convention, St. Pete Beach, Florida
- 24-26 SCDTAA Summer Meeting, Asheville, NC

JULY						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST

AUGUST

- 17-20 Judicial College, Orlando, FL
- 18-19 Roger L. Williams Regulators College
- 25-26 Commission Business Meeting and Appellate Panel Hearings

AUGUST						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER

- 1-Labor Day
- 15-16 Commission Business Meeting and Appellate Panel Hearings

SEPTEMBER						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER

OCTOBER

- 13-14 Commission Business Meeting and Appellate Panel Hearings
- 18-21 SCWEA Educational Conference

OCTOBER						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER

- 6-8 IWA Annual Convention, Asheville, NC
- 11 Veterans Day
- 17-18 Commission Business Meeting, Appellate Panel Hearings
- 10-14 SAWCA All Committee Conference
- 27 Thanksgiving Day
- 28 Day after Thanksgiving

NOVEMBER						
S	M	T	W	Th	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DECEMBER

DECEMBER

- 15-16 Commission Business Meeting and Appellate Panel Hearings
- 24 Christmas Eve
- 25 Christmas Day
- 26 Day after Christmas

DECEMBER						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			