

## **A G E N D A**

### **SOUTH CAROLINA WORKERS' COMPENSATION COMMISSION**

1333 Main Street, 5<sup>th</sup> Floor  
Columbia, South Carolina 29201  
**December 15, 2025 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=85739709938>

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<br>OF DECEMBER 15, 2025   | CHAIRMAN BECK  |
| 3. APPROVAL OF MINUTES OF THE REGULAR BUSINESS MEETING<br>NOVEMBER 17, 2025 (Tab 1)   | CHAIRMAN BECK  |
| 4. RECOGNITION - EMPLOYEES' BIRTHDAYS, SERVICE AWARDS   | CHAIRMAN BECK  |
| 5. APPLICATIONS FOR APPROVAL TO SELF-INSURE (Tab 2)<br>A. Self-Insurance Department Report  | MS. MARCUS   |
| 6. DEPARTMENT DIRECTORS' REPORTS<br>Administrative Services (Tab 3)<br>Information Services (Tab 4)<br>Insurance and Medical Services (Tab 5)<br>Claims (Tab 6)<br>Judicial (Tab 7) | MR. BURGHARDT<br>MR. PLUSS<br>MR. DUCOTE<br>MS. SPANN<br>MS. BRACY |
| 7. DEPARTMENT OF VOCATIONAL REHABILITATION<br>Monthly Report (Tab 8)  | MS. MCREE  |
| 8. EXECUTIVE DIRECTOR'S REPORT (Tab 9)  | MS. MCREE  |
| 9. FINANCIAL REPORT (Tab 10)  | MS. MCREE  |
| 10. NEW BUSINESS<br>APPROVAL OF AVERAGE WEEKLY WAGE – 2026 (Tab 11)   | CHAIRMAN BECK  |
| 11. OLD BUSINESS  | CHAIRMAN BECK  |
| 12. EXECUTIVE SESSION   | CHAIRMAN BECK  |
| 13. ADJOURNMENT   | CHAIRMAN BECK  |

# **Table of Contents**

<b>1</b>	<b>Approval of Minutes of Business Meeting of November 17, 2025</b>
<b>2</b>	<b>Self-Insurance</b>
<b>3</b>	<b>Administrative Services</b>
<b>4</b>	<b>Information Services</b>
<b>5</b>	<b>Insurance &amp; Medical Services</b>
<b>6</b>	<b>Claims</b>
<b>7</b>	<b>Judicial</b>
<b>8</b>	<b>Vocational Rehabilitation</b>
<b>9</b>	<b>Executive Director's Report</b>
<b>10</b>	<b>Financial Report</b>
<b>11</b>	<b>New Business</b>
<b>12</b>	<b>Old Business</b>

**TAB 1**

THE  
SOUTH CAROLINA WORKERS'  
COMPENSATION COMMISSION  
BUSINESS MEETING MINUTES

**November 17, 2025**

A Business Meeting of the South Carolina Workers' Compensation Commission was held in Hearing Room A of the Workers' Compensation Commission on Monday, November 17, 2025 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  
MELODY JAMES, COMMISSIONER  
AISHA TAYLOR, COMMISSIONER  
MICHAEL CAMPBELL, COMMISSIONER  
GABE COGGIOLA, COMMISSIONER  
CYNTHIA DOOLEY, COMMISSIONER

Present also were Kristen McRee; Executive Director; Keith Roberts, General Counsel, Attorney; Amy Bracy, Judicial Director; Chris Crump, IT Consultant; Francina Johnson, IT Consultant; Elizabeth Schinke, IT Consultant; Blanca Marcus, Interim Self-Insurance Director; Jerod Burghardt, Administrative Services Director; Eric Baxley, Staff Attorney; and Jivon Adams, Public Information Coordinator. A representative from D1C and IWA participated by zoom.

Chairman Beck called the meeting to order at 10:31 a.m.

**AGENDA**

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

**APPROVAL OF MINUTES – BUSINESS MEETING OF OCTOBER 13, 2025**

Commissioner McCaskill moved that the minutes of the Business Meeting of October 13, 2025 be approved. Commissioner Campbell seconded the motion, and the motion was approved.

**GENERAL ANNOUNCEMENTS**

No general announcements.

Recognition of Agency employees' birthdays for the month of November 2025.

**SELF-INSURANCE**

Ms. Marcus presented her report. Thirteen (13) prospective members of one (1) fund were presented to the Commission for approval. The applications under consideration were:

**SC Home Builders SIF**

Al DeWitt Custom Home Builder LLC  
Blazing Hot HVAC LLC  
Donnix Construction II LLC  
Dublin Construction Services LLC  
Elevator Lift Systems Inc  
ESPM Inc  
Glenn Construction LLC  
Marathon Development LLC  
NexGen Residential Contractors LLC  
Steadfast Homes LLC  
Palmetto Glass & Mirror Inc  
Poore's Landscaping Inc  
The Velasquez Company LLC

After examination of the applications from the prospective fund members, it was determined that the applications complied with the Commission's requirements and were 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.

In addition to the applications for membership in the SC Home Builders Fund, one (1) application to individually self-insure from Huntington Ingalls Industries Inc. was presented to the Commission for approval. Commissioner McCaskill made a motion to carryover the application to December 2025. Commissioner Campbell seconded the motion to carryover the matter to December 2025.

**DEPARTMENT DIRECTORS' REPORTS**

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

**ADMINISTRATIVE SERVICES**

Ms. McRee presented the Human Resources report in written form. There were no comments or questions from the Commission.

Ms. McRee introduced the new Administrative Services Director, Jerod Burghardt.

**INFORMATION SERVICES**

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

## **INSURANCE AND MEDICAL SERVICES**

Ms. McRee presented Mr. Ducote's 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.

## **VOCATIONAL REHABILITATION**

Ms. McRee presented the Vocational Rehabilitation report. The Commissioners inquired about the Executive Director's responsibilities to refer cases to vocational rehabilitation. There was a discussion of the requirements of S.C. Code Ann. § 42-3-80 and whether the Commissions' reporting and monitoring of vocational rehabilitation statistics satisfies the requirements in the statute.

## **FINANCIAL REPORT**

Ms. McRee presented the financial report. There were no questions from the Commission.

## **EXECUTIVE DIRECTOR'S REPORT**

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

## **OLD BUSINESS**

There was no old business.

## **NEW BUSINESS**

Approval of the 2026 Full Commission Business Agenda Calendar.

Commissioner Campbell made a motion to approve the calendar. Commissioner Dooley seconded the motion.

## **EXECUTIVE SESSION**

There was no executive session.

## **ADJOURNMENT**

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

The November 17, 2025 meeting of the South Carolina Workers' Compensation Commission adjourned at 11:03 a.m.

Reported December 4, 2025.

Arnisha Keitt  
Executive Assistant

**TAB 2**



TAB 3

## State of South Carolina

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### Workers' Compensation Commission

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To: Kristen McRee, SCWCC Executive Director  
From: Jerod M. Burghardt, Director of Administrative Services  
Date: December 15, 2025  
Subject: Administrative Department November 2025 Full Commission Report

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This report summarizes the Human Resources, Procurement, Finance, and Privacy initiatives during November 2025.

#### **I. Human Resources**

##### ***Hiring Recruitment & Retention***

The new Staff Attorney's onboarding process is underway in the Office of the General Counsel. We have started the interview process for a role in the Judicial Department to replace the expected retiree. There were 17 applicants, of whom 5 met the interview requirements. We are hoping to have this position filled and the candidate working before the end of the year.

##### ***Reporting & Records Management***

The department is continuing to purge records in accordance with federal and state guidelines. As well, the department is looking at various systems to digitize our internal record-keeping systems, making them searchable and easier to manage in accordance with retention schedules. We will start a pilot program with the new staff attorney and new hire for the Judicial department, while we maintain the physical records until such time as we are comfortable with the security and retention system.

##### ***People Development***

The department has sent out requests for all commission team members to join LinkedIn Learning, a state-provided service. We are in the early stages of developing a path for team members who wish to participate.

## ***Policy Updates***

The department submitted two policy updates to the Office of the Executive Director for review. We are developing a policy review plan to ensure all policies are reviewed at a specified pace, in line with their requirements.

### **II. Procurement**

The department met with the awarded contractor and the state project manager for the upcoming uplift to our facilities. The start date is pending due to the backorder of the ballistic glass required for the reception area.

The one-year anniversary date for the Commission's security services contract expires in January. We have reviewed the contractual requirements with the vendor to determine the best path forward to ensure they meet the contract requirements and are accountable for the contractually agreed-upon services. This office will develop a grading rubric that will be closed and sent to the Department of Administration monthly to assess open support contracts.

### **III. Finance**

The department is working in conjunction with the Office of the Executive Director and the Department of Administration to automate and further digitize our systems to align with the approved method the Department of Administration will adopt in 2026. We anticipate utilizing the system fully starting January 2<sup>nd</sup>, 2026, while maintaining the former process until all relevant issues are reconciled.

### **IV. Privacy**

The department has requested the establishment of a working group within the Commission to ensure the privacy policy is aligned and covers all required information. The working group currently includes the Office of the General Counsel and the Information Technology team. We have scheduled bi-monthly meetings to develop the policy and procedures.

TAB 4

## State of South Carolina

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### Workers' Compensation Commission

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To: Kristen McRee, SCWCC Executive Director  
From: Kris Pluss, IT Director  
Date: December 5, 2025  
Subject: IT Department November 2025 Full Commission Report

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This report summarizes the activities and accomplishments in the IT Department during November 2025.

#### **I. Systems Operations, Maintenance and Support:**

##### Windows 10 End of Life Computers and Disconnected Scanners:

WCC IT deployed three new Ricoh scanners and the associated Windows 11 Computers. These devices replaced the out of support Windows 10 computers and the previous Fujitsu scanners that were originally purchased in 2012.

##### Copier Machine Replacement:

WCC IT facilitated meetings with Xerox, Ricoh, and Pollock to replace the four multi-function copiers (3 black & white / 1 color) that will be considered end of life in 2026. Final quotes and follow-up information was provided by each of the vendors and WCC IT has made a recommendation regarding vendor selection to the office of the Executive Director.

##### Legacy Modernization Roadmap:

WCC IT has resumed its efforts to develop an updated roadmap for the legacy modernization project, which maintains the best ideas from the KERMIT system while updating the existing PROGRESS, OnBase, EDI, and eFile/ePay submission portals. The team will consolidate project phases where it makes sense to streamline work efforts, incorporating design, testing, deployment, and post-deployment fixes in an integrated approach. Dependencies between tasks and phases will also be identified and included to ensure proper sequencing and allow for resource allocation between WCC IT Staff and professional services from PROGRESS, KeyMark and SC.Gov. This phased approach will deliver modernization milestones in a clear, actionable, and comprehensive sequence that balances ongoing agency activities with completion of the Legacy Modernization Project.

##### Otter.ai Transcription Service:

WCC IT met with representatives from Otter.ai and the Commission was provided with 5 pilot licenses to demonstrate the service. An IT planning request was submitted to the Department of Administration's Program Management Office and WCC IT participated in a meeting with the AI

Center of Excellence to discuss the overall business requirements and usage scenarios. WCC IT has followed up with the Department of Administration and has requested a status update regarding the status of the request.

Reporting:

76 Service Desk tickets were received by WCC IT during November 2025.  
 66 Tickets were assigned a priority of Low.  
 10 Tickets were assigned a priority of Medium.  
 0 Tickets was assigned a priority of High.  
 0 Tickets were assigned a priority of Urgent.

eFile / ePay Submissions:

3,931 unique electronic submissions were processed in November 2025.  
 During this period, a total of \$132,735 were collected via online filings.

1,205 eFile/ePay online transactions were submitted with a fee or fine for a net amount of \$131,750 in November 2025

- Filing Fees: \$53,075
- Fines: \$78,675
- Other: \$985 (Appeals, Copy Requests, SI Tax, SI Membership Application, and Workshop Registrations)

2,726 online submissions were filed without an online payment.

Percent of Change from Previous Month:

Type	Oct	Nov	% Change
<b>Total Unique Submissions</b>	4,642	3,931	-18%
Payment	1,452	1,205	-20%
No Payment	3,190	2,726	-17%
<b>Total Amount Paid Online</b>	\$113,801	\$132,735	14%
Fees and Fines	\$112,806	\$131,750	14%
Fees	\$66,525	\$53,075	-25%
Fines	\$46,281	\$78,675	41%
Other	\$995	\$985	-1%

### Online Activity – Monthly and YTD:

Online Submissions (ePay vs. eFile), Judicial Pleadings for Claimant and Defense (Online vs. Physical), and Online Payments by Type.

IT Report Detail	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual Total
<b>Online Submissions (eFile)</b>													<b>Online Filings</b>
Total Unique Submissions	3,761	3,734	4,253	4,158	3,950	3,901	4,246	4,205	4,240	4,642	3,931		45,021
Submissions with Payment	1,098	1,046	1,233	1,267	1,264	1,180	1,237	1,289	1,364	1,452	1,205		13,635
Submissions with No Payment	2,663	2,688	3,020	2,891	2,686	2,721	3,009	2,916	2,876	3,190	2,726		31,386
<b>Judicial Pleadings (Online vs. Physical)</b>													<b>Judicial Pleadings</b>
<b>Claimant Pleadings</b>													<b>Claimant Only</b>
Total Claimant Pleadings	570	571	561	611	589	584	625	606	594	675	509		6,495
Percent Claimant Online	68%	63%	71%	71%	77%	67%	68%	75%	78%	76%	73%		72%
Percent Claimant Physical	32%	37%	29%	29%	23%	33%	32%	25%	22%	24%	27%		28%
<b>Defense Pleadings</b>													<b>Defense Only</b>
Total Amount Paid Online Defense Pleadings	288	284	280	248	280	268	280	242	267	295	223		2,955
Percent Defense Online	43%	43%	48%	57%	55%	53%	45%	47%	58%	61%	63%		52%
Percent Defense Physical	57%	57%	52%	43%	45%	47%	55%	53%	42%	39%	37%		48%
<b>Combined Pleadings (Claimant + Defense)</b>													<b>Combined Pleadings</b>
Total Combined Pleadings	858	855	841	859	869	852	905	848	861	970	732		9,450
<b>Online Payments (ePay)</b>													<b>Online Payments</b>
Total Amount Paid Online Amount Paid Online	\$76,553	\$103,789	\$939,350	\$35,091	\$148,353	\$147,664	\$112,826	\$116,371	\$121,889	\$113,801	\$132,735		\$2,048,421
Payments for Fees and Fines	\$76,083	\$93,381	\$110,189	\$119,046	\$146,074	\$146,674	\$111,636	\$115,241	\$118,339	\$112,806	\$131,750		\$1,281,217
Fees	\$50,948	\$48,231	\$55,689	\$56,721	\$57,744	\$52,994	\$55,350	\$57,600	\$61,298	\$66,525	\$53,075		\$616,173
Fines	\$25,135	\$45,150	\$54,500	\$62,325	\$88,330	\$93,680	\$56,286	\$57,641	\$57,041	\$46,281	\$78,675		\$665,044
Other Payments	\$470	\$10,409	\$829,161	-\$83,955	\$2,279	\$990	\$1,190	\$1,130	\$3,551	\$995	\$985		\$851,160

TAB 5



State of South Carolina



**Workers' Compensation Commission**

**MEMORANDUM**

**Date:** December 10, 2025

**To:** Kristen McRee  
Executive Director

**From:** Wayne Ducote  
Insurance & Medical Services Director

**RE:** Monthly Insurance & Medical Services Report for November 2025

Please find attached the statistical report for the Insurance and Medical Services Department for the month of November 2025.

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

**Coverage Division**

The Coverage Division had 15 new registrants for notification of lapse in coverage within our coverage notification system. No lapse in coverage notifications were sent.

The Coverage Division processed 1,589 Form 12A submitted electronically through the Verisk system and processed 248 manually filed Form 50s into the Verisk system. The Verisk claims entry process continues to be reviewed and updated on a weekly basis with the assistance of the SCWCC IT and Verisk teams.

**Compliance Division**

The Compliance Division created 203 DEW compliance investigation files. Of those 203 files, 71 files were closed immediately due to coverage being located. The remaining 132 files were opened for further investigation and notifications were sent to employers.

The Compliance Division collected over \$105,000 in non-compliance penalties and compelled 62 employers to come into compliance with the Act, which resulted in 392 more employees now covered by workers' compensation insurance than were previously covered. In addition, the GEAR program collected \$1,172.77 from two of our old non-compliant employers.

The Compliance Division docketed 22 carriers for a Rule to Show Cause hearing in October. 21 out of the 22 carriers resolved their outstanding fines, totaling \$4,600, prior to the scheduled hearing date. One carrier went forward to the hearing and an order is pending.

### **Medical Services Division**

The Medical Services Division resolved 11 formal medical bill disputes, completed 13 medical bill reviews, and completed 2 medical bill pricing reviewer recertifications. Additionally, the Medical Services Division had 248 contacts with stakeholders via emails and phone calls.

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 or the Commissioners can provide concerning our performance and direction.

Department of Insurance & Medical Services									
South Carolina Workers' Compensation Commission									
November 2025 Monthly Report									
	July	August	September	October	November	December	YTD Total FY25-26	YTD Total FY24-25	% Chg FY26
COMPLIANCE									
Total Cases Active at Beginning of Period	338	303	315	412	453		1821	1293	41%
Total Cases Initiated	333	256	273	290	235		1387	896	55%
Total Cases Closed	368	244	176	249	218		1255	912	38%
Total Cases Active at End of Period	303	315	412	453	470		1953	1277	53%
Cases from F50/12A/other	27	25	18	17	17		104	79	32%
Cases from DEW	283	225	230	243	203		1184	757	56%
Cases from Carriers	20	14	26	22	12		94	59	59%
Total Fines Assessed	\$ 126,302	\$ 83,500	\$ 84,189	\$ 80,500	\$100,250		\$ 474,741	\$ 346,979	37%
- DEW / Coverage / Miscellaneous	\$ 123,552	\$ 80,500	\$ 84,189	\$ 79,000	\$100,250		\$ 467,491	\$ 308,176	52%
- Underlying claim / uninsured employer	\$ 2,750	\$ 3,000	\$0	\$ 1,500	\$0		\$ 7,250	\$ 38,803	-81%
Total Fines Collected	\$ 120,391	\$ 95,068	\$ 76,336	\$ 79,396	\$105,100		\$ 476,291	\$ 318,385	50%
- DEW / Coverage / Miscellaneous	\$ 116,641	\$ 93,818	\$ 74,586	\$ 76,396	\$104,750		\$ 466,191	\$ 288,357	62%
- Underlying claim / uninsured employer	\$ 3,750	\$ 1,250	\$ 1,750	\$ 3,000	\$ 350		\$ 10,100	\$ 30,028	-66%
Fines Waived/Rescinded/Uncollectable	\$ 10,250	\$ 5,500	\$ 9,190	\$ 5,750	\$ 2,499		\$ 33,189	\$ 36,401	-9%
- Waived	\$ 3,750	\$ 1,000	\$9,190	\$4,250	\$250		\$ 18,440	\$ 28,900	-36%
- Rescinded	\$ 6,500	\$4,500	\$0	\$1,500	\$750		\$ 13,250	\$ 7,501	77%
- Uncollectable	\$0	\$0	\$0	\$0	\$1,499		\$ 1,499	\$ -	-
Employer RTSC Cases Docketed	1	8	6	6	4		25	2	1150%
Employers Compelled Into Compliance	47	45	34	53	62		241	196	23%
Previous Uninsured Employees Now Covered	221	270	210	363	392		1456	1280	14%
Carrier RTSC Cases Docketed	12	20	14	26	22		94	75	25%
Carrier RTSC Cases Resolved	12	20	14	26	21		93	75	24%
Carrier RTSC Fines Resolved	\$ 27,600	\$ 4,200	\$ 15,839	\$ 7,450	\$ 4,600		\$59,689	53704	11%
COVERAGE & ACCIDENT RPTG									
Employers Withdrawing From the Act	10	4	5	5	4		28	16	75%
Coverage Fines Assessed	\$ 38,750	\$ 38,400	\$ 28,650	\$ 32,600	\$ 22,600		\$ 161,000	\$ 162,700	-1%
Coverage Fines Collected	\$ 22,800	\$ 21,200	\$ 28,950	\$ 22,800	\$ 17,200		\$ 112,950	\$ 112,850	0%
Coverage Fines Waived	\$ 8,600	\$ 8,400	\$ 7,600	\$ 10,400	\$ 4,000		\$ 39,000	\$ 26,400	48%
Number of 12As Filed EDI	1,815	1,986	1,902	2,003	1,589		9,295	8884	5%
Number of 12As Filed Manually	278	252	275	246	248		1,299	1251	4%
Total Number of WCC Files Created	2,093	2,238	2,177	2,249	1,837		10,594	10135	5%
Number of Fatalities Filed on 12As	11	6	4	6	4		31	38	-18%
MEDICAL SERVICES									
Bills Pending at Beginning of Period	11	9	7	6	8		41	29	41%
Bills Received	6	6	10	9	13		44	41	7%
Bills to be Reviewed	17	15	17	15	21		85	70	21%
Bills Reviewed this Month	8	8	11	7	11		45	42	7%
Bills Pending at End of Period	9	7	6	8	10		40	28	43%
Total Stakeholder Contacts	126	92	170	255	248		891		

TAB 6

# *State of South Carolina*

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## *Workers' Compensation Commission*

### MEMORANDUM

**To: Kristen McRee, Executive Director**

**From: Sonji Spann, Claims Director**

**Date: December 15, 2025**

**Re: Claims Department December 2025 Full Commission Report**

Attached is the Statistical Report for the Claims Department for the period July 1, 2025 – November 30, 2025, prepared for the Business Meeting on December 15, 2025.

Please note a format change in the attached data. The new format includes new categories, noted by an "\*", in the Claims Activities column to report the number of forms returned to the sender. Collecting and reporting this information further clarifies the department's daily activities and provides insight on training needs for external stakeholders.

The total Claims Activities, for this period have increased 6% when compared to the same period from last fiscal year. The new data in the Returned Forms categories accounts for approximately 490 or 4% of the total activities.

When compared to the same period last fiscal year, the number of Cases Reviewed is 7% higher, and the number cases closed is 5% higher; the number of Fines Assessed is 3% more; and the Total Fines Paid is 28% higher. The number of Form 18 fines that were assessed automatically by the IT system increased by 2%.

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

**Claims Department Statistical Report  
FY2025-2026**

Claims Activities	July	August	Sept	Oct	Nov	FY25-26 YTD Total	FY24-25 YTD Total	% Diff from prev year
(a)	(b)	(c)	(d)	(e)	(f)	(o)	(p)	(q)
Forms 15-I - Processed	1,175	1,161	1,148	1,250	947	5,681	5,537	3%
Forms 15-I - Returned	30	30	19	24	17	120		
Forms 15-II/Forms 17 Processed	780	732	791	787	664	3,754	3,687	2%
Forms 15-II/Forms 17 Returned	118	64	56	101	87	426		
Forms 16 for PPD Processed	59	39	59	61	51	269	281	-4%
Forms 16 for PPD Returned				-		-	-	
Forms 18 - Processed	5,073	4,624	4,747	4,977	4,219	23,640	24,491	-3%
Forms 18 - Returned								
Forms 20 - Processed	617	594	575	581	462	2,829	2,504	13%
Forms 20 - Returned								
Form 61 - Processed	781	706	765	745	551	3,548	3,516	1%
Form 61 - Returned	43	32	48	47	42	212		
Clinchers - Processed	683	663	680	691	505	3,222	3,285	-2%
Clinchers - Returned	10	12	29	22	27	100		
Third Party Settlements Processed	23	23	21	28	20	115	108	6%
Third Party Settlements Returned	1	-		2	3	6		
SSA Requests for Info	43	47	55	44	39	228	198	15%
Cases Closed Form 19 - Processed	2,466	2,265	2,261	2,307	1,854	11,153	10,633	5%
Cases Closed Form 19 - Returned	409	381	390	429	313	1,922		
Cases Reviewed	3,517	3,384	3,434	3,473	2,499	16,307	15,295	7%
<b>Total</b>	<b>15,828</b>	<b>14,757</b>	<b>15,078</b>	<b>15,569</b>	<b>12,300</b>	<b>73,532</b>	<b>69,510</b>	<b>6%</b>
						-		
Total Fines Assessed	\$ 279	\$ 265	\$ 216	\$ 265	\$ 168	\$ 1,193	\$ 1,163	3%
Form 18 Fines	\$ 268	\$ 212	\$ 182	\$ 227	\$ 144	\$ 1,033	\$ 1,017	2%
Total Amt Paid	\$ 63,650	\$ 43,000	\$ 47,250	\$ 36,250	\$ 32,800	\$ 222,950	\$ 174,100	28%

**TAB 7**

# State of South Carolina

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## Workers' Compensation Commission

December 5, 2025

**To:** Kristen McRee, Executive Director

**From:** Amy A. Bracy, Judicial Director

**RE:** **Monthly Judicial Report for November 2025**

During the month of November, the Judicial Department processed two hundred seventy-five (275) claim only 50s, and seven hundred thirty-two (732) requests for hearings (claimant and defense pleadings). Comparing the numbers from the same period last year, claimant pleadings have remained the same and defense pleadings are down 3%. The department received seventy-seven (77) motions, a 14% decrease compared to the same period last year and one hundred twenty-three (123) clincher conference requests, a 1% increase compared to the same time last year.

There were fifty-four (54) Single Commissioner hearings conducted during the past month, two (2) pre-hearing conferences held, and eight (8) Full Commission hearings held. A total of three hundred seventy-one (371) orders (Single Commissioner orders, consent orders and administrative orders) were served at the Single Commissioner level, thirty-five (35) of those were decision and orders that resulted from hearings, two hundred forty-one (241) were consent orders and seventy-eight (78) were motion orders that were a result of Motions ruled upon by Commissioners. The remaining seventeen (17) orders were general administrative orders.

There were two hundred sixty-eight (268) informal conferences requested during November and two hundred twenty-eight (228) were conducted.

There were forty-one (41) regulatory mediations scheduled and fifty-seven (57) requested mediations. Totals for both regulatory and requested mediations are up 2% for the same period last year. The Judicial Department was notified of seventy-eight (78) matters resolved in mediation, with the receipt of Forms 70. This category's total is up 6% 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 November, Judicial received one (1) Notice of Intent to Appeal to the Court of Appeals and zero (0) to the Circuit Court.

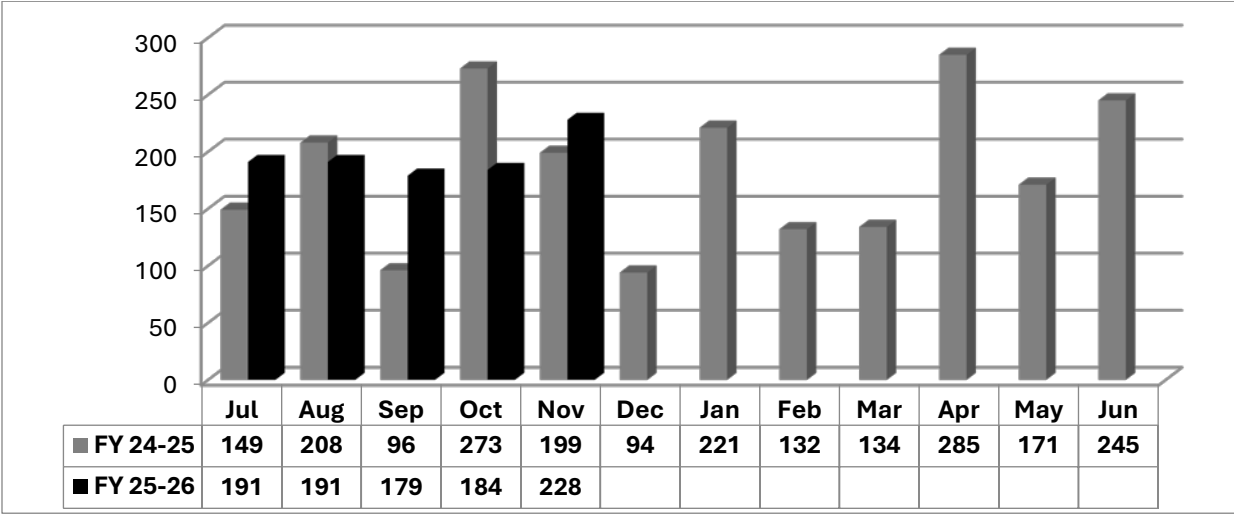
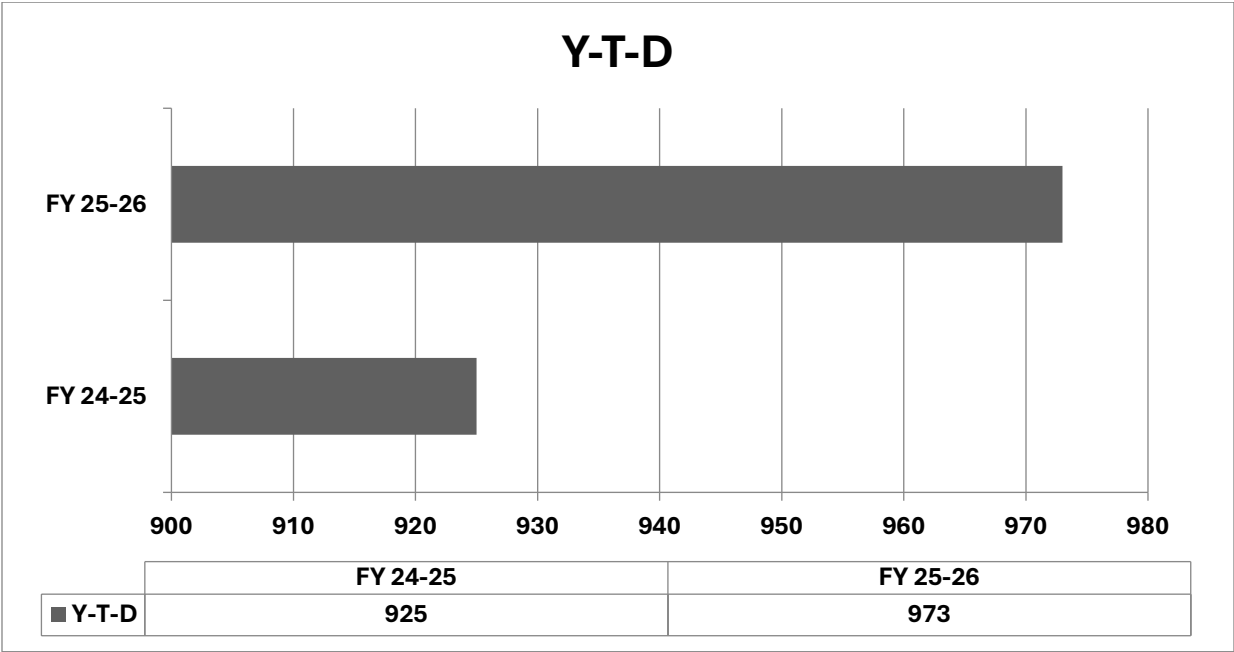


**Judicial Department Statistical Report**  
**Statistics For Fiscal Year 2025-2026 - Updated Version**

	July	Aug	Sept	Oct	Nov	Totals YTD 2025-2026	Totals YTD 2024-2025	% Diff from prev year
Claimant Pleadings	625	606	595	676	509	3,011	3,010	0%
Claimant Pleadings - Not proper (new)	86	81	87	91	61	406	526	-23%
Defense Response to Pleadings	462	537	506	540	527	2,572	2,470	4%
Defense Pleadings	280	242	267	295	223	1,307	1,345	-3%
Defense Pleadings - Not proper (new)	57	57	52	62	54	282	305	-8%
Form 50 - Claim Only	280	294	360	362	275	1,571	1,471	7%
Letters of Representation	78	268	186	159	135	826	187	342%
Motions	111	118	105	123	77	534	623	-14%
Motion - Reliefs of Counsel (new)	57	63	94	127	75	416	388	7%
Motions Improper (Motions and ROC) (new)	31	40	39	60	43	213	200	7%
Form 30	10	7	5	7	2	31	48	-35%
FC Hearings Held	6	9	5	4	8	32	26	23%
FC Orders Served	9	16	10	7	4	46	89	-48%
Single Comm. Hearings Held	55	51	41	62	54	263	263	0%
Single Comm. Orders Served	498	473	536	512	371	2,390	2,401	0%
Single Comm. Pre-Hearing Conf Held	5	13	16	21	2	57	54	6%
Clincher Conference Requested	141	158	142	165	123	729	724	1%
Informal Conference Requested	279	199	297	216	268	1,259	1,158	9%
Informal Conference Conducted	191	191	179	184	228	973	925	5%
Regulatory Mediations	31	30	34	33	41	169	165	2%
Requested Mediations	86	83	78	84	57	388	381	2%
Mediation Resolved	39	87	37	54	78	295	277	6%
Mediation Impasse	12	37	19	11	17	96	78	23%
Claim Settled Prior to Mediation	9	11	9	19	22	70	79	-11%
<b>Total</b>	<b>3,438</b>	<b>3,671</b>	<b>3,699</b>	<b>3,874</b>	<b>3,254</b>	<b>17,936</b>	<b>17,193</b>	<b>4%</b>

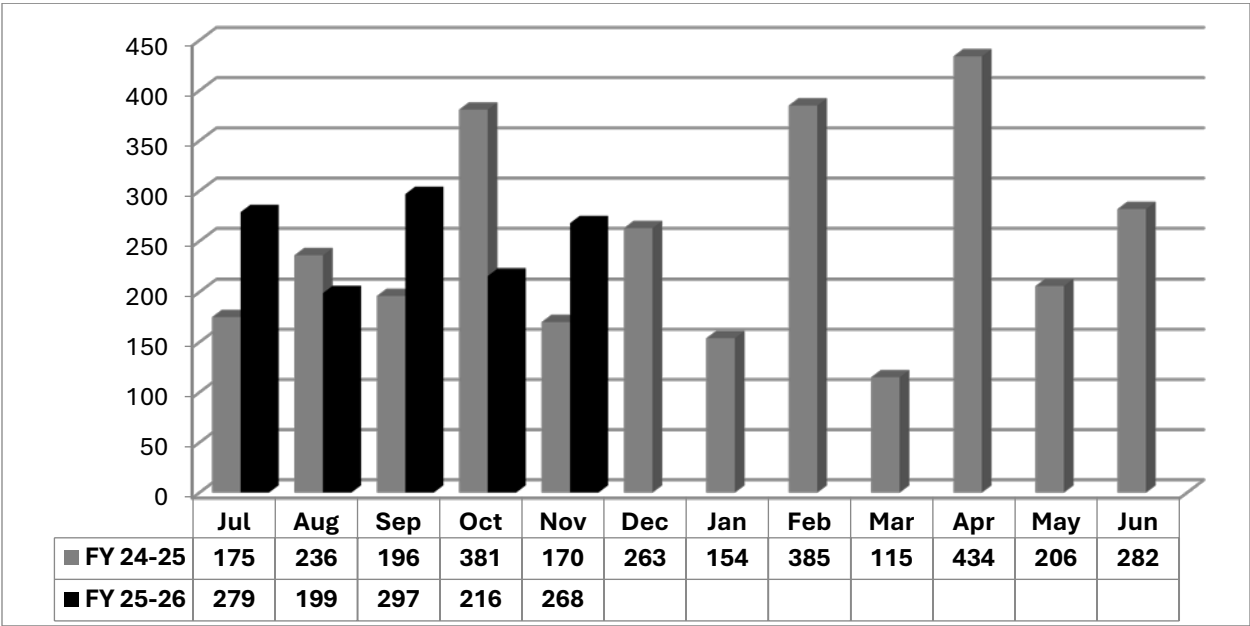
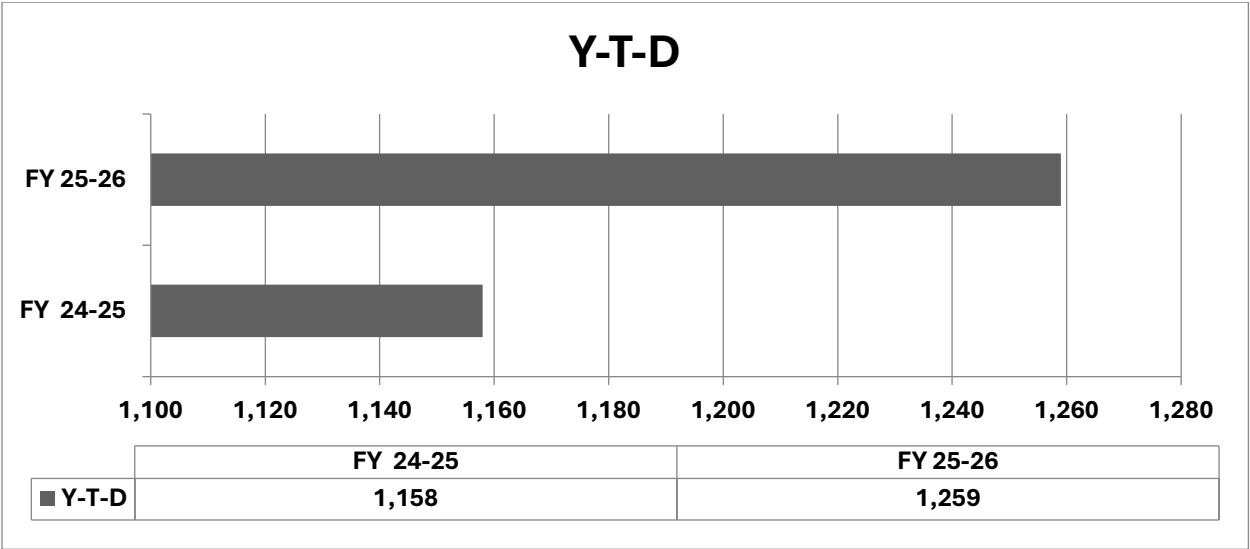
# Judicial Department Informal Conferences Conducted

## Year-To-Date November 2025



# Judicial Department Informal Conferences Requested

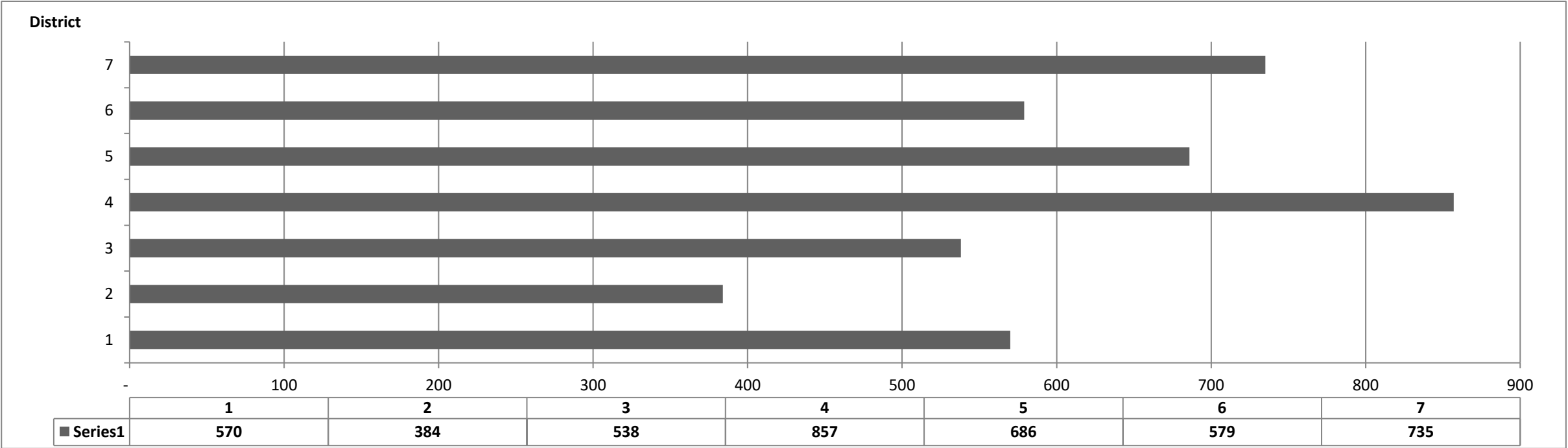
## Year-To-Date November 2025



**Judicial Department**  
**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		
	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24
Jul	96	130	93	80	101	64	99	125	80	153	172	150	129	152	106	103	123	100	131	146	131
Aug	118	93	112	89	74	85	112	135	115	188	186	189	140	111	145	126	135	118	168	179	150
Sep	109	78	110	73	49	83	98	70	113	160	126	234	138	96	160	115	89	111	141	97	148
Oct	125	123	96	72	111	68	115	125	107	199	244	181	157	183	149	141	149	114	157	168	142
Nov	122	73	106	70	48	79	114	85	111	157	164	190	122	122	139	94	112	113	138	120	173
Dec		117	105		68	80		118	99		157	142		145	99		128	93		136	107
Jan		108	102		76	73		106	79		152	174		142	117		111	114		143	147
Feb		88	114		64	69		83	94		136	170		133	128		112	117		132	132
Mar		91	104		78	82		88	119		200	172		152	152		110	117		143	166
Apr		103	112		90	58		82	102		157	173		127	114		97	116		135	140
May		109	133		55	94		120	115		179	206		115	153		97	123		135	142
Jun		114	101		88	65		140	88		183	147		148	157		123	95		162	133
Totals	570	1,227	1,288	384	902	900	538	1,277	1,222	857	2,056	2,128	686	1,626	1,619	579	1,386	1,331	735	1,696	1,711

**Pleadings Assigned by District Year to Date**



TAB 8

## SC Department of Vocational Rehabilitation Monthly Referral Report Summary FY25-26

Outcome Type	July	August	September	October	November	December
Application Completed		1	1	3	4	
Declined to Apply for Services	8	39	123	221	250	
No Outcome - Active Referral	148	145	162	175	109	
Unable to Contact Referral	5	21	67	115	151	
<b>Total</b>	<b>161</b>	<b>206</b>	<b>353</b>	<b>514</b>	<b>514</b>	



Referral Date

7/1/2025

11/25/2025

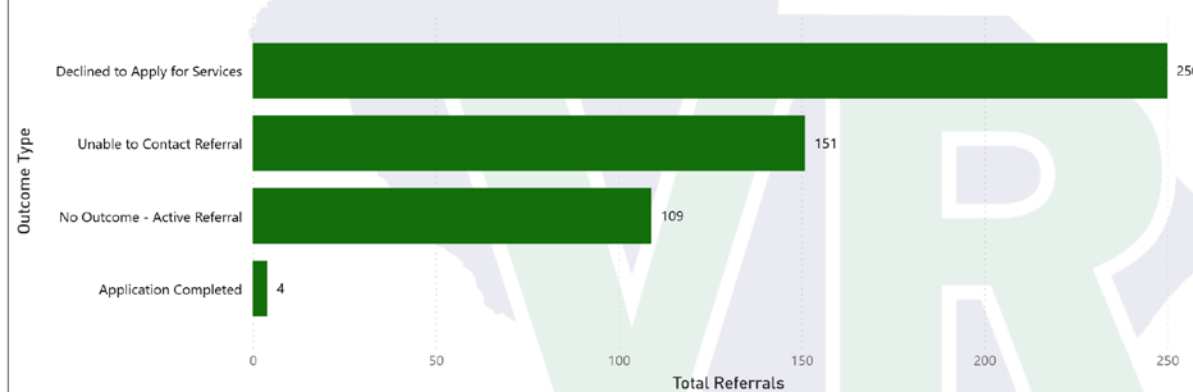
Area Office

All

Referring Organization

SC Workers Compensation

### Total Referrals by Outcome Type



# 75.00%

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	4
Declined to Apply for Services	250
No Outcome - Active Referral	109
Unable to Contact Referral	151
<b>Total</b>	<b>514</b>

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

Current CMS Status	Description	Total Referrals	% of Referrals with VR Cases
2	Applicant	1	25.00%
10	Eligibility	1	25.00%
12	IPE	2	50.00%
<b>Total</b>		<b>4</b>	<b>100.00%</b>

TAB 9

# *State of South Carolina*



## *Workers' Compensation Commission*

### **Executive Director's Report**

**December 15, 2025**

#### **Meetings and Other Activities**

The Executive Director participated in the following meetings and events during the month of November: Two scheduled meetings to discuss the medical services provider manual; attended the Commission's annual ethics training for Commissioners and Administrative Assistants, served on a panel at the annual meeting of the Southern Association of Orthopedics Executives (SAOE) and the Injured Workers' Advocates' (IWA) Annual Convention, attended the Southern Association of Workers' Compensation Administrators (SAWCA) All Committee Conference, attended an all staff team building event, one pre-construction meeting to discuss the upcoming office renovations, one budget meeting with the Department of Administration, and one candidate interview.

The Executive Director also prepared several responses to legislative inquiries throughout the month.

#### **Constituent /Public Information Services**

For the month of November, the Executive Director's and the General Counsel's offices had ninety-nine (99) contacts with stakeholders.

#### **Financial Transactions Activity**

During the month of November, the Executive Director's office processed and approved eight (8) travel expense reports, forty-four (44) invoices, and forty-seven (47) deposits. All documentation related to these financial transactions was sent to Admin to process in the SCEIS system.

#### **SCWCC Stakeholder Electronic Distribution List**

For the month of November, the Executive Director's office had one (1) addition to the distribution list.

#### **Advisory Notices**

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



# TAB 10

# *State of South Carolina*

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## *Workers' Compensation Commission*

### **MEMORANDUM**

**TO: COMMISSIONERS**

**FROM: Kristen McRee, Executive Director**

**DATE: December 15, 2025**

**RE: FINANCIAL REPORT – FY Period ending November 30, 2025**

Attached is the Budget vs. Actual Report for the General Fund and Earmarked Fund for the fiscal year period ending November 30, 2025. The benchmark for this period is 42%.

#### Expenditures – General Fund – Annual Budget \$6,096,329

The total expenditure for the General Fund year-to-date is \$2,446,806 or 40% of the annual budget. Staff salary expenditures transferred from the earmarked fund at the close of FY25 account for the increase in spend for this period last FY.

The balances of the funds appropriated by the General Assembly for the IT System Modernization Project has decreased 10% to \$1,530,096 from its original balance of \$1,695,084 because 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 \$1,000,000.

#### Expenditures – Earmarked Fund – Annual Budget \$3,383,413

The Earmarked Fund (38440000) total expenditures year-to-date are \$787,357 which is 23% of budget.

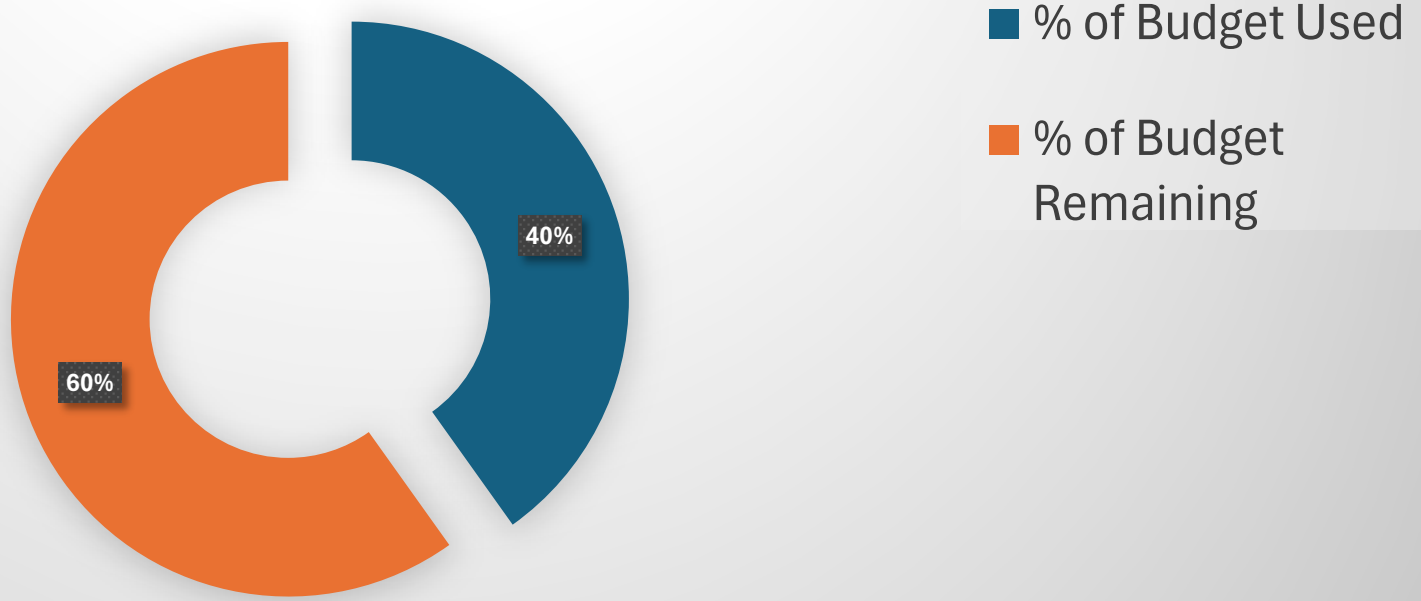
#### Revenues – Earmarked Annual Budget \$3,155,349

The Commission posted \$1,335,459 in Earmarked Fund operating revenues year-to-date, which is 42% of the annual budget.

Statement of General Fund Expenditures and Revenues Fiscal Year 2026  
Period 5 Ending 11/30/2025 - 42% of year elapsed

	Fund	Commitment Item			Budget	FY26 YTD Actual	FY25 YTD Actual
Revenues							
General Fund Appropriation	10010000				\$ 6,016,541	\$ 6,016,541	\$ 5,939,713
General Fund Adjustments	10010000	516001			\$ 79,788	\$ 79,788	\$ 76,828
Total Revenues					\$ 6,096,329	\$ 6,096,329	\$ 6,016,541
Expenditures			Account		Budget	FY26 YTD Actual	FY25 YTD Actual
	10010000	501026	Chairman		\$ 194,296	\$ 80,957	\$ 87,306
	10010000	501033	Commissioners		\$ 1,131,810	\$ 471,587	\$ 485,459
	10010000	501015	Director		\$ 160,339	\$ 66,808	\$ 72,048
	10010000	501058	Classified Positions		\$ 2,854,790	\$ 1,071,881	\$ 222,819
			Admin	\$ 562,954			
			AA's	\$ 454,953			
			Claims	\$ 325,313			
			IMS	\$ 432,832			
			Judicial	\$ 538,867			
			Self-Insurance	\$ 115,400			
			IT	\$ 424,471			
Total Payroll:					\$ 4,341,235	\$ 1,691,233	\$ 867,632
	10010000	501050	Taxable Subsistence		\$ 75,000	\$ 34,225	\$ 31,859
	10010000	501070	Other Personnel Services		\$ 75,000	\$ 17,205	\$ 32,009
	10010000	503000	Supply and Material			\$ 42	\$ 4,042
	10010000	513000	Employer Contributions		\$ 1,730,765	\$ 704,101	\$ 341,994
Total Expenditures						\$ 2,446,806	\$ 1,277,536
				% of Budget Used	40%		21%
				% of Budget Remaining	60%		79%

% Used v. % Remaining  
FY 26 Period 5



Statement of Earmarked Fund Revenues and Expenditures Fiscal Year 2026						
Period 5 Ending 11/30/2025- 42% of Year elapsed						
	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Revenues YTD FY25
Revenues						
38440000	4110090000	Hearing Fees		\$ 1,091,322	\$ 489,873	\$ 467,197
38440000	4160040000	Self-Ins Application Fee		\$ 7,350	-	-
38440000	4223030000	Filing Violations		\$ 1,985,476	\$ 830,562	\$ 681,542
38440000	4226020000	Settlements		\$ -	\$ -	\$ -
38440000	4350040000	Parking Fees		\$ 5,785	\$ 2,325	\$ 2,540
38440000	4350140000	WC Appeal Fees		\$ 32,251	\$ 3,850	\$ 5,870
38440000	4380020000	Training & Conference Registration		\$ 3,120	\$ -	\$ 1,105
38440000	4380050000	Photocopying Fees		\$ 25,300	\$ 6,875	\$ 6,663
38440000	4480020000	Sale of Services		\$ 3,120	\$ -	\$ 910
38440000	4480060000	Sale of Listings and Labels		\$ 1,625	\$ 1,800	\$ 1,250
38440000	4530010000	Returned Checks		\$ -	\$ (450)	\$ (50)
38440000	4530020000	Adjustment of Agency Deposits		\$ -	\$ (50)	\$ (300)
38440000	4530030000	Miscellaneous Revenue			\$ 674	
Total Revenues				\$ 3,155,349	\$ 1,335,459	\$ 1,166,727
% of Budget Collected					42%	31%
% of Budget Outstanding					58%	69%
Expenditures	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Expenditures YTD FY25
38440000	501058	Classified Positions		\$ 160,000	\$ -	\$ 898,785
		Other Operating				
38440000	502000	Contractual Services		\$ -	\$ 282,935	\$ 254,759
		316 Photography	\$ 875.00			
		IT Data Network Expenses	\$ 11,249.15			
		Verizon Internet	\$ 1,735.26			
		Verizon Hotspot	\$ 1,639.15			
		NWN	\$ 14,636.18			
		Segra	\$ 5,045.82			
		DTO	\$ 125,547.44			
		Verizon/ AT&T	\$ 4,591.04			
		FedEx	\$ 2,329.02			
		Legal Services	\$ 2,600.00			
		Legal	\$ 4,332.50			
		Transcripts	\$ 3,300.00			
		Ct. Reporters	\$ 39,001.85			
		Admin Shared Services MOU	\$ 19,500.00			
		Education & Training	\$ 75.00			
		Motorized Vehicle Services	\$ 27.00			
		General Repair	\$ 165.00			
		Sonitrol	\$ 17,214.54			
		Laundry Services	\$ 32.55			
		Junk King (Rubbish Removal)	\$ 800.00			
		OSA Audit Charges	\$ 269.46			
		Other Professional Services	\$ 10,337.74			
		Chief Security	\$ 17,088.83			
		Shred America	\$ 542.50			
38440000	503000	Supply and Material		\$ -	\$ 221,535	\$ 50,648
		Office Supplies	\$ 16,004.61			
		Subscriptions (Lexis & Westlaw)	\$ 41,161.59			
		Custom Printed Materials	\$ 5,064.90			
		Verisk	\$ 2,700.00			
		IT Software License and Support	\$ 96,850.99			
		IT Equipment & Supplies	\$ 1,187.99			
		IT Equipment & Supplies End User	\$ 29,672.34			
		IT Equipment & Supplies / Print & Copy	\$ 1,119.14			
		Postage	\$ 12,406.65			
		Communication Supplies	\$ 161.99			
		Counsel Table Hearing Room Chairs (SCDC)	\$ 14,235.20			



TAB 11

# *State of South Carolina*

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## *Workers' Compensation Commission*

December 15, 2025

To: Commissioners  
From: Kristen McRee, Executive Director

Re: Approval of the State Average Weekly Wage for 2026

Attached is the letter from William Floyd, Director of the Department of Employment and Workforce certifying the average weekly wage for April 1, 2024 through March 30, 2025.

The recommendation is to approve \$1,178.30 as the average weekly wage for 2026.

P.O. Box 995  
1550 Gadsden Street  
Columbia, SC 29202  
dew.sc.gov



Henry McMaster  
Governor

William H. Floyd, III  
Executive Director

November 19, 2025

Ms. Kristen S. McRee  
Office of Executive Director  
Workers' Compensation Commission  
1333 Main Street  
Columbia, SC 29202-1715

Re: Average Weekly Wage

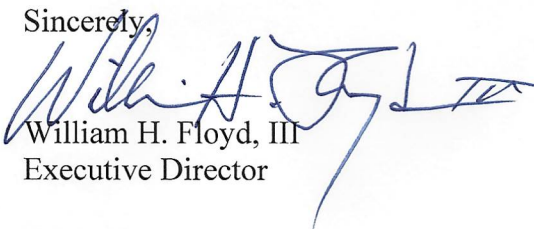
Dear Ms. McRee,

This is in reference to your correspondence dated November 19, 2025, in which you requested the average weekly wage.

This letter certifies that the average weekly wage for April 1, 2024, through March 30, 2025, as computed under South Carolina Department of Employment and Workforce Law was \$1,178.30.

If you should have any questions or need any further information, please contact: Dr. Bryan Grady, Labor Market Information Department Assistant Executive Director, at 737-2658.

Sincerely,



William H. Floyd, III  
Executive Director

WF/tcm

ES-8