INDUSTRIAL COMMISSION BUDGET 2010/2011

Building on a History of Fiscal Prudence



Ohio Industrial Commission



BUILDING ON A HISTORY OF FISCAL PRUDENCE

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LETTER FROM THE CHAIRPERSON

We're Doing Much More with Much Less

Governor Ted Strickland emphasizes the importance of Ohio's agencies moving progressively forward with technological advancements, and in accountability. In that effort, we know that our mission is being accomplished because technology has helped make our operations more efficient than ever as we continue to find ways to cut costs, including a nearly 25 percent reduction in personnel over the past decade. Injured workers and employers are now receiving improved, faster services at the Industrial Commission (IC) that utilize less money and less labor.

The Commission made great strides in streamlining its functions while continuing to build on our history of fiscal prudence in fiscal years 2008 and 2009. The IC also excelled in the following areas:

- Consolidated office space in our Columbus office, which will save us \$500,000 annually.
- Converted from standard to Internet Protocol telephone service, which will save us \$200,000 per year in the Columbus office.
- Reduced employee overtime and overnight delivery expenses resulting in a savings of more than \$58,000 annually.
- Continued a long history of minimal budget increases that have averaged only six-tenths of one percent annually (.6%).
- Maintained a high success and compliance rate in adjudicating claims well within the statutorily imposed timeframes.
- Expedited the claims of injured workers in dire need by scheduling emergency hearings as needed.
- Maintained an equitable rate assessment for employers by continually monitoring our caseload.
 Employer premiums are determined, in part, based on the volume of cases that the IC handles.

In the next biennium, the IC will continue its commitment to foster quality customer service and ensure all parties receive prompt and fair hearings on disputed workers' compensation claims. While we are doing much more with much less, when the ultimate goal is great public service, each new year brings new challenges to serve a constantly changing population with the utmost fiscal prudence.

Sincerely,

Gary M. DiCeglio

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Chairperson of the Ohio Industrial Commission



OUR HISTORY OF PRUDENT PLANNING PAYS OFF

Industrial Commission of Ohio

The Industrial Commission provides a forum for appealing Ohio Bureau of Workers' Compensation (BWC) and self-insured employer decisions. We resolve issues between parties who have a dispute in a workers' compensation claim, determine violations of specific safety requirements, and determine if an injured worker is permanently and totally disabled due to a work-related injury or occupational disease. Throughout the appeals process, the agency offers information and resources to assist parties, including a customer-service phone line and assorted Web services.

Hearings on disputed claims are conducted at three levels within the Commission: the district level, the staff level, and the Commission level. The Governor appoints the three-member Commission and the Ohio Senate confirms these appointments. By previous vocation, employment or affiliation, one member must represent employees, one must represent employers and one must represent the public. The Executive Director manages the agency's day to day operations.

The size of the Industrial Commission of Ohio (IC) has decreased by more than 150 employees over the past decade, yet we have been able to continually meet and exceed statutory requirements for timely service. Upgrades in technology and early retirement incentives facilitated this reduction so we have not had to lay off employees. We are an agency that is already used to maximizing productivity while minimizing expenditures, a philosophy that is serving us well in these tough economic times. Prudent planning has allowed our budget to remain relatively flat while implementing many upgrades in technology and servicing a steady level of the number of claims heard each year.

IC COMMISSIONERS

Leading the Way for the Industrial Commission



Gary M. DiCeglio, Chairperson Employee Member Dates of Service: July 2007 - June 2013

Through a lifelong dedication to worker safety issues, Gary brings a wealth of workers' compensation experience to his role as Chairperson of the Industrial Commission of Ohio.

Originally from Akron, Ohio, Gary earned a Bachelor of Science degree in economics from the University of Akron in 1988. In 1992, he received his law degree after graduating cum laude from the University of Akron School of Law.

After law school, Gary began a private law practice, focusing on workers' compensation matters.

As an employee of the Goodyear Tire and Rubber Company, Gary became a Division Chairman with the United Rubber Workers, a labor union for workers employed by rubber manufacturers. When the United Rubber Workers merged with the United Steelworkers in the 1990s, Gary worked to improve its members' wages and benefits as a lobbyist in Washington D.C.

In 1998, Gary joined the Ohio AFL-CIO, the largest federation of unions in the United States, as the Director of Compensation and Safety. In this position, Gary focused on worker safety issues, establishing Ohio's prescription drug discount card program and raising the state minimum wage. Gary also played an important role in crafting Senate Bill 7, which made numerous changes to the Workers' Compensation law in Ohio.

Gary is a member of the Ohio State Bar Association and resides in Blacklick, Ohio.



William E. Thompson
Employer Member
Dates of Service: August 1997 - June 2009

Bill began his public service career during college, working as an aide for Ohio Senator Tennyson Guyer while pursuing a B.S. in agricultural economics from The Ohio State University.

When Congressman Guyer was elected to the United States Congress in 1972, he asked Bill to open his Fourth Congressional District Office in Lima. Bill served as District Office Manager until September of 1973, when he went to Washington D.C. to become Congressman Guyer's legislative assistant.

In May 1977, he returned to Allen County and partnered with his brother Dick to form the Thompson Seed Farm. Bill played an active role in the business, managing the production, conditioning, packaging, marketing, warehousing and distribution of farm seed to both the wholesale and retail market.

Bill returned to public service in 1986 when he was elected to the Ohio House of Representatives, serving on the following

IC COMMISSIONERS

House committees: Commerce & Labor (Chairman, January 1995 - August 1997), Finance & Appropriations (Agriculture and Development Subcommittee), Energy & Environment and Public Utilities. As a member of these committees, he worked on HB 107 (120th GA), HB 222 (118th GA), HB 7 (121st GA) and HB 413 (121st GA), all of which brought about changes to Ohio's workers' compensation laws. Additionally, he served on the state Controlling Board, the Unemployment Compensation Advisory Commission and the Bureau of Workers' Compensation Oversight Commission.

Thompson's hard work throughout his career has not gone unnoticed. In October 1996, the Ohio State Bar Association gave him an award "in recognition of support and effort in promoting, preserving and advancing the administration of justice and improvement in the law during service as a member of the Ohio General Assembly."

He also received the prestigious Patrick K. O'Neill award in 1997 from the Ohio Self Insurers Association.

First appointed as the employer member to the Commission in 1997, he was reappointed by Governor Taft for a second term ending June, 2009. He served as chairperson of the Commission from 1997-2006.

Bill and his wife Kay reside in Hilliard and have three children.



Kevin R. Abrams
Public Member
Dates of Service: August 2005 - July 2011

Kevin brings a wealth of workers' compensation experience to his role as Industrial Commissioner, including service as a staff attorney and Assistant Law Director for the Ohio Bureau of Workers' Compensation. He has extensive experience with self-insuring employers, which serves him well as the Chairman of the Self-Insuring Employers Evaluation Board, a position that is included in his responsibilities as the public member of the Industrial Commission.

Originally from Williamsburg, Ohio, Kevin earned a B.A. in Psychology from Amherst College in Amherst, Massachusetts in 1978. In 1982, he received his law degree from the Ohio State University College of Law. While in law school, Kevin was a member of the Ohio State Law Journal.

As Assistant Law Director for BWC, Kevin provided legal advice to BWC in virtually all areas of workers' compensation. His primary areas of responsibility included oversight of administrative and court settlements of BWC claims, self-insurance legal issues, bankruptcy and collection matters, and special projects involving claims issues. Additionally, Kevin served as Chairperson of the Self-Insured Review Panel (SIRP); liaison to Attorney General and Special Counsel for court cases and as a frequent contact with the IC regarding inter-agency issues. Kevin addressed complicated claims issues in various areas such as Permanent Total Disability, Disabled Workers' Relief Fund, and Violations of Specific Safety Requirements. Kevin is also a frequent lecturer on workers' compensation issues.

He is the Public Member of the OSBA Workers' Compensation Specialty Board.

In addition to his public service, Kevin was also in private practice, focusing on workers' compensation matters.

IC EXECUTIVE DIRECTOR

Leading the Way for the Industrial Commission



Christa D. Deegan, Executive Director

Executive Director Christa Deegan is passionate about making a difference at the Industrial Commission. She hit the ground running on her first day in July 2008, and has already spearheaded many positive changes in agency operations. With over 20 years experience in legal leadership, ethics, EEOC, civil rights cases, workers' compensation and unemployment compensation issues, Christa is a perfect fit for our evolving agency.

Ms. Deegan comes to the IC from the law firm of Kravitz, Brown and Dortch in Columbus, where she served as trial and appellate counsel for federal and state criminal defendants. She has worked as an Assistant United States Attorney for the Justice Department, an Assistant County Prosecutor for Cuyahoga County, and as Supervisory General Counsel for the United States Department of Homeland Security (DHS).

As Supervisory General Counsel at DHS, she managed subordinate attorneys, paralegals and clerical staff.

During the course of her career, she has received numerous law enforcement commendations and awards of extraordinary performance. She graduated from the Ohio State University and Capital University's School of Law.

OUR PLAN TO KEEP MOMENTUM GOING



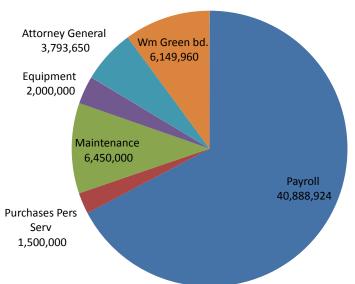


OUR PLAN TO KEEP MOMENTUM GOING

Budget Request

As we prepare to enter the next biennium budget period, the Industrial Commission continues our history of keeping expenses low. Conservative financial projections and cautious spending have kept the IC on solid financial footing at a time when many state agencies have been forced to drastically reduce spending and in some cases, lay off employees. We have always been extremely proactive in financial planning and budgeting for the future, and we plan to continue that initiative for years to come. We are requesting a total budget for fiscal year 2010 of \$60,782,534, and for fiscal year 2011 \$62,644,534 (Exhibit A).





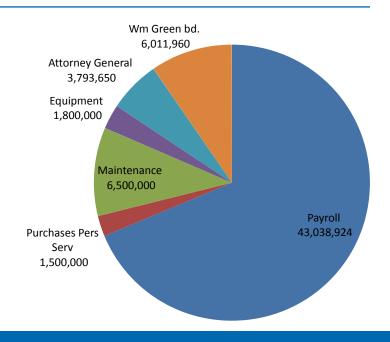
Biennium Budget - Fiscal Year 2010

Description	2010
Payroll	\$40,888,924
Purchases Personal Service	\$1,500,000
Maintenance	\$6,450,000
Equipment	\$2,000,000
Attorney General	\$3,793,650
William Green Building	\$6,149,960

Total Budget \$60,782,534

Biennium Budget - Fiscal Year 2011

Description	2011
Payroll	\$43,038,924
Purchases Personal Service	\$1,500,000
Maintenance	\$6,500,000
Equipment	\$1,800,000
Attorney General	\$3,793,650
William Green Building	\$6,011,960
Total Budget	\$62,644,534

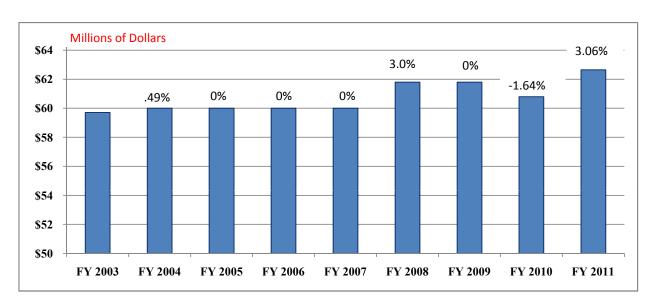


Comparison to Previous Budgets

The combined requested budgets for 2010/2011 is slightly less than our previous budgets for fiscal years 2008 and 2009 (-\$167,641). Exhibit B shows a listing of our proposed budgets for FY-2010/2011 as they compare to previous budgets dating back to fiscal year 2003.

Exhibit B





Average Yearly Increase Over the Period: 0.602%

Fiscal Year	Budgets	Fiscal Year
FY 2003	\$59.7 Million	FY 2003 0.00%
FY2004	\$60.0 Million	FY2004 0.49%
FY2005	\$60.0 Million	FY2005 0.00%
FY2006	\$60.0 Million	FY2006 0.00%
FY 2007	\$60.0 Million	FY 2007 0.00%
FY 2008	\$61.8 Million	FY 2008 3.00%
FY 2009	\$61.8 Million	FY 2009 0.00%
FY 2010	\$60.8 Million	FY 2010 -1.64%
FY 2011	\$62.6 Million	FY 2011 3.06%

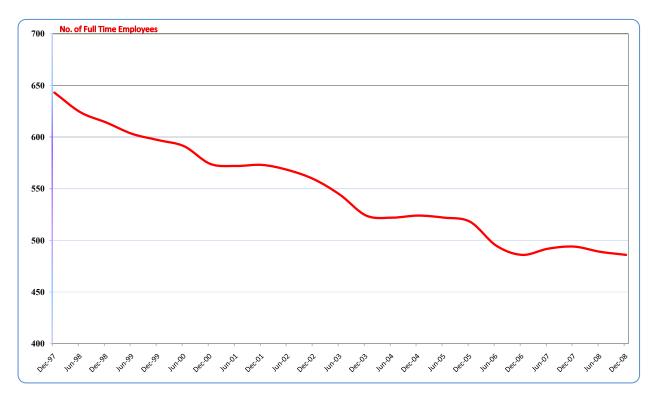
Full Time Employment Level Trend

Over this nine-year period, our budget increases have averaged only sixth-tenths of one percent annually (.6%), even though we were required to absorb many expenses that are beyond our control such as pay increases, step increases, fringe benefit increases, higher utilities expenditures, and increased service charges from the Department of Administrative Service's Office of Budget and Management.

One of the keys to our financial success has been our ability to automate most of the hearing processes, which has in turn allowed us to utilize our resources more efficiently while reducing risk factors for the agency. The combination of automation, attrition, and an early retirement initiative in 2005, allowed our employment level to decrease by 24.4% since December of 1997. As shown in Exhibit C, over the course of a decade, we have gone from 643 to 486 employees, while still meeting statutory requirements for timely service.

Exhibit C

Full Time Employment Levels December 1997 through December 2008



Decrease in Employment over the Period: 24.4%

The Effect of Automation

Thanks to this automation, hearing notices now require almost no clerical processing since these notices are mechanically printed, folded, and stuffed. In addition, we use a presort system to mail notices which saves us \$.07 per mailing. When a hearing is completed, a hearing order is required. These orders in most cases require five mailings to the various parties involved with the claim (claimant, employer, attorneys, unions, etc.). Employees must type these orders, but the time required to type them has been greatly reduced now that much of the information in the order is obtained from our computer database. This information includes the injured worker's name, the employer's name, claim number, addresses, the hearing date, and other information.

We have also automated hearing scheduling. This not only reduces employee processing time, but it speeds up scheduling and provides better service to our customers. In addition, representatives and attorneys can block out periods of time when they are not available for hearings, such as when they are on vacation or have medical appointments.

During the last year, we have designed a new computer application called 'Work Flow'. This system automatically directs work to employees who have time available, regardless of their work location. Thus, a word processor in Dayton is automatically given hearing orders to type for the Cincinnati office, if that office needs this additional resource. We feel that once this system is fully operational, we will be able to reduce our clerical staff by approximately 25, saving \$1.3 million per year.

Automation has also increased the available hearing officer working hours by reducing travel costs because hearing officers no longer have to travel to satellite offices to review claims or write orders. Their travel is now limited to only the actual day of the hearing.

We are also working on other major projects to reduce our costs. We recognize that we may need to explore the possibility of consolidating and/or reducing the size of some offices. In 2009, we consolidated and reduced our office space in the William Green building at a savings of \$500,000 per year in rent.

We would also like to point out that the William Green building was financed with tax-exempt bonds through the Ohio Building Authority in 1992. This financing was initiated by the Industrial Commission and will save the workers' compensation system approximately \$60 million dollars during the life of the bonds. The savings is the result of the lower tax-exempt interest rate (1.5% less than conventional financing) compounded over the 20-year life of the bonds. In 2015, the last of the tax-exempt bonds will be retired and the William Green building will be paid off. At that time, our rental expense will decrease by more than \$3.5 million dollars per year. This reduction in rent will offset the future budget needs of the Industrial Commission and thus, keep our budget flat for the next five to seven years.

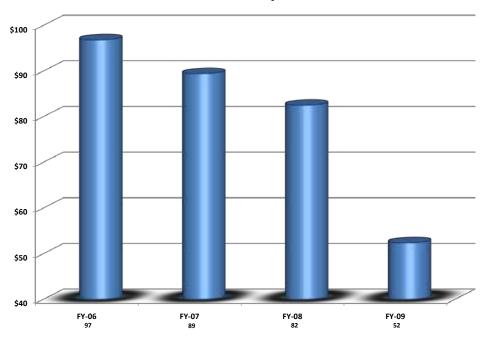
Overtime Expense Comparison

Another high-tech cost savings measure that we are in the process of implementing is the conversion to Internet Protocol telephone service, which will save the agency \$200,000 per year. Additionally, we have reduced our overnight delivery service by approximately \$25,000 per year.

Another area of cost savings that we mandated for our employees is a reduction in overtime. Overtime expenses in FY-2009 are projected to decrease by \$33,500 (-40.7%). Exhibit D shows our overtime expenses for the last four years.

Exhibit D





FY 2009 is projected to year end June 2009

Fiscal Year	Overtime Expense
FY 2006	\$96,792
FY 2007	\$89,391
FY 2008	\$82,481
FY 2009	\$52,339

Systematic Equipment Replacement

Most of our office facilities, equipment and computer equipment are in good condition because our policy has been to systematically replace them so we do not accumulate a backlog of needs that will negatively affect the employers of Ohio who provide our revenue. One of the largest expenditures each year for the Industrial Commission and other state agencies is computer hardware upgrades. Yearly increases in the number of transactions processed along with technological changes antiquate computer hardware faster than other equipment. Fortunately, the Industrial Commission has carefully measured these needs and planned our expenditures so that we can keep our computer equipment at the optimum operating level. We systematically replace approximately the same dollar amount of equipment each year. For example, two years ago, we replaced most of our servers and this year, we upgraded all of our personal computers. This purchasing method allows us to keep our technology current and our budgets stable from year to year.

The funding to operate the Industrial Commission is provided by the Administrative Cost Fund assessment. The assessment is applied to employers' workers' compensation premiums in order to pay for the administrative expenses of the Ohio Industrial Commission and the Bureau of Workers' Compensation. Although the rates of the two agencies are combined when billed to employers, by law they are actually two separate sets of rates. Thus, the funds are segregated and accounted for separately.

Last June, the Industrial Commission lowered rates by \$3.6 million, and we should be able to maintain these lowered rates during the 2010/2011 biennium budget period. We are aware that sharp increases in our rates during periods of economic slowdown would not be favorable to employers and would harm the Ohio economy. We will avoid this situation while we accomplish our mission in the most fiscally responsible way possible.

With all the progress we have made in the past few years, we need to keep our momentum going. To do that, we need to continue to upgrade our technological systems and lay the groundwork for future enhancements, while continuing our self-imposed philosophy of fiscal prudence.

HIGH PRODUCTION YET LOW EXPENSES





HIGH PRODUCTION YET LOW EXPENSES

Our History of Timely Public Service

Even with our history of fiscal prudence, our production has not suffered. The Industrial Commission of Ohio consistently hears over 700 claims per day and performs over 3,000 medical exams per year. This requires great teamwork, especially when customers need our help in emergency situations.

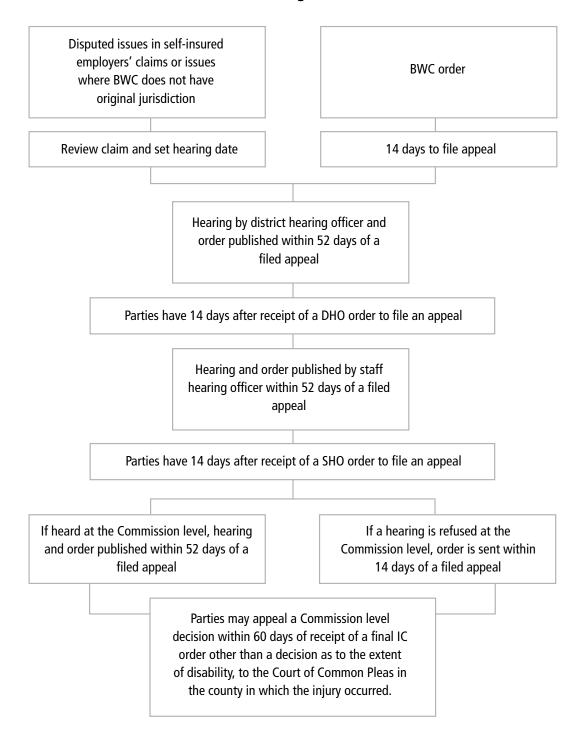
When an injured worker has a dire need, the IC strives to docket an emergency hearing on the individual's claim within three to five days after the injured worker files a request for an emergency hearing. This may happen, for instance, in a case where an injured worker is about to be evicted because their injury has prohibited them from being able to work and receive wages to pay their bills. In some cases, cash relief could be a matter of life and death. Sometimes the injured worker simply can not afford to wait the 45 days that it takes for their claim to be processed, so we work to expedite their claim in these urgent situations.

BWC initially determines claims. If a BWC order is appealed, by statute the IC has 45 days to conduct the first level hearing. If this decision is appealed, the IC conducts the second level hearing within 45 days. If the second level decision is appealed, a final appeal may be made to the three-member Commission. Exhibit E outlines the potential flow of an appeal through the process.

Administrative Hearing Levels Chart

Exhibit E

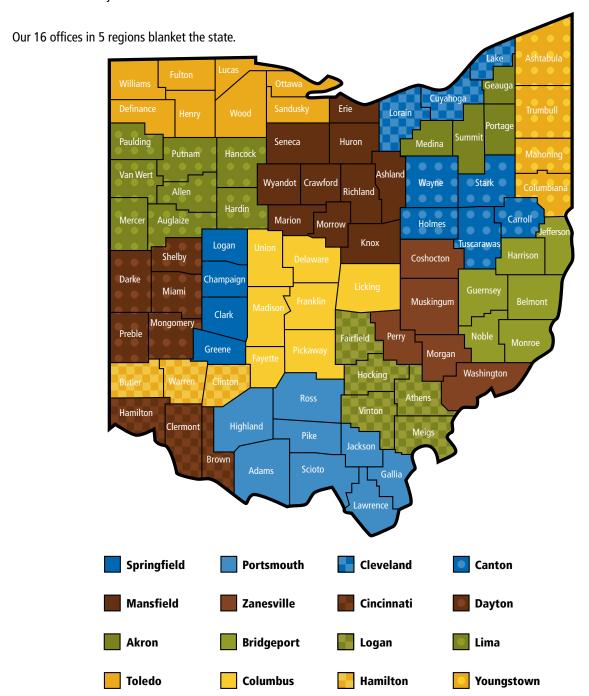
Administrative Hearing Levels Flow Chart



District Offices County Assignments Map

A Commission level hearing is discretionary based on criteria set forth in two Commission resolutions. Most appeals to the Commission are heard in Columbus, but some hearings are held at the district or regional offices.

If an injured worker or employer disagrees with the Commission's decision, some issues can be further adjudicated in the state court system.



Office Locations and Contact Information

*IC office locations are carefully chosen so that most injured workers do not have to drive more than 45 minutes from their home to get to their hearing.

COLUMBUS REGION

Columbus

30 W. Spring St., 7th Floor Columbus, Ohio 43215-2233

Tel: 614.466.4683 Fax: 614.644.8373

Bridgeport

56104 National Road, Suite 112 Bridgeport, Ohio 43912

Tel: 740.635.6259 Fax: 740.635.6260

Logan

12898 Grey St. Logan, Ohio 43138 Tel: 740.380.9685

Fax: 740.385.2436

Portsmouth

1005 Fourth St.

Portsmouth, Ohio 45662-4315

Tel: 740.354.2334 Fax: 740.353.6975

Springfield

1 S. Limestone St., Suite 400 Springfield, Ohio 45502 Tel: 937.327.1344

Fax: 937.327.1345

Zanesville

1540 Coal Run Road, Suite 200

Zanesville, Ohio 43701 Tel: 740.450.5169

Fax: 740.450.5164

CLEVELAND REGION

Cleveland

615 Superior Ave. NW, 7th Floor Cleveland, Ohio 44113-1898

Tel: 216.787.3001 Fax: 216.787.3483

Youngstown

242 Federal Plaza West Youngstown, Ohio 44503-1206

Tel: 330.792.1063 Fax: 330.792.2473

TOLEDO REGION

Toledo

One Government Center,

Suite 1500

Toledo, Ohio 43604

Tel: 419.245.2740 Fax: 419.245.2652

Lima

2025 E. Fourth St.

Lima, Ohio 45804-0780

Tel: 419.227.7193

Fax: 419.227.7150

Office Locations and Contact Information

AKRON REGION

Akron

161 S. High St., Suite 301 Akron, Ohio 44308-1602

Tel: 330.643.3550 Fax: 330.643.1468

Canton

400 Third St. SE, Suite One Canton, Ohio 44702

Tel: 330.438.0611 Fax: 330.471.0998

Mansfield

P.O. Box 8051

240 Tappan Drive North Mansfield, Ohio 44906

Tel: 419.529.1367 Fax: 419.529.3084

CINCINNATI REGION

Cincinnati

125 E. Court St., Suite 600 Cincinnati, Ohio 45202-1211

Tel: 513.357.9750 Fax: 513.723.9811

Dayton

3401 Park Center Drive, 3rd Floor Dayton, Ohio 45414-2580

Tel: 937.264.5116 Fax: 937.264.5130

Hamilton

One Renaissance Center 345 High St., 5th Floor Hamilton, Ohio 45011 Tel: 513.785.4680

Fax: 513.785.4682

Customer Service and Interpretive Services

800.521.2691; toll free, nationwide 614.466.6136; Franklin County 800.686.1589; toll free, TDD

Email: askic@ic.state.oh.us Web: www.ohioic.com



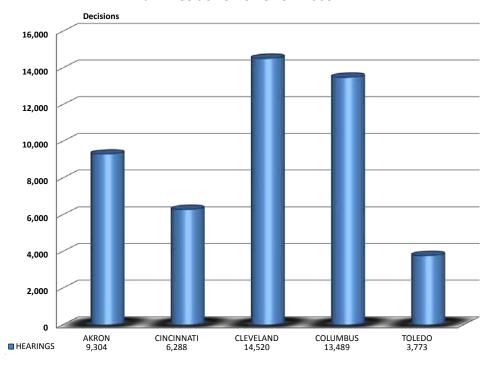
Administrative Reviews

There are 108 hearing officers—all attorneys—in IC offices throughout the state. They make the bulk of the legal decisions within the IC. Commissioners also hold hearings. All together, the IC heard 177,223 claims in calendar year 2008.

New claims filed with BWC, in addition to other factors, dictate the volume of claims that flow to the IC. Historically, about 14 percent of all active BWC claims come to the IC for adjudication.

The IC decided approximately 47,374 issues that did not initially require formal adjudication through a hearing in calendar year 2008. These issues included, but were not limited to: permanent total disability rate adjustments and subpoenas. These issues receive review and processing at the clerical, claims examining, word processing, and hearing officer levels, but are not typically reflected in routine production reports under district hearing officer (DHO) and staff hearing officer (SHO) dockets.

Administrative Reviews - 2008

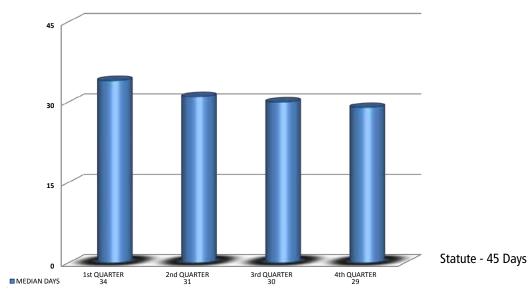


Total Reviews for CY 2008 - 47,374

Hearing Officer Performance

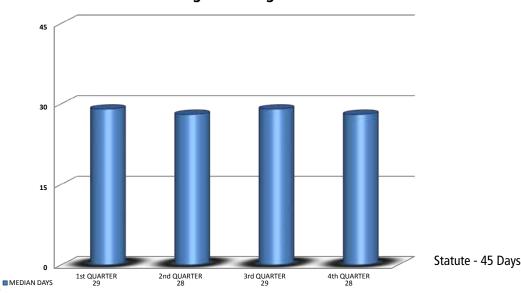
When cases require formal adjudication, we have consistently achieved a high success and compliance rate in adjudicating claims well within the statutorily imposed timeframes. From filing date to hearing date, district level (first level) hearings averaged 31 days in calendar year 2008.

DHO Filing to Hearing Performance – 2008



From filing date to hearing date, staff level (second level) hearing appeals took 29 days on average in fiscal year 2008. Both averages are well below the statutorily mandated 45-day timeframe.

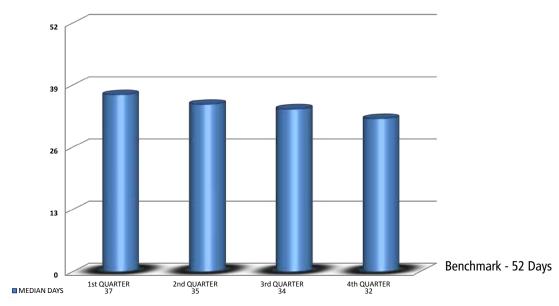
SHO Filing to Hearing Performance – 2008



DHO & SHO Performance

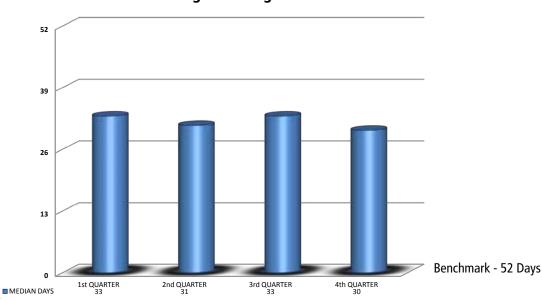
The overall process statistics of filing date to mailing date are just as favorable. There is a 52-day benchmark comprising the two statutory periods of: filing to hearing--45 days, and hearing to mailing--7 days. For the district level, filing date to mailing date took 35 days on average in calendar year 2008.

DHO Filing to Mailing Performance – 2008



From filing date to mailing date, the staff level took 32 days on average in calendar year 2008.

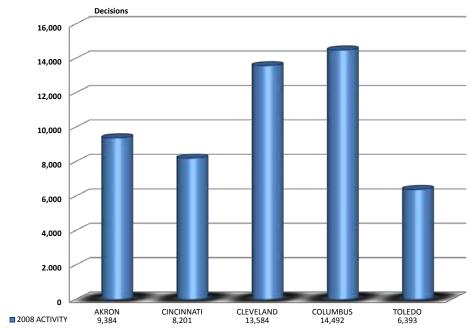
SHO Filing to Mailing Performance – 2008



Hearing Administrator Activity

IC Hearing Administrators also handle requests from parties, continuances, pre-hearing conferences, subpoenas, and other duties, as well as play an integral role in the permanent total disability process. There are five IC Hearing Administrators; one located in each of the IC regional offices statewide.

Hearing Administrator Decisions (By Region) – 2008



Total Decisions in CY 2008 - 52,054

PTD Submission Process

Permanent total disability (PTD) claims are in a category all their own because they are handled much differently than typical claims that come to the IC. PTD claims take much longer to go through the process because there is a required independent medical exam, and there are submission periods built in to allow parties time to obtain medical and vocational information. The submission periods were put into place so that parties could provide hearing officers with the most information possible when they go to make a decision whether to grant or deny a PTD award. Exhibit F shows the submission periods for permanent total disability processing.

As shown in Exhibit F, while there are nearly six months of submission periods built into the PTD process, overall the IC is processing PTD claims at a faster rate than the submission periods dictate.

PTD Timeline

Exhibit F

Permanent Total Disability (PTD) Timeline

Application filed and received for permanent total disability and acknowledgment letter issued

60 Days

Parties have 60 days to submit medical evidence

(after the date of the IC acknowledgment letter)

60 Days

Medical examination processing takes an average of 60 days

45 Days

Parties have 45 days to submit additional vocational information

(from the mailing date of the IC vocational letter)

14 Days

Parties must be notified at least 14 days before their hearing

Total: 179 Days*

This is the total time that could be spent waiting for parties or physicians to submit documentation. Most time periods are dictated by statute or IC rules.

^{*} The IC is currently processing PTD applications at a rate of 173 days.

Ohio Industrial Commission

30 West Spring Street Columbus, Ohio 43215

Governor Ted Strickland Lt. Governor Lee Fisher

www.OhiolC.com 1-800-521-2691