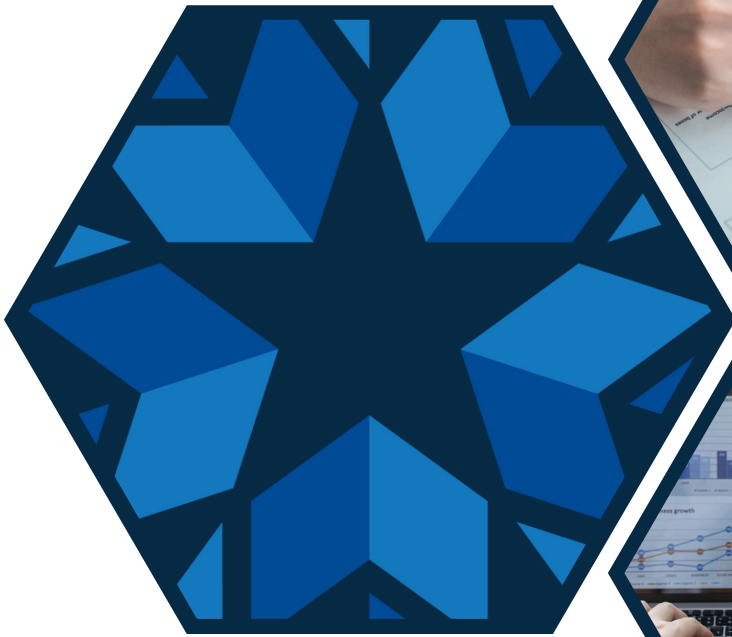




Oklahoma Workers' Compensation Commission

2026 Biennial Report





OKLAHOMA WORKERS' COMPENSATION COMMISSION

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Tulsa office · 201 West 5th Street · Tulsa, Oklahoma 74103 · (918) 295-3732

Chairman Jordan K. Russell · Commissioner Megan Tilly · Commissioner Scott Biggs

Executive Director & General Counsel Lauren Hammonds Johnson

January 9, 2026

Honorable Kevin Stitt Governor of Oklahoma

Honorable Lonnie Paxton
President Pro Tempore of the Oklahoma Senate

Honorable Kyle Hilbert
Speaker of the Oklahoma House of Representatives

Governor Stitt, President Pro Tempore Paxton, Speaker Hilbert, and members of the Legislature:

The Oklahoma Workers' Compensation Commission is pleased to present to you its 2026 Biennial Report of administration of Title 85A, the Administrative Workers' Compensation Act, for the preceding biennial period. This report is issued pursuant to 85A O.S. § 24.

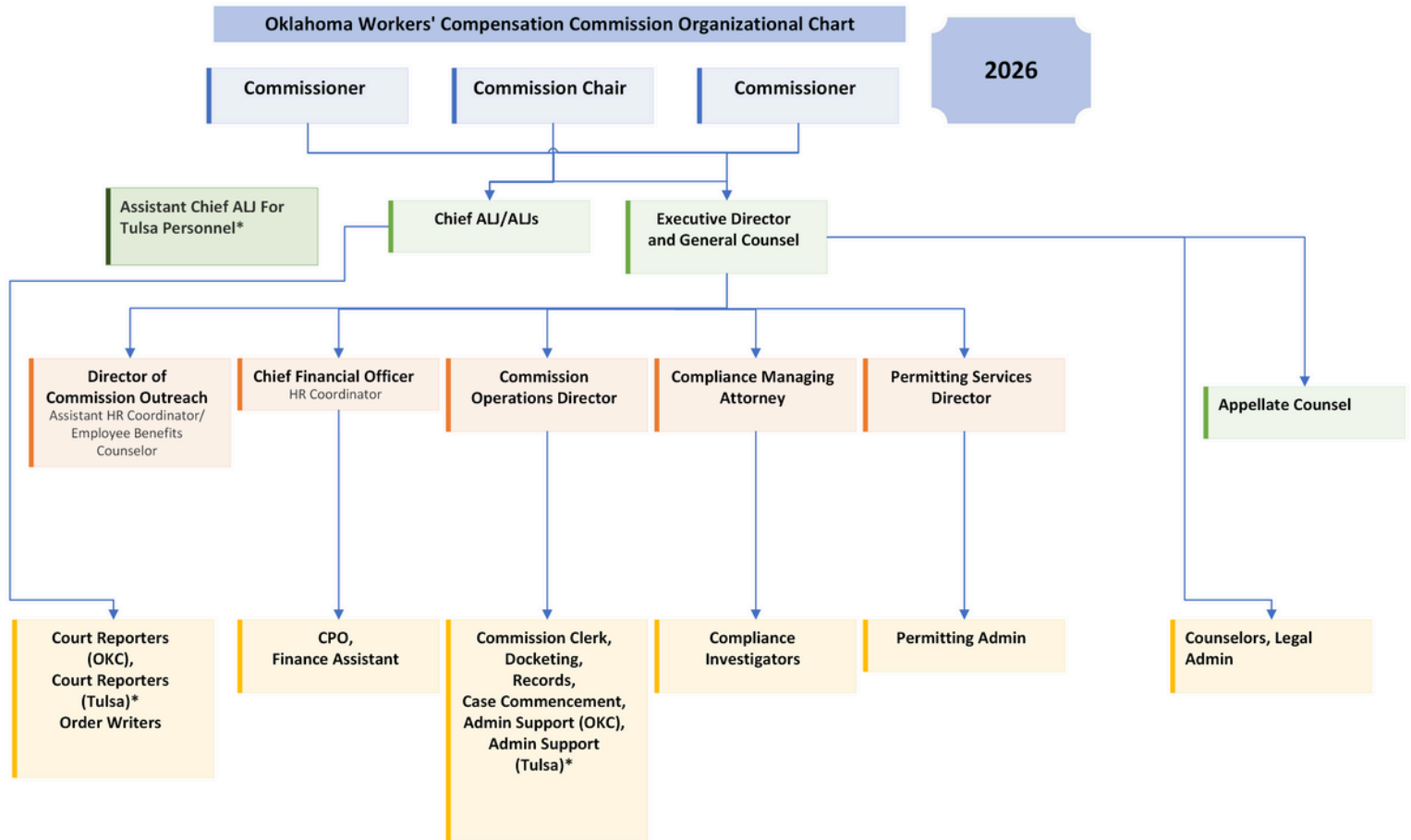
Respectfully,

Commissioner Jordan K. Russell
Chair, Oklahoma Workers' Compensation Commission

The Workers' Compensation Commission submits this report in compliance with 85A O.S. § 24, which requires the Commission to produce a report of the administration of the Administrative Workers' Compensation Act ("AWCA") for the preceding biennial period. This report includes summary information and data pertaining to the Commission's administration of the AWCA.

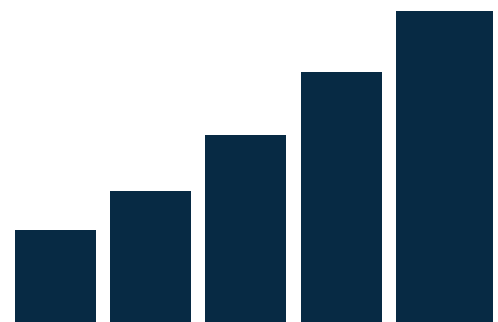
No paper copies of the report were made, but the report is available on the Commission's website at <https://www.wcc.ok.gov>. It was distributed electronically as provided in 74 O.S. § 464 and is compliant with 65 O.S. § 3-114.

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The Oklahoma Workers' Compensation Commission ("WCC") was created by the Administrative Workers' Compensation Act of 2013 and is responsible for the administrative adjudication of all work injuries occurring on or after February 1, 2014. The agency also enforces workers' compensation coverage requirements for employers and issues and regulates workers' compensation self-insurance permits for employers and group associations.

The WCC is headquartered at the Denver N. Davison State Office Building located at 1915 N. Stiles Avenue, Oklahoma City, and maintains an office and hearing rooms in downtown Tulsa at 201 West Fifth Street.



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Commissioners

The Workers' Compensation Commission is composed of three full-time commissioners appointed to six-year staggered terms by the Governor and confirmed by the State Senate. The Chair of the Commission is appointed by the Governor from among the Commission members. Commissioners are responsible for agency administration and implementing the provisions of the AWCA. The Commissioners also serve as an en banc three-person appellate panel to hear appeals of administrative law judge decisions.

CHAIRMAN JORDAN K. RUSSELL



Chairman Jordan K. Russell is an attorney who joined the Commission after serving three legislative sessions as policy director and counsel to former Oklahoma Speaker of the House Jeffrey W. Hickman. Prior to his time at the State Capitol, Jordan had a successful law practice in the downtown Oklahoma City office of Gungoll, Jackson, Box & Devoll, P.C.

Chairman Russell also previously worked as a legislative assistant to Oklahoma's U.S. Congressman Frank D. Lucas in his Washington, D.C. office where he worked on issues involving healthcare, labor, social security, and disability, and ERISA.

Chairman Russell was appointed to the Oklahoma Workers' Compensation Commission by Governor Mary Fallin effective October 4, 2016, and was reappointed to the Commission by Governor Kevin Stitt to a term ending in August 2031. Chairman Russell was appointed Chairman of the Workers' Compensation Commission June 1, 2021, by Governor Kevin Stitt.

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COMMISSIONER MEGAN TILLY

Before her appointment to the Commission, Megan Tilly most recently served as Chief of the Multi-County Grand Jury Unit of the Oklahoma Attorney General's office. The Grand Jury Unit investigates and prosecutes crimes across the state, including public corruption, white collar crime, and fraud. She assisted the workers' compensation, insurance, and Social Security fraud units of the Attorney General's office through legal research and counsel. Previously, Commissioner Tilly worked in the District Attorney's office as an assistant district attorney in the Ninth District, handling all felony drug cases in Payne County and prosecuting all types of felonies in Logan County.

Commissioner Tilly was appointed to the Oklahoma Workers' Compensation Commission by Governor Mary Fallin effective August 28, 2017, and was reappointed by Governor Stitt on August 26, 2023. She currently serves as the Commission's Presiding Appellate officer.



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COMMISSIONER SCOTT BIGGS

Scott Biggs joined the Commission after serving as the State Executive Director for the Farm Service Agency within the USDA. Prior to his service with the USDA, Commissioner Biggs was an elected member of the Oklahoma House of Representatives. At the Capitol, Scott served on a variety of committees and in several leadership roles. Much of his work was focused on both agriculture and victims' issues. Scott was the leading voice for State Question 794 which placed victims' rights in the State Constitution. Before his time at the State Capitol, Scott ran a private legal practice and worked in several district attorney's offices around the state.

Commissioner Biggs currently serves as an officer in the Oklahoma Air National Guard and is assigned to the 138th Fighter Wing legal office in Tulsa, Oklahoma. He was recently recognized with the Patriot Award for his support and cooperation of fellow members in the Guard, Reserves, and veterans of military service in their employment opportunities. Governor Kevin Stitt appointed Commissioner Biggs to a six-year term with the Oklahoma Workers' Compensation Commission effective August 26, 2021.



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Commission Executive Director and General Counsel

Lauren Hammonds Johnson



Lauren Hammonds Johnson serves as the Executive Director and General Counsel of the Workers' Compensation Commission. In this dual role, she oversees the agency's legal and administrative functions, providing in-house counsel to the commissioners, directors, and staff to ensure full compliance with state and federal laws. Lauren also manages the operations and regulatory divisions, driving initiatives to improve organizational efficiency, and serves as a vital liaison among Commissioners to foster transparency and collaboration.

Prior to her current position, Lauren held several key roles in state government, including Assistant Attorney General in the Multicounty Grand Jury Unit, where she prosecuted white-collar crimes and provided legal advice to the Grand Jury. Her duties as an AAG also included drafting Attorney General opinions, conducting complex legal research, and educating state officials and the public on the Open Meeting Act and Open Records Act.

Lauren earned her Juris Doctorate from the University of Oklahoma College of Law and holds a bachelor's degree in Accounting from Oklahoma State University. Her diverse educational background and extensive experience enable her to effectively navigate the complex legal and administrative challenges facing the Commission.



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Administrative Law Judges

The WCC Administrative Law Judges hear cases of work injuries and AWCA enforcement brought before the Commission. The administrative Law Judges (“ALJs”) are hired by and serve as at-will employees of the Commission.

Oklahoma City Administrative Law Judges

Chief ALJ T.
Shane Curtin

Judge
Michael T. Egan

Judge
P. Blair McMillin

Judge
John Blodgett

Tulsa Administrative Law Judges

Judge
Tara A. Inhofe

Judge
Molly Lawyer



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Additional Administrative Divisions

Records Division – Maintains the Commission’s file system, consisting of records from 2014 to present, and support docketing personnel. The Records Division assists the public with records requests and copy fees.

Compliance Department – Enforces 85A O.S. § 38, which requires employers to secure compensation, either through traditional workers’ compensation insurance coverage, or through self-insurance. The Division is run by a managing attorney who oversees three investigators, one of whom offices in Tulsa.

Order Writing Division – Assists the ALJs and Commissioners in drafting and finalizing orders in all cases.

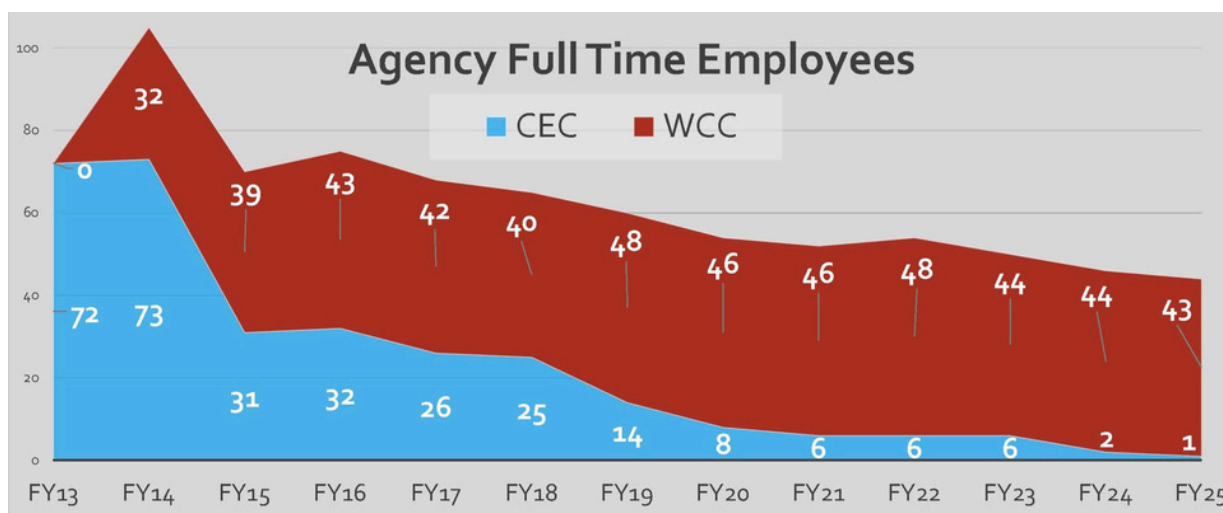
Counselors Division – Provides information about the workers’ compensation process, rules, and law to injured workers, employers, insurance carriers, medical providers, and other members of the public.

Permitting Services – Performs a variety of regulatory functions, including processing new and renewal applications for self-insured employers and group self-insurance associations, calculating rates for assessments imposed by Title 85A of the Oklahoma Statutes, and issuing Certificates of Non-Coverage.

Docketing – Sets hearings and prehearing conferences, notifies parties of hearing dates, and manages administrative law judges’ dockets.

Case Commencement – Processes and files incoming Form-3 filings for workers’ compensation claims.

Commission Outreach Division – The Commission relies on its Outreach Division to perform several different important agency functions. Title 85A O.S. § 109(D) requires the Commission to develop an annual training program to train and educate stakeholders about the new Workers’ Compensation system.



This Chart tracks the number of employees for the WCC and CEC since 2014. The Court of Existing Claims (CEC) is the legacy agency that handles claims prior to 2014.

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How Does The Workers' Compensation System Operate in Oklahoma?

The workers' compensation system is based on a long-standing framework often referred to as the "grand bargain" between employers and employees. Employees injured in the course and scope of employment are entitled to defined benefits, including medical care and, when appropriate, wage replacement, while employers are generally protected from civil lawsuits related to those injuries.

In Oklahoma, employers meet these obligations in one of two ways: by qualifying as a self-insured employer or by obtaining a workers' compensation insurance policy from a commercial carrier.

Self-Insured

Employers that are fiscally sound can elect to cover the costs of workers compensation themselves. They are known as "Self-Insured Employers". Employers can form industry groups and collectively pool their resources to cover the cost of workers compensation. These groups are known as "Group Self-Insurance Associations". Employers can elect to hire Third Party Administrators to manage workers' compensation claims for their business.

Commercial Insurance

Many employers satisfy their workers' compensation obligations by purchasing coverage from a commercial insurance carrier. Under this model, the insurance carrier assumes responsibility for administering claims and paying covered medical expenses and wage replacement benefits for employees injured on the job.



In 2024 and 2025, commercial insurance companies processed nearly 74% of all workers' compensation claims reported in Oklahoma.

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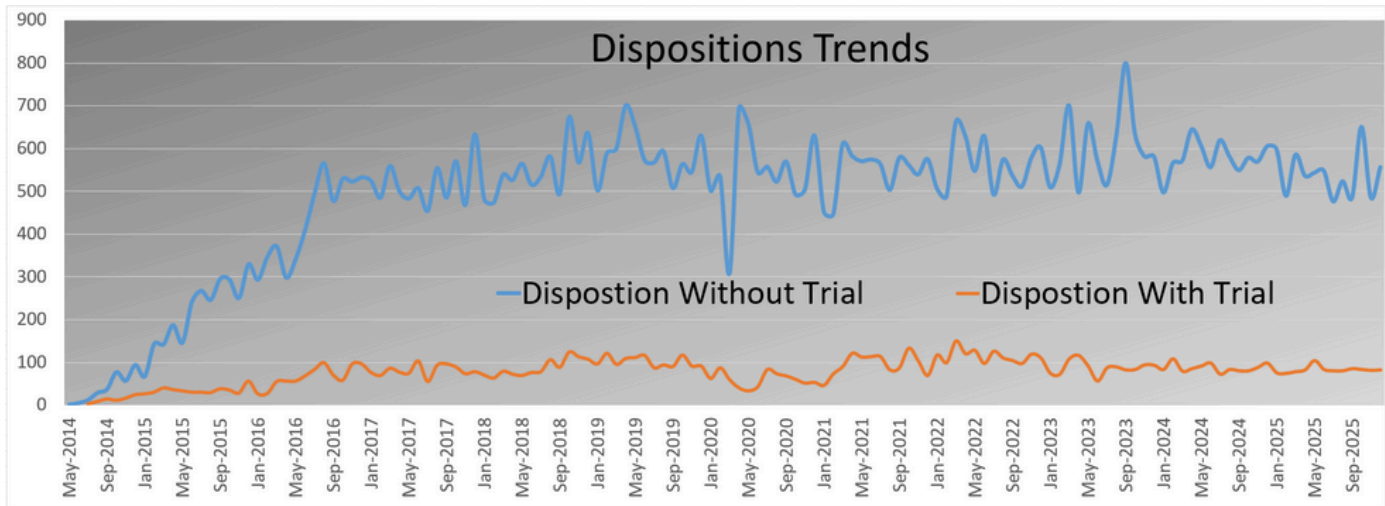


What is the Workers' Compensation Commission's Role in the System?

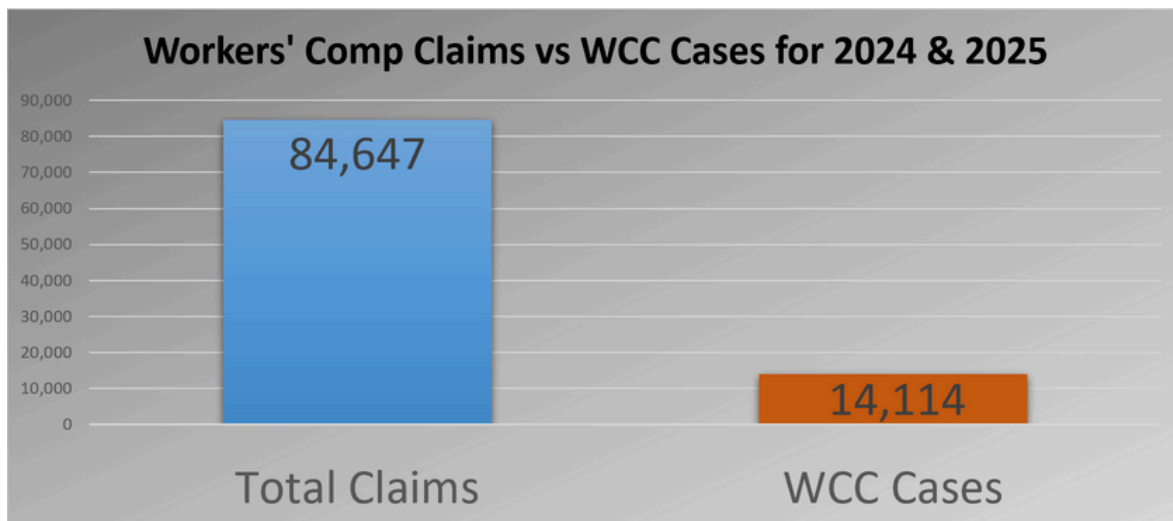
The Workers' Compensation Commission (WCC) supports the workers' compensation system as provided in statute under [Title 85A](#).

Disputes

The Workers' Compensation Commission offers two primary ways to resolve disputed claims: mediation and adjudication. Mediation allows the parties to work toward a voluntary resolution with the assistance of a Commission-approved mediator and is generally faster and more cost-effective. Disputes that are not resolved through mediation proceed to a trial and are decided by a Commission administrative law judge. Most cases filed with the Commission are resolved through mediation.



The chart above shows case disposition trends at the WCC since its inception. "Dispositions Without Trial" Includes Joint Petitions, Dismissals, and Denials.



In Oklahoma, most claims are processed by commercial insurance and self-insurance entities without filing a case at the Commission.

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Medical Fee Schedule

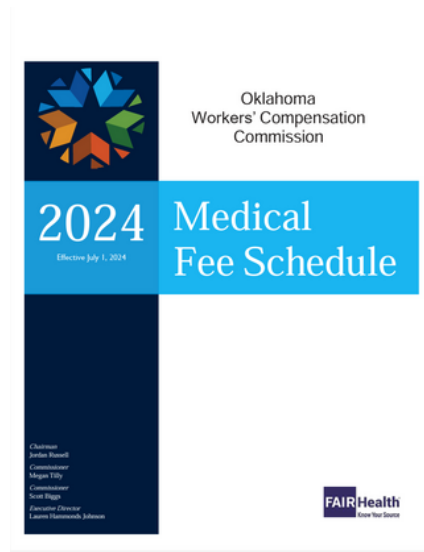
State law directs the Workers' Compensation Commission to establish and maintain the Workers' Compensation Medical Fee Schedule, which sets the maximum amounts medical providers may charge for services in workers' compensation cases. The fee schedule is reviewed and updated every two years.

Since 2020, the WCC has partnered with an external consultant, FAIR Health, to support this process. Using comparative data from similar markets and input from medical and insurance stakeholders, the WCC has adopted a data-driven fee schedule that has been well received. The WCC is currently collecting data in preparation for the 2026 Medical Fee Schedule update.

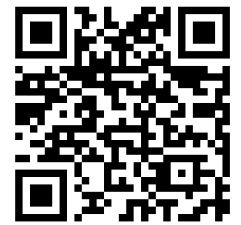
Permitting and Compliance

The WCC has statutory authority to regulate self-insured employers. The Permitting Department, Executive Director, and commissioners review and approve applications for own risk. This Department also issues Affidavits of Exempt Status for individuals and LLCs that are exempt from carrying Workers' Compensation Insurance.

The Compliance Division investigates businesses that fail to maintain workers' compensation coverage and enforces statutory requirements to ensure all Oklahoma employees are protected in the event of a work-related injury.



Click this image to access the current fee schedule online.



Scan the QR Code to access the current fee schedule online.

Educational Outreach

Each year, the WCC hosts a conference that brings together business, legal, medical, and insurance professionals to learn about and discuss the latest in Oklahoma's Workers Compensation System.



Click this Image to view the Commission's events page and learn more information about the Annual Conference.

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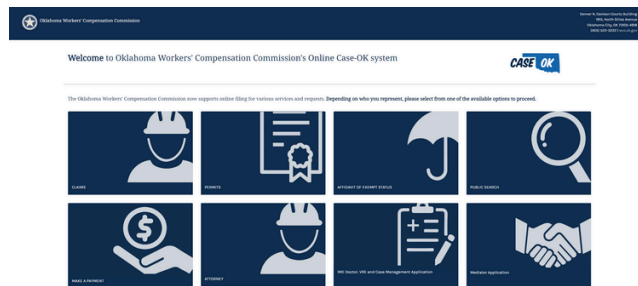


What's New at the WCC?

CaseOK System Enhancements

The Oklahoma Workers' Compensation Commission is proud to recognize the continued success of CaseOK, a robust, custom designed software system now in operation for more than two years. CaseOK has expanded access, improved transparency, and reduced costs associated with paper-based filings while streamlining internal workflows by connecting all Commission divisions into one integrated system.

External users benefit from 24/7 online access to WCC and Court of Existing Claims (CEC) records, online permit applications and payments, and comprehensive attorney dashboards for filing pleadings, reviewing dockets and orders, and accessing case documents. With more than 90% of new cases filed electronically and rapid file-stamped receipt delivery, CaseOK continues to modernize Commission operations. The WCC is currently implementing system upgrades to further enhance performance and user experience based on customer feedback.



Click this image to interact with CaseOK



Scan the QR code to interact with CaseOK

2026 Medical Fee Schedule Public Comment Process

As part of its biennial review process, the WCC will conduct a public comment period in early 2026 as part of the Medical Fee Schedule review and update cycle. This biennial process ensures the schedule remains current, fair, and responsive to changes in medical practice and costs.

The medical fee schedule review is conducted by an independent third-party vendor, FAIR Health, which provides objective data and analysis to support the Commission's evaluation. Interested parties, including medical providers, employers, insurers, attorneys, and members of the public, will have the opportunity to submit written comments and provide input on proposed changes. Details regarding timelines, submission methods, and any public hearing opportunities will be announced on the Commission's website to encourage broad participation and transparency in the development of the 2026 Medical Fee Schedule.