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2025 ANNUAL Report



VIRGINIA WORKERS'
COMPENSATION COMMISSION



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Driven by Purpose, Defined by Service

The Virginia Workers' Compensation Commission leads the Commonwealth through innovation and integrity, providing every Virginian navigating the workers' compensation system and victims' services with the exceptional care and impartial resolution they deserve.



Mission

To serve injured workers, victims of crimes, employers, and related industries by providing exceptional services, resolving disputes, and faithfully executing the duties entrusted to us by the Commonwealth of Virginia.

Vision

Lead the nation as the most effective and innovative state agency.

Values

- Innovative
- Respectful
- Accountable
- Reliable
- Impartial
- Impartial
- Impartial
- Effective



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Message from the Chairman

This 2025 Annual Report reflects the dedication and talent of our exceptional team at VWC. Throughout 2025, we focused on collaboration, excellent service, and delivering superior support to Virginia's workforce and employers. We all wish for a world where no employees suffer injuries or illnesses. But, as long as these events occur, our VWC team will demonstrate skill, experience, and passion in serving all Virginians.

As we move into 2026, the Commission remains committed to providing reliable, effective assistance for those impacted by our work, while striving to lead the nation as the most effective and innovative state agency.

- The Honorable Wesley G. Marshall
Virginia Workers' Compensation Commission Chairman



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VWC Departments

The Virginia Workers' Compensation Commission (VWC) operates through thirteen specialized departments under two divisions (Administration and Judicial) that manage the state's workers' compensation system and crime victim services.



Administration - Serves as the lead administrative unit for the VWC, providing senior leadership and coordinating the agency's operating departments.

Alternative Dispute Resolution (ADR) - Provides neutral mediation services to help parties resolve disputes efficiently without traditional litigation.

Claims Services - Processes incoming correspondence, reviews claims for benefits, enters Awards Agreements, administers the Uninsured Employer's Fund, and manages hearing applications from claimants, employers, and medical providers.

Correspondence Management - Acting as the central mail hub, this division handles all incoming and outbound mail, including document indexing and digital analysis.

EDI - Quality Assurance - Maintains Electronic Data Interchange standards to ensure employers and carriers report workplace accidents accurately and on time.

Financial Services - Manages the Commission's entire fiscal operations, including budget administration, purchasing, and revenue collection.

Human Resources - Oversees personnel policies, employee benefits, and performance assessment plans for the VWC's workforce.

Information Systems (IS) - Supports the agency's digital infrastructure through application development, database administration, and network engineering.

Insurance - Ensures that all required Virginia employers maintain proper workers' compensation coverage as mandated by law.

Judicial - Mediates and adjudicates disputed claims by conducting hearings and issuing written legal opinions.

Medical Fee Services (MFS) - Establishes and enforces quality standards for the medical fee schedules used by the Commission.

Ombuds - Provides free, confidential information to unrepresented parties to help them understand and navigate the workers' compensation system.

Outreach Services - Manages the Customer Contact Center, agency communications, and plans educational initiatives to share information with the public and stakeholders.

Project Management - Provides strategic oversight for Commission projects and manages the software release lifecycle.

Virginia Victims Fund (VVF) - This program assists victims of violent crime by helping cover out-of-pocket expenses like medical bills and funeral costs.

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Commission Administered Programs

The Commission administers three programs:

VIRGINIA VICTIMS FUND

The Virginia Victim's Fund, Officially the Criminal Injuries Compensation Fund, is a program and a department within the Commission. Its mission is to administer the Compensating Victims of Crime Act in a compassionate, fair and efficient manner. In doing so, the Fund strives to treat every victim and survivor with dignity and respect, recognizing the tremendous impact that violent crime has on our community.

[LEARN MORE ABOUT VVF AND 2025 FINANCIAL DATA](#)



UNINSURED EMPLOYER'S FUND

The Uninsured Employer's Fund (UEF) provides compensation and medical payments to injured employees or their dependents whose employer was not properly insured at the time of a compensable work-related accident. The UEF is financed by assessments on workers' compensation premiums. Additionally, the UEF may place a lien on assets of the uninsured employer until the debt is repaid.

[LEARN MORE ABOUT THE UNINSURED EMPLOYER'S FUND'S FINANCIAL DATA](#)



SECOND INJURY FUND

The Second Injury Fund provides financial assistance to employers or carriers when an employee's pre-existing, work-related disability, combined with a new industrial injury, results in a total or partial disability. By partially reimbursing the employer or carrier for benefits paid for the new injury, the overall cost associated with hiring disabled workers is reduced.



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Virginia Victims Fund

VVF provides financial support to victims of crime, helping cover costs that arise from their victimization. This assistance eases financial burden, allowing people to focus on recovery instead of immediate costs.

FY25 Revenue



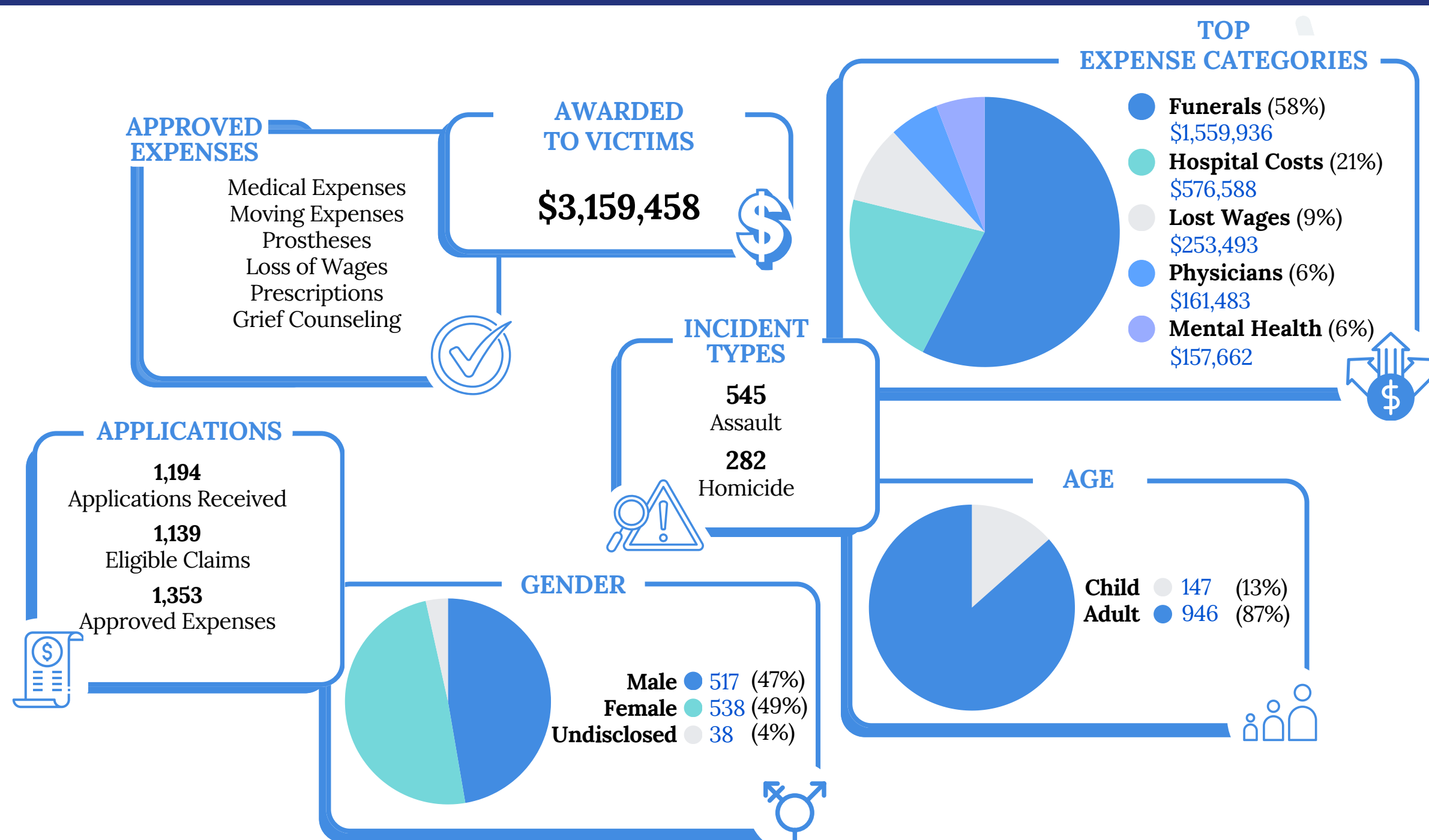
FY25 Revenue

Revenue Sources:

- \$1,958,537** **Fees:** Court-ordered fees collected from offenders.
- \$982,000** **VOCA (Victims of Crime Act) Grant:** The VOCA grant program is a primary source of federal funding that supports organizations providing direct services to victims of crime throughout the U.S.
- \$351,813** **VOCA Technology Grant (VTG):** VOCA, through the Office for Victims of Crime (OVC) at the Department of Justice, offers grants to enhance and improve technology infrastructure for victim services.
- \$86,647** **VOCA Enhancement Grant (VEG):** The VOCA enhancement grant refers to programs and initiatives designed to strengthen and improve the services available to crime victims through funding provided by VOCA.
- \$614,637** **Debtor Payments (DP):** VVF pursues payments from debtors convicted of the underlying criminal case to reimburse the fund for awards made on behalf of the victims.
- \$8,672** **AEAP Grant:** A federal grant to assist with awards to victims of a mass casualty event in Virginia Beach.
- \$4,515** **Misc.**



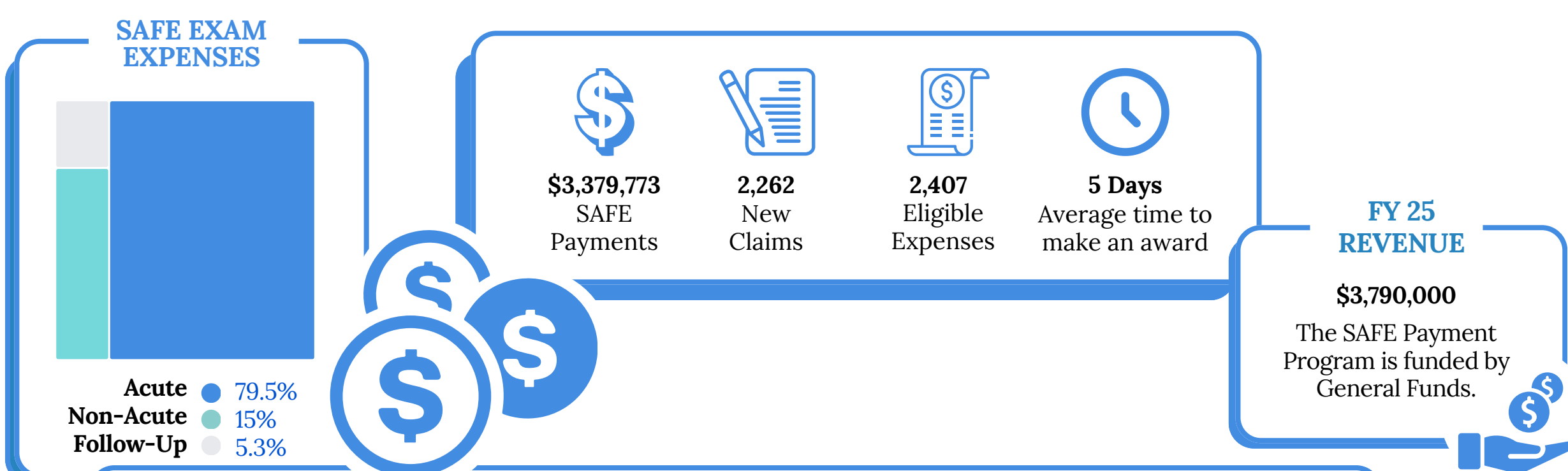
FY25 Expenses & Demographics



Sexual Assault Forensic Program (SAFE)

SAFE Financials

The SAFE Program's funding is vital to ensuring that survivors of sexual assault have access to immediate, specialized care without financial burden. Because the program is sustained entirely through General Funds, these dollars directly support the costs of acute, non-acute, and follow-up exams, enabling providers to deliver trauma-informed medical attention and preserve critical forensic evidence. The following financials reflect how this funding translates into tangible support for survivors and the providers who care for them.

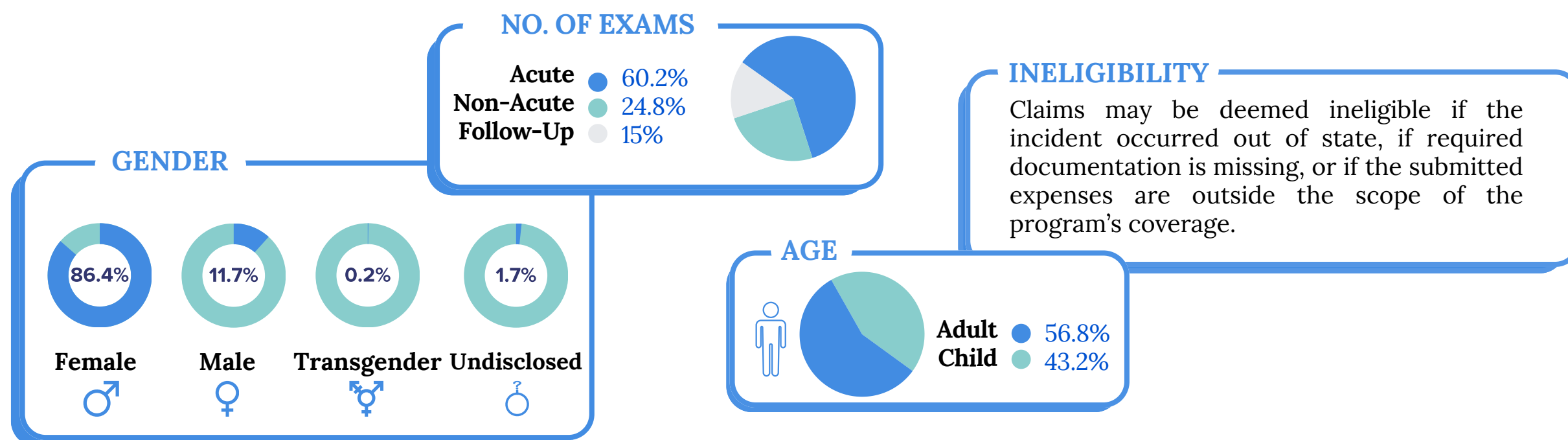


Exam Type	Acute	Non-Acute	Follow Up
Amount Billed (Requested by Providers)	\$4,674,525.27	\$1,181,625.10	\$414,179.00
Amount of Reimbursement (by SAFE)	\$2,753,459.41	\$553,427.62	\$186,506.86

Requested expenses are reduced by payments from third parties such as private and public insurance or are not reimbursed due to ineligibility. The amount of reimbursements reflects tallies after end of fiscal year reconciliation.

SAFE Exams

SAFE exams are categorized based on the timing and purpose of care. **Acute Exams** are performed within approximately 120 hours of an assault and are reimbursed at 60% of actual eligible costs, as set by Virginia law. **Non-Acute Exams**, completed beyond the 120-hour window, are reimbursed up to \$1,500 per case according to VVF policy. **Follow-Up Exams**—important for continuing care, such as injury documentation and STI testing—are capped at \$1,000 in reimbursement. Each exam plays a vital role in supporting survivors and maintaining the integrity of forensic evidence, regardless of whether a police report is filed.



RESTITUTION

Courts throughout the Commonwealth collect restitution from convicted offenders. When courts have exhausted their efforts to find victims, after one year of searching, the courts send the restitution to the Virginia Victims Fund, which then tries to locate victims and reunite them with restitution.

FY25 RESTITUTION STATISTICS

Step 1:

Courts send VVF restitution for victims they are unable to locate after one year of searching.

\$1,568,769
Restitution Sent by Courts

Step 2:

VVF conducts a more extensive search and reunites victims with the restitution owed to them.

\$175,095
Restitution Paid to Victims Found by VVF



Please note that VVF operates on a fiscal year schedule. All VVF data shown in this report represents FY2025 - July 1, 2024-June 30, 2025.

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Uninsured Employer's Fund

The Uninsured Employer's Fund (UEF) provides compensation and medical payments to injured employees or dependents whose employer was not properly insured at the time of a compensable work-related accident.



COMMISSION FUNDS

The Commission collected a **2.65%** tax assessment on insurance premiums from all workers' compensation insurers and self-insurers for the Commission's operating budget, which operates on a fiscal year. This data represents July 1, 2024 through June 30, 2025.

\$36.2M Administrative Fund

\$2.2M Uninsured Employer's Fund

\$38.4M

Total Tax Assessment Collected

UNINSURED EMPLOYER'S FUND

The Uninsured Employer's Fund (UEF) provides compensation and medical payments to injured employees or dependents whose employer was not properly insured at the time of a compensable work-related accident.

The UEF is funded with:

- 0.15% tax assessment on premiums from all workers' compensation insurers and self-insurers
- 50% of the revenue from fines assessed by the Commission
- Claim payment recoveries from uninsured employers

UEF Revenue
\$3.9M

UEF Expenses
\$2.3M



COMMISSION EXPENDITURES

74% Benefits/Salaries

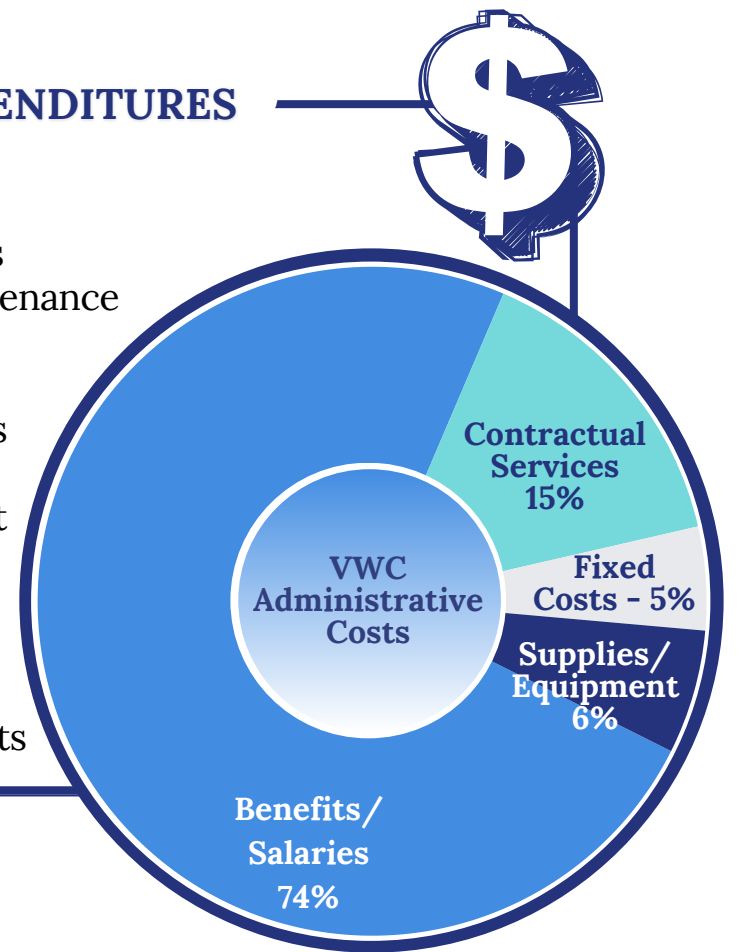
15% Contractual Services

- Computer Maintenance
- Travel
- Postage
- Communications

6% Supplies/Equipment

5% Fixed Costs

- Insurance
- Utilities
- Lease Agreements



Click [here](#) to view financials for the Virginia Victims Fund.

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Agency Culture

Fostering a vibrant workplace grounded in respect and shared growth.

COMMISSION SNAPSHOT



242
Team Members



13
Departments



121
Above & Beyond Awards



223
Highly Commendable Recognitions



12
Citizenship Awards

A CULTURE OF LISTENING & RESPECT

The Commission fosters a collaborative management style where every Team Member's voice is valued, appreciated, and genuinely considered. Leaders are encouraged and trained to listen openly, offer meaningful positive feedback, and ensure all guidance is constructive, resulting in a supportive environment that reflects the strength and pride of the Team they have built together.



AFFINITY GROUPS

VWC remains dedicated to fostering a diverse environment where collaboration is the foundation of success. This commitment is reflected in the work of the **Community Service Committee**, which builds camaraderie through the **Commonwealth of Virginia Campaign** and local charitable drives, and the **DEI Initiative**, which strengthens the Commission's core values by deepening a collective understanding of inclusion. Additionally, the **Leadership & Career Development Council** provides resources for all Team Members to enhance their skills and professional growth, ensuring everyone has the support needed to thrive within the organization. These collective efforts are a cornerstone of the vibrant culture that has earned the Commission recognition as a Top Workplace for the fifth consecutive year.



TOP WORKPLACES AWARD

In 2025, VWC was recognized for the fifth consecutive year as a **Top Workplace** in the Richmond Region. Because this honor is based entirely on anonymous feedback from Team Members, the Commission finds it especially rewarding to receive.

"Earning recognition as a Top Workplace is a meaningful milestone for the Commission. It reflects the dedication our Team brings to public service each day. It is a privilege to be part of the culture we have built together – one grounded in collaboration, respect, and a shared commitment to excellence. By supporting one another and nurturing our collective growth, we create an environment where everyone can feel valued and empowered to make a lasting impact for the communities we serve."

– Wesley G. Marshall, VWC Chairman

A complete list of the Commission's Top Workplaces recognitions include:

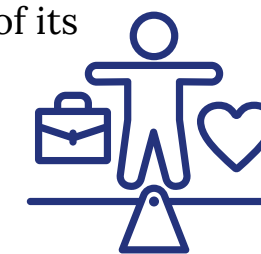
- Top Workplace Richmond Region** (2021-2025)
- Top USA Workplace** (2022-2025)
- Top Award for Midsize Company Category** (2023-2025)
- Managers Award** (2024)
- Leadership Award**: Evelyn V. McGill (2025)

**TOP
WORK
PLACES
2025**

Richmond Times-Dispatch

WORK-LIFE BALANCE

The Commission continues to foster a positive work-life balance by offering hybrid work options to the majority of its staff, complemented by a collaborative culture where employees consistently support one another.





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Virginia in Context: A National Industry Comparison

A nationwide study of workers' compensation premium index rates shows how Virginia compares in terms of cost and competitiveness.



2023/2024 Workers' Compensation Premium Index Rates: A State-by-State Comparison

This study is conducted every other year. The next study will be conducted in 2027 and will examine the years 2025 and 2026.

Study conducted by the Oregon Workers' Compensation Commission

[Learn More About the Data](#)

Workers' Compensation Insurance Premium Costs by Employers Per \$100 Units of Payroll

2023-2024 Study: Ranking by State

Ranking is based on the Percent of Median, which is calculated by the Index Rate (dollar value).

> \$1.50	\$1.25 to \$1.50	\$1.00 to \$1.25	\$.75 to \$1.00	< .75
#1 Hawaii (231%)	#6 Connecticut (135%)	#18 New Hampshire (112%)	#30 Florida (92%)	#42 Nevada (67%)
#2 New Jersey (198%)	#7 Wisconsin (130%)	#19 Iowa (110%)	#31 Massachusetts (89%)	#43 D.C. (67%)
#3 New York (182%)	#8 Wyoming (130%)	#20 Alaska (106%)	#32 Delaware (89%)	#44 Virginia (67%)
#4 California (170%)	#9 Louisiana (129%)	#21 Pennsylvania (105%)	#33 North Carolina (87%)	#45 Indiana (65%)
#5 Vermont (147%)	#10 Rhode Island (127%)	#22 South Dakota (103%)	#34 Mississippi (86%)	#46 Arizona (64%)
	#11 Maine (125%)	#23 Nebraska (103%)	#35 Kansas (83%)	#47 Ohio (63%)
	#12 Washington (123%)	#24 Alabama (101%)	#36 Michigan (82%)	#48 Utah (57%)
	#13 Illinois (123%)	#25 Idaho (101%)	#37 Maryland (82%)	#49 West Virginia (49%)
	#14 Montana (122%)	#26 Georgia (100%)	#38 Oregon (82%)	#50 Arkansas (48%)
	#15 Oklahoma (122%)	#27 New Mexico (96%)	#39 Tennessee (73%)	#51 North Dakota (45%)
	#16 Missouri (120%)	#28 Colorado (96%)	#40 Texas (72%)	
	#17 Minnesota (114%)	#29 South Carolina (94%)	#41 Kentucky (70%)	

What This Means for Virginia

Virginia is ranked 44 out of the 51 localities compared (all 50 states and the District of Columbia), which means that Virginia's workers' compensation premium for employers and insurers is the 7th lowest in the nation. Virginia's Index Rate is .73 and the Percent of Median is 67%. This means that the Virginia's rate is only 67% of the median workers' compensation rate for the country. As stated by [Oregon's DCBS Director](#), a low-cost, stable workers' compensation system is a significant factor in attracting and retaining jobs" within the Commonwealth.

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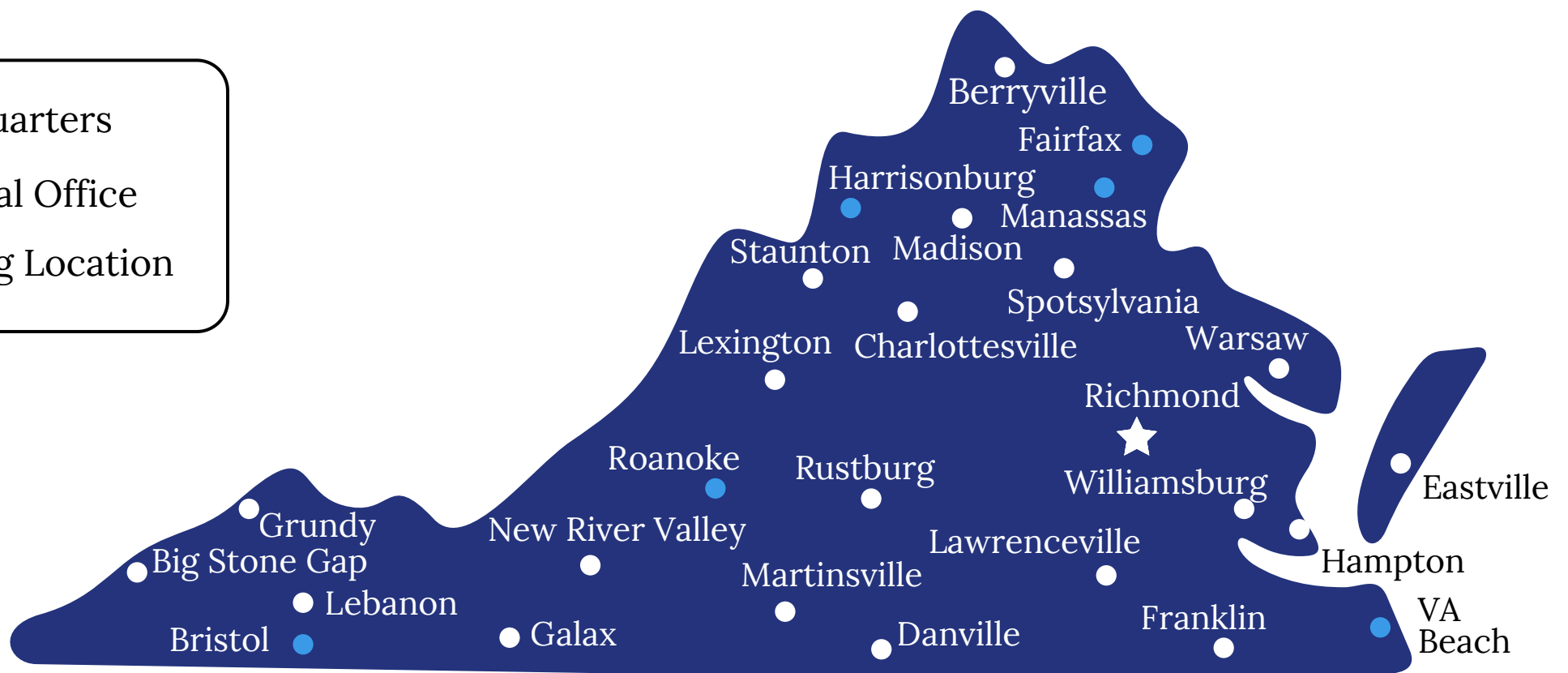
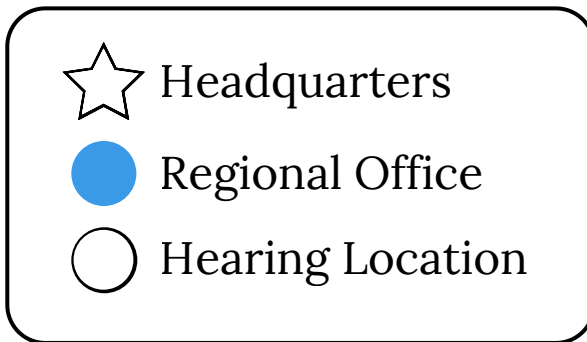
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Statewide Access, Community Impact

The Commission's regional offices ensure that every Virginian has a local point of contact for the Commission's essential services.



Location Addresses

VWC Commissioners Deputy Commissioners

Hon. Wesley G. Marshall, Chairman
Hon. R. Ferrell Newman, Commissioner
Hon. Robert A. Rapaport, Commissioner

RICHMOND

Hon. Deborah Wood Blevins *
Frederick M. Bruner
Hon. John T. Cornett, Jr.
Hon. Angela F. Gibbs
Hon. Linda M. Gillen

Hon. Brooke Anne C. Hunter
Hon. Andrea W. Lee
Hon. P. Randolph Roach, Jr.
Hon. James J. Szablewicz **

BRISTOL

Hon. Christen W. Burkholder
Hon. D. Edward Wise, Jr. *

HARRISONBURG

Hon. William R. Culbreth *
Hon. P. Jason Cording
Hon. Lauren M. Hill

ROANOKE

Hon. Robert M. Himmel
Hon. Linda D. Slough *

FAIRFAX

Hon. Susan E. Cummins *
Hon. David L. Bayne, Jr.
Hon. John S. Nevin
Hon. Dana L. Plunkett *
Hon. Joshua M. Wulf

MANASSAS

Hon. Jimese P. Sherrill *
Hon. W. Geovanni Munoz *
Hon. William T. Kennard *
Hon. Frederick T. Schubert, II
Hon. Christopher R. Wilson

VIRGINIA BEACH

Hon. Lynne M. Ferris
Hon. Terry L. Jenkins
Hon. Lee E. Wilder *

COMPLIANCE/SHOW CAUSE DEPT.

Hon. Angela F. Gibbs*

OMBUDS DEPT.

Lorraine B. D'Angelo, Esq.

ALTERNATIVE DISPUTE RESOLUTION DEPT.

Hon. P. Jason Cording *

PETITION AND ORDER DEPT.

Hon. Frederick M. Bruner *

* Managing Deputy Commissioner
** Chief Deputy Commissioner
* Retired in 2025

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VWC Leadership: Guiding the Future of Workers' Compensation in Virginia

The Commission's Leadership Team is dedicated to innovation, integrity, and excellence in ensuring fair and effective workers' compensation for all Virginians.

[Contact Us](#)

COMMISSIONERS



Hon. Wesley G. Marshall

Chairman



Hon. Robert A. Rapaport

Commissioner



Hon. R. Ferrell Newman

Commissioner

SENIOR LEADERS



Evelyn V. McGill

Executive Director



Hon. James J. Szablewicz

Chief Deputy Commissioner

JUDICIAL LEADERS



Frederick M. Bruner

Managing Deputy:
Judicial Petition and Order



P. Jason Cording

Managing Deputy:
Alternative Dispute Resolution



Lorraine B. D'Angelo

Ombuds



Angela F. Gibbs

Managing Deputy:
Judicial Compliance Show Cause



Jason S. Quattropani

Clerk of the Court

DEPARTMENT LEADERS



Paul J. Baitinger

Chief Information Officer



Shannon T. Dion

Director:
Virginia Victims Fund



Chadwick D. Burns

Manager:
Project Management Office



Vivian R. Lane

Director:
Claims Services and Insurance Compliance



Amy M. Pearson

Chief Financial Officer



Faith G. Richardson

Manager:
Human Resources



Charles W. Steepleton

Director:
Correspondence Management and Outreach Services



Stephanie C. Sweeney

Manager:
EDI Quality Assurance



Drema M. Thompson

Manager:
Medical Fee Services



Michael S. Wickham

Information Security Officer

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Agency Financials

Employers with more than two employees (full or part-time) must carry workers' compensation insurance. The Commission operates as a self-supporting agency, funded by an assessment on workers' compensation insurance premiums.



COMMISSION FUNDS

The Commission collected a **2.65%** tax assessment on insurance premiums from all workers' compensation insurers and self-insurers for the Commission's operating budget, which operates on a fiscal year. This data represents July 1, 2024 through June 30, 2025.

\$36.2M Administrative Fund

\$2.2M Uninsured Employer's Fund

\$38.4M

Total Tax Assessment Collected

UNINSURED EMPLOYER'S FUND

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- Claim payment recoveries from uninsured employers

UEF Revenue
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UEF Expenses
\$2.3M

COMMISSION EXPENDITURES

74% Benefits/Salaries

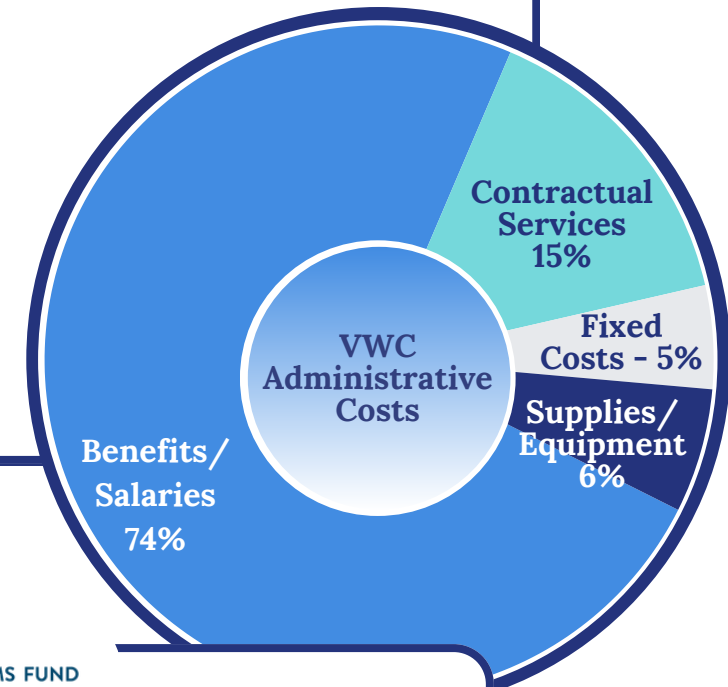
15% Contractual Services

- Computer Maintenance
- Travel
- Postage
- Communications

6% Supplies/Equipment

5% Fixed Costs

- Insurance
- Utilities
- Lease Agreements



VIRGINIA VICTIMS FUND
Helping Innocent Victims of Crime
OFFICIALLY CRIMINAL INJURIES COMPENSATION FUND

Click [here](#) to view financials for the Virginia Victims Fund.



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A Commitment to Responsive Public Service

Clear and timely communication is vital to the Commission's mission, enabling it to deliver transparent, efficient, and personalized assistance that Virginia's workforce, employers and victims of crime rely on every day.

CORRESPONDENCE STATISTICS



ONLINE CORRESPONDENCE

1,478
VWC Emails Received

9,170
VVF Emails Received

115,655
VWC Website Visitors

20,958
VVF Website Visitors



PHONE CALLS RECEIVED

40,880
VWC Calls Received

1,568
Calls Using Translation

28
Languages Translated

7,915
VVF Calls Received

6,480
VWC Insurance Compliance Department Calls



MAIL CORRESPONDENCE

85,880
Incoming Mail

1,569,138
Outgoing Mail

405,144
Pages Scanned



FAXES PROCESSED

30,172
VWC Faxes Processed

1,776
VVF Faxes Processed

VWC Translation Services

VWC provides essential translation and interpreter services to ensure that language barriers do not prevent constituents from accessing benefits, resolving disputes, and fully participating in the judicial process.



PHONE CALL TRANSLATION

1,568 Number of Translations **28** Languages Translated

# of Translations	Language	# of Translations	Language
1,445	Spanish	3	Tagalog
24	Amharic	2	Tigrigna (Eritrea)
17	Arabic	2	Dari (Afghanistan)
8	Korean	2	Urdu
8	Farsi (Persian)	1	Albanian
7	Mandarin	1	Egyptian Arabic
7	French	1	Russian
6	Mongolian	1	Cantonese
6	Vientamese	1	Cambodian
5	Gujarati	1	Farsi
5	Hindi	1	Ukrainian
5	Dari	1	Armenian
3	Brazilian Portuguese	1	Kurdish (Sorani)
3	Haitian Creole	1	Pashto (Afghanistan)

FORM & WEBSITE TRANSLATION

In 2024, groundwork was laid for a more accessible VWC by translating vital forms and web content. This year, those initiatives are maturing into a permanent pillar of agency operations.

DISPUTE RESOLUTION TRANSLATION

VWC provides translation services, including sign language, for parties in Alternative Dispute Resolution, workers' compensation hearings, ombuds services and more.

WebFile

WebFile provides stakeholders with 24/7 access to a secure and user-friendly online platform, making it easy for all parties to check statuses, manage records, and submit essential documentation quickly and reliably.



**ECO-FRIENDLY
SECURE
TIME-EFFICIENT**

83,628 WebFile logins
20,958 Total active users
8,673 Paperless WebFile users

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- > Annual Conference

Growth Through Strategic Collaboration

A commitment to proactive engagement and professional development ensures that both workers' compensation and victim services are delivered with transparency and meaningful support.

Commonwealth of Virginia
injured workers
effective
associations
Inn of Court
panel discussions
VWC educational conference & exhibition
presentations
employers
trainings
entrusted
SAWCA
reliable
serve
NAWCJ
respectful
board and committee positions
victims of crime
innovative
awards
lead the nation
impartial
lectures
mentors
accountable
IAIABC
resolving disputes

VWC Outreach/Training Partnerships

211



VVF Outreach/Training Partnerships

84



Please note -VVF operates on a fiscal year schedule and all VVF data shown in this report represents FY2025 - July 1, 2024-June 30, 2025.

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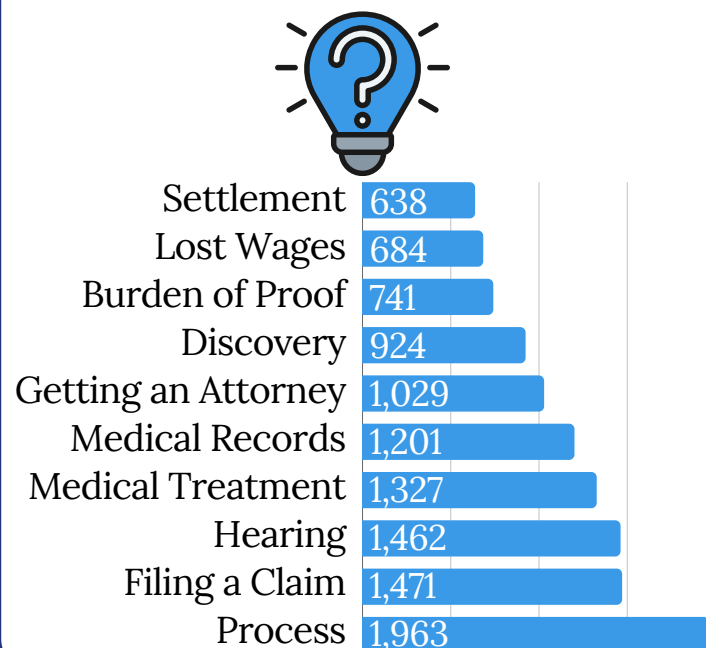
> Communications
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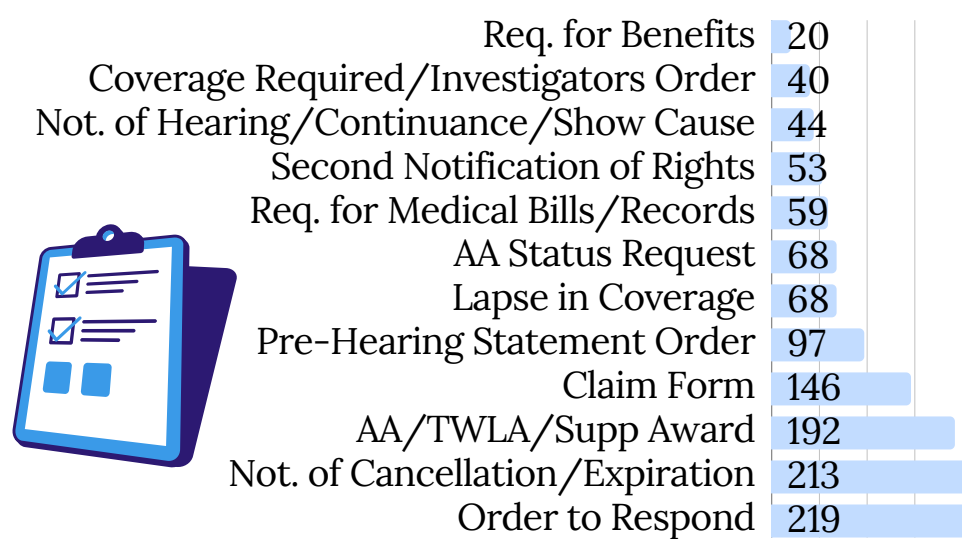
Ombuds: Informing Unrepresented Parties

The **Ombuds Department** provides a free and confidential resource for workers, employers, and other parties navigating the workers' compensation system without legal representation. By offering neutral educational information and procedural guidance, the department ensures all participants can make informed decisions throughout the claims process.

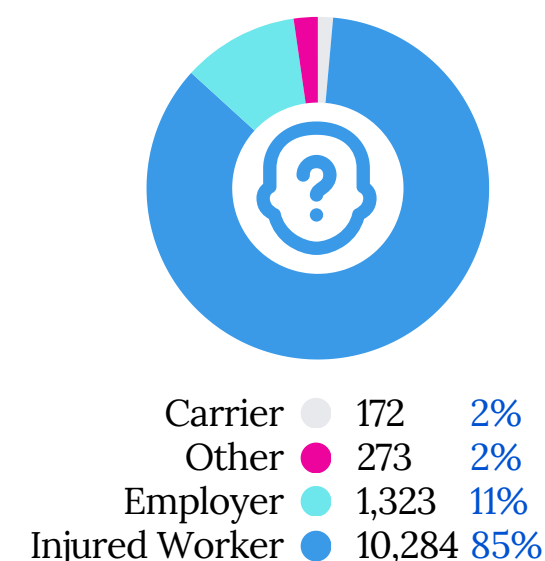
TOP TEN TOPICS DISCUSSED



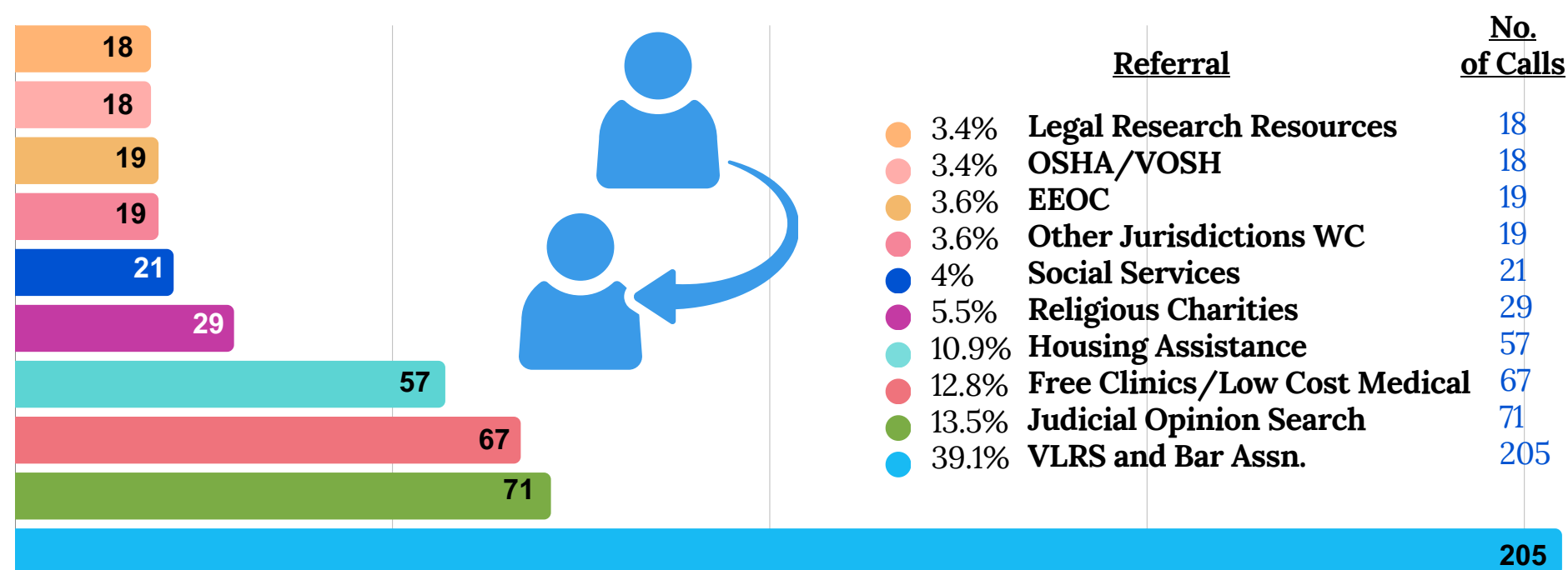
TOP FORMS DISCUSSED



WHO CONTACTS THE OMBUDS DEPT.?



TOP TEN OUTSOURCED RESOURCES



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Virginia Workers' Compensation Commission EDUCATIONAL CONFERENCE & EXHIBITION

This annual conference and exhibition provides an opportunity for stakeholders to explore key topics in workers' compensation, from technical updates to discussions on ethics and industry trends. By bringing together experts and professionals from across the field, the conference supports the exchange of knowledge that helps move the system forward.

2025 CONFERENCE FAST FACTS



424
ATTENDEES



33
SESSIONS



34
SPEAKERS



20
TOPICS

2025 PHOTO ALBUM

[CLICK TO VIEW](#)



2025 COURSE CATALOG

[CLICK TO VIEW](#)



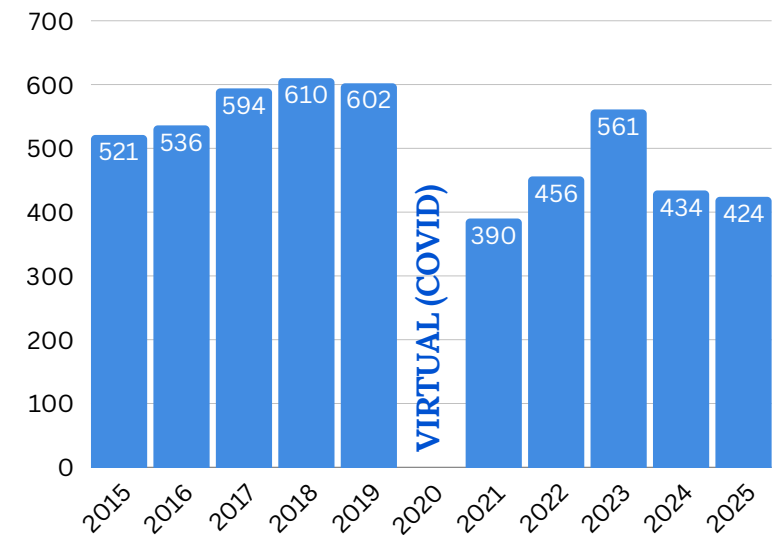
Virginia Workers' Compensation Commission
EDUCATIONAL CONFERENCE
& EXHIBITION

SAVE THE DATE

▶ **October 20-21, 2026**



NO. OF ATTENDEES



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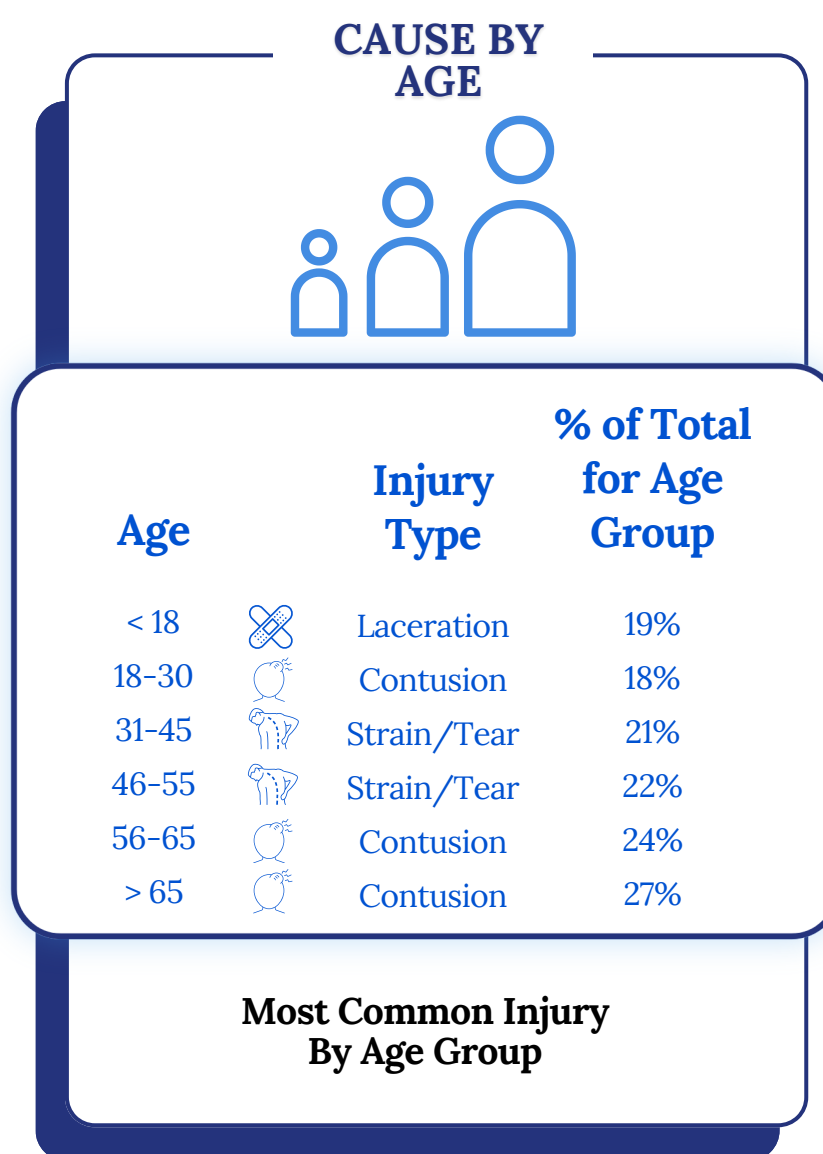
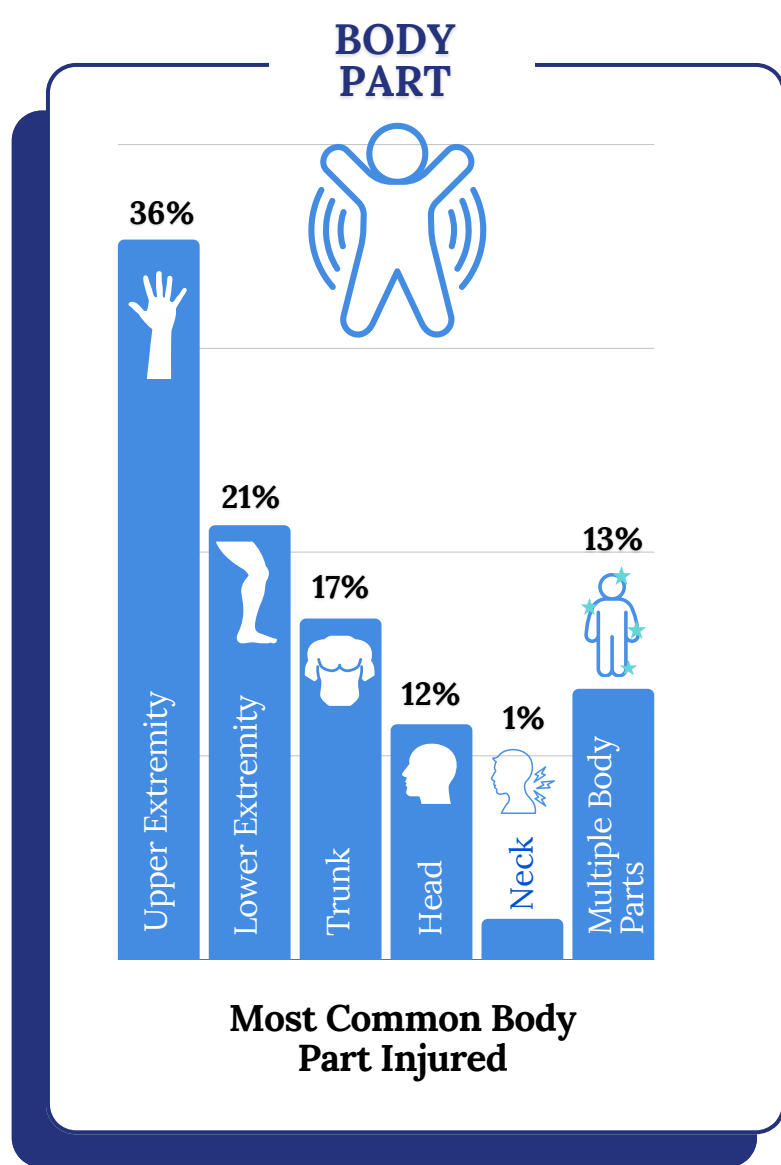
- > **Claim Information**
- > **Injury Profiles**
- > **Regional Trends**



- > Claim Information
- > Injury Profiles
- > Regional Trends

Injury Profiles

Analyzing the latest injury data is essential for evolving prevention strategies and ensuring Virginia's workplaces remain among the safest in the nation.



INDUSTRY

Top 10 Industries with the Highest Number of Claims

Healthcare and Social Assistance	20,313
Public Administration	18,606
Retail Trade	16,833
Educational Services	10,591
Manufacturing	7,852
Accommodation & Food Services	7,211
Transportation & Warehousing	6,706
Construction	5,791
Waste Mgmt. & Med. Serv.	4,527
Wholesale Trade	4,186

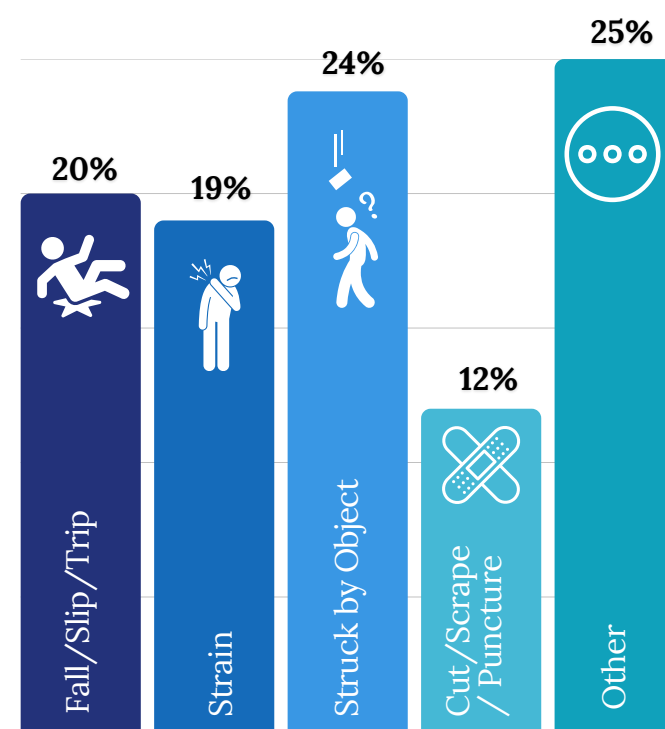
Top 10 Industries with the Highest Total Cost (Cost is to carrier, not Commission)

Construction	\$31,425,513
Manufacturing	\$27,758,644
Public Administration	\$26,264,218
Transportation & Warehousing	\$24,618,587
Health Care & Social Assistance	\$23,764,859
Retail Trade	\$23,020,379
Admin, Sup., Waste Mgmt., Remediation Serv.	\$13,742,895
Educational Services	\$12,662,619
Wholesale Trade	\$10,475,515
Accomm. & Food Services	\$9,146,420

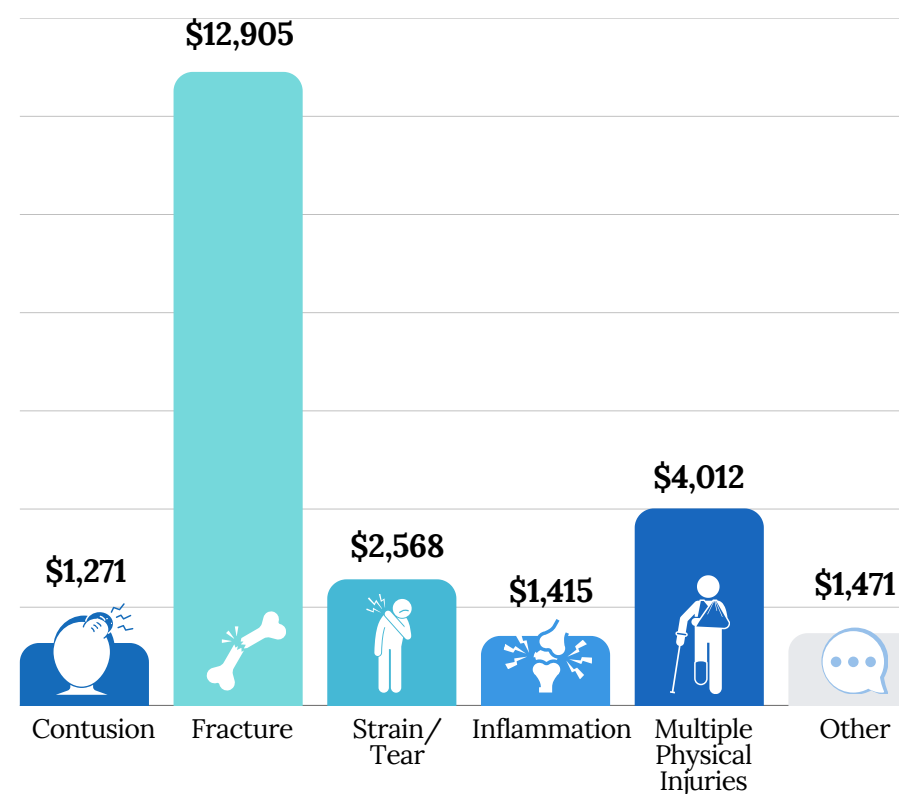
Top 10 Industries with the Highest Average Cost Per Claim

Mining	\$8,409
Construction	\$5,427
Management of Companies and Enterprises	\$5,372
Transportation and Warehousing	\$3,671
Utilities	\$4,646
Manufacturing	\$3,535
Other Services (Not Pub. Admin.)	\$3,118
Real Estate and Rental and Leasing	\$3,082
Admin., Sup., Waste Mgmt., Rem. Serv.	\$3,036
Finance and Insurance	\$2,828

INJURY TYPE



BY INJURY TYPE



BY
INDUSTRY

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Regional Trends

This data reflects the total of major and minor injuries, plus additional injuries that occurred outside of Virginia, but within Virginia's jurisdiction.

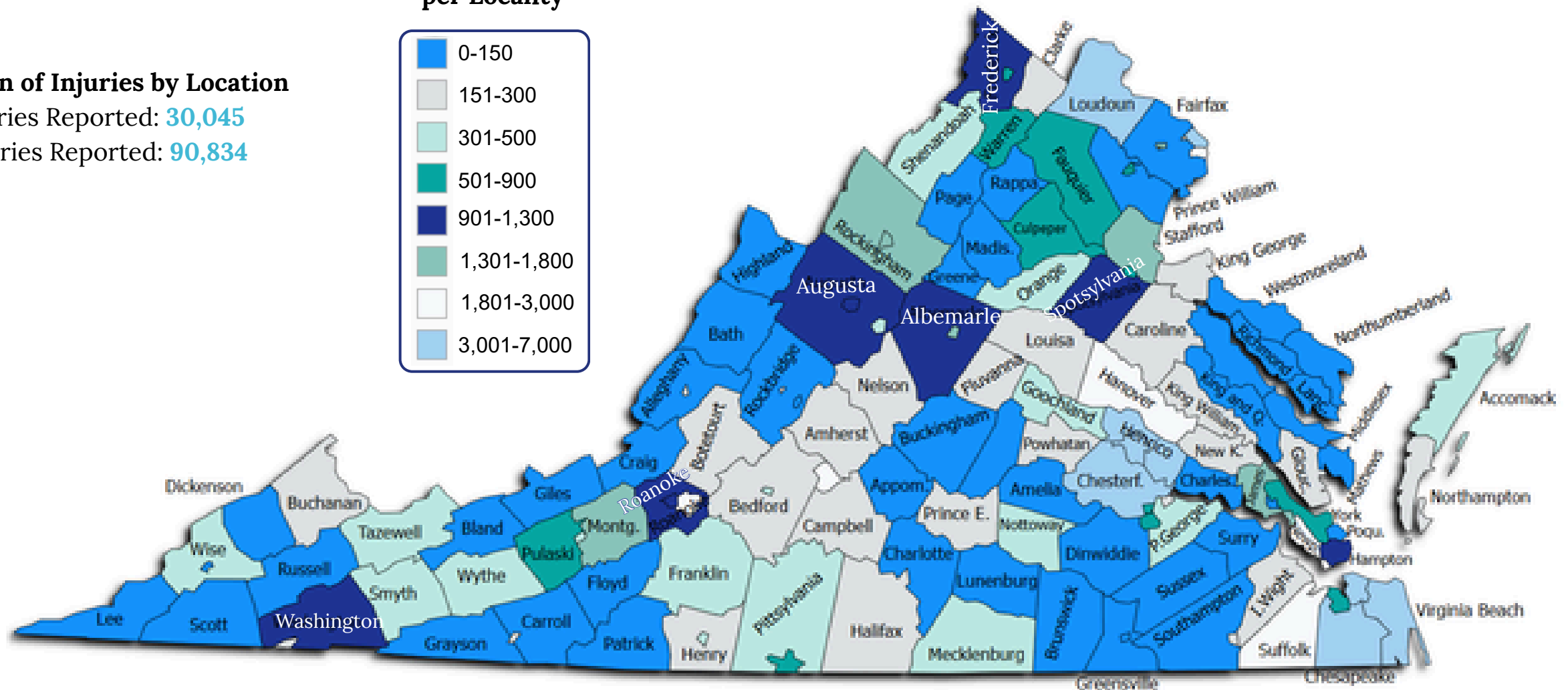
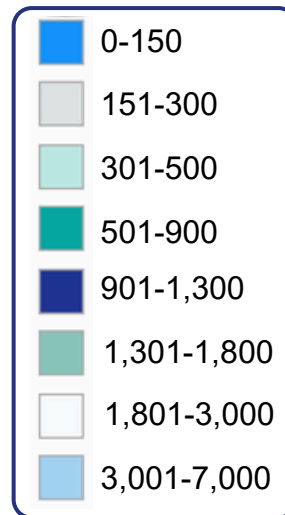
View spreadsheet here. 

Breakdown of Injuries by Location

Major Injuries Reported: **30,045**

Minor Injuries Reported: **90,834**

Number of Injuries per Locality



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Understanding the Diversity and Resolution of Claims

Data points regarding claimant demographics and the various adjudication paths provide essential context for the population served. This overview also illustrates how claims move from initial filing through the award or resolution process.

2025

Effective July 1, 2025:
The mileage reimbursement rate per mile is
\$.7254

The maximum compensation rate is
\$1,463.10

The minimum compensation rate is
\$365.78

Effective October 1, 2025:
The cost of living adjustment (COLA) rate is
2.85%

THE PROCESS

1. **Report the Injury:** Injured workers must notify their employer as soon as possible, but no later than 30 days from the date of the accident (or 60 days from a disease diagnosis).
2. **File the First Report:** Employers or their insurance carriers are required to file a First Report of Injury (FROI) with the Commission within 10 days of being notified of the injury.
3. **File a Claim for Benefits with VWC**



STATISTICS

# DAYS	CLAIM FORMS	FROI	SROI
Average No. of Days on Disability	Claim Forms Received	First Report of Injury Forms Filed	Subsequent Report of Injury Forms Filed
2	29,064	515,479	304,029



25,891
Requests for Hearing



938
Assertations of Rights



974
Employer's Applications for Hearing



1,261
Medical Provider Applications

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2025 Workers' Compensation Legislative Updates

- WORKERS' COMPENSATION
- VIRGINIA VICTIMS FUND

- **HB 1933; SB920** - Effective: 07/01/2025
Workers' Compensation; presumption as to death or disability from throat cancer. Provides that for the purposes of the workers' compensation presumption as to death or disability from certain types of cancer, throat cancer includes cancer that forms in the tissues of the pharynx, larynx, adenoid, tonsil, esophagus, trachea, nasopharynx, oropharynx, or hypopharynx. This bill applies only to diseases diagnosed on or after July 1, 2025. [Read More...](#)
- **HB1731; SB1005** - Effective: 07/01/2025
Changes instances of "sexual assault survivor" and its variations to "sexual assault patient." The bill requires health care facilities to provide information on local or statewide sexual and domestic violence advocacy services to adult and pediatric patients. The bill removes language requiring hospitals to enter into a memorandum of understanding with rape crisis centers, removes language allowing sexual assault patients to be transferred to clinics, and repeals the statute establishing the Task Force on Services for Survivors of Sexual Assault. The bill directs the Director of the Department of Criminal Justice Services to convene a work group to address sustainable funding for sexual assault medical forensic examinations and services. The bill requires the work group to submit a report with recommendations to the Chairs of the House Committee on Health and Human Services, the House Committee on Appropriations, the Senate Committee on Education and Health, and the Senate Committee on Finance and Appropriations by November 1, 2025. [Read More...](#)
- **HB1968; SB1200** - Effective 07/01/2025
Extends, for the purpose of compensating victims of crime, the time for filing a claim by the claimant to not later than three years after the occurrence of the crime upon which such claim is based or not later than three years after the death of the victim. Under current law, such time frame is not later than one year after either instance. [Read More...](#)
- **HB2088; SB1041** - Effective 07/01/2025
Establishes the Virginia Forensic Nursing Advisory Council (the Council), which consists of five members appointed by the Governor, each of whom shall have expertise in forensic examination of sexual assault victims and shall currently reside and practice in the Commonwealth. [Read More...](#)

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Medical Fee Services

In Virginia, workers' compensation medical fee schedule disputes are determined by a fee schedule and ground rules developed by the Commission.

NEWSLETTER

MFS publishes a quarterly newsletter, available on VWC's website [here](#).

Sign up to receive the MFS newsletter [here](#) by selecting 'Medical Provider' as the client type.



NUMBER OF STAKEHOLDERS ASSISTED

5,539

Stakeholders Assisted



MANUALLY ASSIGNED & REVIEWED

\$19,044,294

Maximum Fees Manually Assigned

4,262

Medical Fee Codes Manually Reviewed



Web content and online resources continue to expand Commission education and outreach.

WEB CONTENT

23,882

MFS Schedules/Web Content Accessed

MFS Schedules and Calculator Tool are available online [here](#).



MFS CALCULATOR

\$370,888,966

MFS Calculator Max Fees Assigned

50,266

MFS Calculator Code Values Retrieved



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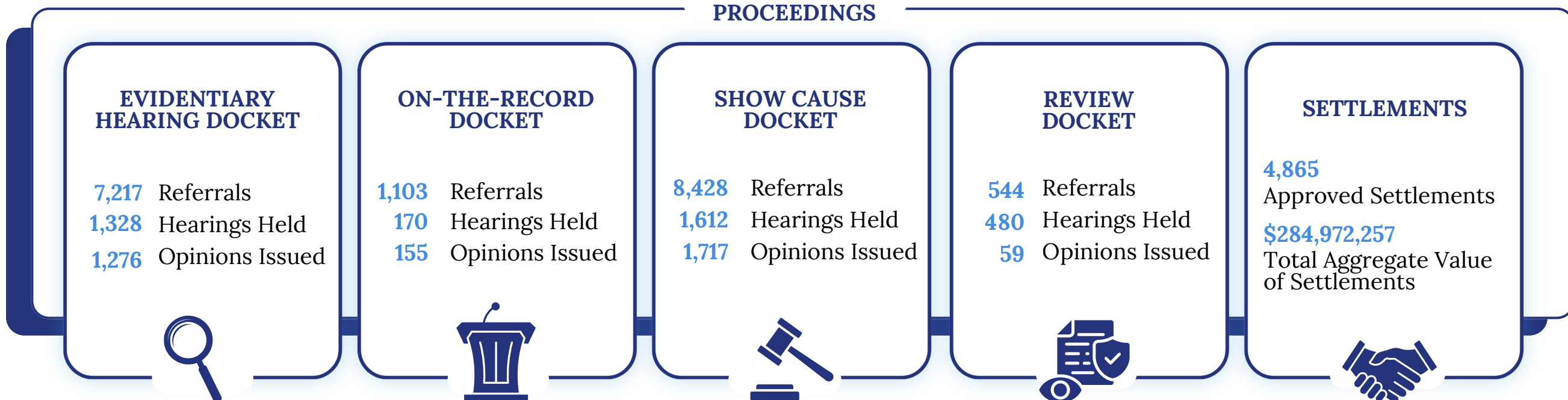
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Adjudication: Providing Fair, Impartial, and Timely Resolution of Disputes

The **Judicial Division** oversees the formal process of resolving contested workers' compensation claims through evidentiary hearings and written opinions. By providing a neutral forum for legal arguments and evidence, the Commission ensures that every case is decided fairly and in accordance with the Virginia Workers' Compensation Act.

JUDICIAL PROCEEDINGS



Alternative Dispute Resolution (ADR)

As part of the Judicial Division, the Alternative Dispute Resolution (ADR) program offers voluntary, confidential, and informal processes to help resolve disputes without a formal hearing. Facilitations are led by ADR staff who assist parties in reaching mutually agreeable solutions, and the Commission's certified mediators conduct mediations both virtually and in person at locations across the Commonwealth.

ADR EVENTS

5,242

- 87 Orientation Sessions
- 1,560 Full and Final Mediations
- 3,595 Issue Mediations and Issue Facilitations

ADR RESOLUTION RATES

- 88% Full and Final Mediation ↓ 1%
- 70% Issue Mediation ↓ 3%
- 67% Issue Facilitation ↑ 14%
- 76% Orientation Session Resolution ↓ 5%

From 2024

Petition for Medical Treatment (PMT) Program

The Petition for Medical Treatment (PMT) program addresses cases in which an authorized treating physician has recommended treatment for a condition or body part that has already been approved by the Commission.

In 2025, this program became a permanent Commission process after completion of a multi-year pilot program.

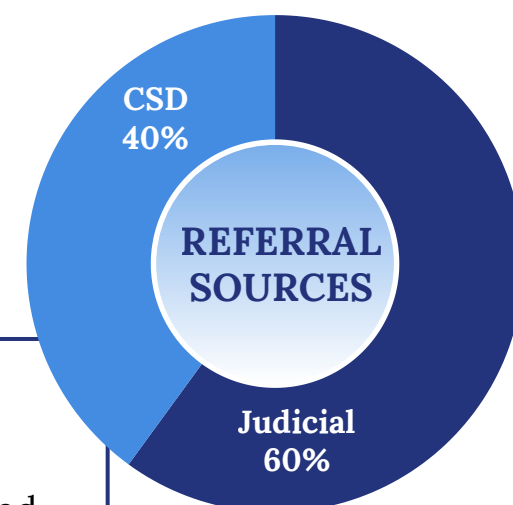
AVERAGE NO. OF DAYS TO COMPLETION

- 5.8 Judicial-Referred Petitions
- 6.3 Claims Services Referred Petitions

PETITIONS FILED

673 Petitions Filed ↑ 9% from 2024

11 Petitions Rejected



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Compliance: Ensuring Accountability and System Integrity

The Commission offers guidance on electronic claims submissions and coverage requirements, while actively monitoring compliance on an ongoing basis. Compliance is enforced through several methods, including EDI submission report cards and a team of investigators who routinely assess insurance compliance. The Commission is committed to maintaining open communication and offers support through direct contact, outreach efforts, and training opportunities.

EMPLOYER COMPLIANCE

To ensure every employee is protected, the Virginia Workers' Compensation Act requires businesses to maintain proper insurance. The Commission's **Investigations Unit** works across the Commonwealth to verify these policies, not just as a formality, but to guarantee that if an accident happens, both the worker and the employer have the financial safety net they need to move forward.

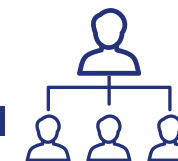


2025 STATS

2,804	Sweeps
2,818	Employer Lapses
3,052	Civil Penalties: Carriers
624	Civil Penalties: PEOs
398	Total PEOs

ELECTRONIC DATA INTERCHANGE COMPLIANCE

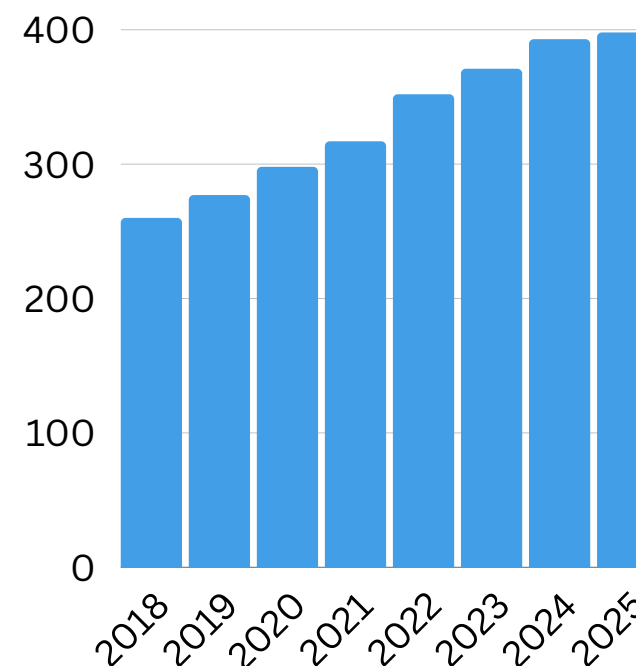
Timely communication is the heartbeat of a fair claims process. By monitoring Electronic Data Interchange (EDI) transactions and providing helpful "report cards," the Commission's compliance team helps trading partners stay on track. This collaborative approach reduces penalties and ensures that injured workers receive their benefits without unnecessary delays, keeping the system smooth and reliable for everyone.



TOTAL PEOs

PROFESSIONAL EMPLOYER ORGANIZATION (PEO) COMPLIANCE

PEOs play an important role in supporting Virginia businesses by delivering expert administrative and HR services through formal agreements with client companies. To operate in the Commonwealth, PEOs must register with the Commission.



*The number of PEOs may vary due to the timing of reporting and any registrations that may be revoked or suspended.

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Agency Projects: Enhancing Operational Excellence

Innovative projects and technological advancements drive the Commission toward greater efficiency and improved service delivery. These targeted efforts modernize core processes, ensuring the workers' compensation system remains responsive to the needs of all stakeholders.

2025 PROJECTS



Improved security for WebFile users: Two-Factor Authentication (2FA) was successfully added to all WebFile accounts.



Petition for Medical Treatment automation: Agency departments worked together to integrate the successful PMT Pilot Program into VWC's permanent operations, automating and streamlining the processing of medical treatment claims.



Medical Fee Schedule Calculator/Lookup Tool updated: Various enhancements were made to these applications in preparation of the 2026 Schedules.



Compliance with Virginia's security standards: Key achievements included enhancements to Security Event and Incident Management (SEIM), vulnerability management, suspicious email reporting, incident response playbooks, and general security operations.



New VVF WebFile applications implemented: Three new WebFile applications went live in 2025- Claimant, Commonwealth Courts and Forensic Nurses. All three are part of a multi-year and multi-phase technology project, which expands self-service options to additional partners.



Continuation of the Strategic Direction Initiative (SDI): The Commission's Strategic Direction Initiative, composed of eight committees implemented two peer recommended operational reforms in 2025. Additionally, formal recommendations have been approved for three business process improvements.



Successful implementation of EDI Release 3.1: This conversion, developed by the International Association of Industrial Accident Boards and Commissions (IAIABC) allows more accurate reporting and overcomes issues related to the limitations of EDI 3.0.

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Agency Accomplishments: Reaching New Milestones

Achievements throughout the year reflect the Commission's commitment to its mission and core values.

2025 ACCOMPLISHMENTS



- **Top Workplaces recognition:** The Commission was recognized for the fifth consecutive year as a Top Workplace in the Richmond Region and the fourth consecutive year as a Top Workplace in the USA. Additionally, for the first time, Evelyn V. McGill, Executive Director, received the Leadership Award in the Midsize Companies category (125-399 employees).



- **VWC website enhanced:** Updates to the VWC website includes language translation across all pages, enhanced navigation options and a newly redesigned homepage. These updates support easier navigation, accessibility and an enhanced user experience.



- **Alternative Dispute Resolution efficiency:** The department continued processing more than 1,000 medical provider claims filed prior to the July 1, 2024 amendment to Va. Code § 65.2-604.1, which established a statutory bar on billing for treatment rendered before July 1, 2014. Through proactive issue facilitation, the team effectively managed this complex process, resulting in efficient, collaborative resolutions.



- **Facilities planning and partnerships:** In partnership with the Department of General Services, the Commission identified a state agency to lease available HQ office space, with anticipated tenant occupancy in 2026.

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Looking Ahead: Shaping the Future of Workers' Compensation

Strategic goals for 2026 focus on long-term stability and the continued evolution of the Commonwealth's workers' compensation framework. By anticipating industry shifts and an evolving workforce, the Commission remains prepared to meet the challenges and opportunities of the coming year.



Enhancing Medical Fee systems and operational efficiency

The Commission will implement the 2026 Medical Fee Schedule, effective January 1, 2026, supported by updated tools, resources, and training to ensure successful implementation. In parallel, the development of a Medical Provider WebFile solution will enable stakeholder electronic submissions and tracking of fee schedule disputes.

Continued enhancements to the VWC website

Building on initial improvements, phase two will expand site content, update key forms, and introduce additional enhancements to further improve usability and the overall user experience.

Technological advancements

The multi-year effort to upgrade the Virginia Victims Fund's internal platform to the new user interface technology platform has a planned completion in 2026.

Further improve security standards (SEC 530)

Planned enhancements include endpoint detection and response, incident response procedures, vulnerability management, data classification and identity protection.

Continued development of operational efficiency

Agency policies and departmental standard operating procedures will undergo review and refinement to ensure consistency, clarity, and effectiveness. Project plans will be developed and executed to support the 2026 technology roadmap, advancing key modernization priorities.

2026 VWC Educational Conference & Exhibition

The 11th Annual Conference & Exhibition will be held October 20–21, 2026 at the Greater Richmond Convention Center.

Continued modification of VWC headquarters

The Commission has developed a reconfiguration plan for its headquarters and will continue efforts towards tenant occupancy in 2026.

2026 budget monitoring

In 2026, the Commission will continue to focus on identifying and implementing cost-saving measures to maintain a healthy financial position.

Strategic Direction Initiative (SDI)

The Commission's Strategic Direction Initiative (SDI) will continue, with implementation of three peer recommended business process improvements during 2026.