

1 EDUCATION AND LABOR CABINET

2 Department of Workers' Claims

3 (Amendment)

4 803 KAR 25:089. Workers' compensation medical fee schedule for physicians.

5 RELATES TO: KRS 342.0011(32), 342.019, 342.020, 342.035

6 STATUTORY AUTHORITY: KRS 342.020, 342.035(1), (4)

7 NECESSITY, FUNCTION, AND CONFORMITY: KRS 342.035(1) requires the  
8 commissioner of the Department of Workers' Claims to promulgate administrative regulations to  
9 ensure that all fees, charges, and reimbursements for medical services under KRS Chapter 342 are  
10 limited to charges that are fair, current, and reasonable for similar treatment of injured persons in  
11 the same community for like services, where treatment is paid for by general health insurers. KRS  
12 342.035(4) requires the commissioner to promulgate an administrative regulation establishing the  
13 workers' compensation medical fee schedule for physicians. Pursuant to KRS 342.035, a schedule  
14 of fees is to be reviewed and updated, if appropriate, every two (2) years on July 1. This  
15 administrative regulation establishes the medical fee schedule for physicians.

16 Section 1. Definitions.

17 (1) "Medical fee schedule" means the 2024 Kentucky Workers' Compensation Schedule of  
18 Fees for Physicians [~~2022 Kentucky Workers' Compensation Schedule of Fees for Physicians~~].

1 (2) "Physician" is defined by KRS 342.0011(32).

2 Section 2. Services Covered.

3 (1) The medical fee schedule shall govern all medical services provided to injured  
4 employees by physicians under KRS Chapter 342.

5 (2) The medical fee schedule shall also apply to other health care or medical services  
6 providers to whom a listed CPT, HCPCS, or Transportation code, is applicable unless:

7 (a) Another fee schedule of the Department of Workers' Claims applies;

8 (b) A lower fee is required by KRS 342.035 or a managed care plan approved by the  
9 commissioner pursuant to 803 KAR 25:110; or

10 (c) An insurance carrier, self-insured group, or self-insured employer has an agreement  
11 with a physician, medical bill vendor, or other medical provider to provide reimbursement of a  
12 medical bill at an amount lower than the medical fee schedule.

13 Section 3. Fee Computation.

14 (1) The appropriate fee for a procedure or item covered by the medical fee schedule shall  
15 be the Maximum Allowable Reimbursement (MAR) listed in the 2024 [~~2022~~] Kentucky Workers'  
16 Compensation Schedule of Fees for Physicians for those procedures or items for which a specific  
17 monetary amount is listed.

18 (2) Procedures Listed Without Specified Maximum Allowable Reimbursement Monetary  
19 Amount. The appropriate fee for a procedure or item for which no specific monetary amount is  
20 listed shall be determined and calculated in accordance with numerical paragraph seven (7) [~~six~~  
21 (~~6~~)] of the General Instructions of the medical fee schedule unless more specific Ground Rules are

1 applicable to that service or item, in which case the fee shall be calculated in accordance with the  
2 applicable Ground Rules.

3 (3) The resulting fee shall be the maximum fee allowed for the service provided.

4 Section 4. (1) A physician or healthcare or medical services provider located outside the  
5 boundaries of Kentucky shall be deemed to have agreed to be subject to this administrative  
6 regulation if it treats a patient who is covered under KRS Chapter 342.

7 (2) Pursuant to KRS 342.035, medical fees due to an out-of-state physician or healthcare  
8 or medical services provider shall be calculated under the fee schedule in the same manner as for  
9 an in-state physician.

10 Section 5. Incorporation by Reference.

11 (1) "2024 Kentucky Workers' Compensation Schedule of Fees for Physicians", July 1, 2024  
12 Edition [~~2022 Kentucky Workers' Compensation Schedule of Fees for Physicians, July 1, 2022~~  
13 ~~Edition~~], is incorporated by reference.

14 (2) This material may be inspected, copied, or obtained, subject to applicable copyright  
15 law, at the Department of Workers' Claims, Mayo-Underwood Building 3rd Floor, 500 Mero  
16 Street, Frankfort, Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m.

17 (3) The fee schedule may be obtained directly from FAIR Health, Inc., at  
18 <https://orders.fairhealth.org/>. A link to FAIR Health, Inc., may be found on the Department of  
19 Workers' Claims website at <https://elc.ky.gov/Workers-Compensation/Pages/Medical->  
20 [Services.aspx](https://elc.ky.gov/Workers-Compensation/Pages/Medical-Services.aspx). [This material may also be obtained from or through  
21 <https://labor.ky.gov/comp/Pages/Medical-Services.aspx#Physician Fee Schedule>.]

This is to certify the Commissioner has reviewed and recommended this administrative regulation prior to its adoption, as required by KRS 342.260, 342.270 and 342.285.



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**Scott C. Wilhoit**  
**Commissioner of the Department of Workers' Claims**  
**Education and Labor Cabinet**

5/08/2024

\_\_\_\_\_  
**Date**

**CONTACT PERSON:** B. Dale Hamblin, Jr., Assistant General Counsel  
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## PUBLIC HEARING AND PUBLIC COMMENT PERIOD

A public hearing on this administrative regulation shall be held on July 22, 2024, at 10:00 a.m. (EDT) at the Department of Workers' Claims, 500 Mero Street, Frankfort, KY 40601. Individuals interested in being heard at this hearing shall notify this agency in writing by five workdays prior to the hearing, of their intent to attend. If no notification of intent to attend the hearing was received by that date, the hearing may be cancelled. A transcript of the public hearing will not be made unless a written request for a transcript is made. If you do not wish to be heard at the public hearing, you may submit written comments on the proposed administrative regulation. Written comments shall be accepted through July 31, 2024. Send written notification of intent to be heard at the public hearing or written comments on the proposed administrative regulation to the contact person.

CONTACT PERSON: B. Dale Hamblin, Jr.  
Assistant General Counsel  
Workers' Claims Legal Division  
Mayo-Underwood Building, 3<sup>rd</sup> Floor  
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Frankfort, Kentucky 40601  
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Fax Number: (502) 564-0681  
[Dale.Hamblin@ky.gov](mailto:Dale.Hamblin@ky.gov)

## REGULATORY IMPACT ANALYSIS AND TIERING STATEMENT

803 KAR 25.089

Contact Person: B. Dale Hamblin, Jr.  
Phone: (502) 782-4404  
Email: [dale.hamblin@ky.gov](mailto:dale.hamblin@ky.gov)

(1) Provide a brief summary of:

(a) What this administrative regulation does:

This administrative regulation incorporates the medical fee schedule for physicians and the requirements for using the fee schedule.

(b) The necessity of this administrative regulation:

Pursuant to KRS 342.035, the commissioner is required to promulgate an administrative regulation regarding fee schedules.

(c) How this administrative regulation conforms to the content of the authorizing statutes:

This administrative regulation incorporates the extensive fee schedule for physicians and requirements for the fee schedule.

(d) How this administrative regulation currently assists or will assist in the effective administration of the statutes:

It is imperative to have fee schedules to control the medical costs of the workers' compensation system. Injured employees should receive quality medical care and physicians should be appropriately paid.

(2) If this is an amendment to an existing administrative regulation, provide a brief summary of:

(a) How the amendment will change this existing administrative regulation:

The medical fee schedule has been updated and will be incorporated by reference.

(b) The necessity of the amendment to this administrative regulation:

KRS 342.035 requires the schedule of fees to be reviewed and updated every two (2) years, if appropriate.

(c) How the amendment conforms to the content of the authorizing statutes:

The schedule of fees has been appropriately updated to ensure that medical fees are fair, current, and reasonable for similar treatment in the same community for general health insurance payments.

(d) How the amendment will assist in the effective administration of the statutes:

The schedule of fees assists the workers' compensation program by updating fees for physicians to ensure injured employees get qualified and appropriate medical treatment.

(3) List the type and number of individuals, businesses, organizations, or state and local governments affected by this administrative regulation:

All physicians and medical providers providing services to injured employees pursuant to KRS Chapter 342, injured employees, insurance carriers, self-insurance groups, self-insured employers and third-party administrators.

(4) Provide an analysis of how the entities identified in question (3) will be impacted by either the implementation of this administrative regulation, if new, or by the change, if it is an amendment, including:

(a) List the actions that each of the regulated entities identified in question (3) will have to take to comply with this administrative regulation or amendment:

Insurance carriers, self-insured groups, self-insured employers, third party administrators, and medical providers must purchase the new schedule of fees to accurately bill and pay for medical services. Other parties to workers' compensation claims are only indirectly impacted by the new fee schedule.

(b) In complying with this administrative regulation or amendment, how much will it cost each of the entities identified in question (3):

Insurance carriers, self-insured groups, self-insured employers or third-party administrators and medical providers can purchase the fee schedule book for \$150, a portable document format ("PDF") version for \$75 for the first user and \$60 for each user thereafter, or an electronic version for \$175 for the first user and \$60 for each user thereafter.

(c) As a result of compliance, what benefits will accrue to the entities identified in question (3):

Medical providers will receive fair, current, and reasonable fees for services provided to injured employees. Injured employees will be treated by qualified medical providers.

(5) Provide an estimate of how much it will cost the administrative body to implement this administrative regulation:

(a) Initially: The contract for reviewing and updating the physicians fee schedule is \$85,010.

(b) On a continuing basis: No continuing costs.

(6) What is the source of the funding to be used for the implementation and enforcement of this administrative regulation:

The Department of Workers' Claims normal budget is the source of funding.

(7) Provide an assessment of whether an increase in fees or funding will be necessary to implement this administrative regulation, if new, or by the change if it is an amendment:

No increase in fees or funding to implement this administrative regulation.

(8) State whether or not this administrative regulation establishes any fees or directly or indirectly increases any fees:

This administrative regulation sets forth a current schedule of fees to be paid to physicians. Fees have been updated to be fair, current, and reasonable for similar treatment in the same community as paid by health insurers.

(9) TIERING: Is tiering applied?

Tiering is not applied, because the updated fee schedule applies to all parties equally.



## FISCAL IMPACT STATEMENT

803 KAR 25::089E

Contact Person: B. Dale Hamblin, Jr.

Phone: (502) 782-4404

Email: dale.hamblin@ky.gov

(1) Identify each state statute, federal statute, or federal regulation that requires or authorizes the action taken by the administrative regulation.

KRS 342.035.

(2) Identify the promulgating agency and any other affected state units, parts, or divisions: The promulgating agency is the Department of Workers' Claims within the Education and Labor Cabinet. Every state unit, part, or division, with one employee subject to KRS Chapter 342, is affected; specifically, this administrative regulation governs the allowable reimbursements a medical provider may charge, and a payment obligor pay, for physician services provided under KRS Chapter 342.

(a) Estimate the following for the first year:

Expenditures: The contract for reviewing and updating the physicians fee schedule is \$85,010.00.

Revenues: None

Cost Savings: While there is no direct cost savings, ensuring that charges and fees are fair, current, and reasonable for similar treatment of injured persons in the same community for like services where treatment is paid for by general health insurers, helps ensure injured employees receive treatment by qualified medical providers while maintaining premium costs.

(b) How will expenditures, revenues, or cost savings differ in subsequent years?

There will be no continuing expenditures related to the 2024 Workers' Compensation Medical Fee Schedule for Physicians; however, the Department is statutorily required to reevaluate the fee schedule every two years and additional expenditures will be required to perform these subsequent evaluations. While there is no direct cost savings, ensuring that charges and fees are fair, current, and reasonable for similar treatment of injured persons in the same community for like services where treatment is paid for by general health insurers, helps ensure injured employees receive treatment by qualified medical providers while maintaining premium costs. This administrative regulation does not generate revenue.

(3) Identify affected local entities (for example: cities, counties, fire departments, school districts): All local entities with one employee subject to KRS Chapter 342, is affected; specifically, this administrative regulation governs the allowable reimbursements a medical provider may charge, and a payment obligor pay, for physician services provided under KRS Chapter 342.

(a) Estimate the following for the first year:

Expenditures: The fee schedule book may be purchased for \$150, a portable document format (“PDF”) version for \$75 for the first user and \$60 for each user thereafter, or an electronic version for \$175 for the first user and \$60 for each user thereafter. There may be increased medical costs for self-insured employers; however, without knowing what medical services will be required, it is not possible to estimate any increase. Employers that have obtained a workers’ compensation insurance policy will not experience expenditures outside of insurance premiums.

Revenues: None

Cost Savings: While there is no direct cost savings, ensuring that charges and fees are fair, current, and reasonable for similar treatment of injured persons in the same community for like services where treatment is paid for by general health insurers, helps ensure injured employees receive treatment by qualified medical providers while maintaining premium costs.

(b) How will expenditures, revenues, or cost savings differ in subsequent years?

There will be no change in expenditures, revenues, or cost savings in the second year; however, the Department is statutorily required to reevaluate the fee schedule every two years and additional expenditures may be required following subsequent evaluations.

(4) Identify additional regulated entities not listed in questions (2) or (3): Insurance carriers, self-insured groups, self-insured employers, third-party administrators, and medical providers.

(a) Estimate the following for the first year:

Expenditures: The fee schedule book may be purchased for \$150, a portable document format (“PDF”) version for \$75 for the first user and \$60 for each user thereafter, or an electronic version for \$175 for the first user and \$60 for each user thereafter.

Revenues: None

Cost Savings: While there is no direct cost savings, ensuring that charges and fees are fair, current, and reasonable for similar treatment of injured persons in the same community for like services where treatment is paid for by general health insurers, helps ensure injured employees receive treatment by qualified medical providers while maintaining premium costs.

(b) How will expenditures, revenues, or cost savings differ in subsequent years?

There will be no change in expenditures, revenues, or cost savings in the second year; however, the Department is statutorily required to reevaluate the fee schedule every two years and additional expenditures may be required following subsequent evaluations.

(5) Provide a narrative to explain the:

(a) Fiscal impact of this administrative regulation: There is no direct fiscal impact on state or local government because the fee schedule governs the cost of medical services between medical treatment providers and payment obligors. Where an employer is self-insured and directly paying workers’ compensation benefits, there may be some increased costs for medical services; however, without knowing what medical services will be required, it is not possible to estimate the fiscal impact. Employers that have obtained a workers’ compensation insurance policy will not experience expenditures outside of insurance premiums.

(b) Methodology and resources used to determine the fiscal impact: This administrative regulation governs the charges and reimbursement for medical treatment provided to injured employees. The CPT codes used in the Fee Schedule were updated to 2024 standards. The Fee Schedule is based on Fair Health Commercial Database Values at the 45th percentile with no fees in the 2024 version being reduced from those in the 2022 Fee Schedule and there was a 7.5% cap on any increase in rates over those in the 2022 Fee Schedule for the same procedure code, with the exception of home health, which is designated By Report, and dental codes, which have no cap. Radiology rates were retained at the 2022 Fee Schedule rates. Fair Health benchmarks are based on actual charge data as reported on claims, which are collected and aggregated from over 60 national and regional insurers across the country. After the data is run through a vigorous validation process, charges are organized by procedure code and geographic areas. The charges are arrayed from lowest to highest and assigned a percentile. In a case where the frequency of collected data for a particular procedure code/geographic area combination is not sufficient to produce a benchmark based on the actual data for that code, a benchmark is derived for that code using a relative value and conversion factor methodology applied to charges for codes in a related procedure code group. When necessary, usual and customary rates may also be obtained from a nationally recognized source that accounts for the rural areas of Kentucky.

The conversion factor for Anesthesia is \$78.53. Increases to transportation fees are based upon current CMS values. Ground transportation is assigned 145% of Medicare and air transportation is assigned 210% of Medicare. Codes were added to this fee schedule at the request of the stakeholders for ease of billing and reimbursement purposes. There are 9,137 codes in the 2024 Kentucky Workers' Compensation Schedule of Fees for Physicians.

Employers that have obtained a workers' compensation insurance policy will not experience expenditures outside of insurance premiums.

(6) Explain:

(a) Whether this administrative regulation will have an overall negative or adverse major economic impact to the entities identified in questions (2) - (4). (\$500,000 or more, in aggregate)

It is not anticipated that this administrative regulation will create an overall negative or adverse major economic impact to the entities identified in questions (2) - (4).

(b) The methodology and resources used to reach this conclusion: The National Council on Compensation Insurance (NCCI) has reported a loss cost decrease in the voluntary market and a favorable loss experience for Kentucky over the last three years. This NCCI report reflects the result of prior fee schedules which were created using the same methodology used to establish in the 2024 Workers' Compensation Medical Fee Schedule for Physicians.

## **SUMMARY OF MATERIAL INCORPORATED BY REFERENCE**

**803 KAR 25:089**

### **WORKERS' COMPENSATION MEDICAL FEE SCHEDULE FOR PHYSICIANS**

#### **1. 2024 Kentucky Workers' Compensation Schedule of Fees for Physicians**

Pursuant to KRS 342.035 (1), the commissioner of the Department of Workers' Claims is to promulgate administrative regulations to keep fees and charges and reimbursements for medical services limited to charges that are fair, current, and reasonable for similar treatment of injured persons in the same community for like services, where treatment is paid for by general health insurers. The commissioner is required pursuant to KRS 342.035(4) to promulgate administrative regulations establishing the workers' compensation medical fee schedule.

The CPT codes used in the Fee Schedule were updated to 2024 standards. The Fee Schedule is based on Fair Health Commercial Database Values at the 45th percentile with no fees in the 2024 version being reduced from those in the 2022 Fee Schedule and there was a 7.5% cap on any increase in rates over those in the 2022 Fee Schedule for the same procedure code, with the exception of home health and dental codes, which have no cap. Radiology rates were retained at the 2022 Fee Schedule rates. Fair Health benchmarks are based on actual charge data as reported on claims, which are collected and aggregated from over 60 national and regional insurers across the country. After the data is run through a vigorous validation process, charges are organized by procedure code and geographic areas. The charges are arrayed from lowest to highest and assigned a percentile. In a case where the frequency of collected data for a particular procedure code/geographic area combination is not sufficient to produce a benchmark based on the actual data for that code, a benchmark is derived for that code using a relative value and conversion factor methodology applied to charges for codes in a related procedure code group. When necessary, usual and customary rates may also be obtained from a nationally recognized source that accounts for the rural areas of Kentucky.

The conversion factor for Anesthesia is \$78.53. Increases to transportation fees are based upon current CMS values. Ground transportation is assigned 145% of Medicare and air transportation is assigned 210% of Medicare.

Codes were added to this fee schedule at the request of the stakeholders for ease of billing and reimbursement purposes. There are 9,137 codes in the 2024 Kentucky Workers' Compensation Schedule of Fees for Physicians.

Changes in the 2024 Fee Schedule reflect a level of reimbursement for all services listed in the fee schedule in order to comply with the requirements of KRS 342.035. Fees are to be fair, current, and reasonable, taking into consideration treatment paid for by general health insurers. Reimbursement amounts were increased to meet commercial levels. There are currently ten service areas in the fee schedule. The form is 321 pages. These are the significant changes to the fee schedule completed in 2022.

SENATE MEMBERS

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**David Givens**  
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Minority Whip



**LEGISLATIVE RESEARCH COMMISSION**

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**Jay D. Hartz**  
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Minority Caucus Chair  
**Jason Nemes**  
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**Rachel Roberts**  
Minority Whip

**MEMORANDUM**

TO: B. Dale Hamblin, Jr., Asst. General Counsel, Workers' Claims Legal Division, Education and Labor Cabinet

FROM: Emily Caudill, Regulations Compiler

RE: Acknowledgement of Proposed Ordinary & Emergency Regulation – 803 KAR 0025:089 & E.

DATE: May 14 2024

A copy of the ordinary and emergency administrative regulations listed above are enclosed for your files. Pursuant to KRS 13A.190, the emergency administrative regulation became effective upon filing with our office on **MAY 15, 2024** and, unless an extension on the accompanying ordinary is requested, will expire either in 270 days on **February 9, 2025**, or when replaced by its corresponding ordinary regulation, whichever occurs first. Please note - Expiration dates may be impacted by legislation or other statutes.

**Emergency regulation**

The emergency regulation is tentatively scheduled for review by the Administrative Regulation Review Subcommittee at its **July 2024** meeting. We will notify you of the date and time of this meeting once it has been scheduled. Pursuant to KRS 13A.280, *if* comments are received during the public comment period, a Statement of Consideration for this emergency regulation is due **by noon on July 15, 2024**.

**Ordinary regulation**

The ordinary regulation is tentatively scheduled for review by the Administrative Regulation Review Subcommittee at its **August 2024** meeting. We will notify you of the date and time of this meeting once it has been scheduled. Pursuant to KRS 13A.280, *if* comments are received during the public comment period, a Statement of Consideration for this ordinary regulation or a one-month extension request is due **by noon on August 15, 2024**.

Please reference KRS 13A.270 and 13A.280 for other requirements relating to the public hearing and public comment period and Statements of Consideration.

If you have questions, please contact us at RegsCompiler@LRC.ky.gov or (502) 564-8100.

Enclosures