



**Bureau of Workers'  
Compensation**

30 W. Spring St.  
Columbus, OH 43215-2256

Governor **John R. Kasich**  
Administrator/CEO **Stephen Buehrer**

ohiobwc.com  
1-800-OHIOBWC

October 28, 2013

Inspector General Randall J. Meyer  
Office of the Inspector General  
30 East Broad Street, Suite 2940  
Columbus, OH 43215

2013 OCT 28 PM 4: 16  
OFFICE OF  
INSPECTOR GENERAL

Re: File ID No. 2012- CA00090  
Response to Report of Investigation Report Issued September 5, 2013

Dear Inspector General Meyer:

The Ohio Bureau of Workers' Compensation (BWC) has completed its review of your office's recommendations contained in the above-referenced report. I respectfully submit this response to you regarding the recommendations outlined in the report.

Recommendation #1: Consider whether the actions of the employee named in this report warrant administrative action.

**Response:** BWC conducted an administrative investigation. Prior to the implementation of administrative action, the employee named in this report opted to resign from her employment with the BWC.

Recommendation #2: Review the applicable policies and procedures with the employees in the Dayton Service Office.

**Response:** The Dayton Service Office Manager reviewed the relevant policies with her staff shortly after this Investigation Report was released. Additionally, the Service Officer Manager then held an all-hands meeting in which the Outside Employment and Ethics policies were specifically discussed.

Recommendation #3: Consider revising the Outside Employment policy to require annual reporting of secondary employment by employees to determine whether conflicts exist.

**Response:** Prior to the issuance of this report, BWC's Outside Employment Policy was already under review as part of the agency's regular review schedule. The policy was revised to expand and clarify the types of outside activities employees must report. This revised version of the policy was issued to all staff on September 20, 2013.

**Recommendation #4:** Consider emphasizing in the ethics training that employees seeking future employment with an assigned employer customer provide their supervisors with written notification and recusal requests. Also consider implementing controls to prevent employees from accessing the employer customer data once notification has been received.

**Response:** Since the issuance of this report, the BWC has provided mandatory ethics training to all staff, which training included a discussion on BWC's Outside Employment Policy. While the requirement that employees provide supervisors with notification that employees are seeking employment with a customer was not discussed in this year's training, we will consider covering that topic in our next training. We will also consider implementing controls regarding data access as suggested.

Sincerely,

A handwritten signature in black ink that reads "Steph Buehrer". The signature is written in a cursive style with a long horizontal flourish at the end.

Stephen Buehrer  
Administrator