

2009 Disputes table updates

Appellate review requests and orders, 1991-2008

Year	Requests on closures	Requests on disabling classifications	Appellate review request rate	Total orders issued	Percent of orders appealed to hearings	<p>The WCD Appellate Review Unit provides administrative review of decisions made by insurers regarding claim closures and classifications of claims as disabling or nondisabling. Effective 2004, insurers may also appeal claim closures when they disagree with findings on impairment by attending physicians.</p> <p>Since 1995, the trend in the number of requests for reconsideration of claim closures has been declining, except for a small increase in 2007. The rate of requests for appellate review declined in 2005 and 2006, following an upward trend since 2000. The appeal rate for appellate review orders reached a record low in 2008.</p>
1991	6,065	26	16.8%	5,953	49.0%	
1992	6,590	73	17.3%	6,508	53.4%	
1993	6,011	87	17.2%	6,029	48.1%	
1994	5,915	99	16.9%	6,026	47.8%	
1995	6,764	152	16.6%	6,563	44.6%	
1996	5,773	128	15.8%	6,299	41.2%	
1997	4,621	100	14.6%	4,790	38.8%	
1998	4,527	123	14.5%	4,582	38.9%	
1999	4,313	126	14.8%	4,544	38.7%	
2000	4,078	132	14.5%	4,244	33.7%	
2001	4,208	142	15.6%	4,253	35.1%	
2002	4,072	188	16.8%	4,290	33.0%	
2003	3,888	205	17.1%	4,187	31.7%	
2004	3,955	186	17.3%	4,110	33.3%	
2005	3,641	182	16.5%	3,935	26.8%	
2006	3,514	198	15.4%	3,731	26.9%	
2007	3,909	186	16.3%	4,057	23.4%	
2008	3,636	147	16.0%	3,859	19.8%	

Medical dispute requests and orders, 1990-2008

Year	Requests	Orders	Request to order median days	<p>Medical dispute resolution requests and orders had a peak in 1992. They declined sharply after a court decision limited the department's jurisdiction. SB 369 reversed this decision and the numbers have since increased, with 2008 having the most requests and orders overall.</p> <p>In 1999, SB 728 gave authority for determining the compensability of the underlying medical condition or the causal relationship between the accepted condition and the medical service to the Hearings Division. All other medical disputes are handled by the WCD Medical Resolution Team.</p> <p>In 2008, the number of medical dispute requests rose by 82 percent to 3,319; the number of orders rose by 52 percent to 2,740.</p>
1990	1,172	310	28	
1991	1,386	969	112	
1992	1,518	1,412	63	
1993	876	987	44	
1994	466	467	33	
1995	741	469	39	
1996	716	856	120	
1997	878	816	61	
1998	801	816	89	
1999	905	819	84	
2000	991	948	114	
2001	1,181	1,222	69	
2002	1,049	918	81	
2003	1,362	1,293	88	
2004	1,350	1,264	87	
2005	1,456	1,548	75	
2006	1,651	1,745	41	
2007	1,823	1,803	28	
2008	3,319	2,740	24	

Medical dispute issues, by year of request, 2001-2008

Year	Fees	Medical services	Treatments	Palliative care	MCO issues	Changes of attending physician	Insurer medical exams	Compensability	Interim medical benefits
2001	22.8%	32.8%	8.6%	10.0%	8.2%	2.4%	1.1%	14.1%	-
2002	15.8%	34.3%	11.7%	8.2%	9.3%	1.8%	1.0%	17.6%	0.1%
2003	13.1%	37.1%	10.7%	5.4%	12.7%	0.7%	0.5%	19.5%	0.4%
2004	13.6%	35.0%	9.6%	6.4%	17.0%	1.0%	0.5%	16.7%	0.2%
2005	11.5%	46.7%	7.8%	3.6%	17.2%	1.3%	0.7%	10.9%	0.3%
2006	25.6%	42.7%	7.3%	4.0%	9.0%	1.3%	0.3%	9.7%	0.1%
2007	27.8%	40.2%	8.1%	3.1%	7.9%	0.5%	0.4%	11.8%	0.2%
2008	63.3%	21.1%	5.4%	1.5%	5.8%	0.1%	0.2%	2.5%	0.1%

SB 728 (1999) gave responsibility for disputes in which the compensability of the underlying medical condition is at issue to the Hearings Division. These cases were less than 3 percent of all 2008 medical-dispute-resolution requests. SB 485 (2001) amended the law regarding payment for interim medical benefits (medical services provided before a claim's initial acceptance or denial). It added a process for these disputes.

Vocational dispute requests and resolutions, 1991-2008

Year	Requests	Resolutions	Request to resolution median days	<p>The WCD Rehabilitation Review Unit provides administrative review of vocational disputes brought by workers. The number of requests has fallen by about 77 percent since 1991. The decline has resulted chiefly from the decrease in the number of vocational assistance cases.</p> <p>The median number of days to resolve a dispute was 36 days for disputes resolved in 2008, and 85 percent were resolved within the standard of less than 60 days.</p>
1991	2,067	2,137	41	
1992	1,643	1,725	29	
1993	1,493	1,519	25	
1994	1,389	1,373	24	
1995	1,347	1,304	28	
1996	996	1,037	35	
1997	877	881	32	
1998	716	715	26	
1999	630	681	28	
2000	549	563	35	
2001	511	480	35	
2002	512	530	63	
2003	504	530	56	
2004	551	551	42	
2005	492	485	47	
2006	456	495	30	
2007	468	446	28	
2008	469	500	36	

Vocational dispute resolutions, by outcome, 2001-2008

Year	Agreements	Insurer prevail orders	Worker prevail orders	Other orders	Dismissals	<p>The department strives to resolve vocational disputes through agreements, which generally have accounted for less than a third of resolutions.</p>
2001	32.9%	17.4%	10.7%	2.5%	36.5%	
2002	31.3%	21.7%	13.0%	2.3%	31.7%	
2003	27.9%	28.5%	15.8%	0.8%	27.0%	
2004	30.1%	26.0%	15.1%	2.0%	26.9%	
2005	27.0%	22.9%	10.1%	1.2%	38.8%	
2006	27.3%	27.9%	8.1%	0.8%	36.0%	
2007	28.0%	21.5%	6.5%	0.9%	43.0%	
2008	22.6%	30.4%	9.0%	2.8%	37.0%	

Hearing requests, orders, time lags, and appeal rates, 1987-2008

Year	Requests	Orders	Request to order median days	Appeal rate	<p>Hearing requests peaked in 1989. There were 9,130 requests in 2006, the lowest on record, and a third of the 1989 figure.</p> <p>Hearing requests have dropped for three primary reasons: fewer injuries and accepted disabling claims; law changes that have reduced litigation about permanent disability; and other reform measures implemented to reduce litigation, including the provision for claim disposition agreements.</p> <p>HB 2900 (1987) required that a hearing be scheduled within 90 days and an order published within 30 days of the hearing. The median time between request and order was 133 days in 2008.</p> <p>Notes: Counts include settlements that were received without a prior hearing request and cases generated in order to record a mediation result. Appeal rates are based on all hearing order types, not just appealable orders.</p>
1987	20,397	23,680	224	8.1%	
1988	23,316	26,386	114	9.0%	
1989	27,549	24,890	116	8.7%	
1990	24,018	25,073	147	7.3%	
1991	19,673	21,368	133	12.2%	
1992	17,490	19,580	125	12.6%	
1993	16,422	16,888	119	11.3%	
1994	16,527	15,751	121	11.3%	
1995	14,862	16,798	124	10.6%	
1996	12,351	13,341	120	11.5%	
1997	11,266	11,596	122	12.5%	
1998	11,059	11,271	121	11.7%	
1999	11,084	10,846	124	11.5%	
2000	10,654	10,935	128	11.0%	
2001	11,074	10,269	126	10.6%	
2002	10,679	10,830	128	9.8%	
2003	10,177	10,429	136	10.9%	
2004	9,980	9,531	127	9.6%	
2005	9,297	10,006	146	9.0%	
2006	9,130	9,442	143	9.4%	
2007	9,355	9,261	138	8.6%	
2008	9,173	9,084	133	7.9%	

Percentage of hearing orders involving selected issues, 1987-2008

Year	Permanent disability	Claim denial	Partial denial	Insurer penalty	<p>Permanent disability was the most frequent hearing issue until 1989, when whole claim denial replaced it. For 2006-2008, permanent disability was an issue in less than 5 percent of hearings. Since the late 1980s, partial denial has risen from 9 percent of hearings to over 43 percent, second only to whole claim denial.</p> <p>Reasons for the relative frequency change of permanent disability were HB 2900 in 1987 (disability standards), SB 1197 in 1990 (department reconsiderations, medical arbiters, and CDAs), and SB 369 in 1995 (limitations on issues and evidence, and the definition of "gainful employment").</p> <p>Notes: This table does not include all issues. Also, orders may deal with multiple cases, and each case may have multiple issues. Issues are not recorded for cases that are dismissed or withdrawn.</p>
1987	46.1%	24.5%	9.3%	14.6%	
1988	39.7%	24.5%	10.4%	16.4%	
1989	31.9%	32.3%	7.3%	16.6%	
1990	33.3%	34.8%	8.8%	14.6%	
1991	18.2%	43.7%	14.5%	10.0%	
1992	15.7%	40.9%	14.7%	7.5%	
1993	12.6%	48.7%	14.5%	10.3%	
1994	11.6%	44.7%	19.9%	12.5%	
1995	10.4%	39.4%	27.5%	12.1%	
1996	11.5%	38.2%	34.4%	8.4%	
1997	10.1%	46.6%	24.6%	5.9%	
1998	7.6%	42.9%	33.4%	7.2%	
1999	7.8%	42.5%	33.9%	7.8%	
2000	7.5%	40.7%	36.2%	7.4%	
2001	6.1%	39.7%	38.7%	8.1%	
2002	6.3%	39.7%	38.9%	6.6%	
2003	5.6%	40.7%	38.0%	7.2%	
2004	6.6%	39.7%	37.8%	7.5%	
2005	5.3%	41.5%	38.1%	7.3%	
2006	4.5%	39.8%	38.7%	7.7%	
2007	4.6%	37.6%	40.6%	8.6%	
2008	4.0%	36.3%	43.5%	7.8%	

Workers' Compensation Board mediations, 1996-2008

Year	Mediations completed	Percent settled	Percent of settlements resolved by DCS	<p>The board's mediation program began in June 1996.</p> <p>A mediation is considered settled by a disputed claim settlement if any included case is closed by a DCS.</p> <p>Data through 2005 are based on mediation worksheets; data for 2006-2008 are based on mediation events in the board's system.</p>
1996	128	84.4%	80.9%	
1997	250	91.6%	82.0%	
1998	233	90.1%	86.6%	
1999	216	89.8%	83.5%	
2000	280	89.3%	86.6%	
2001	248	85.5%	92.5%	
2002	285	86.3%	84.9%	
2003	241	86.3%	88.4%	
2004	268	84.0%	80.9%	
2005	270	87.0%	81.6%	
2006	356	87.7%	76.9%	
2007	346	89.4%	79.0%	
2008	346	89.6%	75.9%	

Issues in WCB mediations, 1996-2008

Year	Disease	Compensability	Non-WCB issues	<p>"Disease" means compensability of an occupational disease; it includes mental disorder.</p> <p>"Non-WCB issues" includes employment rights, Workers' Compensation Division issues, torts, contracts, and other civil actions.</p> <p>In 2008, the cases resolved by mediation that included compensability as an issue dropped to an all-time low of 79 percent. Cases that included non-WCB issues have ranged from 40 percent to 55 percent since 1996.</p>
1996	50%	N/A	N/A	
1997	50%	90%	40%	
1998	44%	98%	47%	
1999	63%	N/A	46%	
2000	41%	97%	43%	
2001	49%	99%	51%	
2002	42%	95%	55%	
2003	41%	99%	45%	
2004	31%	97%	50%	
2005	67%	94%	47%	
2006	46%	81%	42%	
2007	64%	81%	43%	
2008	72%	79%	43%	

Board review requests, orders, time lags, and appeal rates, 1987-2008

Year	Requests	Orders	Request-to-order median days	Appeal rates	<p>The number of requests for board review peaked in 1991. Requests have dropped primarily because the number of hearing opinion and orders (judge's decision on the merits) has dropped from the high of more than 7,000 in 1988 to fewer than 2,000 in recent years.</p> <p>HB 2900 (1987) required a board review to be scheduled within 90 days and an order published within 30 days of the review.</p> <p>The appeal rate of board-review orders dropped immediately from the 1987 peak. One reason was that HB 2900 changed the court's review standard from de novo to "substantial evidence."</p> <p>Note: Counts exclude crime-victim and third-party cases, reconsideration orders, and on-remand orders. Appeal rates are based on all board-review order types, not just orders on review.</p>
1987	1,719	1,222	259	29.6%	
1988	2,151	991	306	12.8%	
1989	1,944	1,576	548	13.6%	
1990	1,653	3,067	458	17.2%	
1991	2,346	2,064	264	23.8%	
1992	2,230	2,487	255	27.9%	
1993	1,726	1,931	256	19.5%	
1994	1,599	1,814	238	20.1%	
1995	1,553	1,655	204	17.4%	
1996	1,381	1,676	163	17.9%	
1997	1,307	1,229	160	18.2%	
1998	1,187	1,358	134	18.5%	
1999	1,141	1,147	125	19.1%	
2000	1,076	1,166	118	21.2%	
2001	966	860	110	22.9%	
2002	939	818	209	14.5%	
2003	996	1,023	161	19.2%	
2004	802	912	162	17.9%	
2005	796	770	140	13.8%	
2006	782	738	167	14.9%	
2007	705	701	170	14.4%	
2008	625	726	196	14.6%	

Board own-motion orders, 1987-2008

Year	BOM orders	<p>In 1987 the legislature (HB 2900) limited worker benefits by own motion. The number of board own-motion orders peaked in 1991.</p> <p>The 2001 legislature (SB 485) provided for benefits when curative treatment is in lieu of hospitalization, new and omitted medical condition claims, and permanent disability. This may account for the increase in orders in 2003-2005 over 2002.</p> <p>Lawmakers in 2005 (HB 2294) required that a condition must be compensable before an own-motion claim may be processed, reducing own-motion claims.</p>
1987	612	
1988	724	
1989	703	
1990	962	
1991	1,135	
1992	1,003	
1993	927	
1994	845	
1995	751	
1996	659	
1997	616	
1998	639	
1999	593	
2000	555	
2001	431	
2002	243	
2003	395	
2004	496	
2005	466	
2006	183	
2007	179	
2008	198	

Court of Appeals requests, decisions, and time lags, 1987-2008

Year	Requests	Decisions	Request-to-decision median days	<p>Appeals to the court peaked in 1992; in 2008, the number of appeals, 105, was just 15 percent of the peak.</p> <p>The primary reasons for the subsequent decline are the decreasing numbers of orders on review and the change in the court's review standard.</p> <p>Time lags for court decisions climbed for six straight years between 1996 and 2002. Time lags peaked in 2006 at 482 days (1.3 years).</p> <p>Notes: Decisions exclude court dismissals and remands where the court did not rule on the primary issue or direct a resolution. Time lags exclude dismissals. The decision date is the date of the court's slip opinion.</p>
1987	362	287	335	
1988	127	283	323	
1989	214	108	281	
1990	528	178	298	
1991	491	332	293	
1992	695	247	321	
1993	377	285	295	
1994	365	239	286	
1995	288	172	299	
1996	300	175	288	
1997	224	160	318	
1998	251	130	330	
1999	219	126	343	
2000	247	98	376	
2001	197	102	426	
2002	119	111	458	
2003	196	64	457	
2004	163	114	441	
2005	106	80	440	
2006	110	60	482	
2007	101	59	453	
2008	105	47	476	

Median time lag (days) from injury to order, 1987-2008

Year	Hearings	Board	Court	<p>Times from injury to order have declined substantially since 1987, in large part due to the change in the mix of issues. Whole-claim denial is generally the first possible issue in a claim and hearings the first level of appeal.</p> <p>Notes: Data are for all order types except Court of Appeals dismissals. The 2008 court lag of 1,455 days equates to 3.96 years.</p>
1987	758	1,067	1,496	
1988	677	1,098	1,606	
1989	602	1,320	1,512	
1990	617	1,169	1,770	
1991	659	978	1,512	
1992	655	1,047	1,549	
1993	598	966	1,443	
1994	561	870	1,402	
1995	574	817	1,490	
1996	532	763	1,247	
1997	502	723	1,484	
1998	488	716	1,330	
1999	485	685	1,446	
2000	506	721	1,238	
2001	496	714	1,281	
2002	549	811	1,311	
2003	541	780	1,369	
2004	535	806	1,481	
2005	559	827	1,446	
2006	537	831	1,447	
2007	533	834	1,440	
2008	532	855	1,455	

Disputed claim settlements at hearing and board review, 1987-2008

Year	Hearing		Board		<p>The number of DCSs at hearing has dropped significantly since the peak in 1991, but their relative significance has risen. Between 1987 and 2008, DCSs grew from 16 percent to 37 percent of all hearing orders and from 26 percent to 70 percent of all settlements.</p> <p>Note: Since 2000, the board figures include on-remand DCSs.</p>
	DCS cases	Amount (\$ millions)	DCS orders	Amount (\$ millions)	
1987	3,778	\$18.2	N/A	N/A	
1988	4,139	21.6	N/A	N/A	
1989	4,365	22.5	N/A	N/A	
1990	5,374	29.1	N/A	N/A	
1991	6,021	32.6	N/A	N/A	
1992	4,942	25.7	64	\$0.980	
1993	4,700	24.8	84	1.166	
1994	4,100	20.8	64	0.778	
1995	4,455	22.2	52	0.521	
1996	4,001	19.1	55	0.608	
1997	3,846	19.0	49	0.622	
1998	3,921	20.3	35	0.374	
1999	3,721	19.6	40	0.398	
2000	4,019	22.8	55	0.706	
2001	3,899	21.2	68	0.854	
2002	3,931	23.1	68	0.860	
2003	3,703	22.1	71	0.898	
2004	3,219	20.7	62	1.065	
2005	3,401	22.6	60	0.822	
2006	3,176	22.5	45	0.735	
2007	3,276	24.0	48	0.787	
2008	3,324	26.4	41	0.965	

Claim disposition agreements, 1990-2008

Claim Disposition Agreements, 1990-2008			SB 1197 authorized claim disposition agreements in 1990. In 2004, 2,869 CDAs were approved, the fewest since 1991. This decline probably results from the decline in the number of claims. In 2008, more than \$62 million was paid in for CDAs.
Year	CDAs approved	Total amount (\$ millions)	
1990	362	\$6.9	
1991	2,840	45.6	
1992	3,229	47.0	
1993	3,304	42.5	
1994	3,260	41.8	
1995	3,929	48.6	
1996	3,564	45.0	
1997	3,268	44.3	
1998	3,074	37.7	
1999	3,073	39.7	
2000	3,144	39.9	
2001	3,143	39.3	
2002	3,207	44.9	
2003	3,040	41.2	
2004	2,869	43.8	
2005	2,923	43.7	
2006	2,954	52.2	
2007	3,025	52.1	
2008	3,153	62.2	

Claimant attorney fees and defense legal costs, 1987-2008

Year	Claimant attorney fees (\$ millions)	Defense legal costs (\$ millions)	<p>Claimant attorney fees peaked in 1991 and 1992 at about 49 percent above 1987 fees.</p> <p>Defense legal costs peaked in 1992 and were rising again from 2003-2008, reaching the highest level on record in 2008.</p> <p>Defense legal costs differ from claimant attorney fees in several ways: they include all costs, in addition to fees; they are the actual amounts paid rather than the amounts in rule; they are not reversible on appeal; there may be fees paid to multiple attorneys on a single dispute.</p> <p>Information about series breaks:</p> <p>Break #1. Beginning with 2004, data on fees at the Court of Appeals and in department medical service and vocational assistance disputes were available. For 2004-2006, these added fees were 1.5 percent to 1.9 percent of the total.</p> <p>Break #2. For 2007, data on fees for WCD contested cases at hearing ("Dept. Hrng.") and Board Own Motion were available. Added fees in 2007 were 0.4 percent of total fees. Both fees are estimated.</p>
1987	\$14.4	N/A	
1988	16.3	N/A	
1989	16.6	\$23.4	
1990	17.8	26.1	
1991	21.4	27.0	
1992	21.4	28.2	
1993	19.8	27.2	
1994	18.9	25.7	
1995	19.9	27.4	
1996	17.5	25.3	
1997	16.0	24.3	
1998	16.1	24.2	
1999	15.8	24.2	
2000	16.7	23.9	
2001	16.1	25.7	
2002	17.2	25.3	
2003	17.1	27.1	
----->Series break #1			
2004	17.7	27.7	
2005	18.4	29.4	
2006	19.0	29.7	
----->Series break #2			
2007	19.2	30.2	
2008	21.0	32.4	

Claimant attorney fees, 1987-2008

Year	Hearings (\$ thousands)	Board (\$ thousands)	CDA (\$ thousands)	Reconsideration (\$ thousands)	<p>SB 369 in 1995 limited attorney fees in responsibility disputes, prohibited hearing-awarded fees for issues before the director, and limited fees for reversal of denials before hearing.</p> <p>In early 1999 the board increased the maximum amount of fees that may be awarded out of increased disability awards, disputed claim settlements, and claim disposition agreements.</p> <p>SB 620 changed penalty fees from one-half of the penalty to fees proportional to the benefit. The maximum fee is \$2,000.</p> <p>In 2008, 43 percent of all fees came from CDAs.</p> <p>For information about series breaks see comment in previous table.</p>
1987	\$14,187	\$226	-	-	
1988	15,967	335	-	-	
1989	15,953	656	-	-	
1990	15,902	1,007	\$900	\$1	
1991	13,796	905	6,429	277	
1992	12,505	1,067	7,096	727	
1993	11,145	1,165	6,658	858	
1994	10,400	1,140	6,511	835	
1995	10,859	826	7,315	890	
1996	9,100	857	6,677	825	
1997	8,518	753	5,999	683	
1998	8,863	802	5,664	761	
1999	8,537	612	5,908	764	
2000	9,128	693	6,118	786	
2001	8,540	612	6,115	833	
2002	8,914	626	6,880	785	
2003	8,989	721	6,540	810	
----->Series break #1					
2004	8,886	790	6,787	890	
2005	9,490	762	6,784	994	
2006	9,681	757	7,291	954	
----->Series break #2					
2007	9,648	746	7,621	841	
2008	10,139	912	8,832	764	

Claimant attorney fees from lump-sum settlements, 1989-2008

Year	Hearing DCS (\$ thousands)	Board DCS (\$ thousands)	Lump sum (\$ thousands)	Lump sum percentage	Lump-sum attorney fees are from claim disposition agreements and disputed claim settlements. (CDA attorney fees are shown in the previous table.) Lump-sum fees increased from 25 percent of all attorney fees in 1989 (before CDAs) to 66 percent in 2002. In 1987, DCSs accounted for 23 percent of all hearing fees. This percentage peaked in 2002 at 50 percent; it was 48 percent in 2008. Note: The 1989-1991 board DCS figures are estimates.
1989	\$4,049	\$98	\$4,147	25.0%	
1990	5,222	151	6,273	32.5%	
1991	6,107	136	12,672	59.2%	
1992	4,978	164	12,238	57.2%	
1993	4,708	222	11,588	58.4%	
1994	4,105	143	10,759	57.0%	
1995	4,376	106	11,797	59.3%	
1996	3,787	129	10,593	60.7%	
1997	3,629	121	9,749	61.1%	
1998	3,954	57	9,675	60.1%	
1999	3,787	67	9,762	61.7%	
2000	4,338	168	10,624	63.5%	
2001	4,145	149	10,409	64.7%	
2002	4,407	170	11,457	66.6%	
2003	4,318	196	11,054	64.8%	
2004	3,910	200	10,897	61.6%	
2005	4,316	178	11,278	61.4%	
2006	4,270	146	11,707	61.7%	
2007	4,528	152	12,302	63.9%	
2008	4,842	179	13,807	65.9%	

Maximum out-of-compensation attorney fees

<u>Hearings</u>	<u>1/1988 - 2/1999</u>	<u>2/1999 - present</u>	For PTD, PPD, and time loss, attorney fees are 25 percent of increased compensation award, subject to these limitations. Fees may exceed these limitations in extraordinary circumstances.
PTD	\$4,600	\$12,500	
PPD	2,800	4,600	
Time loss	1,050	1,500	
DCSs	25% of the first \$12,500, 10% of the remainder	25% of the first \$17,500, 10% of the remainder	
<u>Board</u>	<u>1/1988 - 2/1999</u>	<u>2/1999 - present</u>	
PTD	\$6,000	\$16,300	
PPD	3,800	6,000	
Time loss	3,800	5,000	
CDAs	25% of the first \$12,500, 10% of the remainder	25% of the first \$17,500, 10% of the remainder	