

No. **2025-9320**

**Official Order
of the
Texas Commissioner of Workers' Compensation**

Date: 5/29/2025

Subject Considered:

Baylor Scott & White Medical Centers – Capitol Area
d/b/a
Baylor Scott & White Medical Center – Pflugerville
301 North Washington Avenue
Dallas, Texas 75246-1754

Consent Order
DWC Enforcement File No. 36251

General remarks and official action taken:

This is a consent order with Baylor Scott & White Medical Centers – Capitol Area d/b/a Baylor Scott & White Medical Center – Pflugerville (Respondent). The commissioner of the Texas Department of Insurance, Division of Workers' Compensation (DWC) considers whether DWC should take disciplinary action against Respondent.

Waiver

Respondent acknowledges that the Texas Labor Code and other applicable laws provide certain rights. Respondent waives all of these rights, and any other procedural rights that apply, in consideration of the entry of this consent order.

Findings of Fact

1. Respondent is a health care provider operating in the Texas workers' compensation system.
2. Respondent was not selected to be tiered in any years' Performance Based Oversight (PBO) assessments.

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Improperly Pursuing a Private Claim Against an Injured Employee

3. On [REDACTED], Respondent provided medical services to an injured employee. On this same date, the injured employee notified Respondent that the medical services were provided for a work-related injury, but did not provide any workers' compensation insurance carrier information.
4. On [REDACTED], Respondent sent the injured employee a letter requesting information concerning the employee's workers' compensation insurance carrier.
5. Between [REDACTED] and [REDACTED], Respondent sent the injured employee three more letters requesting the same information. Additionally, on [REDACTED], Respondent tried calling the injured employee's employer to get this information but was unsuccessful.
6. On [REDACTED], Respondent sent a \$ [REDACTED] bill directly to the injured employee for the health care services it provided on [REDACTED]. Subsequently, Respondent referred the injured employee's account to a collection agency.
7. Between [REDACTED], and [REDACTED], Respondent sent the injured employee five more bills.
8. In [REDACTED], the injured employee contacted Respondent and provided information regarding the employee's workers' compensation insurance carrier.
9. In [REDACTED], Respondent informed DWC that it adjusted the injured employee's account to reflect a \$ [REDACTED] balance and that it was no longer attempting to collect payment from the injured employee for the health care services.
10. There is no finding determining that the injured employee violated Tex. Lab. Code § 408.022 in selecting a treating doctor and no final adjudication that the claim was not compensable.

Assessment of Sanction

1. Improperly billing an injured employee for health care services imposes an undue financial burden on the injured employee and circumvents the Texas workers' compensation system and the roles of its system participants.

2. In assessing the sanction for this case, DWC fully considered the following factors in Tex. Lab. Code § 415.021(c) and 28 Tex. Admin. Code § 180.26(e):
 - the seriousness of the violation, including the nature, circumstances, consequences, extent, and gravity of the prohibited act;
 - the history and extent of previous administrative violations;
 - the violator's demonstration of good faith, including actions it took to rectify the consequences of the prohibited act;
 - the penalty necessary to deter future violations;
 - whether the administrative violation had a negative impact on the delivery of benefits to an injured employee;
 - the history of compliance with electronic data interchange requirements;
 - to the extent reasonable, the economic benefit resulting from the prohibited act; and
 - other matters that justice may require, including, but not limited to:
 - PBO assessments;
 - prompt and earnest actions to prevent future violations;
 - self-report of the violation;
 - the size of the company or practice;
 - the effect of a sanction on the availability of health care; and
 - evidence of heightened awareness of the legal duty to comply with the Texas Workers' Compensation Act and DWC rules.

3. DWC found the following factors in Tex. Lab. Code § 415.021(c) and 28 Tex. Admin. Code § 180.26(e) to be aggravating:
 - a. the seriousness of the violation, including the fact that Respondent unlawfully attempted to collect \$ [REDACTED] from an injured employee for medical services that Respondent knew were provided for a work-related injury;
 - b. the violation is also serious because Respondent referred the injured employee's account to a collection agency; and
 - c. other matters that justice may require, including evidence of heightened awareness of the legal duty to comply with the Texas Workers' Compensation Act and DWC rules.

4. DWC considered the following mitigating factors pursuant to Tex. Lab. Code § 415.021(c) and 28 Tex. Admin. Code § 180.26(e): Respondent does not have a history of previous administrative violations. Additionally, Respondent modified its

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process for collecting patient workers' compensation insurance information and has implemented a new reporting system for workers' compensation claims.

5. Respondent acknowledges communicating with DWC about the relevant statute and rule violations alleged; that the facts establish that the administrative violation(s) occurred; and that the proposed sanction is appropriate, including the factors DWC considered under Tex. Lab. Code § 415.021(c) and 28 Tex. Admin. Code § 180.26(e).
6. Respondent acknowledges that, in assessing the sanction, DWC considered the factors in Tex. Lab. Code § 415.021(c) and 28 Tex. Admin. Code § 180.26(e).

Conclusions of Law

1. The commissioner has jurisdiction over this matter pursuant to Tex. Lab. Code §§ 402.001, 402.00114, 402.00116, 402.00128, 414.002, and 414.003.
2. The commissioner has the authority to dispose of this case informally pursuant to Tex. Gov't. Code § 2001.056, Tex. Lab. Code §§ 401.021 and 402.00128(b)(6)-(7), and 28 Tex. Admin. Code § 180.26(h) and (i).
3. Respondent has knowingly and voluntarily waived all procedural rights to which it may have been entitled regarding the entry of this order, including, but not limited to, issuance and service of notice of intent to institute disciplinary action, notice of hearing, a public hearing, a proposal for decision, a rehearing by the commissioner, and judicial review.
4. Pursuant to Tex. Lab. Code § 415.021, the commissioner may assess an administrative penalty against a person who commits an administrative violation.
5. Pursuant to Tex. Lab. Code § 415.003(6), a health care provider commits an administrative violation if it fails to comply with a provision of the Texas Workers' Compensation Act.
6. Pursuant to Tex. Lab. Code § 413.042, a health care provider commits an administrative violation by pursuing a private claim against a workers' compensation claimant for all or part of the cost of a health care service unless the

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injury is finally adjudicated as not compensable, or the injured employee violates Tex. Lab. Code § 408.022 relating to the selection of a doctor.

7. Respondent violated Tex. Lab. Code §§ 413.042 and 415.003(6) by improperly billing an injured employee for workers' compensation health care services.

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Order

It is ordered that Baylor Scott & White Medical Centers – Capitol Area d/b/a Baylor Scott & White Medical Center – Pflugerville must pay an administrative penalty of \$1,000 within 30 days from the date the Commissioner signs the order.

After receiving an invoice, Baylor Scott & White Medical Centers – Capitol Area d/b/a Baylor Scott & White Medical Center – Pflugerville must pay the administrative penalty by electronic transfer using the State Invoice Payment Service, company check, cashier's check, or money order and make it payable to the "State of Texas." Mail the administrative penalty to the Texas Department of Insurance, Attn: DWC Enforcement Section, MC AO-9999, PO Box 12030, Austin, Texas 78711-2030.



Jeff Nelson
Commissioner
TDI, Division of Workers' Compensation

Approved Form and Content:



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