Workers' Compensation Board
Tuesday, August 14, 2025
10 a.m.

MEETING MINUTES

In-Person/By Zoom Staff: Joy Dougherty, Board Chair
Sally Curey, Board Member
Roger Ousey, Board Member
Moisés Ceja, Board Member
Kerry Anderson, Project Manager
Jacqueline Jacobson, Presiding Administrative Law Judge
Lauren Eldridge, Managing Attorney
Amanda, Pletcher, Administrative Services Division Manager
Andrea Alanis Miranda, Hearings Division Support Staff Manager
Heidi Havercroft, Senior Staff Attorney
Christina Alston, WCB Budget and Policy Analyst
Katelyn Crowe, Transcription Coordinator
Autumn Blake, Board Review Coordinator
Darren Otto, Administrative Law Judge
Chris Huff, Judicial Assistant
Jordan Schueller, Personnel Contact & Executive Assistant to Board Chair
Justin Herr, Own Motion Coordinator
Steve Cannon, Board Review Specialist

In-Person/By Zoom Attendees:
Aaron Clingerman, Dunn & Roy PC
Kevin Anderson, SBH Legal

Call to Order
Chair Dougherty called the meeting to order. The public and Workers' Compensation Board (WCB) staff members participated in the meeting by Zoom and in person in the Salem office.

Roll Call
Katelyn Crowe, Transcription Coordinator, took roll, reflected in the attendee list above.

Approval of Agenda and Order of Business
Chair Dougherty added division reports to the agenda and then asked for a motion to approve the amended agenda and order of business. Member Curey moved for approval of the agenda and order of business. Member Ceja seconded. The Members voted as follows: Dougherty, aye; Ousey, aye; Ceja, aye; Curey, aye. Motion passed; 4-0.

Approval of Past Minutes
Chair Dougherty asked for a motion to approve the June 24, 2025, meeting minutes. Member Ousey moved for approval of minutes from the June 24, 2025, meeting. Member Curey seconded. The Members voted as follows: Dougherty, aye; Ousey, aye; Ceja, aye; Curey, aye. Motion passed; 4-0.

Division Reports/Updates
There were no division reports.

New Business
ALJ hiring consultation pursuant to ORS 656.724(1)
Presiding Administrative Law (PALJ) Judge Jacqueline Jacobson shared that the Hearings Division had been in the process of recruiting three ALJ positions. Two of those positions would work out of the Salem and/or Portland offices (depending on the candidate and business need) and one out of the Medford office. Unfortunately, they were unsuccessful in finding a candidate for the Medford office, so the Hearings Division will continue to have ALJs from Portland and Salem travel for hearings set in Medford. However, they were successful in finding candidates for the Portland office. PALJ Jacobson recommended Christo de Villiers and Micah Moskowitz to the Board for these positions.

Christo de Villiers has been a part of the Oregon workers' compensation community since 2008. Prior to coming to Oregon, he spent approximately 13 years representing employers in employment and labor-related disputes in South Africa. Mr. de Villiers has practiced Oregon workers compensation law both as a defense attorney, including in-house counsel with Liberty Mutual, and most recently as a claimants' attorney. He will start on Monday, September 8, 2025.

Micah Moskowitz has seven years of experience serving as an ALJ with the Office of Administrative Hearings. He also has approximately seven years of experience working as a criminal defense attorney, including with the Oregon Public Defense Commission. Mr. Moskowitz will start on Monday, October 6, 2025.

Chair Dougherty opened the floor for Board Member comment. Member Ousey asked what the Hearings Division is going to do moving forward to attract a candidate to Medford? PALJ Jacobson responded that they have been following their standard recruitment process, but is open to suggestions. Member Ousey inquired further about the recruitment process for Medford, asking if only candidates who wanted to live in Medford were looked at for that Medford ALJ position. PALJ Jacobson responded that the pool of candidates were screened together and filling the Medford ALJ position was a matter of one of the top candidates wanting to work out of Medford. There were some candidates that showed interest in Medford, but they did not meet the requirements. Member Ousey thanked PALJ Jacobson for her work on recruiting these positions. Chair Dougherty also added that when theses ALJ positions were posted that the previous ALJ salary (prior to the Board's most recent motion to adopt a new salary structure) was advertised. The Board is hoping that the new, higher salary structure will attract more interest for future ALJ recruitments.

Member Ceja and Member Curey thanked PALJ Jacobson for her efforts in recruiting these candidates.

General Public Comment
No public comments were made in person or online, or submitted prior to the meeting.

Announcements
Chair Dougherty shared that Willamette Law students Parbeen Gill and Sebastian Krueger have been interns with the Board since June. They will be heading back to school at the end of August. Chair Dougherty thanked them for their work this summer and wished them best of luck in their future legal careers.

Adjournment

Chair Dougherty asked for a motion to adjourn. Member Ousey moved to adjourn. Member Curey seconded. The Members voted as follows: Dougherty, aye; Ousey, aye; Ceja, aye; Curey, aye. Motion passed; 4-0. Meeting was adjourned.