



James Dustin Staples Act

# PTSD Firefighter Presumption and Grant

Report to the Legislature

Tennessee Bureau of Workers' Compensation  
**2026**

# LEGISLATION

The James (Dustin) Samples Act mandates a grant program for workers' compensation costs related to PTSD diagnoses in firefighters.

Chairman Briggs and Chairman Crawford:

Public Chapter 465 (2023), known as the James (Dustin) Samples Act, effective for injury on or after January 1, 2024, requires the Department of Labor and Workforce Development/Bureau of Workers' Compensation to establish and administer a grant program to mitigate the costs to an employer of providing workers' compensation for firefighters diagnosed with posttraumatic stress disorder (PTSD) by a mental health professional, and to administer the program under rules promulgated by the department. The grant program has a sunset on December 31, 2028.

The rules are to provide for the award of grants to employers or to the workers' compensation benefits provider of employers who apply for a grant and meet the statutory requirements that are verified by the state fire marshal's office.





# REPORT

This legislation also requires the Bureau of Workers' Compensation to annually provide a report, on or before February 1 each year, to the chairs of the state and local government committee of the Senate and the local government committee of the House of Representatives.

This report is to include:

- an **analysis** of the number of PTSD claims brought by firefighters under this legislation
- the portion of those claims that resulted in a settlement or award of benefits
- the effect of this section on costs to this state and its political subdivisions, and
- the **balance of funds** available for future claims.

# THE NUMBERS

We look forward to reporting future success stories in subsequent years, once we receive claims for reimbursement from city and county governments. See the numbers below for 2025.

Please feel free to contact me if you have any questions. Sincerely,



Troy Haley, Administrator, Tennessee Bureau of Workers' Compensation

Number of claims brought forth under  
Section 1:

**3**

Portion resulted in a settlement  
or award of benefits:

**66.67%**

Total Costs to the State  
of Tennessee:

**\$167,775.31**

Totals Costs to Political  
Subdivisions:

**\$58,160.03**

Funds Available  
for Claims  
in Fiscal Year 2025-2026:

**\$722,924.69**

*plus recurring funds  
through 12/31/2028*

Title 50, Chapter 6, Section 111, Subsection g states: The department shall annually provide a report, on or before February 1 each year, **to the chairs of the state and local government committee of the senate and the local government committee of the house of representatives**. The report must include an analysis of the number of claims brought under Section 1, the portion of those claims that resulted in a settlement or award of benefits, the effect of this section on costs to this state and its political subdivisions, and the balance of funds available for future claims.



# BWVC

Bureau of **WORKERS'**  
**COMPENSATION**

<https://www.tn.gov/workerscomp>



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