

Oregon Board of Chiropractic Examiners



2023-25 Governor's Budget

**Oregon Board of Chiropractic Examiners
2023-25 Governor’s Budget**

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CERTIFICATION

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the accuracy of all numerical information has been verified.

Oregon Board of Chiropractic Examiners

530 Center St. NE, Suite 620, Salem, OR 97301

AGENCY NAME

AGENCY ADDRESS



SIGNATURE

Michelle Waggoner, D.C., President

TITLE

Notice: Requests of agencies headed by a board or commission must be approved by official action of those bodies and signed by the board or commission chairperson.

The requests of other agencies must be approved and signed by the agency director or administrator.

Agency Request

Governor's Budget

Legislatively Adopted

BOARD ROSTER

OREGON BOARD OF CHIROPRACTIC EXAMINERS

Executive Director – Cassandra C. McLeod-Skinner, J.D.
530 Center St. NE, Suite 620, Salem, OR 97301
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Scott Fuller, DC

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Beaverton, OR 97007

Lori Schmidt (Public Member)

895 Commercial Avenue
Coos Bay, OR 97420

Glenn Taylor (Public Member)

15001 NE Siskiyou Court
Portland, OR 97230

Vacant Professional Position

Legislative Action

House Bill 5007

Introduced and printed pursuant to House Concurrent Resolution 23 (2023) (at the request of Oregon Department of Administrative Services)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Limits biennial expenditures from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by State Board of Chiropractic Examiners.

Declares emergency, effective July 1, 2023.

A BILL FOR AN ACT

1
2 Relating to the financial administration of the State Board of Chiropractic Examiners; and declaring
3 an emergency.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1. Notwithstanding any other law limiting expenditures, the amount of**
6 **\$2,569,716 is established for the biennium beginning July 1, 2023, as the maximum limit for**
7 **payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts,**
8 **but excluding lottery funds and federal funds, collected or received by the State Board of**
9 **Chiropractic Examiners.**

10 **SECTION 2. This 2023 Act being necessary for the immediate preservation of the public**
11 **peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect**
12 **July 1, 2023.**

13

Note: For budget, see 2023-2025 Biennial Budget

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

**Enrolled
Senate Bill 5507**

Printed pursuant to Senate Interim Rule 213.28 by order of the President of the Senate in conformance with pre-session filing rules, indicating neither advocacy nor opposition on the part of the President (at the request of Oregon Department of Administrative Services)

CHAPTER

AN ACT

Relating to the financial administration of the State Board of Chiropractic Examiners; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. Notwithstanding any other law limiting expenditures, the amount of \$2,225,696 is established for the biennium beginning July 1, 2021, as the maximum limit for payment of expenses from fees, moneys or other revenues, including Miscellaneous Receipts, but excluding lottery funds and federal funds, collected or received by the State Board of Chiropractic Examiners.

SECTION 2. This 2021 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2021 Act takes effect July 1, 2021.

Passed by Senate May 26, 2021

.....
Lori L. Bocker, Secretary of Senate

.....
Peter Courtney, President of Senate

Passed by House June 3, 2021

.....
Tina Kotek, Speaker of House

Received by Governor:

.....M.,....., 2021

Approved:

.....M.,....., 2021

.....
Kate Brown, Governor

Filed in Office of Secretary of State:

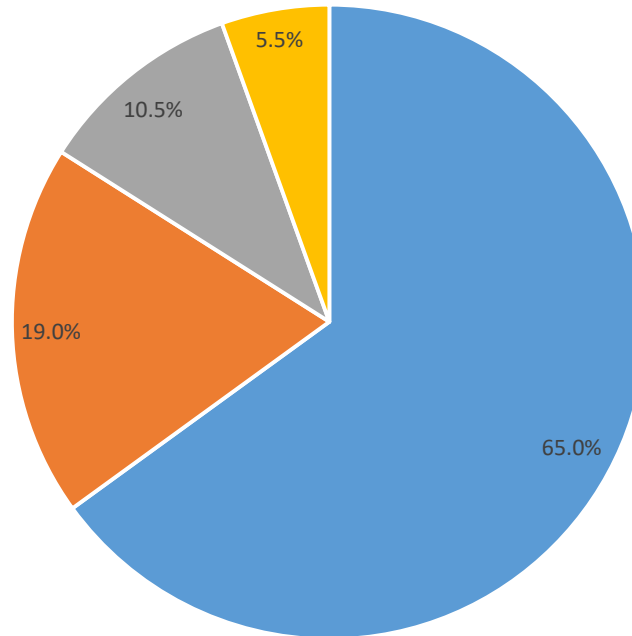
.....M.,....., 2021

.....
Shemia Fagan, Secretary of State

Agency Summary

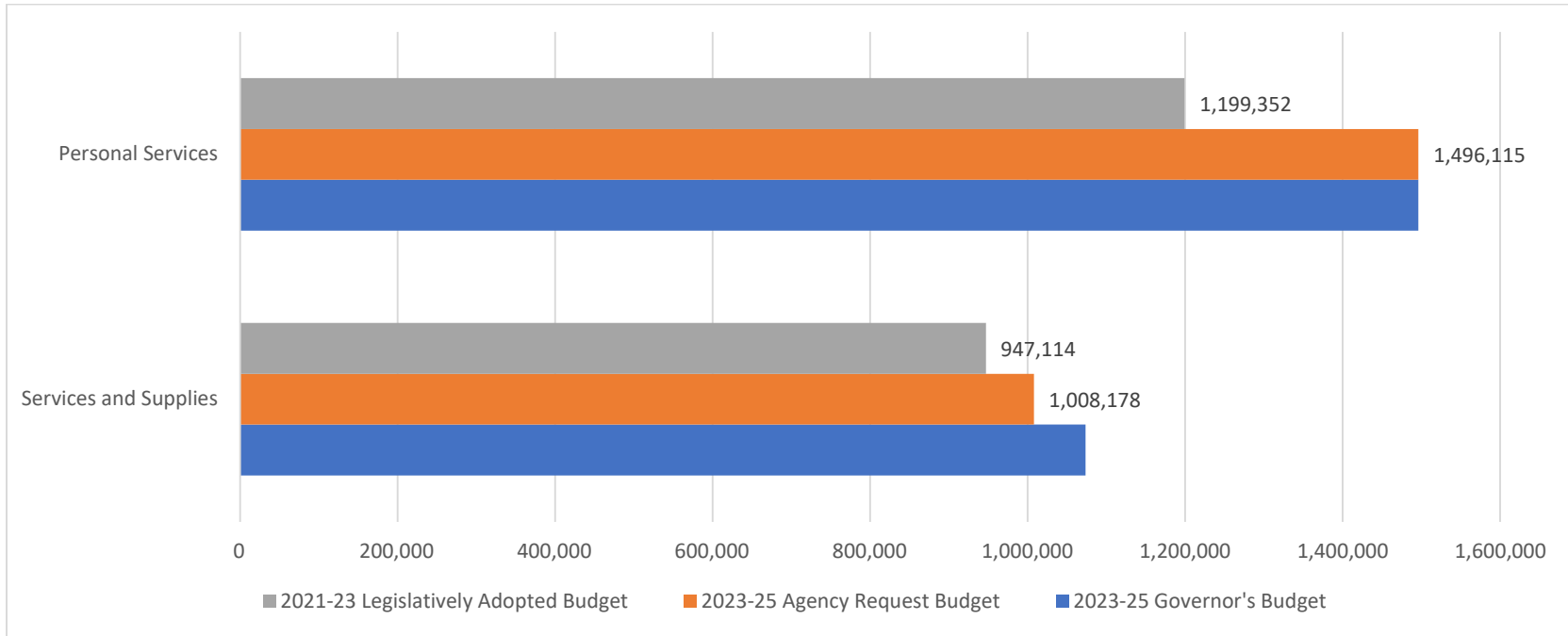
BUDGET NARRATIVE

Estimated Breakout of Program by Staff, Board, Peer Review and AAG time



■ Public Protection ■ Licensing ■ Public & Professional Information ■ Board Support

BUDGET NARRATIVE



AGENCY SUMMARY NARRATIVE

Mission Statement and Statutory Authority

Mission Statement: *The mission of the Oregon Board of Chiropractic Examiners is to protect the public by regulating the practice of chiropractic. (01/2019).*

Vision Statement: *To protect the health, safety, and welfare of the public in all matters of chiropractic care by setting a national standard in educating, licensing, and regulating our licensees.*

BUDGET NARRATIVE

Values:

1. Integrity – a commitment to acting honestly, ethically, and fairly.
2. Accountability – a willingness to accept responsibility for actions in a transparent manner.
3. Excellence – an expectation of the highest quality work and innovation.
4. Professionalism – a dedication to provide equitable, caring service to all Oregonians with compassion and respect.
5. Equity – create and foster a consistent environment where everyone has access and opportunity to thrive.

The Oregon Board of Chiropractic Examiners (OBCE) is a health licensing regulatory agency and board that operates under the authority of ORS Chapter 684 and OAR Chapter 811.

ABOUT THE BOARD

Background Information

The OBCE is an entirely Other-Funded agency established in 1915 to ensure that only qualified individuals are licensed to practice chiropractic in Oregon. It is responsible for licensure and regulation of Doctors of Chiropractic (DC) and Certified Chiropractic Assistants (CA).

The Board's current 5.1 FTE (6 positions) perform background checks on applicants for licensure, issue and renew licenses, investigate complaints, monitor disciplined licensees, and work to rehabilitate them where feasible to ensure that they are able to practice safely. In 2015-17, a .5 FTE doctor of chiropractic staff position was approved as a permanent Health Care Investigator at .6 FTE. In May 2021, that position went vacant and we filled the vacancy as of September 27, 2021. We have submitted Policy Option Package (POP) 100 to bring the .6 FTE to 1.0 FTE. In April 2016, the previous full-time Compliance Specialist 2 position was reclassified to an Investigator 2 position and was filled at .75 FTE until November 2019. That position was originally left vacant due to COVID-19 but was filled as of May 2022 at 1.0 FTE. In July 2017, the 1.0 FTE Executive Director position was evaluated for reclassification and updated compensation through the Department of Administrative Services Central Evaluation Team process, resulting in an increase in class from Principal Executive Manager (PEM) C to PEM D and an aligned increase in salary, effective August 1, 2017. In February 2022, pursuant to the enterprise-wide efforts of the Oregon Management Project (TOMP), the PEM classifications were replaced by more specific, job-related classifications and, as a result, the PEM D position was changed to the classification of Agency Head 9 at Step 10.

In June 2020, one of our Administrative Specialists retired after 30 years with the agency and her replacement was hired and started, as AS2 at Step 4, in July, 2020. We have submitted POP 102 to reclassify this AS2 position to Program Analyst. We are currently working to split this position into two positions: a temporary or limited duration OS2 position to handle the CA program duties and an Operations & Policy Analyst for the IT

BUDGET NARRATIVE

management, DAS reporting, and all other duties currently done by the AS2. This split into two positions has not yet been reviewed by the DAS Class and Compensation team. As of July 5, 2021, our other Administrative Specialist 2 retired after 15 years with the agency and the person that took on her duties was appointed to that position as of July 6, 2021, leaving a vacancy in our Office Specialist 1 position. That position was filled as a temporary Office Specialist 2. We have submitted POP 103 to reclassify the OS1 position to OS2, which has undergone DAS Class and Compensation review and approval.

With the onset of COVID-19 in early 2020, we initially transitioned all staff to work remotely the majority of their time, with minimal overlap of physical interaction within our physical office space. This remote work required the purchase of cell phones, additional equipment for home office spaces, investment in Zoom for Healthcare, a web-based meeting platform that had appropriate HIPAA protections, and increased utilization of our IT support. Public access to the office was limited to appointments only. Our board meetings were held solely remotely from March 2020 until May 2022, when we had our first in-person board meeting, utilizing our new NeatBoard to allow for remote access for members of the public and those who were wanting to participate but not wanting physical contact. As of February, 2023, our staff work within full time in-office, hybrid, or full time remote work plans, with someone physically in office five days/week. We currently plan to keep our physical space as our server and legacy database are all located within the office, in addition to using our board meeting/conference room. We will reassess the need for all of our physical office space once the proposed migration of our server to the State Data Center and current implementation of inLumon (contracted Software as a Service licensing database system) are complete.

The Role of Board and Committee Members

The Board members study developing trends and issues in chiropractic practice, set requirements for licensure and establish Board policies and positions on chiropractic practice and licensee disciplinary issues.

- The 7 members of the OBCE (5 chiropractic physicians and 2 public members), appointed by the Governor and confirmed by the Senate, have ultimate responsibility for decisions concerning licensee discipline, adoption of administrative rules, practice policies, positions, and statements on numerous chiropractic issues. The Board members appoint and review the work of the Executive Director.
- The 9 chiropractic physician members and alternates of the statutorily mandated Peer Review Committee assist the Board with investigations by utilizing personal interviews of complainants, patient witnesses, and respondent doctors.
- Other ad hoc committees are formed on an as-needed basis, such as the Rules Advisory Committees, the ETSDP (Examination, Test, Substance, Device or Procedure) Committee, and the Minor Surgery Committee.

Customers

The Board provides information and services to the following customers:

- Applicants and licensees
- The general public

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- Provider organizations and credentialing services
- Insurance companies
- Chiropractic professional organizations
- Local and national media
- Other Oregon health-related licensing boards
- Law enforcement agencies
- Chiropractic colleges and universities
- Licensing boards of other states

Agency Two-Year Plans for 2023-25

1) Protecting the Public. Effective investigation of complaints and case resolutions are our top priority. To provide the highest level of public protection, the OBCE investigates and addresses complaints as quickly as possible after a complaint has been filed. The challenge is to address the serious and more complex complaints, which often require significant investigative resources, while at the same time keeping the other complaints on track for resolution.

Having a doctor of chiropractic on staff as our Healthcare Investigator has greatly increased the effectiveness of our investigations in that many more case files are investigated from a clinical practitioner's perspective prior to being reviewed by the Board. Before 2013, the clinical review did not always occur until the Board members themselves reviewed the complaint file and often contracted out to independent chiropractors to do such review or more fully utilized the Board's Peer Review Committee. The Health Care Investigator's reports provide the Board with a more complete investigation to review. This is critically important as Board members are addressing increasingly complex and document heavy cases. This position is also important in answering chiropractic practice related questions from our licensees – helping further educate them and to resolve issues prior to issues becoming complaints.

COVID-19 has emphasized the need for evidence-based, scientifically sound guidance from the Board and our staff help facilitate communications between the Board and our licensee base during this time of fear and uncertainty. We have come out strongly in favor of protecting the public by mandating facial coverings/masks by licensees within their healthcare setting (based on OHA's guidance) via temporary, and now permanent, rulemaking – we were the first Health Professional Regulatory Board in the state to do so. We have now incorporated that facial covering rule into a broader rule requiring adherence to OHA and OSHA rules and regulations. At the outset of COVID, we saw an increase in complaints surrounding licensee's PPE use/non-use and the proliferation of misinformation and claims made that border on fraud via online sources. We continue to provide as much information and education to our licensees as possible to mitigate the spread of this disease and will continue to use our rulemaking ability to address emergent issues as necessary. Additionally, our investigation side is now fully staffed and addressing our case backlog.

We were also seeing an increase in complaints regarding lack of cultural competency, communication, and cross-cultural understanding. As such, for calendar year 2021, the OBCE required 6 hours of cultural competency continuing education of all active doctors of chiropractic at time of their renewal,

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2 hours for those with senior active licenses, and 2 hours for those in their first year of licensure. These hours will be included within the hours required for license renewal. Since this requirement for 2021, the Board amended its continuing education rule, requiring cultural competency CE for license renewal as well as a requirement for CPR/Basic Life Support.

2) Public & Professional Information. A) Data Management System Upgrades. For 2019-21, we were granted \$40,000 expenditure to allow for updating or replacing the Microsoft Access licensing database that has been in use since its original installation in 1993. We have contracted with inLumon to provide a Software as a Service (SaaS), cloud-based, data management system that will bring together our data currently managed in three different streams, providing a more unified, and user friendly, management system. We are now in the final stages of development and anticipate a go-live date later this fall. We have submitted POP 100 for an additional \$50,000 expenditure to allow for a complete roll out, continued maintenance, and projects that were originally out of scope to the original project. **B) Website Overhaul.** While we originally updated our website in September 2019, it is still in the process of being updated for ease in use and information.

3) Streamlining & Cost Savings: A) Online license application and renewal system. Our online license renewal system for DCs and CAs is fully implemented with both licensee types annually renewing based on their birth month rather than at one designated time per year for everyone, thus eliminating a rush on e-systems and staff time overload. We have contracts in place with DAS-Egov, Treasury, and NIC-USA. Currently, our initial applications are processed on paper. With the migration to using inLumon's SaaS, applications will be brought online, no matter the device used. **B) Payment Portal.** The payment portal created by NIC-USA was created and implemented to allow for credit and debit card processing of fees and fines. The online license renewal system and payment portal will be migrated into our new data management system. We have fully migrated to online, electronic payment only. **C) Application/Examination Program.** As of June 1, 2016, the Board delegated the creation, proctoring, and grading of the OB/Gyn Exam and the Minor Surgery & Proctology Exam to the National Board of Chiropractic Examiners (NBCE). In January 2017, the Board delegated its Ethics and Jurisprudence Exam to the NBCE, which was rolled out as of July 1, 2020. The Chiropractic Assistant Examination was also delegated to NBCE and was rolled out as of October 15, 2020. This delegation to NBCE allows better access to the exams by applicants, faster grading, and decreased staff time spent on proctoring and grading. We are currently updating the CA examination and reference book. **D) File Server and Data Backup.** We will be migrating our file server to the State Data Center on DAS' migration schedule. We have also submitted POP 104 to transition and utilize DAS IT's desktop support.

Program Descriptions and Long Term Plans

The primary program areas of the Board are:

- 1. Public Protection.** The OBCE is responsible for explaining and enforcing the laws and rules governing the practice of chiropractic in Oregon. The Board's Investigator conducts investigations and works in conjunction with the Health Care Investigator in interviewing licensees and reporting to the Board. They provide the initial contact and investigative follow-up to complaints, assists the Board's Assistant Attorney General with legal

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documents and contested cases, including identifying and facilitating witness and expert testimony, and provides complainants, the public, and licensees information regarding laws and rules. The Health Care Investigator is a chiropractic physician who also does investigations, interviews, and file reviews, bringing invaluable chiropractic expertise to the investigative process. The Executive Director provides overall management of the Board's executive agenda and cases that proceed to the contested case hearing process.

Over half of the time spent at the Board's regular meetings is spent reviewing complaints and disciplinary matters in executive session. The Board's Peer Review Committee (PRC) reviews complaints that may require a personal interview with doctors and complainants. Doctors on probation are monitored to ensure that disciplinary terms are carried out. Administrative Law Judges for contested case proceedings are provided by the Office of Administrative Hearings. Competency evaluations are utilized when needed, including the NBCE's Special Purposes Examinations for Competency (SPEC) and the Ethics and Boundaries Exam (EBAS). Also, psychological, psycho-sexual, and substance abuse evaluations are also ordered as needed.

- 2. Doctors of Chiropractic (DCs).** An applicant for a chiropractic (DC) license must provide the OBCE with chiropractic college transcripts, a diploma, a letter of recommendation, have two years of college level liberal arts and sciences, and evidence of passage of NBCE's tests Parts I - IV and Physiotherapy. In addition, all candidates are required to take written state specific examinations in Ethics & Jurisprudence, Minor Surgery/Proctology, and OB-GYN. The license history of reciprocity applicants from other states is reviewed. FBI criminal background checks are performed on all chiropractic physician applicants when they apply and every six years for renewal. Board members participate in NBCE's ongoing national test development and the administration of the Part IV practical examination.

Chiropractic physicians renew their license annually during their birth month and submit an affidavit of proof of 20 hours continuing education (CE) that may include additional CE mandated by the Board. A monthly random CE audit is performed on 10-15% of licensees who have renewed in the last 6 months to ensure compliance. While in transition between our legacy Access database and inLumon's SaaS, CE audits have been put on hold.

- 3. Certified Chiropractic Assistants (CAs).** Certified Chiropractic Assistants (CAs) must take a 12 hour training course and pass an examination prior to obtaining their certificate. FBI criminal background checks are performed on all CAs when they apply and every six years for renewal. CAs renew their certification annually during their birth month, submitting an affidavit of proof of 6 hours of (CE) taken that year. A monthly random CE audit is performed on 10-15% of CAs who have renewed in the last 6 months to ensure compliance. While in transition between our legacy Access database and inLumon's SaaS, CE audits have been put on hold.
- 4. Public and Professional Information.** License verifications using our web-based Licensee Lookup offer information about license status and disciplinary actions for all licensees/certificate holders. Board members meet with all newly licensed chiropractic physicians twice a year, in our

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Introduction to the Board class, to review the role of the OBCE and offer suggestions for maintaining a professional practice. Prior to COVID-19, we tried to hold at least two of our Board meetings per year outside of the Salem/Portland area (weather permitting), holding meet and greets for local licensees and members of the public who are unable to travel to Salem or Portland. Since 2014, the Board has travelled to Florence, Corvallis, Sunriver/Central Oregon, North Bend/Coos Bay, Baker City, Ashland, and Klamath Falls, among others. As of May 2022, we have reinitiated in-person board meetings and have met in Salem, Tumalo, and Portland, with board meetings planned to be held in Pendleton and southern Oregon later this year.

5. **Policy and Practice Questions.** The Board's answers to policy or practice questions are codified in the OBCE Guide to Policy and Practice Questions, updated on a regular basis, and are also addressed informally by the Health Care Investigator. Updates are posted on the website and in the electronic newsletter.
6. **Device & Procedure Review.** Upon referral from the Board, the ETSDP committee, consisting of chiropractic physicians, reviews applications regarding specific examination, treatments, substances, devices or procedures to determine if they are standard, investigational, or may not be used in Oregon.
7. **Administrative Rules.** Administrative rules are continuously evaluated for needed changes or clarification. The Board is assisted by ad hoc Rules Advisory Committees consisting of volunteer doctors and other stakeholders, whenever the need arises.

Plans, Goals, and Performance Measures

The OBCE's long and short-range planning is directed by its mission, vision, values, and strategic plan goals and outcomes. The Board strives to ensure that its strategic plan is integrated with agency performance measures to support and improve the Board's mission, goals, business environment, applications of technology, and service. The Board generally participates in in-person strategic planning meetings at least every two years. Due to COVID, in-person strategic planning meetings were put on hold but will resume as of May 2023.

Key Performance Measures:

Our KPMs were reworded, reorganized, and renumbered during the 2021 legislative session, including some changes to our KPM targets with some changes effective immediately and some effective as of 2022.

KPM #1: Days between complaint receipt and investigation report finalized for Board (investigative process step one) – Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.

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KPM #2: Days between investigation report finalized and presentation to the Board (investigative process step two) – Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 60 days of completion.

KPM #3: Summary of investigative steps: Percentage of new complaints that are assessed, investigated, and presented to the Board for an initial decision within 120 days.

KPM #4: Days between Board review/initial action and case closure (investigative process step three) – Percent of cases closed within 90 days of Board review/initial action.

KPM #5: Summary of investigative steps: Average number of days to resolve a complaint.

KPM #6: Percent of sexual misconduct/boundary complaints resolved in 180 days.

KPM #7: Percentage of chiropractic physicians meeting the annual continuing education requirements.

KPM #8: Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received.

KPM #9: Customer Service – Percent of customers rating their satisfaction with the agency’s customer service as “good” or “excellent” overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.

KPM #10: Board Best Practices – Percent of total best practices met by the Board.

Long Term Plan

Goal 1: Assure Public Protection.

- The public will benefit from quality chiropractic care and will be protected from all undue harm by chiropractic physicians. Chiropractic physicians will assure appropriate care for patients and will be responsible and accountable for their staff.
- Transparency and public access to information concerning licensees will be improved without being overly punitive.
- Chiropractic physicians subject to the OBCE’s complaint and disciplinary process will be treated equitably and fairly.
- Should a violation be determined, sanctions will be consistent with other violations of a similar nature and proportional to the potential for harm to the public.
- All affected parties will have the right of access to the process. Information will be made available to the extent allowed by law. Confidentiality will be protected to the furthest extent possible.
- Sexual misconduct by licensed Oregon chiropractic physicians will be decreased and eliminated.

Partnerships

- Oregon Department of Justice (DOJ). The Board relies upon the DOJ and the Assistant Attorney General for legal advice and representation in contested case proceedings.

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- Chiropractic physicians who are required to report violations and patients/public who file complaints or provide information to the OBCE.
- The Federation of Chiropractic Licensing Boards (FCLB) helps the Board to stay abreast of national developments affecting chiropractic licensure and regulation. The FCLB maintains a national database of state disciplinary actions, Chiropractic Information Network-Board Actions Database (CIN-BAD). This is used extensively to check the backgrounds of applicants and assist with investigations. Through filing with CIN-BAD, the FCLB coordinates the filing of disciplinary actions with the National Practitioner Data Bank.
- The National Board of Chiropractic Examiners (NBCE) is our national testing agency that proctors and grades all of our licensing examinations.
- Sister regulatory agencies, or law enforcement, who we may share information with as needed.
- Oregon State Police department that processes the fingerprint cards now required to screen for criminal history upon application and at renewal every 6 years.

Goal 2: Enhance Professional Competency. Oregon's public will be assured of access to high quality chiropractic health care.

- The Oregon public will be assured of access to high-quality chiropractic health care.
- Candidates for licensure will receive timely examination for professional competency in all areas of chiropractic.
- Board will continue to provide its Introduction to the Board classes twice per year to new licensees and provide guidance to those with practice questions or concerns.
- Cultural competency and understanding will be prioritized for licensees in their continuing education requirements and for board members and staff.
- The OBCE will work with University of Western States and any other chiropractic programs to encourage application, retention, and matriculation of diverse chiropractic students for further access to all of our communities.
- The public will have confidence that licensed chiropractic physicians in Oregon will have maintained competencies and skills necessary to practice safe and effective chiropractic.

Partnerships

- Chiropractic colleges that educate applicants and provide college transcripts for the application process, and also provide chiropractic continuing education courses.
- NBCE that provides national and state tests for chiropractic licensure.
- State chiropractic associations, individuals, or others who are providers of chiropractic continuing education.
- Oregon chiropractors who serve as mentors to other doctors.

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Goal 3: Professional Standards & Administrative Rules. Licensees will be educated about the Board's expectations for delivery of chiropractic care consistent with contemporary standards.

- There will be clarity and consistency in administrative rules and standards.
- The Board will continue to engage in reviewing its OCPUG, P&P, and its administrative rules and statutes to ensure contemporary standards are upheld.
- Oregon's public will be better protected and chiropractic physicians will be better informed about standards of practice based on strong (or high levels of) evidence.

Partnerships

- Oregon chiropractic physicians, certified chiropractic assistants, and subject matter experts.

Goal 4: Liaison/Communication. OBCE will continue to foster its strong and effective partnerships with chiropractic associations, colleges, and other stakeholders.

- The chiropractic profession will understand the mission of the OBCE, and where that intersects with its role in public relations.
- The chiropractic profession will understand the role of the professional associations.
- The public and patients will receive information about the role of the OBCE and the chiropractic profession. The public will have access to current available information on Oregon licensees.
- Patients, public, chiropractic physicians, and other government agencies will have access to policy decisions concerning chiropractic health care and regulation.

Partnerships

- The Oregon Chiropractic Association.
- University of Western States and other chiropractic colleges/universities.

Environmental Factors

Some of the major factors influencing the environment in which the Board operates are:

1. Public Demand

BUDGET NARRATIVE

The regulation of the practice of chiropractic is affected by public demand for quality health care. Nationally, there are over 65,000 licensed chiropractors making it the largest group of alternative or complementary health care providers. Patients are increasingly choosing alternative care and chiropractic is near the top of the list.

Total number of chiropractic physicians and chiropractic assistants have remained relatively stable since 2017, with its regular seasonal fluctuations. There is a steady demand for licensing and examination by graduates from University of Western States and twenty other chiropractic colleges. During the initial outbreak of COVID-19, we took a close look at the number of licensees renewing over those first few months as the COVID-19 vaccination requirements and public health safety protocols became effective. There was relatively strong pushback from the licensee base with regard to these requirements, including from the current professional association's lobbyist and current board members. We did not see a significant decrease and actually have seen an increase in our licensee numbers.

	Sept. 1, 2019	Jan. 1, 2020	Sept. 1, 2021	Aug. 1, 2022	Feb. 1, 2023
Chiropractic physicians - Active	1,710	1,721	1,650	1,735	1,211
Chiropractic physicians - Inactive	232	221	200	251	218
Chiropractic Assistants	1,370	1,371	1,312	1,255	1,280

2. Societal Factors

The regulation of chiropractic practice occurs in the context of broader societal factors, often with ethical implications. Some major societal factors currently impacting agency operations are:

- COVID-19 and post-COVID patient and provider safety protocols and requirements.
- COVID-19 vaccination and masking requirements for healthcare providers.
- Heightened awareness of the patient-doctor relationship and more awareness of, and willingness to come forward to report, inappropriate behavior.
- Definition of the scope of chiropractic practice.
- Pain management issues.
- Diversity and cultural competency issues.

3. Agency Issues

As a state agency, the OBCE must be responsive to multiple private and governmental entities, which have diverse needs and expectations, while keeping focused on its mission of public protection and quality improvement. Environmental factors arising from and affecting the Board's position as a state agency include:

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- A responsibility to operate in a manner fair to all stakeholders, and as openly as is consistent with Oregon and federal confidentiality laws and the demands of public protection.
- Frequent misunderstanding of the OBCE’s mission of public protection and its role as a state agency. Some licensees believe the OBCE should do more to advocate for the profession which is the role of their professional trade association.
- Major staffing turnover due to retirements within the last 2 years.
- As a state agency:
 - a. The Board is tied to the State in matters such as budgeting and human resources, creating both opportunities and constraints.
 - b. Political and legal decisions affect the Board's ability to raise fees, license, investigate, and discipline.
 - c. The Board must meet increasing demands for services while operating within legislatively determined budgetary constraints.

Initiatives and Accomplishments

Public Protection. We pursued more challenging targets for existing KPMs and proposed three new KPMs (KPM#s 8-10), during the 2017-19 session, to analyze the efficiency and efficacy of our investigation team and staff. The new KPMs were given tentative targets with the understanding that an analysis of the data would occur to hone down more appropriate targets. As such, our KPMs were reworded, reorganized, renumbered and some were provided different targets for 2021 and for 2022. The challenge is to address the serious and more complex complaints, which often require significant investigative resources, while at the same time keeping the other complaints on track for resolution. With having our Investigator position open during all of 2020, and our Healthcare Investigator position open for almost half of 2021, our investigations and case resolution times have slowed. Additionally, having our 30 year employee retire as of June, 2020, and our 15 year employee retire as of July, 2021, onboarding new employees to fully capture all they did has been challenging during this time and with our very small staff. Fortunately, we were able to hire and retain both investigator positions and they are making headway in our case backlog.

Application/Examination Program. The Board continues to do OSP and FBI background checks on all applicants – DC and CAs alike – in order to address possible character and fitness issues before licensure, thus limiting the likelihood of potential harm to the public and streamlining the process for administrative efficiencies. The Board has also implemented background checks at renewal for DC license types, to occur every 6 years. Background checks at renewal for CAs were implemented as of January 2019.

Public Information. Public records requests are now done through our website and more transparency has been obtained with an electronic records request log that is updated at least quarterly.

BUDGET NARRATIVE

Diversity & Affirmative Action. The Board’s goal is to demonstrate progress towards promoting diversity within the chiropractic profession, within the Board itself, on the Board’s committees, and within staff members and has made significant headway in appointing diverse members to the Board, Peer Review Committee, and its hiring of staff. The Board is one of the sponsors for the State’s Diversity Conference every year, with the purpose of promoting, recruiting, and retaining a more diverse workforce. We continue conversations with the University of Western States about their efforts in recruiting, retaining, and matriculating BIPOC professors and chiropractic students with the hope of providing the public more access to diverse licensees and, eventually, appointing those licensees to the Board. Since our first inquiries, UWS has hired a dedicated Director of DEI who has commenced initiatives to advance recruitment and retention work. UWS is developing new learning outcomes related to DEI to align with ongoing cultural competency requirements for licensure. UWS has also created scholarships dedicated for students from diverse backgrounds and underserved communities and now has a very active student chapter of the American Black Chiropractic Association that has been instrumental in attracting BIPOC students to its DC program.

Agency and Regulatory Streamlining. With the forthcoming implementation of our inLumon software data management system, our ability to streamline all of our business, from application for licensure, renewals, complaints, investigations, and compliance will benefit greatly.

Criteria for 2023-2025 Budget Development

- I. Does the budget item address the Mission and specific outcomes to be achieved of the Strategic Plan?
 - Assure Public Protection and increase the Board’s capacity to investigate and resolve complaints
 - Enhance Professional Competency
 - Establish and Implement High Professional Standards
 - Streamline agency operations and bring up to date

- II. Does the budget item solve or reduce a current problem, or will it prevent or reduce future problems?
 - Implementing the database upgrades will bring greater efficiency and ease of use for staff and greater transparency for our public.

- III. Will the budget item result in improved Board services?
 - Implementing the database upgrades will eliminate the need for duplicate files to be kept, duplicate data entry, and will streamline case management and communications.

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Chiropractic Examiner, State Board of
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2021-23 Leg Adopted Budget	6	5.10	2,146,466	-	-	2,146,466	-	-	-
2021-23 Emergency Boards	-	-	27,044	-	-	27,044	-	-	-
2021-23 Leg Approved Budget	6	5.10	2,173,510	-	-	2,173,510	-	-	-
2023-25 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	55,796	-	-	55,796	-	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2023-25 Base Budget	6	5.10	2,229,306	-	-	2,229,306	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	(1,730)	-	-	(1,730)	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	2,580	-	-	2,580	-	-	-
Subtotal	-	-	850	-	-	850	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	77,682	-	-	77,682	-	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	(16,618)	-	-	(16,618)	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Chiropractic Examiner, State Board of
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	61,064	-	-	61,064	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2023-25 Current Service Level	6	5.10	2,291,220	-	-	2,291,220	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Chiropractic Examiner, State Board of
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-000-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2023-25 Current Service Level	6	5.10	2,291,220	-	-	2,291,220	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2023-25 Current Service Level	6	5.10	2,291,220	-	-	2,291,220	-	-	-
080 - E-Boards									
081 - June 2022 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
091 - Additional Analyst Adjustments	-	-	-	-	-	-	-	-	-
092 - Statewide AG Adjustment	-	-	(14,515)	-	-	(14,515)	-	-	-
093 - Statewide Adjustment DAS Chgs	-	-	(20,062)	-	-	(20,062)	-	-	-
100 - Database implementation and maintenance	-	-	50,000	-	-	50,000	-	-	-
101 - Healthcare Investigator position to 1.0 FTE	-	0.40	112,349	-	-	112,349	-	-	-
102 - Reclassification of AS2 to Program Analyst	-	-	26,514	-	-	26,514	-	-	-
103 - Reclassification of OS1 to OS2 and 1.0 FTE	-	0.25	34,210	-	-	34,210	-	-	-
104 - Transition to DAS IT support	-	-	50,000	-	-	50,000	-	-	-
105 - Board Member per diem	-	-	40,000	-	-	40,000	-	-	-
Subtotal Policy Packages	-	0.65	278,496	-	-	278,496	-	-	-
Total 2023-25 Governor's Budget	6	5.75	2,569,716	-	-	2,569,716	-	-	-
Percentage Change From 2021-23 Leg Approved Budget	-	12.75%	18.23%	-	-	18.23%	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Chiropractic Examiner, State Board of
2023-25 Biennium**

**Governor's Budget
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Percentage Change From 2023-25 Current Service Level	-	12.75%	12.15%	-	-	12.15%	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Operations
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
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Administrative Biennialized E-Board, Phase-Out	-	-	55,796	-	-	55,796	-	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
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Essential Packages									
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Vacancy Factor (Increase)/Decrease	-	-	(1,730)	-	-	(1,730)	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	2,580	-	-	2,580	-	-	-
Subtotal	-	-	850	-	-	850	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	77,682	-	-	77,682	-	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	(16,618)	-	-	(16,618)	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Operations
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-001-00-00-00000**

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal	-	-	61,064	-	-	61,064	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2023-25 Current Service Level	6	5.10	2,291,220	-	-	2,291,220	-	-	-

Summary of 2023-25 Biennium Budget

**Oregon Board of Chiropractic Examiners
Operations
2023-25 Biennium**

**Governor's Budget
Cross Reference Number: 81100-001-00-00-00000**

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070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2023-25 Current Service Level	6	5.10	2,291,220	-	-	2,291,220	-	-	-
080 - E-Boards									
081 - June 2022 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
090 - Analyst Adjustments	-	-	-	-	-	-	-	-	-
091 - Additional Analyst Adjustments	-	-	-	-	-	-	-	-	-
092 - Statewide AG Adjustment	-	-	(14,515)	-	-	(14,515)	-	-	-
093 - Statewide Adjustment DAS Chgs	-	-	(20,062)	-	-	(20,062)	-	-	-
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101 - Healthcare Investigator position to 1.0 FTE	-	0.40	112,349	-	-	112,349	-	-	-
102 - Reclassification of AS2 to Program Analyst	-	-	26,514	-	-	26,514	-	-	-
103 - Reclassification of OS1 to OS2 and 1.0 FTE	-	0.25	34,210	-	-	34,210	-	-	-
104 - Transition to DAS IT support	-	-	50,000	-	-	50,000	-	-	-
105 - Board Member per diem	-	-	40,000	-	-	40,000	-	-	-
Subtotal Policy Packages	-	0.65	278,496	-	-	278,496	-	-	-
Total 2023-25 Governor's Budget	6	5.75	2,569,716	-	-	2,569,716	-	-	-
Percentage Change From 2021-23 Leg Approved Budget	-	12.75%	18.23%	-	-	18.23%	-	-	-

Summary of 2023-25 Biennium Budget

Oregon Board of Chiropractic Examiners
 Operations
 2023-25 Biennium

Governor's Budget
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Percentage Change From 2023-25 Current Service Level	-	12.75%	12.15%	-	-	12.15%	-	-	-

PROGRAM PRIORITIZATION FOR 2023-25

Governor's Budget

7-Feb-23

Agency Name		Oregon Board of Chiropractic Examiners																	Cassandra McLeod-Skinner, Ex. Dir., 503 373-1620		
2023 - 2025 Biennium		The Mission of the Oregon Board of Chiropractic Examiners (OBCE) is to protect the public by regulating the practice of chiropractic.																	Agency Number:		
		00811																			
Agency-Wide Priorities for 2022-25 Biennium																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first)	Dept. Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measures)	Primary Purpose Program-Activity Code	GF	L	F	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explanation What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request
	Dept	Prgm/Div	(Percentage computation is based on an Estimated Breakout of Program by staff, Board, Peer Review, and AAG time.)		Ag				2,569,716												
1	OBCE		Public Protection (Complaints, Investigations, Peer Review, Board Review, Disciplinary Actions, Probation monitoring, Mentoring Plans, Legal) 65%	KPM 1-3, 8-10	3				1,670,315				\$ 1,670,315	3.00	3.00	N	Y	S	ORS 684		
2	OBCE		Licensing (Application, Examination, Continuing Education, Applicant background checks) 19%	KPM 4-5	3				488,246				\$ 488,246	1	1.00	Y	N	S	ORS 684		
3	OBCE		Public & professional Information (License verifications, Web page, policy governance, policy & practice questions, administrative rulemaking, standards of practice development) 10.5%	KPM 6	3				269,820				\$ 269,820	1	0.75	N	Y	S	ORS 684		
4	OBCE		Board Support (Administration, budget, DAS reporting, performance measures, personnel, contracts, also state government assessments, revenues, correspondence, filing, accounting) 5.5%	KPM 6-7	4				141,334				\$ 141,334	1	1.00	N	Y	S	ORS 684		
									\$ -				\$ -								
									2,569,716	-	-	-	\$ 2,569,716	6	5.75						

Document criteria used to prioritize activities:

Criteria for 2023-25 Budget Development

I. Does the budget item address the Mission and specific outcomes to be achieved of the Strategic Plan, i.e.

- Assure Public Protection
- Enhance Professional Competency
- Establish and Implement High Professional Standards
- Streamline agency operations

II. Does the budget item solve or reduce a current problem, or will it prevent or reduce future problems?

III. Will the budget item result in improvement in Board services?

- 7. Primary Purpose Program/Activity E:**
- 1 Civil Justice
 - 2 Community Development
 - 3 Consumer Protection
 - 4 Administrative Function
 - 5 Criminal Justice
 - 6 Economic Development
 - 7 Education & Skill Development
 - 8 Emergency Services
 - 9 Environmental Protection
 - 10 Public Health
 - 11 Recreation, Heritage, or Cultural
 - 12 Social Support
- 19. Legal Requirement Code**
- C Constitutional
 - D Debt Service
 - FM Federal - Mandatory
 - FO Federal - Optional
 - S Statutory

10% REDUCTIONS OPTIONS (ORS 291.216)

ACTIVITY OR PROGRAM	DESCRIBE REDUCTION (FROM CSL)	AMOUNT AND FUND TYPE	RANK AND JUSTIFICATION
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2019-21 AND 2021-23)	(GF, LF, OF, FF)	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1. All Staff Furlough (10%)	This assumes a 10% reduction would be temporary; if it were permanent, a different response might be appropriate. With growing licensee numbers, we need to maintain our current FTE for the long term to meet the demands of our licensing and public protection program. A 10% reduction in staff hours worked (in addition to state furlough days) would cause a slower response in licensing and especially the response to policy and practice questions and administrative rulemaking. We would attempt to maintain our response to higher level complaints and investigations, but responding to lower level complaints could take longer.	(\$149,611) OF	THESE ARE RANKED ACCORDINGLY: Since personnel costs account for 57% of the OBCE's budget, some reduction would have to occur on the personnel side. Assuming this is a temporary reduction; this approach follows previous furlough programs and keeps the current 5.1 FTE intact to meet the growing workload in licensing and complaints/investigations.
2. Out-of-State Travel	We have just reinitiated out-of-state travel to attend professional conferences and trainings but could scale that back to zero like our COVID protocols, resulting in no travel costs.	(\$960) OF	The OBCE benefits from information and national contacts to stay current with changes, trends, and legislation affecting chiropractic practice and regulation at the national level. The OBCE's position of leadership in both the FCLB and NBCE would suffer greatly.
ACTIVITY OR PROGRAM	DESCRIBE REDUCTION		RANK AND JUSTIFICATION

10% REDUCTIONS OPTIONS (ORS 291.216)

		AMOUNT AND FUND TYPE	
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2017-19 AND 2019-21)	(GF, LF, OF, FF)	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
3. Instate Travel & Meetings, volunteer costs.	We could no longer hold our board meetings in person or travel for instate meetings/trainings.	(\$2,590) OF	
4. Attorney General legal fees	This would be a 10% reduction in AG budget in line with the other 10% staff reduction. This is by far the largest part of our Supplies and Services budget, so would have to be affected as well.	(\$31,417) OF	This means less funding for legal advice, drafting disciplinary orders, and representation at contested case hearings. It would have a dampening effect on the agency's ability to proceed to contested case hearing. This would be a setback to our public protection efforts.
5. Professional Services	This 20% reduction would affect funds available for contested case costs, i.e., Administrative Law Judges, other hearing costs, expert witnesses, chiropractic consultants, and contract investigators.	(\$7,310) OF	This 20% reduction would create less flexibility to address key investigations and cases, which would greatly hamper the agency's ability to protect the public.
6. IT Professional Services	This 20% reduction would affect our ability to pay for high priority computer consulting needs or problems should they occur.	(\$11,850) OF	E-Government initiatives are valuable but can be delayed until funding is available. Remaining funds would be prioritized to support existing systems.
7. Employee Training	This 50% reduction would reduce staff training resources.	(\$1,615) OF	This reduction could mean less training.
8. Office Expenses	This 10% reduction would mean little to no funds for unforeseen expenses.	(\$2,400) OF	This line item pays for essential office costs.

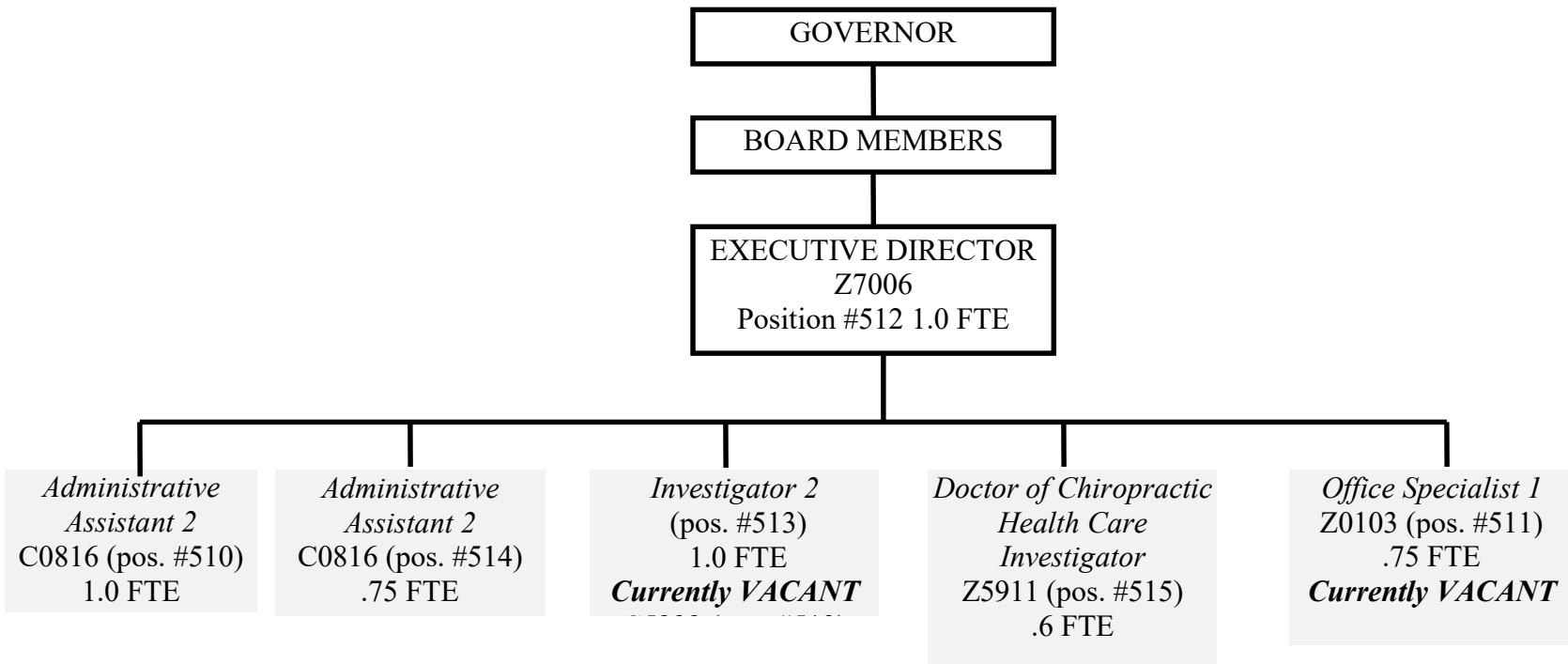
10% REDUCTIONS OPTIONS (ORS 291.216)

9. IT Equipment costs	This 10% reduction would mean only essential equipment would be replaced.	(\$580) OF	The OBCE's computers systems are nearing the end of their project life cycle. This would mean any upgrades or replacements would occur only if absolutely necessary. No other major equipment could be purchased.
10. Facilities Rental	This 10% eliminates funds for meeting room rentals. We are currently not renting any facilities due to COVID-19 and will realize that savings through 2020.	(\$11,524) OF	This would reduce the OBCE's ability to have meetings in other locations and be available to members of the public and other stakeholders located outside the Willamette Valley.
Total Reduction		\$219,857	

BUDGET NARRATIVE

ORGANIZATION CHART Oregon Board of Chiropractic Examiners

2021-2023



 Agency Request

 Governor's Recommended

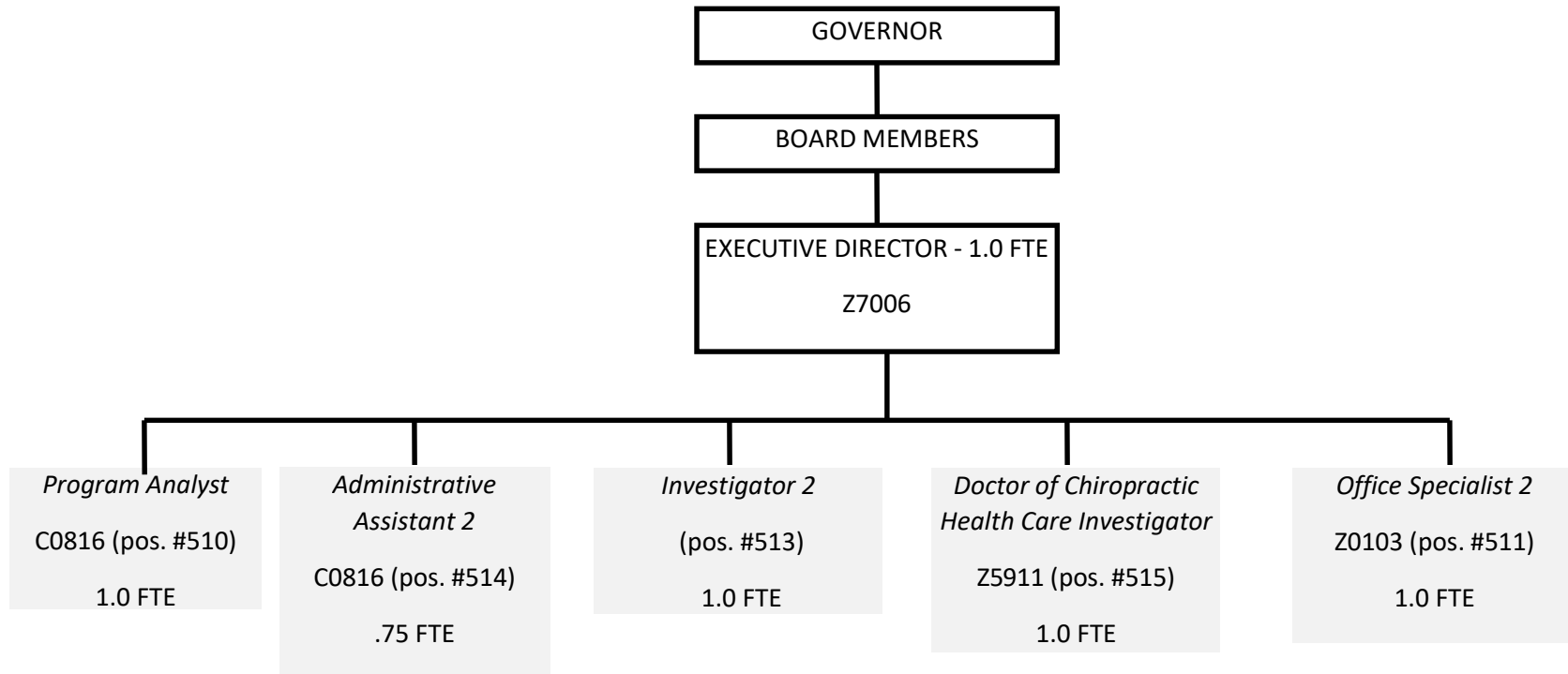
 X Legislatively Adopted

Budget Page 29

BUDGET NARRATIVE

ORGANIZATION CHART Oregon Board of Chiropractic Examiners

2023-25 Proposed



___ Agency Request

X Governor's Recommended

___ Legislatively Adopted

Budget Page 30

Oregon Board of Chiropractic Examiners

Agency Number: 81100

**Agencywide Program Unit Summary
2023-25 Biennium**

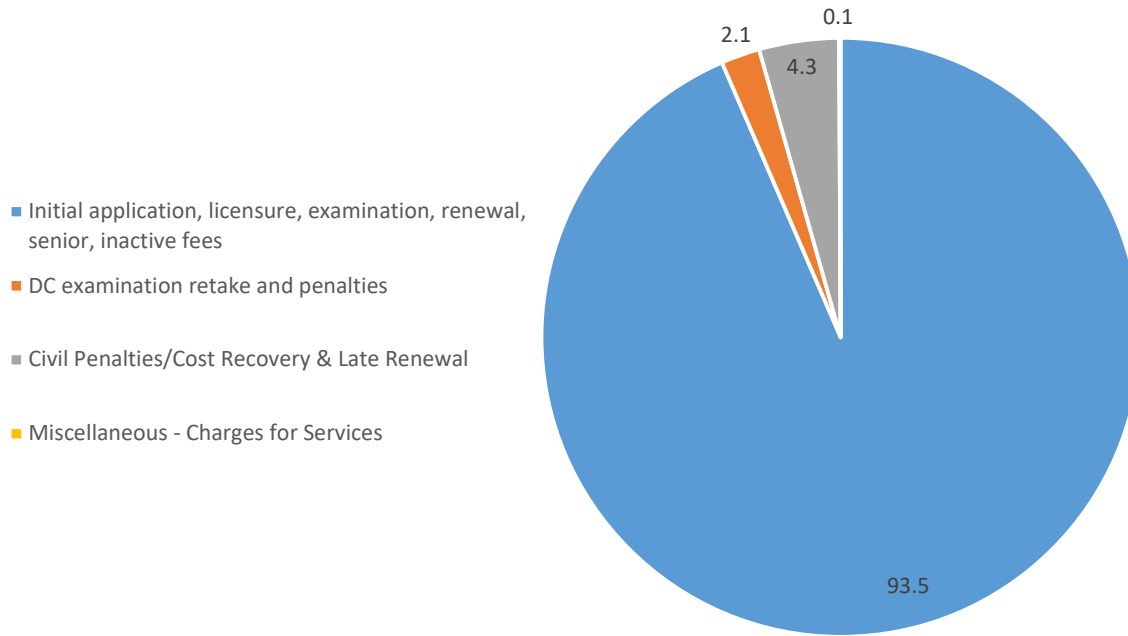
Version: Y - 01 - Governor's Budget

Summary Cross Reference Number	Cross Reference Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
001-00-00-00000	Operations						
	Other Funds	1,685,453	2,146,466	2,173,510	2,604,293	2,569,716	-
TOTAL AGENCY							
	Other Funds	1,685,453	2,146,466	2,173,510	2,604,293	2,569,716	-

Revenue

BUDGET NARRATIVE

Revenue Projection for 2023-25 Agency Request Budget



Revenue Projections for 2023-25

Revenue Sources

The OBCE is an entirely Other-Funded agency, generating all of its own revenues. 93.5% of its revenues come from licensure, application, and examinations charged to chiropractic physicians and chiropractic assistants. Civil penalties/cost recovery and late renewal fees accounted for 6.4% of revenues. Miscellaneous charges for copies, labels, and lists accounts for the remaining .1%.

General Limitations on Use

BUDGET NARRATIVE

All funds received by the Board under ORS Chapter 684 are placed to the credit of the State Board of Chiropractic Examiners account and shall be used only for the administration and enforcement of this chapter.

Basis for 2023-2025 Estimates

In 2013, the Legislature passed Senate Bill 106 which allowed the Board to set license fees by administrative rule without the previous limitations on those fees. The 2013 Legislature also based the approved budget on license fee increases that took effect on November 1, 2013. DC license renewal fees were \$350 a year, \$265.50 for Senior Active DCs, and \$175 for Inactive DCs. Applications for initial fee for a chiropractic physician license was \$100. There was a \$42.75 fee which was paid to the State Police for criminal background checks; as of October 1, 2016, this fee was reduced by the Oregon State Police to \$40.00 with no rule change necessary. CA fees were increased for the first time since the program's inception in the early 1990s. The revenues for the CA late fees were not included in the 2013-15 Legislatively Adopted Budget but the error was corrected in the 2013-15 CSL, 2015-17 Agency Requested Budget, and the 2015-17 Governor's Budget.

Another fee increase was needed to balance the agency's proposed 2015-17 budget and maintain the necessary ending balance. The proposed fee increases were projected to add \$323,164 to agency revenues for the biennium. The Governor's Budget included the increase of fees as proposed but the Board modified the proposed increase slightly at its May 2015 meeting. The following fees have been in effect since July 1, 2015:

	Fees (2013)	Fees (7/1/15)	Fees (7/1/16)
Doctor of Chiropractic			
DC Regular Active	350	425	425
DC Senior License	262.50	315	315
DC Initial License	100	150	150
DC Inactive	175	225	225
DC Application	150	250	100
Late Renewal Penalty	100	125	125

As of July 1, 2016, the DC application fee changed from \$250 to \$100 to accommodate less staff time required in proctoring and grading the examinations delegated to NBCE. The Board previously absorbed the \$2 cost per licensee of the mandated OHA Workforce Survey and continued to

BUDGET NARRATIVE

do so until March, 2020, when the Board now serves as a pass through for OHA’s survey costs due to OHA’s inability to receive such payment online.

In early 2020, since the last fee increase occurred approximately 10 years ago, it was recommended that the Board increase its fees for the 2021-23 budget cycle to accommodate inflation and general increases in business operating expenses, including DAS services and AG/DOJ increases. At that time, the Board did not think it appropriate to increase fees during the initial and heightened stress and turmoil caused by the COVID pandemic and postponed discussion and implementation of increases until a future time. In January 2021, it became clear that fee increases would be necessary and the Board was made aware of that need. At its board meeting in July 2021, these increases were raised as part of the public agenda through the Executive Director’s Report and was then reiterated at the public board meeting in September, 2021, with different increase proposals to be brought to the Board for consideration at a future meeting and for public input. At its March 2021 board meeting, during public session and part of the noticed agenda, the Board considered three fee increase proposals: 10%, 25%, or 30% and voted to increase fees on all license types and applications by 20%, effective January 1, 2023. These board meeting minutes were posted on the Board’s website. No public comment was received on these proposals or on the Board’s vote until staff received an email from Jan Ferrante, Executive Director of the Oregon Chiropractic Association, on July 15, 2022, expressing concern over “such extreme increases.” Below is the summary of the fee increases that were to be effective on 1/1/2023. The Board has not implemented the fee increase, waiting for legislative review and approval. The 20% increase translates to an approximate increase in revenue of \$257,848 and is reflected in POP 090, herein.

Fee Type	Current fees	20% increase
DC Regular Active	\$425.00	\$510.00
DC Senior License	\$315	\$378
DC Initial License	\$150.00	\$180.00
DC Inactive	\$225.00	\$270.00
DC Application	\$146.25	\$166.25 (20% increase on \$100 as difference is background check fee)
CA License	\$50.00	\$60.00
CA Renewal	\$75.00	\$90.00
CA Application	\$126.25	\$142.25 (20% increase on \$80 as difference is background check fee)

BUDGET NARRATIVE

Policy Packages

Policy Option Package 090: Analyst Adjustments. Added to support the requested 20% fee increase, in the amount of \$257,848 in estimated revenue.

Policy Option Package 100: Database Implementation and Maintenance. We are requesting an additional \$50,000 in expenditure to allow for full implementation, roll out, and maintenance of the inLumon Software as a Service database management system that will replace the legacy Microsoft Access database that has been in use since its original installation in 1993. This SaaS will incorporate a more user-friendly interface for applicants, licensee, as well as staff, and will bring together and track all of our electronic files (licensing, cases, compliance, payments/fines) rather than the current multi-file system. Such integration will streamline our administrative processes, bring filing and other efficiencies, as well as allow staff to more effectively respond to public inquiries. The original POP submitted during the 2019-21 budget cycle was approved for \$40,000.

Policy Option Package 101: Healthcare Investigator Position to 1.0 FTE. The Healthcare Investigator position has existed since 2017, originally as limited duration then permanent, always at 0.6 FTE. While it was originally budgeted at 0.6 FTE, we hope to include 0.4 FTE worth of educational programming within the job description wherein the Healthcare Investigator will begin to develop and present continuing education for our licensees, in addition to the other investigatory duties. Total expenditure for this request: \$112,349.

Policy Option Package 102: Reclassification of AS2 to Program Analyst. We are requesting an additional \$26,514 expenditure to reclassify an AS2 position to Program Analyst. The current person holding this position is working out of class to accomplish all of the duties required of the position. We are looking to possibly split the position into two: an OS1 position to handle the CA program and a separate Program Analyst or Operations & Policy Analyst for the IT management, DAS reporting, and all other duties currently done by the AS2 outside of the CA program.

Policy Option Package 103: Reclassification of OS1 to OS2 and to 1.0 FTE. We are requesting an additional \$34,210 expenditure to reclassify our OS1 position to OS2 at 1.0 FTE. This position was recently reviewed and approved through DAS Class and Comp to be filled at the OS2 level and we appointed the person who held the temporary OS2 position into the previously vacant OS1 position, working out of class at 1.0 FTE until legislative approval of the reclassification.

Policy Option Package 104: Transition to DAS IT desktop support. We are requesting an additional \$50,000 expenditure to transition from private, stand alone, desktop support IT services through a third party vendor to DAS IT Desktop Support. Because we are transitioning to the inLumon SaaS cloud service for our licensing, compliance, and investigation programs and to the DAS Data Center for our administrative server, it would be greater

BUDGET NARRATIVE

efficiency to also have DAS IT Desktop Support assist with our other IT needs, especially considering the implementation of M365, enterprise-wide multi-factor authentication implementation, and consistent security requirements. This transition is planned to occur after inLumon is implemented.

Policy Option Package 105: Board Member Per Diem. POP added to account for increased board member per diem, for a total expenditure of \$40,000.

Affirmative Action Statement

The Board collects baseline data for racial, cultural identity, and language skills of licensees and applicants. The Board has diversity as a consideration for recruitment for board members, committees, and staff.

The Board currently has 5.1 FTE and six positions during the 2021-23 biennium. Current staff positions are allocated as follows:

Executive Director	1.0	white/LGBTQ/female	Administrative Specialist 2	.75	Latina/female
Investigator	1.0	white/female	Office Specialist 1	.75	vacant
Health Care Investigator	.6	Asian American/male	Office Specialist 2 (temp)	1.0	white/female
Administrative Specialist 2	1.0	white/LGBTQ/female			

The Board is a volunteer-dependent organization and is committed to diversity on all of its volunteer committees. This is especially important since the chiropractic profession is underrepresented for diverse populations, although this is changing. Currently, the Board has 3 female and three male members, of whom 1 is a member of the LGBTQIA+ community and represent some geographical diversity throughout the state: North Bend/Coos Bay, Forest Grove, Gresham, and Portland. The Board promotes diversity in recruitment for the Board and committees and is pursuing retention and matriculation efforts of diverse chiropractic students and professors through the University of Western States.

The OBCE affirms and supports the Governor's Affirmative Action Plan and is dedicated to working to create a work environment that will attract and retain employees who represent the broadest possible spectrum of society including women, minorities and the disabled. The Board will not tolerate discrimination or harassment on the basis of race, color, sex, sexual orientation, marital status, religion, national origin, age, mental or physical disability, or any reason related to state or federal statute. The Board's commitment is evident in its longstanding adopted policy which all employees are required to sign.

DETAIL OF FEE, LICENSE, OR ASSESSMENT REVENUE INCREASE

PROPOSED FOR INCREASE/ESTABLISHMENT

Purpose or Type of Fee, License or Assessment	Who Pays	2021-23 LAB	2023-25 Agency Request	2023-25 Governor's Budget	Explanation
Doctor of Chiropractic (DC) Application Fee	DCs	100	120	120	20% increase
Doctor of Chiropractic (DC) Initial License Fee	DCs	150	180	180	20% increase
Doctor of Chiropractic (DC) Annual Renewal Fee	DCs	425	510	510	20% increase
Late Renewal Penalty	DCs				No change requested in 2023-25
Senior Active DC Renewal Fee	Senior Active DCs	315	378	378	20% increase
Inactive DCs	DCs	225	270	270	20% increase

Agency Request

Governor's Budget

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Source	Fund	ORBITS Revenue Acct	2019-21 Actual	2021-23 Legislatively Adopted	2021-23 Legislatively Approved	2023-25		
						Agency Request	Governor's	Legislatively Adopted
Business Licenses & Fees	OF	0205	36,578	42,775	42,775	42,532	48,532	
Non-Business Lic. & Fees	OF	0210	1,722,977	1,887,274	1,887,274	1,629,132	1,854,132	
Charges for Services	OF	0410	815	2,060	2,060	1,640	4,488	
Fines & Forfeitures	OF	0505	80,620	86,000	86,000	226,888	250,888	
Other Sales Income	OF	0705	50	27	27	-	-	
Other Revenue	OF	0975	6,933	-	-	-	-	
Trsfr to OHA	OF		(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	

_____ Agency Request

 X Governor's Budget

_____ Legislatively Adopted

Budget Page 38

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Oregon Board of Chiropractic Examiners
2023-25 Biennium

Agency Number: 81100
Cross Reference Number: 81100-000-00-00-00000

<i>Source</i>	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	36,578	42,775	42,775	42,532	42,532	-
Non-business Lic. and Fees	1,722,977	1,887,274	1,887,274	1,629,132	1,886,980	-
Charges for Services	815	2,060	2,060	1,640	1,640	-
Fines and Forfeitures	80,620	86,000	86,000	226,888	226,888	-
Sales Income	50	27	27	-	-	-
Other Revenues	6,933	-	-	-	-	-
Tsfr To Oregon Health Authority	(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	-
Total Other Funds	\$1,837,397	\$2,006,536	\$2,006,536	\$1,888,592	\$2,146,440	-

Program Units

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Shift Differential	-	-	19	-	-	-	19
All Other Differential	-	-	938	-	-	-	938
Public Employees' Retire Cont	-	-	171	-	-	-	171
Pension Obligation Bond	-	-	1,182	-	-	-	1,182
Social Security Taxes	-	-	73	-	-	-	73
Paid Family Medical Leave Insurance	-	-	4	-	-	-	4
Mass Transit Tax	-	-	193	-	-	-	193
Vacancy Savings	-	-	(1,730)	-	-	-	(1,730)
Total Personal Services	-	-	\$850	-	-	-	\$850
Total Expenditures							
Total Expenditures	-	-	850	-	-	-	850
Total Expenditures	-	-	\$850	-	-	-	\$850
Ending Balance							
Ending Balance	-	-	(850)	-	-	-	(850)
Total Ending Balance	-	-	(\$850)	-	-	-	(\$850)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
Pkg: 031 - Standard Inflation

Cross Reference Name: Operations
Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	1,044	-	-	-	1,044
Out of State Travel	-	-	387	-	-	-	387
Employee Training	-	-	651	-	-	-	651
Office Expenses	-	-	967	-	-	-	967
Telecommunications	-	-	703	-	-	-	703
State Gov. Service Charges	-	-	(16,618)	-	-	-	(16,618)
Data Processing	-	-	189	-	-	-	189
Publicity and Publications	-	-	153	-	-	-	153
Professional Services	-	-	5,912	-	-	-	5,912
IT Professional Services	-	-	5,540	-	-	-	5,540
Attorney General	-	-	47,178	-	-	-	47,178
Employee Recruitment and Develop	-	-	45	-	-	-	45
Dues and Subscriptions	-	-	231	-	-	-	231
Facilities Rental and Taxes	-	-	4,645	-	-	-	4,645
Agency Program Related S and S	-	-	882	-	-	-	882
Other Services and Supplies	-	-	8,722	-	-	-	8,722
Expendable Prop 250 - 5000	-	-	203	-	-	-	203
IT Expendable Property	-	-	230	-	-	-	230
Total Services & Supplies	-	-	\$61,064	-	-	-	\$61,064
Total Expenditures							
Total Expenditures	-	-	61,064	-	-	-	61,064
Total Expenditures	-	-	\$61,064	-	-	-	\$61,064

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 031 - Standard Inflation

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(61,064)	-	-	-	(61,064)
Total Ending Balance	-	-	(\$61,064)	-	-	-	(\$61,064)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 090 - Analyst Adjustments

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
Business Lic and Fees	-	-	-	-	-	-	-
Non-business Lic. and Fees	-	-	257,848	-	-	-	257,848
Charges for Services	-	-	-	-	-	-	-
Fines and Forfeitures	-	-	-	-	-	-	-
Total Revenues	-	-	\$257,848	-	-	-	\$257,848
Ending Balance							
Ending Balance	-	-	257,848	-	-	-	257,848
Total Ending Balance	-	-	\$257,848	-	-	-	\$257,848

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 092 - Statewide AG Adjustment

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Attorney General	-	-	(14,515)	-	-	-	(14,515)
Total Services & Supplies	-	-	(\$14,515)	-	-	-	(\$14,515)
Total Expenditures							
Total Expenditures	-	-	(14,515)	-	-	-	(14,515)
Total Expenditures	-	-	(\$14,515)	-	-	-	(\$14,515)
Ending Balance							
Ending Balance	-	-	14,515	-	-	-	14,515
Total Ending Balance	-	-	\$14,515	-	-	-	\$14,515

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 093 - Statewide Adjustment DAS Chgs

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Telecommunications	-	-	(1,546)	-	-	-	(1,546)
State Gov. Service Charges	-	-	(2,363)	-	-	-	(2,363)
Data Processing	-	-	(22)	-	-	-	(22)
Other Services and Supplies	-	-	(16,131)	-	-	-	(16,131)
Total Services & Supplies	-	-	(\$20,062)	-	-	-	(\$20,062)
Total Expenditures							
Total Expenditures	-	-	(20,062)	-	-	-	(20,062)
Total Expenditures	-	-	(\$20,062)	-	-	-	(\$20,062)
Ending Balance							
Ending Balance	-	-	20,062	-	-	-	20,062
Total Ending Balance	-	-	\$20,062	-	-	-	\$20,062

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 100 - Database implementation and maintenance

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	50,000	-	-	-	50,000
Total Services & Supplies	-	-	\$50,000	-	-	-	\$50,000
Total Expenditures							
Total Expenditures	-	-	50,000	-	-	-	50,000
Total Expenditures	-	-	\$50,000	-	-	-	\$50,000
Ending Balance							
Ending Balance	-	-	(50,000)	-	-	-	(50,000)
Total Ending Balance	-	-	(\$50,000)	-	-	-	(\$50,000)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
Pkg: 101 - Healthcare Investigator position to 1.0 FTE

Cross Reference Name: Operations
Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	77,282	-	-	-	77,282
Empl. Rel. Bd. Assessments	-	-	20	-	-	-	20
Public Employees' Retire Cont	-	-	13,849	-	-	-	13,849
Social Security Taxes	-	-	5,912	-	-	-	5,912
Paid Family Medical Leave Insurance	-	-	293	-	-	-	293
Worker's Comp. Assess. (WCD)	-	-	17	-	-	-	17
Mass Transit Tax	-	-	126	-	-	-	126
Flexible Benefits	-	-	14,850	-	-	-	14,850
Total Personal Services	-	-	\$112,349	-	-	-	\$112,349
Total Expenditures							
Total Expenditures	-	-	112,349	-	-	-	112,349
Total Expenditures	-	-	\$112,349	-	-	-	\$112,349
Ending Balance							
Ending Balance	-	-	(112,349)	-	-	-	(112,349)
Total Ending Balance	-	-	(\$112,349)	-	-	-	(\$112,349)
Total FTE							
Total FTE							0.40
Total FTE	-	-	-	-	-	-	0.40

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 102 - Reclassification of AS2 to Program Analyst

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	21,048	-	-	-	21,048
Public Employees' Retire Cont	-	-	3,772	-	-	-	3,772
Social Security Taxes	-	-	1,610	-	-	-	1,610
Paid Family Medical Leave Insurance	-	-	84	-	-	-	84
Total Personal Services	-	-	\$26,514	-	-	-	\$26,514
Total Expenditures							
Total Expenditures	-	-	26,514	-	-	-	26,514
Total Expenditures	-	-	\$26,514	-	-	-	\$26,514
Ending Balance							
Ending Balance	-	-	(26,514)	-	-	-	(26,514)
Total Ending Balance	-	-	(\$26,514)	-	-	-	(\$26,514)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
Pkg: 103 - Reclassification of OS1 to OS2 and 1.0 FTE

Cross Reference Name: Operations
Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	19,278	-	-	-	19,278
Empl. Rel. Bd. Assessments	-	-	14	-	-	-	14
Public Employees' Retire Cont	-	-	3,454	-	-	-	3,454
Social Security Taxes	-	-	1,475	-	-	-	1,475
Paid Family Medical Leave Insurance	-	-	77	-	-	-	77
Worker's Comp. Assess. (WCD)	-	-	12	-	-	-	12
Flexible Benefits	-	-	9,900	-	-	-	9,900
Total Personal Services	-	-	\$34,210	-	-	-	\$34,210
Total Expenditures							
Total Expenditures	-	-	34,210	-	-	-	34,210
Total Expenditures	-	-	\$34,210	-	-	-	\$34,210
Ending Balance							
Ending Balance	-	-	(34,210)	-	-	-	(34,210)
Total Ending Balance	-	-	(\$34,210)	-	-	-	(\$34,210)
Total FTE							
Total FTE							0.25
Total FTE	-	-	-	-	-	-	0.25

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
 Pkg: 104 - Transition to DAS IT support

Cross Reference Name: Operations
 Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Data Processing	-	-	50,000	-	-	-	50,000
Total Services & Supplies	-	-	\$50,000	-	-	-	\$50,000
Total Expenditures							
Total Expenditures	-	-	50,000	-	-	-	50,000
Total Expenditures	-	-	\$50,000	-	-	-	\$50,000
Ending Balance							
Ending Balance	-	-	(50,000)	-	-	-	(50,000)
Total Ending Balance	-	-	(\$50,000)	-	-	-	(\$50,000)

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Board of Chiropractic Examiners
Pkg: 105 - Board Member per diem

Cross Reference Name: Operations
Cross Reference Number: 81100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Board Member Stipend	-	-	40,000	-	-	-	40,000
Total Personal Services	-	-	\$40,000	-	-	-	\$40,000
Total Expenditures							
Total Expenditures	-	-	40,000	-	-	-	40,000
Total Expenditures	-	-	\$40,000	-	-	-	\$40,000
Ending Balance							
Ending Balance	-	-	(40,000)	-	-	-	(40,000)
Total Ending Balance	-	-	(\$40,000)	-	-	-	(\$40,000)

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Source	Fund	ORBITS Revenue Acct	2019-21 Actual	2021-23 Legislatively Adopted	2021-23 Legislatively Approved	2023-25		
						Agency Request	Governor's	Legislatively Adopted
Business Licenses & Fees	OF	0205	36,578	42,775	42,775	42,532	48,532	
Non-Business Lic. & Fees	OF	0210	1,722,977	1,887,274	1,887,274	1,629,132	1,854,132	
Charges for Services	OF	0410	815	2,060	2,060	1,640	4,488	
Fines & Forfeitures	OF	0505	80,620	86,000	86,000	226,888	250,888	
Other Sales Income	OF	0705	50	27	27	-	-	
Other Revenue	OF	0975	6,933	-	-	-	-	
Trsfr to OHA	OF		(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	

_____ Agency Request

 X Governor's Budget

_____ Legislatively Adopted

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DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Oregon Board of Chiropractic Examiners
2023-25 Biennium

Agency Number: 81100
Cross Reference Number: 81100-001-00-00-00000

<i>Source</i>	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	36,578	42,775	42,775	42,532	42,532	-
Non-business Lic. and Fees	1,722,977	1,887,274	1,887,274	1,629,132	1,886,980	-
Charges for Services	815	2,060	2,060	1,640	1,640	-
Fines and Forfeitures	80,620	86,000	86,000	226,888	226,888	-
Sales Income	50	27	27	-	-	-
Other Revenues	6,933	-	-	-	-	-
Tsfr To Oregon Health Authority	(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	-
Total Other Funds	\$1,837,397	\$2,006,536	\$2,006,536	\$1,888,592	\$2,146,440	-

Special Reports

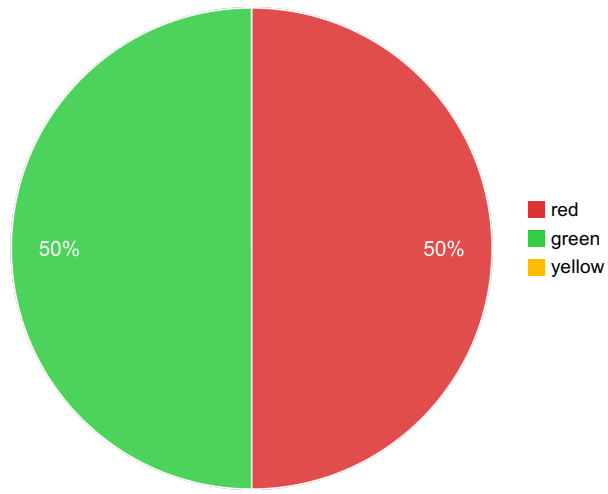
Chiropractic Examiners, Board of

Annual Performance Progress Report

Reporting Year 2022

Published: 10/5/2022 9:51:14 AM

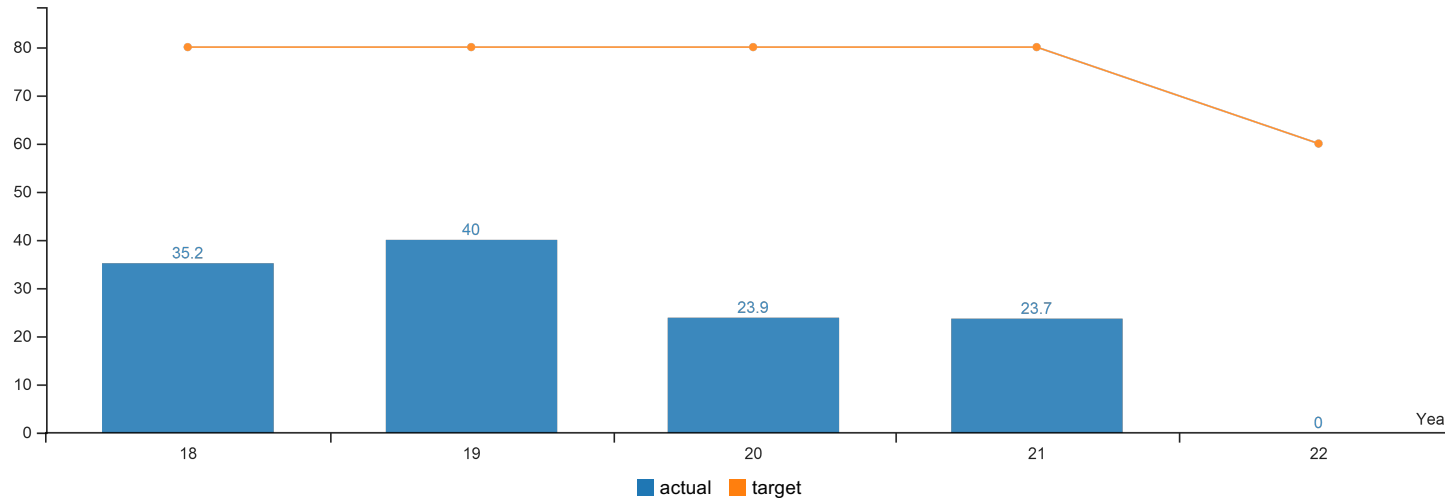
KPM #	Approved Key Performance Measures (KPMs)
1	Days between complaint receipt and investigation report finalized for Board (investigative process step one) - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
2	Days between investigation report finalized and presentation to the Board (investigative process step two) - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 60 days of completion.
3	Summary of investigative steps: Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
4	Days between Board review/initial action and case closure (investigative process step three). - Percent of cases closed within 90 days of Board review/initial action.
5	Summary of investigative steps: Average number of days to resolve a complaint. -
6	Percent of sexual misconduct/boundary complaints resolved in 180 days -
7	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
8	Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
9	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
10	Board Best Practices - Percent of total best practices met by the Board.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	50%	0%	50%

KPM #1	Days between complaint receipt and investigation report finalized for Board (investigative process step one) - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Complaint receipt to investigation preparation to Board.					
Actual	35.20%	40%	23.90%	23.70%	0%
Target	80%	80%	80%	80%	60%

How Are We Doing

In our last reporting period, of the 38 complaints received, 29 of them (76.3%) included investigator's reports that were submitted in excess of 129 days from complaint received. The average days from receipt to investigator's report for hte 38 cases was 219.4 days/case. For the other cases (23.7%), the average days from receipt to investigator's report was 89.9 days/case.

The OBCE did not meet this target for this reporting period. None of the 15 cases that included an investigator's report for board review were submitted under the 120 days target timeline. The average days from receipt to investigator's report was 456 days.

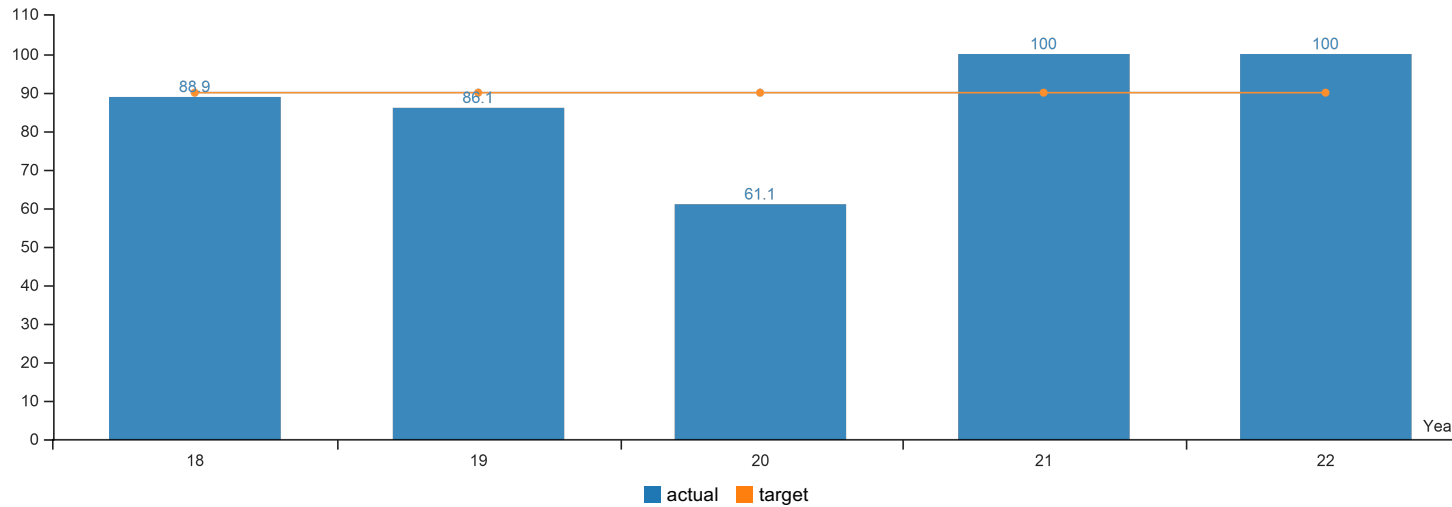
2 of these cases resulted in license revocation and 2 other cases resulted in denial of applications.

Factors Affecting Results

The lower number of cases being fully investigated and written up, and in a longer time span than previous years, is a completely anticipated outcome of having no investigator on staff for over a year and the retirement of our healthcare investigator with no replacement being hired for approximately 9 months. We are now fully staffed and anticipate an appropriate uptick in investigations being completed and to the board in alignment with our KPM.

KPM #2	Days between investigation report finalized and presentation to the Board (investigative process step two) - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 60 days of completion.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Days between investigation preparation and presentation to the Board.					
Actual	88.90%	86.10%	61.10%	100%	100%
Target	90%	90%	90%	90%	90%

How Are We Doing

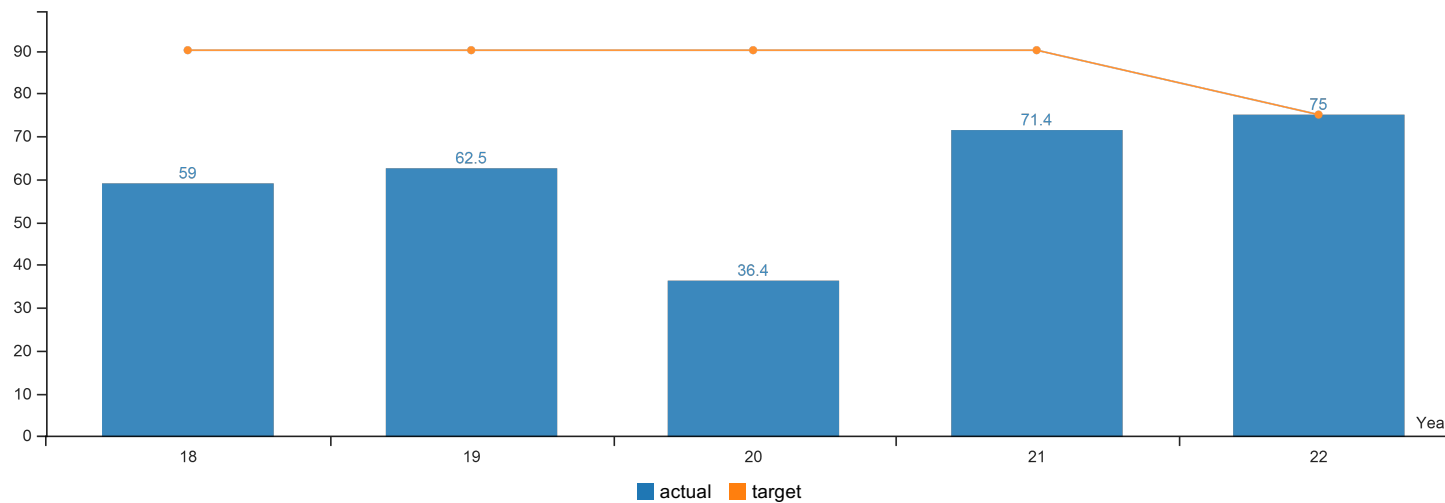
The 2021 Legislative session brought a change to this KPM, allowing 60 days instead of the original 30 days, for prepared investigations to be presented to the Board due to our agency board meetings occurring every other month.

With that change, we have exceeded our target with 100% of our cases (15/15) being presented within 60 days. Even at the original 30 day target, we would have exceeded that target at 93.3% of our cases (14/15) being presented within 30 days.

Factors Affecting Results

KPM #3	Summary of investigative steps: Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Percentage of complaints/investigations presented to the Board within 120 days					
Actual	59%	62.50%	36.40%	71.40%	75%
Target	90%	90%	90%	90%	75%

How Are We Doing

We have met this KPM this reporting period at 75%, with 4 new cases, 3 of which reported to the board at less than 120 days. Only 1 case (25%) went before the board in over 120 days.

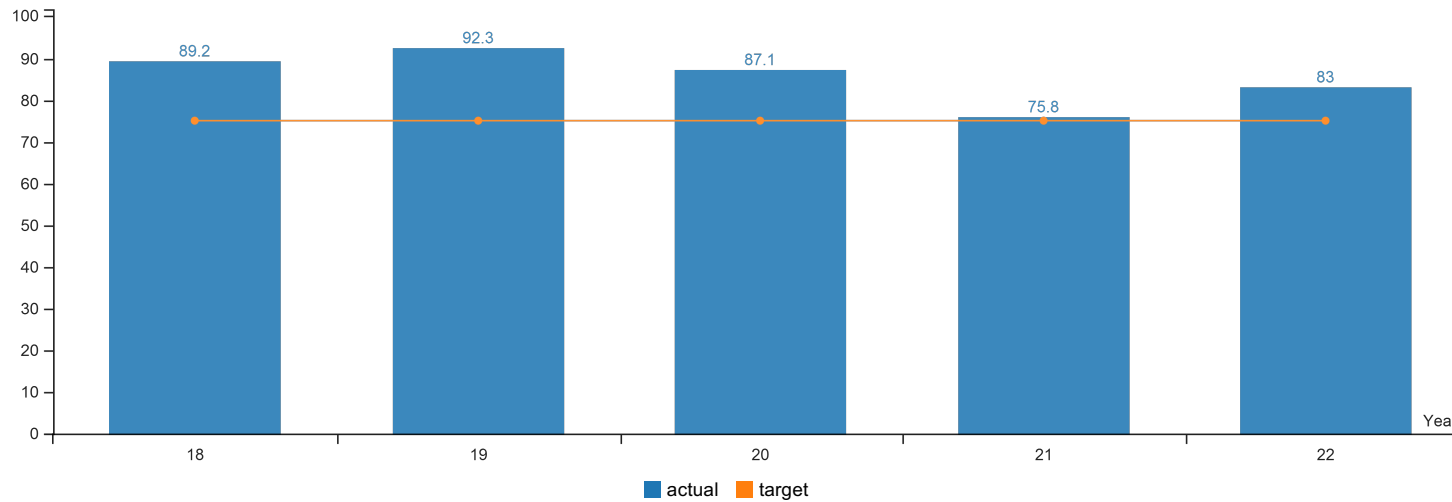
Factors Affecting Results

In 2021, we had a 68% decrease in new complaints being presented to the board during that reporting period over 2020. There was an even greater decrease in cases presented to the board this year, however we were successful in meeting our KPM target.

These results were absolutely expected due to our lack of investigation staff during much of the last two reporting periods. We are now fully staffed and anticipate an appropriate uptick in investigations being completed and to the board in alignment with our KPMs.

KPM #4	Days between Board review/initial action and case closure (investigative process step three). - Percent of cases closed within 90 days of Board review/initial action.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Days between Board review/initial action and case closure.					
Actual	89.20%	92.30%	87.10%	75.80%	83%
Target	75%	75%	75%	75%	75%

How Are We Doing

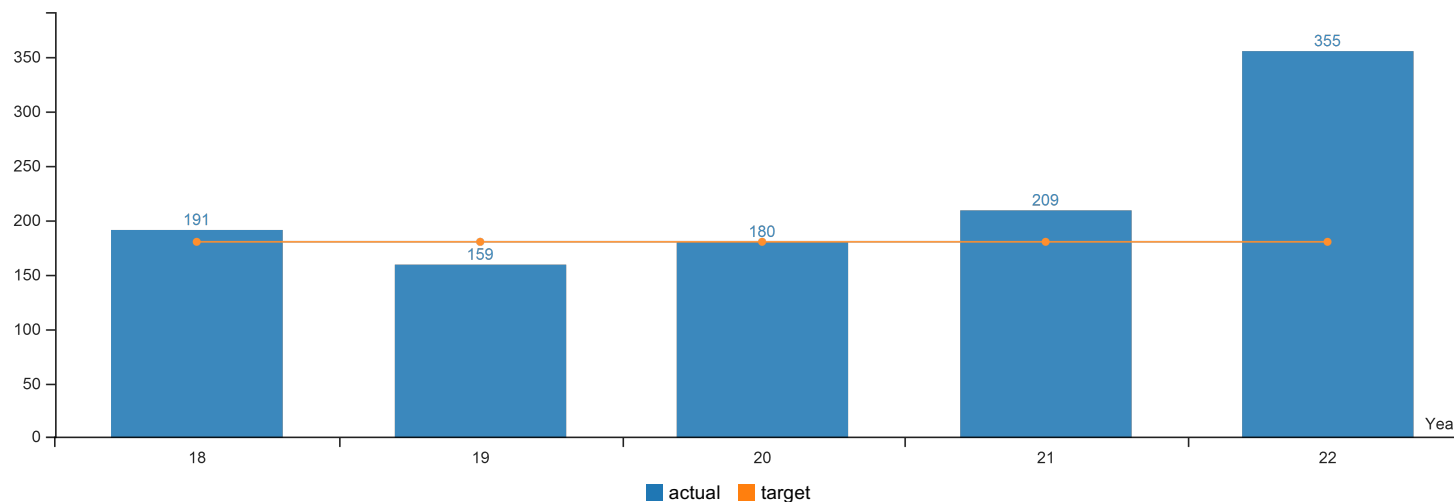
We have met the target of this KPM (83%) for this reporting period. Of the 12 cases closed, 10 of them closed within 90 days after initial board review. 2 cases (17%) exceeded the 90 day target, all of which resulted in either disciplinary action or license application denial. These outlying cases had an average of 106 days/case between initial board review and case closure.

Factors Affecting Results

While we have met this KPM, we had been previously understaffed for most, if not all, of the previous two reporting periods. We are now fully staffed and anticipate a greater number of cases and investigations being completed and closed within this KPM's 90 day target.

KPM #5	Summary of investigative steps: Average number of days to resolve a complaint. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = negative result



Report Year	2018	2019	2020	2021	2022
Average number of days to resolve a complaint.					
Actual	191	159	180	209	355
Target	180	180	180	180	180

How Are We Doing

The average number of days to resolve a complaint for our last reporting period (2021) was 209. 74 cases were closed during this reporting period with 29 cases closing over the 180 day target. Of these 29 cases, 22 of our Oregon licensed DCs were involved (1.1% of total 1924 licensed DCs as of 9/1/2021). The 29 cases were open for an average of 437 days.

4 Oregon licensed DCs (.2% of licensee base) were responsible for 11/298 cases (38%) that ran over the 180 day target. These 11 cases were open for an average of 583 days. One DC was responsible for the three longest running cases, which had been appealed to the Oregon Court of Appeals. The appellate court upheld the agency's Final Order. In contrast, the remaining 45 cases (60.8%) were open for an average of 62.6 days/case - an average well below our target of 180 days and below our average for this category for the last 3 reporting periods.

For our current reporting period, we have not met our target, with the average number of days to resolve a complaint being 355. 28 cases were closed during this reporting period with 23 cases closing over the 180 day target. Of these 23 cases, 18 Oregon licensed DCs were involved (0.9% of total 1981 licensed DCs as of 9/1/2022). The 23 cases were open for an average of 413 days.

2 DCs (0.1% of licensee base) were responsible for 5 cases (17.8%), which were open an average of 409 days and which resulted in license revocation and civil penalties.

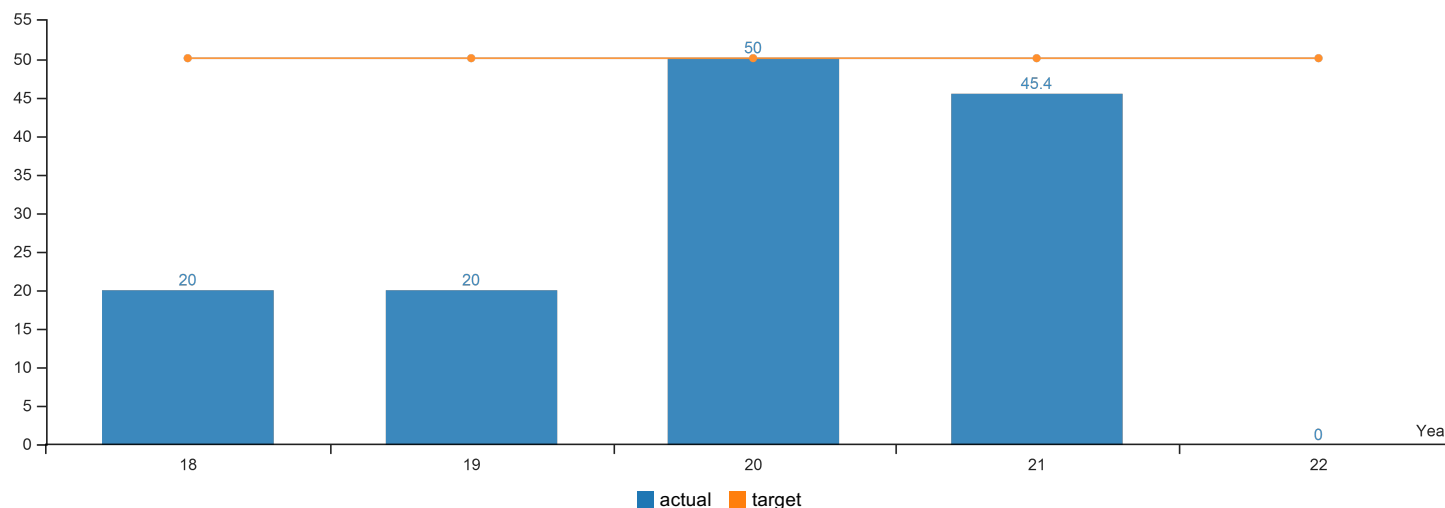
Of note for this reporting period is that we had a greater number of certified CAs or CA applicants having their certificates or applications denied based on egregious behaviors.

Factors Affecting Results

In addition to all of the unanticipated struggles that have been COVID related during these last 2 reporting periods, we were extremely shortstaffed with no investigators for most, if not all, of that time. We are now fully staffed and I look forward to improving these results once they are fully trained.

KPM #6	Percent of sexual misconduct/boundary complaints resolved in 180 days -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Percent of sexual misconduct/boundary complaints resolved in 180 days					
Actual	20%	20%	50%	45.40%	0%
Target	50%	50%	50%	50%	50%

How Are We Doing

The OBCE has not met the target for this reporting period. There was a total of 3 sexual misconduct/boundary cases closed during this time, all of which included multiple victims and resulted in either license revocation or a stipulated agreement with fines. 2 of the 3 cases involved the same licensee. These cases were open an average of 420 days.

Factors Affecting Results

The OBCE is the only Health Professional Regulatory Board to track and report on sexual misconduct/boundary complaints/cases. This is in large part due to the very close and hands-on nature of chiropractic medicine and the possibility of professional boundaries being crossed within that realm. Because boundary and sexual misconduct cases are devastating to patients and other persons affected, we continue to include this KPM. It is within our public protection mission to continue to improve not only our resolution times in these cases, but improve the types of resolutions that we come to, as well as educating our licensee base about these dynamics within their practices in order to prevent violations from occurring in the first place.

Generally, these types of cases are much more complex and time consuming than non-sexual misconduct cases (e.g. recordkeeping, over treatment, etc.) often due to multiple and/or very traumatized victims (adults and minors) and witnesses, involvement of multiple licensing and law enforcement agencies, cross jurisdictional (state and country) issues, and engagement of expert review for psycho- or psychosexual evaluation of the perpetrating physician. During the cases that involve multiple law enforcement or state agencies (sheriff departments, local police, DHS, DOJ, county District Attorneys, school districts, etc.), our cases and investigations are often opened when we receive a complaint or notice of arrest and then often put on hold until the closure of the criminal proceedings, greatly increasing our resolution time period.

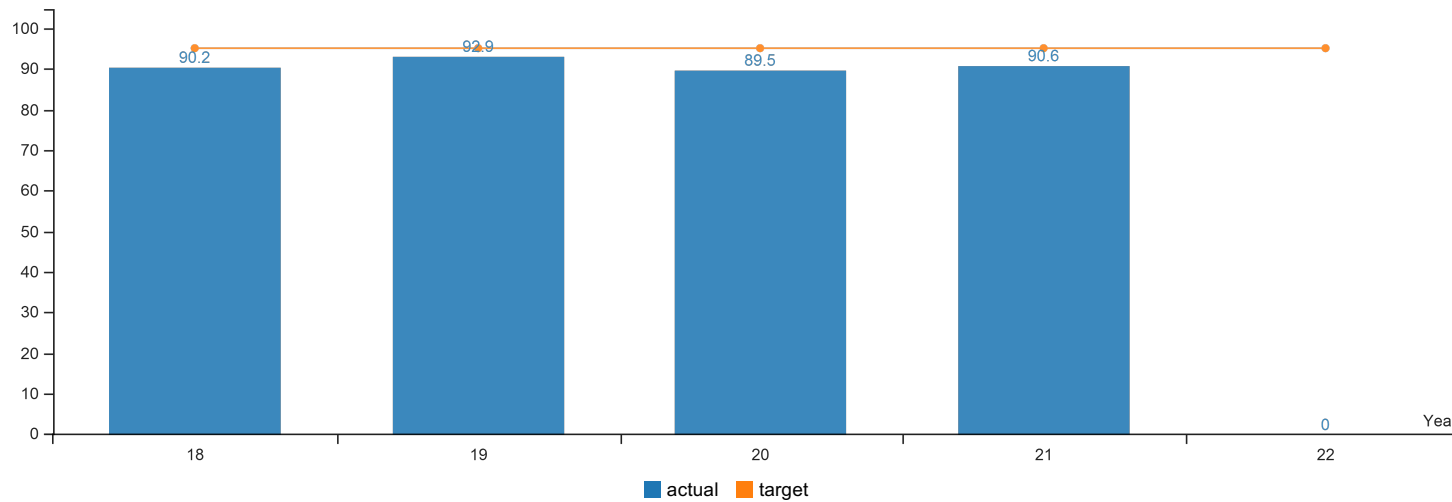
Also, because these cases involve the possibility of strong discipline - suspension or revocation of a DC's license - DCs most often hire defense counsel to represent them, which is fully within their

due process rights. The fact that defense counsel is involved, however, significantly increases the time in which these cases are resolved. Counsel often utilize all tools available to them to allow their clients to continue to work during the pendency of the disciplinary proceedings. In essence, prolonging the process before their clients are fully held accountable. This may include scheduling conflicts, filing an abundance of pleadings, cross-filing cases in multiple jurisdictions/courts regarding the same matter or parties, filing multiple motions, requesting a hearing, prolonged settlement negotiations, preparing for hearing to settle at the last minute, or going to hearing and filing for judicial review on appeal once the Final Order is issued, post-hearing. More often than not, the majority of these cases settle immediately before hearing, after prolonged pre-hearing engagement with the agency.

Our goal is to protect our public and, by thoroughly investigating all aspects of these cases, respecting our complainants and witnesses, fully respecting our licensees' due process rights, and successfully representing our agency and the public in negotiations, at hearing, and during appeal, we accomplish that end. Resolving these cases sooner is what we strive for, but not at the expense of public safety.

KPM #7	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Percentage of chiropractic physicians meeting the annual continuing education requirements.					
Actual	90.20%	92.90%	89.50%	90.60%	0%
Target	95%	95%	95%	95%	95%

How Are We Doing

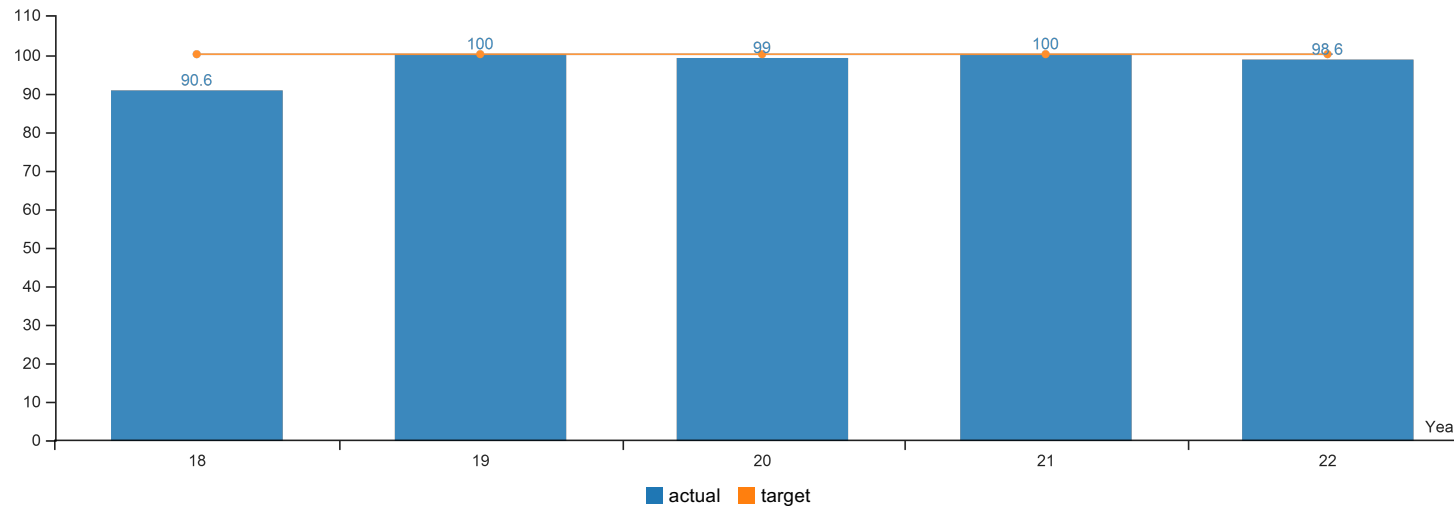
The OBCE did not meet this KPM during this reporting period.

Factors Affecting Results

Due to our shortstaffing, COVID effects on staffing, and our impending implementation of a new licensing database software, no audits on continuing education were taken during this reporting period. We look forward to the software roll out and reestablishing our audit procedures in the year to come.

KPM #8	Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Time to process chiropractor applications					
Actual	90.60%	100%	99%	100%	98.60%
Target	100%	100%	100%	100%	100%

How Are We Doing

We almost hit this target for this reporting period. 70 applications were processed with 98.6% being completed within 4 days.

The following percentages completed in the following time frames:

Same day: 71.4% (50/70)

Within 1 day: 91.4% (64/70)

Within 2 days: 92.3% (65/70)

Within 3 days: 95.7% (67/70)

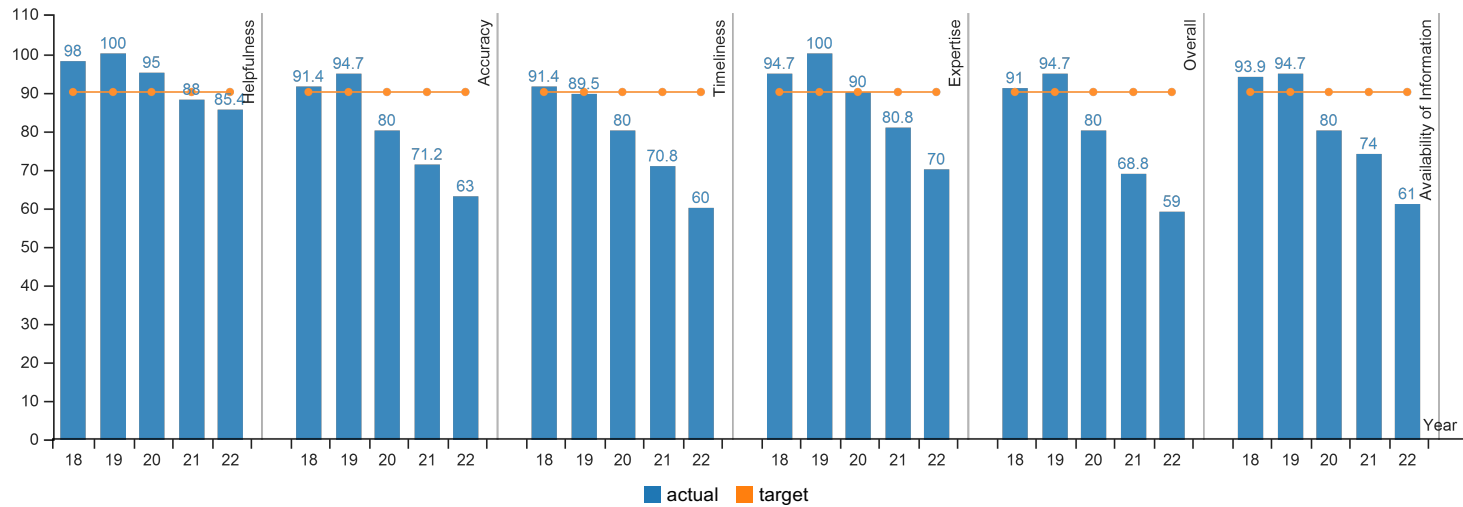
Within 4 days: 98.6% (69/70)

Within 6 days: 100% (70/70)

Factors Affecting Results

The longer application processing times correlated with the New Years Day state holiday and staff illness in mid-summer. With the implementation of our new online licensing software, there will be little to no lapse time between the agency receiving a complete application and the license being issued.

KPM #9 Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
 Data Collection Period: Sep 01 - Aug 31



Report Year	2018	2019	2020	2021	2022
Helpfulness					
Actual	98%	100%	95%	88%	85.40%
Target	90%	90%	90%	90%	90%
Accuracy					
Actual	91.40%	94.70%	80%	71.20%	63%
Target	90%	90%	90%	90%	90%
Timeliness					
Actual	91.40%	89.50%	80%	70.80%	60%
Target	90%	90%	90%	90%	90%
Expertise					
Actual	94.70%	100%	90%	80.80%	70%
Target	90%	90%	90%	90%	90%
Overall					
Actual	91%	94.70%	80%	68.80%	59%
Target	90%	90%	90%	90%	90%
Availability of Information					
Actual	93.90%	94.70%	80%	74%	61%
Target	90%	90%	90%	90%	90%

We did not meet any of our targets for this KPM during this reporting period.

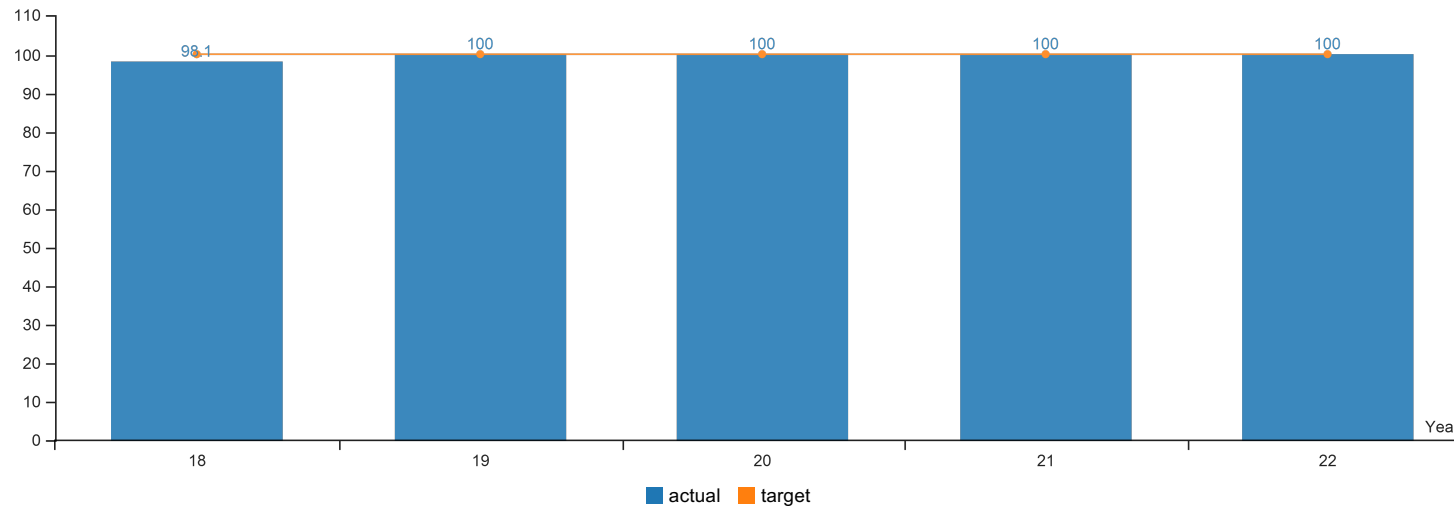
Factors Affecting Results

Implementing the Governor's Executive Orders, OHA's vaccine and masking requirements, and the Board's own rules regarding appropriate COVID protocols and requirements to protect the public from COVID has caused conflict between the agency, the professional association, and many of our licensees. The pushback from licensees to our facial covering rule continues to be contentious and reflected in these results.

Additionally, we've been grievously shortstaffed for most of the last two reporting periods and are now just fully staffed and getting everyone trained. This lag in expertise and know how was expected and reflected in these results. I anticipate higher scoring in future years with more training.

KPM #10	Board Best Practices - Percent of total best practices met by the Board.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2018	2019	2020	2021	2022
Board Best Practices - Percent of total best practices met by the Board.					
Actual	98.10%	100%	100%	100%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

All 7 of our board members responded, with an aggregate 100% assessment score, meeting our target.

Factors Affecting Results

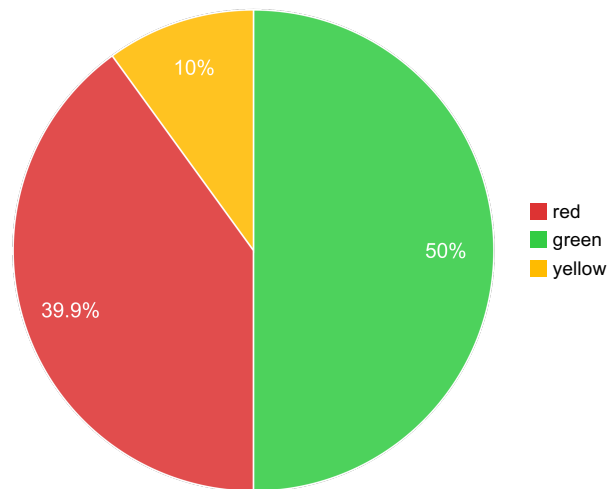
Chiropractic Examiners, Board of

Annual Performance Progress Report

Reporting Year 2021

Published: 10/2/2021 2:21:40 PM

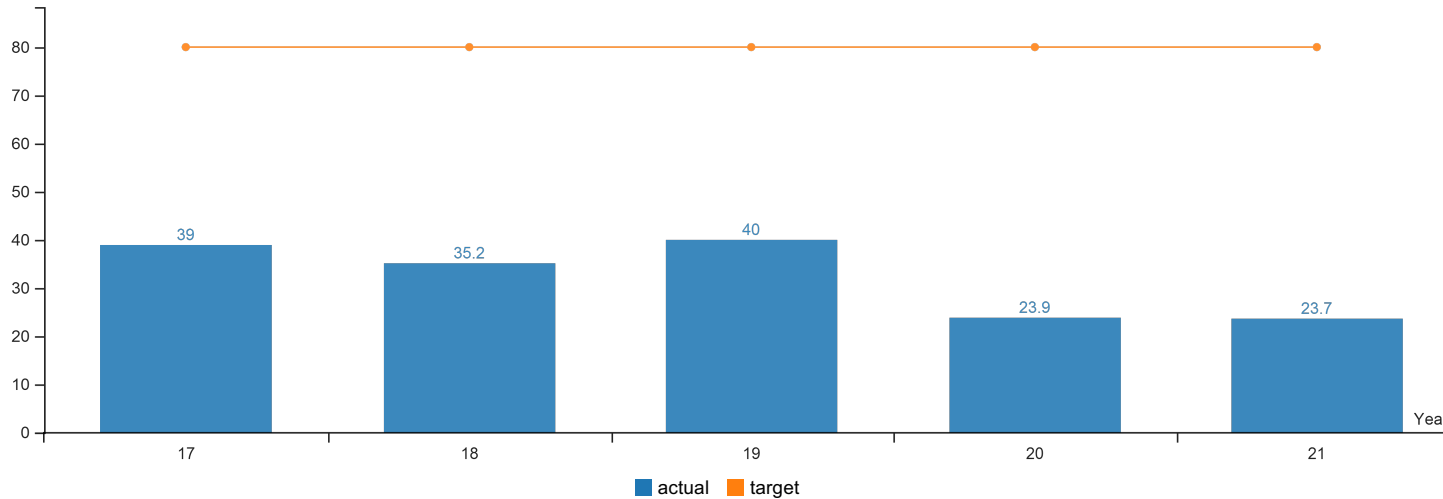
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6	Percent of sexual misconduct/boundary complaints resolved in 180 days -
7	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
8	Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
9	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
10	Board Best Practices - Percent of total best practices met by the Board.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	50%	10%	40%

KPM #1	Days between complaint receipt and investigation report finalized for Board (investigative process step one) - Percent of cases having investigative reports written within 120 days from when a complaint is received to when the investigation is prepared for Board review/action.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Complaint receipt to investigation preparation to Board.					
Actual	39%	35.20%	40%	23.90%	23.70%
Target	80%	80%	80%	80%	80%

How Are We Doing

In our last reporting period, of the 46 cases received, 35 of them (76%) included investigator's reports that were submitted in excess of 120 days from complaint receipt. The average days from receipt to investigator's report for the 35 cases was 221 days/case. For the other 11 cases (23.9%), the average days from receipt to investigator's report was 49 days/case.

For the current reporting period, of the 38 complaints received, 29 of them (76.3%) included investigator's reports that were submitted in excess of 120 days from complaint received. The average days from receipt to investigator's report for the 38 cases was 210.4 days/case. For the other cases (23.7%), the average days from receipt to investigator's report was 89.9 days/case.

This KPM was created in 2017. The 2021 Legislature changed the target from 80% to 60% for 2022's reporting period.

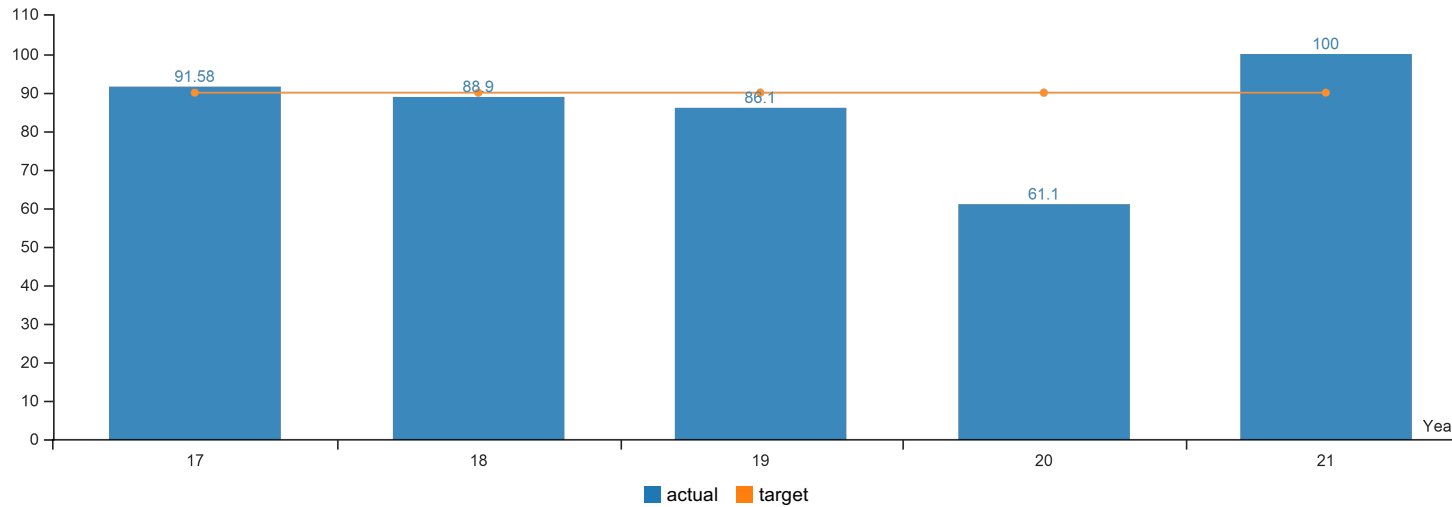
Factors Affecting Results

The OBCE is a smaller professional regulatory board, with 5.1 FTE (6 positions), of which, when fully staffed, only 2 staff members are full time employees which does not include our Investigator or Healthcare Investigator. Beginning in November 2019, we have been shortstaffed, with the .75 Investigator position having been held vacant for agency savings until our current, open, recruitment. As of May 2021, our .6FTE Healthcare Investigator retired, leaving us with no investigation staff until our recent hire of that position, who began at the end of September 2021. Our results for this KPM is a direct reflection of our shortstaffing and utilizing independently contracted investigation assistance during this period.

Of the 29 cases that were over target, 4 DCs were responsible for 10 cases, 3 of which included civil penalties.

KPM #2	Days between investigation report finalized and presentation to the Board (investigative process step two) - Percent of cases, with a prepared investigation that is ready for Board review/action, that are presented to the Board within 60 days of completion.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Days between investigation preparation and presentation to the Board.					
Actual	91.58%	88.90%	86.10%	61.10%	100%
Target	90%	90%	90%	90%	90%

How Are We Doing

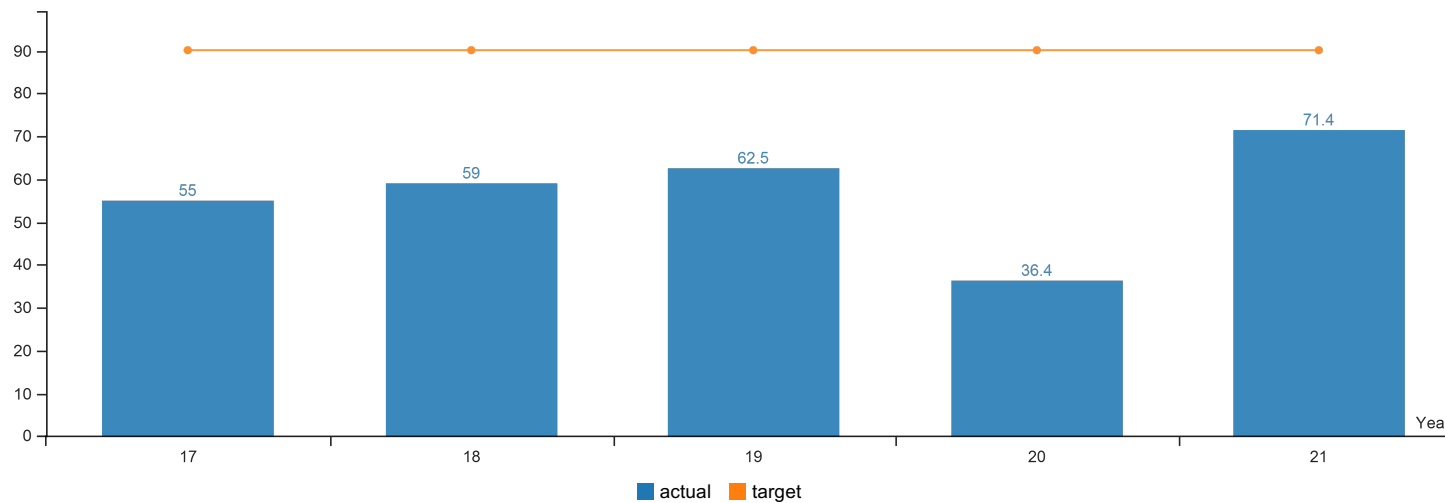
The 2021 Legislative session brought a change to this KPM, allowing 60 days instead of the original 30 days, for prepared investigations to be presented to the Board due to our agency board meetings occurring every other month.

With that change, we have exceeded our target with 100% of our cases (43/43) being presented within 60 days. Even at the original 30 day target, we would have almost met that target at 83.7% of our cases (36/43) being presented within 30 days.

Factors Affecting Results

KPM #3	Summary of investigative steps: Percentage of new complaints that are assessed, investigated, and presented to the board for an initial decision within 120 days. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Percentage of complaints/investigations presented to the Board within 120 days					
Actual	55%	59%	62.50%	36.40%	71.40%
Target	90%	90%	90%	90%	90%

How Are We Doing

At 71.4% of cases presented to the Board within 120 days, we did not meet this KPM this reporting period, with 7 new cases, 5 of which reported to the board at less than 120 days. Only 2 cases (28.6%) went before the board in over 120 days. This result is almost a two-fold improvement over last reporting period, however.

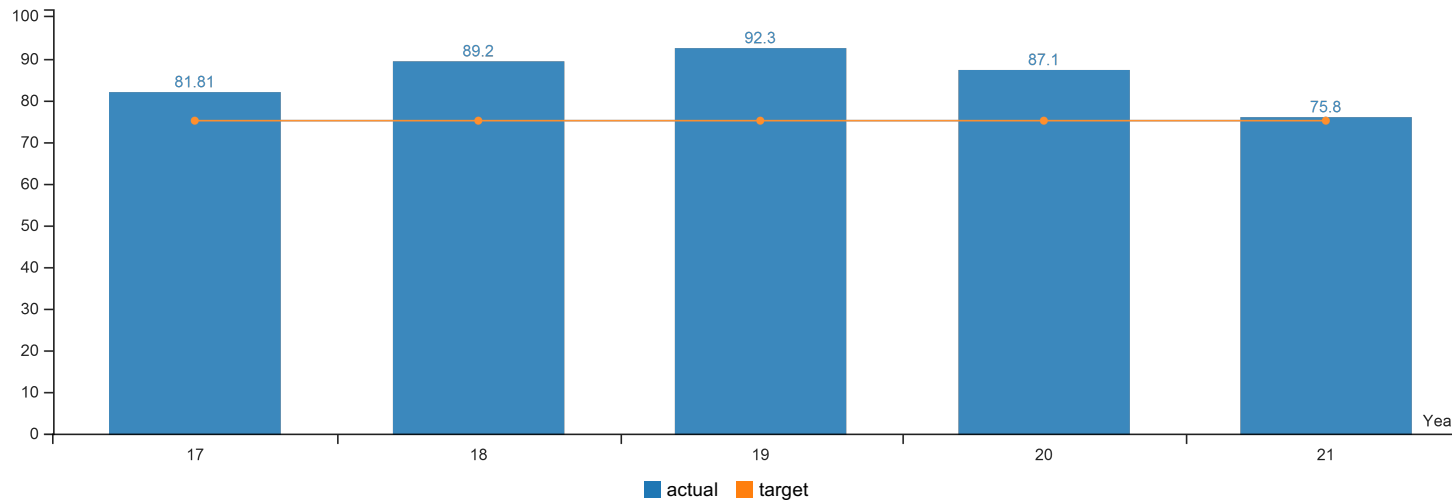
Factors Affecting Results

We had 68% decrease in new complaints being presented to the board during this reporting period over last. This decreased number is expected due to our lack of investigation staff during much of our current reporting period. It is anticipated that next reporting period will reflect an increase in cases reported and assessed by the board.

The 2021 Legislative session changed the target from 90% to 75% cases reported within 120 days for reporting year 2022 and future years.

KPM #4	Days between Board review/initial action and case closure (investigative process step three). - Percent of cases closed within 90 days of Board review/initial action.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Days between Board review/initial action and case closure.					
Actual	81.81%	89.20%	92.30%	87.10%	75.80%
Target	75%	75%	75%	75%	75%

How Are We Doing

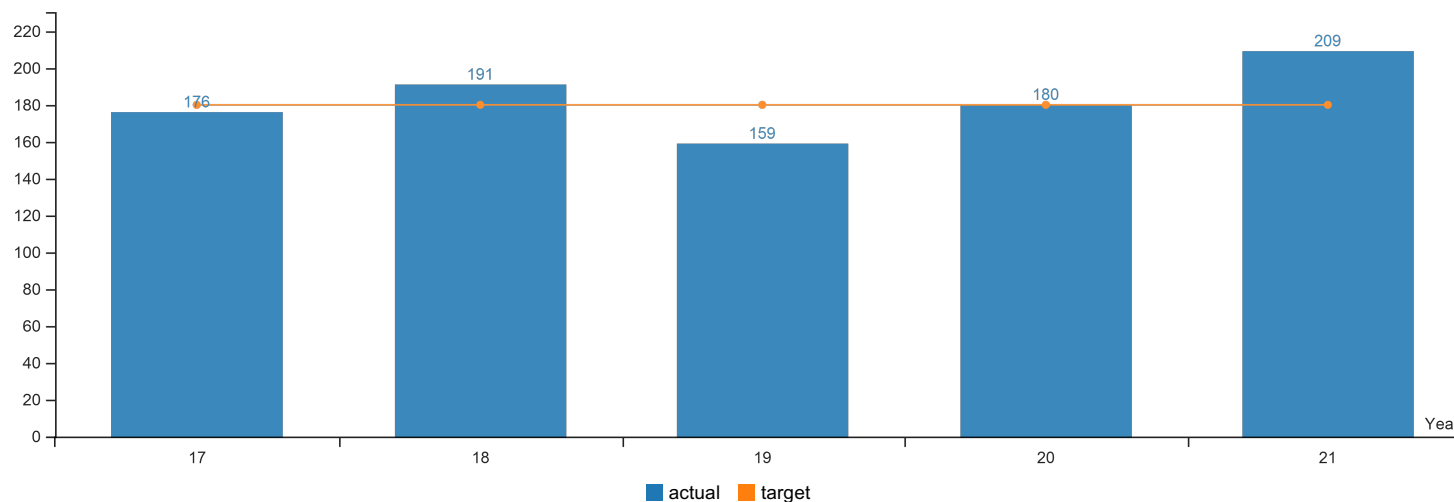
We have exceeded the target of this KPM (75.8%) this reporting period. Of the 33 cases closed, 25 of them closed within 90 days after initial board review. 8 cases (24.2%) exceeded the 90 day target, all of which resulted in either disciplinary action or license restriction/suspension. These 8 outliers had a case average of 166 days/case between initial board review and case closure.

Factors Affecting Results

While we have met this KPM, we have been extremely shortstaffed for most, if not all, of this reporting period, which is illustrated in the 75.8% result versus the last few reporting periods at 87.1%, 92.3%, etc. It is anticipated that we will improve these numbers once fully staffed and trained up.

KPM #5	Summary of investigative steps: Average number of days to resolve a complaint. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = negative result



Report Year	2017	2018	2019	2020	2021
Average number of days to resolve a complaint.					
Actual	176	191	159	180	209
Target	180	180	180	180	180

How Are We Doing

The average number of days to resolve a complaint for our last reporting period (2020) was 180. 82 cases were closed with 37 cases closing over the 180 day target. Of those 37 cases, 28 of our Oregon licensed DCs were involved (1.5% of the total 1931 licensed DCs as of 9/2/10). In 31 cases, CAs were involved in 3 cases over 180 days, and 3 non-licensed individuals were involved in 3 separate cases over 180 days. The 31 Oregon DC cases were open for a total of 9,609 days, averaging 310 days/case. 1.5% of the total Oregon licensed DCs were responsible for 37.8% of the closed cases. Of particular note, 3 individual Oregon licensed DCs were responsible for 6 of the 31 cases. In contrast, the remaining 45 cases (54.8%) were open for a total of 3,151 days, averaging 70 days/case - an average well below our target of 180 days.

For our current reporting period, we have not met our target, with the average number of days to resolve a complaint coming in at 209. 74 cases were closed during this reporting period with 29 cases closing over the 180 day target. Of these 29 cases, 22 of our Oregon licensed DCs were involved (1.1% of total 1924 licensed DCs as of 9/1/21). The 29 cases were open for an average of 437 days.

Four Oregon licensed DCs (.2% of licensee base) were responsible for 11/29 cases (38%) that ran over the 180 day target. These 11 cases were open for an average of 583 days. One DC was responsible for the three longest running cases, which had been appealed to the Oregon Court of Appeals. The appellate court supported the agency's Final Order.

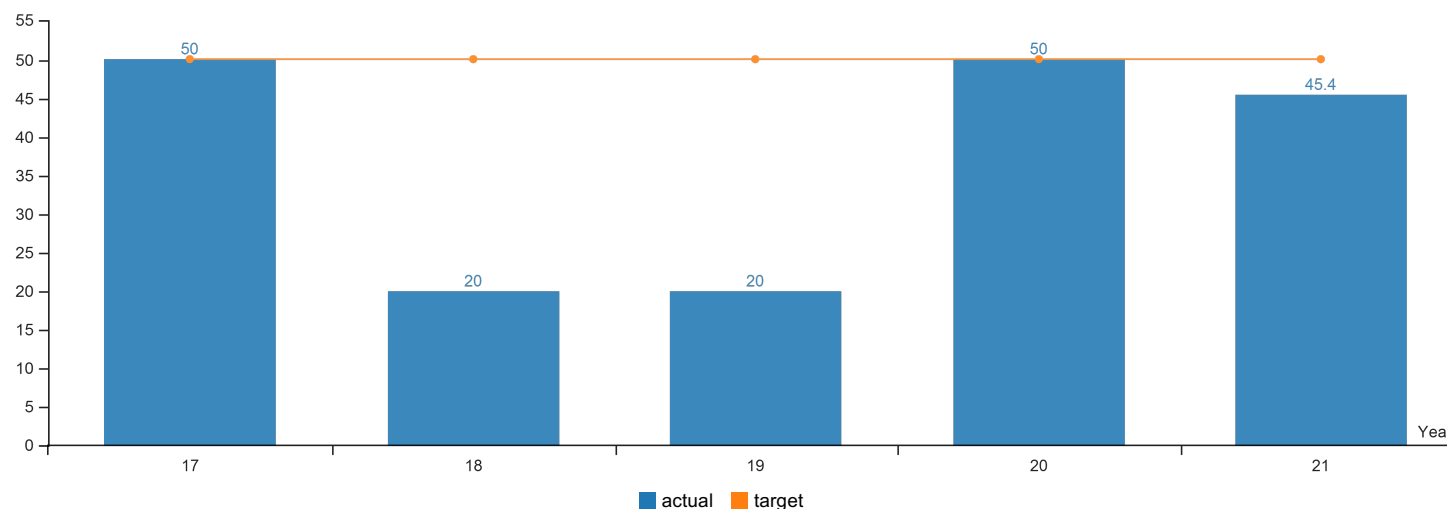
In contrast, the remaining 45 cases (60.8%) were open for an average of 62.6 days/case - an average well below our target of 180 days and below our average for this category for the last 3 reporting periods.

Factors Affecting Results

In addition to all of the unanticipated struggles that have been COVID related during this reporting period, we were extremely shortstaffed with no investigators for almost half the year. Even with that shortstaffing, I am proud of the work our staff continues to do and look forward to our new investigation staff coming on board and getting back up and running.

KPM #6	Percent of sexual misconduct/boundary complaints resolved in 180 days -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Percent of sexual misconduct/boundary complaints resolved in 180 days					
Actual	50%	20%	20%	50%	45.40%
Target	50%	50%	50%	50%	50%

How Are We Doing

We almost met the target for this reporting period with 5/11 (45.4%) of cases being completed within 180 days. There was a total of 11 sexual misconduct/boundary cases closed, a 150% increase over last reporting period. 2 DCs were responsible for 4/11 cases (36.3%), all of which resulted in suspension or revocation.

Due to this significant increase in sexual misconduct/boundary cases, the Board drafted and finalized a new Sexual and Dishonorable Unprofessional Conduct rule, aside and apart from the existing Unprofessional Conduct Rule already in use.

Factors Affecting Results

The OBCE is the only Health Professional Regulatory Board to track and report on sexual misconduct/boundary complaints/cases. This is in large part due to the very close and hands-on nature of chiropractic medicine and the possibility of professional boundaries being crossed within that realm. Because boundary and sexual misconduct cases are devastating to patients and other persons affected, we continue to include this KPM. It is within our public protection mission to continue to improve not only our resolution times for these cases, but improve the types of resolutions that we come to, as well as educating our licensee base about these dynamics within their practices in order to prevent violations from occurring in the first place.

The relatively small number of cases make up an even smaller percentage of our overall caseload and often includes an even smaller number of chiropractic physicians (DCs) responsible for multiple cases around similar circumstances and a large expenditure of time, effort, and resources.

Generally, these types of cases are much more complex and time consuming than non-sexual misconduct/boundary cases (e.g. recordkeeping, over treatment, etc.) often due to multiple and/or very

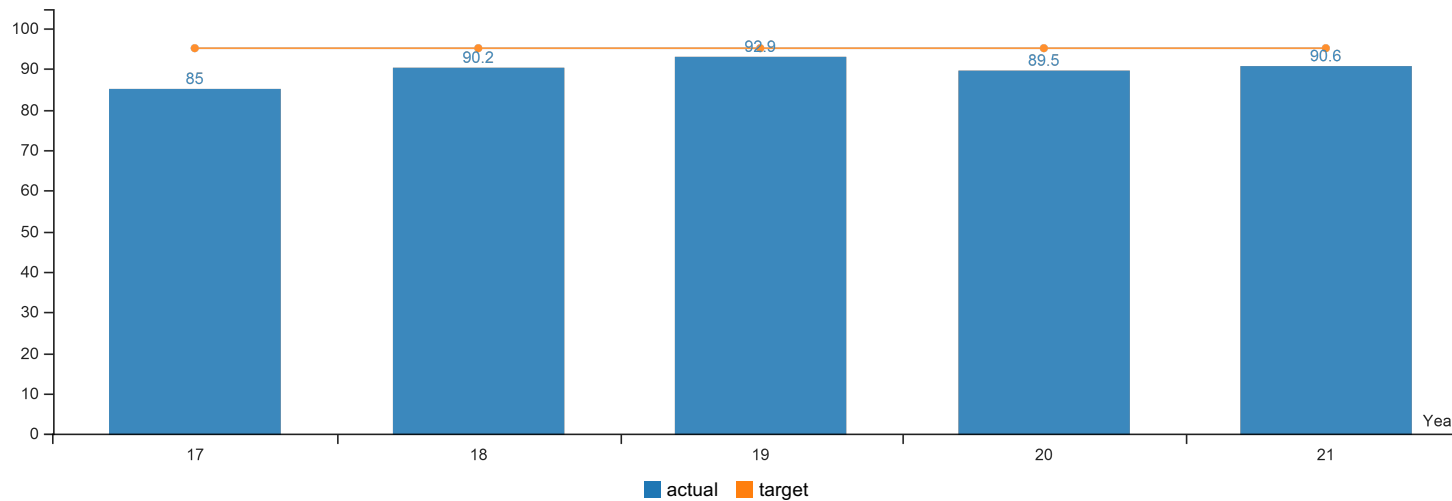
traumatized victims (adults and minors) and witnesses, involvement of multiple licensing and law enforcement agencies, cross jurisdictional (state and country) issues, and engagement of expert review for psycho- or psychosexual evaluation of the perpetrating physician. During the cases that involve multiple law enforcement or state agencies (sheriff departments, local police, DHS, DOJ, county District Attorneys, school districts, etc.), our cases and investigations are often opened when we receive a complaint or notice of arrest and then often put on hold until the closure of the criminal proceedings, greatly increasing our resolution time period.

Also, because these cases involve the possibility of strong discipline - suspension or revocation of a DC's license - DCs most often hire defense counsel to represent them, which is fully within their due process rights. The fact that defense counsel is involved, however, significantly increases the time in which these cases are resolved. Counsel often utilize all tools available to them to allow their clients to continue to work during the pendency of the disciplinary proceedings. In essence, prolonging the process before their clients are fully held accountable. This may include scheduling conflicts, filing an abundance of pleadings, cross-filing cases in multiple jurisdictions/courts regarding the same matter or parties, filing multiple motions, requesting a hearing, prolonged settlement negotiations, preparing for hearing to settle at the last minute, or going to hearing and filing for judicial review on appeal once the Final Order is issued, post-hearing. More often than not, the majority of these cases settle immediately before hearing, after prolonged pre-hearing engagement with the agency.

Our goal is to protect our public and, by thoroughly investigating all aspects of these cases, respecting our complainants and witnesses, fully respecting our licensees' due process rights, and successfully representing our agency and the public in negotiations, at hearing, and during appeal, we accomplish that end. Resolving these cases sooner is what we strive for, but not at the expense of public safety.

KPM #7	Percentage of chiropractic physicians meeting the annual continuing education requirements. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Percentage of chiropractic physicians meeting the annual continuing education requirements.					
Actual	85%	90.20%	92.90%	89.50%	90.60%
Target	95%	95%	95%	95%	95%

How Are We Doing

For this reporting period, 4 audits were taken of the DC licensee base with a total compliance rate of 90.6 who complied within 30 days of the audit date, an increase over last reporting period.

The compliance rates for each DC audit are as follows: 9/1: 100%; 10/1: 89.6%; 1/20: 83.6%; 4/29: 94.9%.

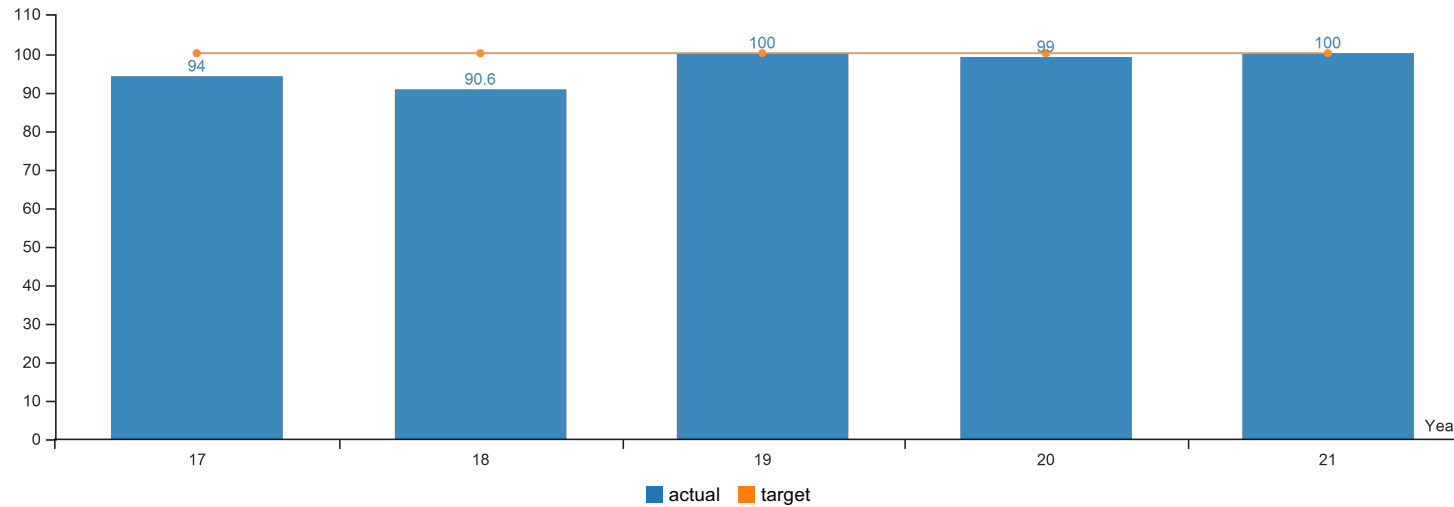
Factors Affecting Results

An aspect of whether this KPM is met is whether our DCs respond to our audit in the first place. We have seen an increase in civil citations being issued for not responding or for not completing their continuing education (CE) in a timely manner. With the roll out and implementation of our new data management system, which will require licensees to upload proof of the CE in order for them to renew their licenses, it is anticipated that we will meet this KPM in the future.

We have temporarily halted CE audits due to shortstaffing and our data management system roll out.

KPM #8	Percentage of licenses issued within 5 days once all application components (that are the responsibility of the applicant) have been received. -
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Time to process chiropractor applications					
Actual	94%	90.60%	100%	99%	100%
Target	100%	100%	100%	100%	100%

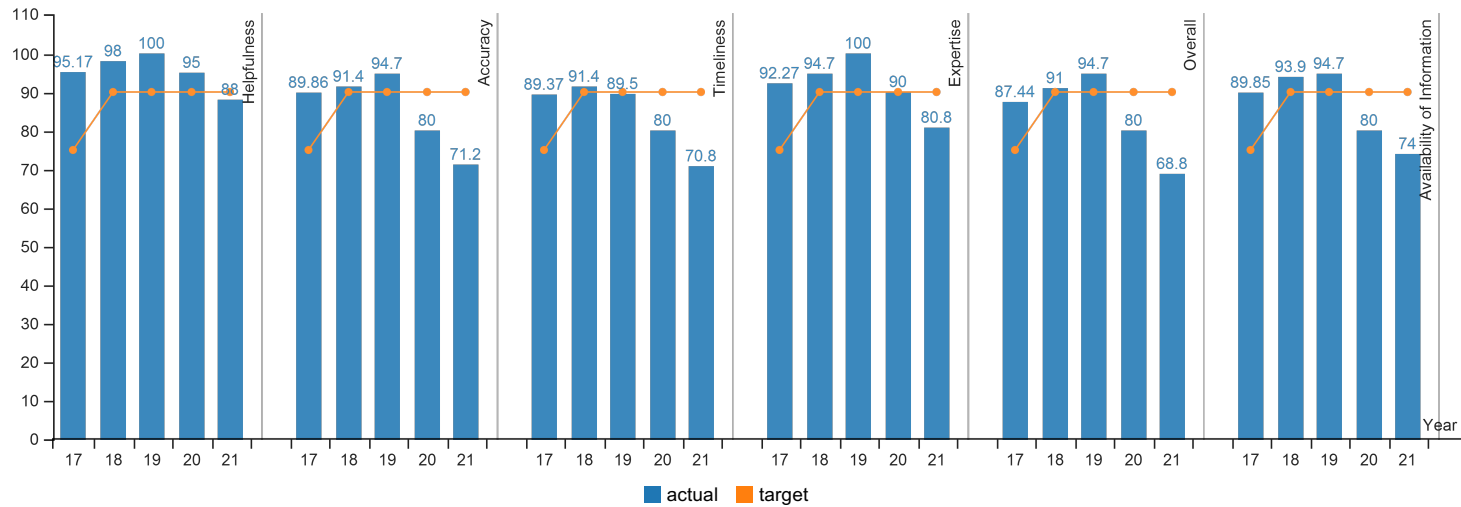
How Are We Doing

We hit this target for this reporting period. 77 applications were processed with 100% licenses issued the same day. This is an amazing result as our licensing staff member has been covering another position's job duties due to our shortstaffing issue.

Factors Affecting Results

Since transitioning our office to primarily remote processes, it has allowed a faster turnaround time once we receive a completed application packet from applicants. Additionally, licensees get notified that same day and receive their certificate of licensure electronically rather than waiting for it to be mailed to them.

KPM #9	Customer Service - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise, and availability of information.
	Data Collection Period: Sep 01 - Aug 31



Report Year	2017	2018	2019	2020	2021
Helpfulness					
Actual	95.17%	98%	100%	95%	88%
Target	75%	90%	90%	90%	90%
Accuracy					
Actual	89.86%	91.40%	94.70%	80%	71.20%
Target	75%	90%	90%	90%	90%
Timeliness					
Actual	89.37%	91.40%	89.50%	80%	70.80%
Target	75%	90%	90%	90%	90%
Expertise					
Actual	92.27%	94.70%	100%	90%	80.80%
Target	75%	90%	90%	90%	90%
Overall					
Actual	87.44%	91%	94.70%	80%	68.80%
Target	75%	90%	90%	90%	90%
Availability of Information					
Actual	89.85%	93.90%	94.70%	80%	74%
Target	75%	90%	90%	90%	90%

We did not meet any of our targets for this KPM this reporting period.

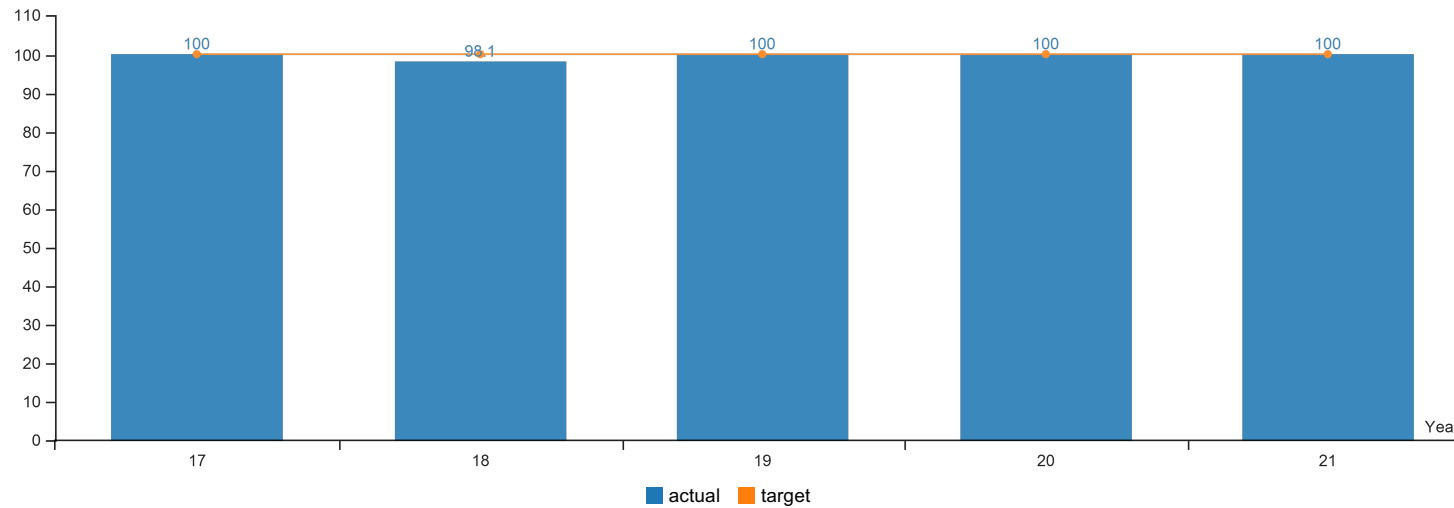
Factors Affecting Results

Implementing the Governor's Executive Orders and OHA's vaccine and masking requirements to protect the public from COVID-19 and the Delta variant has caused conflict between the agency and many of our licensed chiropractic physicians. The pushback from licensees to our facial covering rulemaking was also contentious and continues to be reflected within these results. We received so many calls, emails, and public comments with regard to all of these directives that there were times when our collective voice mailboxes were full and the ability to respond was limited.

Additionally, we are extremely shortstaffed (only 1/2 of our positions filled during 1/2 of this reporting period) and that is reflected in these results as well. I am grateful for staff who have stepped up and taken on customer service in this difficult time.

KPM #10	Board Best Practices - Percent of total best practices met by the Board.
	Data Collection Period: Sep 01 - Aug 31

* Upward Trend = positive result



Report Year	2017	2018	2019	2020	2021
Board Best Practices - Percent of total best practices met by the Board.					
Actual	100%	98.10%	100%	100%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

5 of our 7 board members responded, with an aggregate 100% assessment score, meeting our target.

Factors Affecting Results



Oregon Board of Chiropractic Examiners

Cassandra C. McLeod-Skinner, J.D., Executive Director
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503 373-1620

Affirmative Action Statement July 1, 2023 to – June 30, 2025

Draft Dated September 12, 2022

Oregon Board of Chiropractic Examiners
Affirmative Action Statement
2023-2025 Biennium

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DRAFT

I. Agency Overview and Demographics

The Oregon Board of Chiropractic Examiners (OBCE or agency) is an entirely Other Funded agency statutorily established in 1915 that regulates the practice of chiropractic statewide by licensed Doctors of Chiropractic and Certified Chiropractic Assistants. We are a small agency and Board with 7 Board members, 5 of whom are licensed chiropractic physicians and 2 of whom are members of the public. Our staff totals 5.1 FTE, with 6 positions when fully staffed, 2 of whom are full time. We contract with DAS' Chief Human Resources Office (CHRO) for all payroll processing and employee/employment related needs, in addition to recruitment and assistance with disciplinary actions, if necessary.

The agency is finally fully staffed after having two vacant investigator positions for most of the last two years. The staff demographics include 1 Latina who is 40-45 years of age, 1 white woman who is 40-47 years of age and a member of the LGBTQIA+ community, 1 white woman who is 40-47 years of age, 1 white woman who is 35-45 years of age, 1 white woman who is 25-30 years of age and a member of the LGBTQIA+ community, and 1 Japanese American man who is 60-65 years of age. Our independent contractor is a Black man who is 40-47 years of age. No staff members are veterans. Geographic locations for staff include central Oregon, eastern Oregon, Salem, and Portland.

The 7 board members include: 1 white woman who is 40-45 years of age and a member of the LGBTQIA+ community; 1 AAPI woman who is 40-45 years of age; 1 white man who is 50-60 years of age and a member of the LGBTQIA+ community; 1 white man who is 65-75 years of age and a member of the LGBTQIA+ community; 1 white man who is 40-45 years of age; and 2 white women who are 35-45 years of age. Geographic locations for board members include: Coos Bay, Beaverton, Tualatin, and Portland.

II. Agency Mission, Vision, and Values

As of 2019, the mission of the OBCE is to protect the public by regulating the practice of chiropractic and our vision is to protect the health, safety, and welfare of

the public in all matters of chiropractic care by setting a national standard in educating, licensing, and regulating our licensees.

Our values are as follows:

1. Integrity – a commitment to acting honestly, ethically, and fairly.
2. Accountability – a willingness to accept responsibility for actions in a transparent manner.
3. Excellence – an expectation of the highest quality work and innovation.
4. Professionalism – a dedication to provide equitable, caring service to all Oregonians with compassion and respect.
5. Equity – create and foster a consistent environment where everyone has access and opportunity to thrive.

We had planned to review our mission, vision, and values and create our objectives for 2021-2023 at our retreat planned for January 2021, but due to COVID distancing requirements, we have postponed that retreat and planning for January 2023.

III. Agency Affirmative Action Contacts

Agency Executive Director

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Governor's Policy Advisor

Jackie Yerby

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Affirmative Action Representative

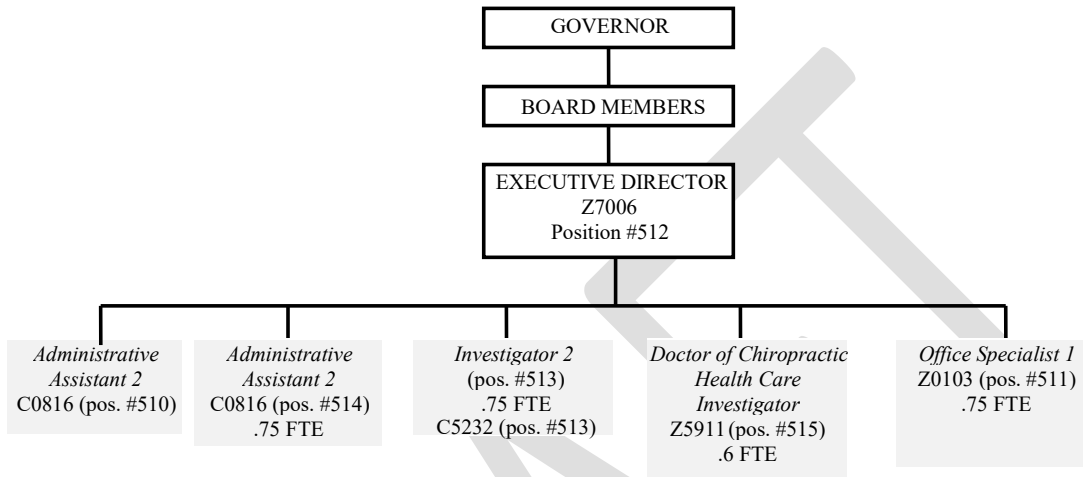
Cassandra C. McLeod-Skinner, J.D., Executive Director

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Organizational Chart

Oregon Board of Chiropractic Examiners

2023 - 2025



IV. Affirmative Action Statement

The Board of Chiropractic Examiners (OBCE or Board) is committed to achieving a work force that represents the diversity of Oregon’s population and to providing fair and equal employment opportunities. The Board is committed to an affirmative action program that provides equal opportunities for all persons regardless of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability. The Board provides an environment for each applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual’s race, color, religion, gender, sexual orientation, national origin, age, marital status or disability. The Board employment practices are consistent with the State’s Affirmative Action Statement Guidelines and with state and federal laws, which preclude discrimination.

a. Diversity, Equity, and Inclusion Statement

The Governor’s Office, and the OBCE, recognize “diversity as the collective mixtures of our differences and similarities. These differences are viewed as a strength that maximizes the state’s competitive advantage through innovation, effectiveness, and adaptability. Equity is a value and goal, not a process. It allows all individuals to thrive and reach their full potential. Inclusion is leveraging diversity which builds and sustains a culture in which people are engaged and motivated. Ultimately, inclusion is the environment that people create to allow these

differences to thrive.” (See p. 32, 2017-2019 Affirmative Action Biennial Report, Office of Governor Kate Brown, Diversity, Equity, and Inclusion/Affirmative Action).

b. Human Resources.

The OBCE contracts with CHRO for our HR needs in recruiting, performance evaluations, personnel actions, and payroll. We have access to all state and federal employment law documents through that office and all staff and board members have access to CHRO through our contact person, Vicki Jorgensen. Although our staff is rather small (5.1 FTE), we are diverse in ethnicity, age, gender, religion, sexual orientation, and ability. We strive to broaden the outreach that CHRO does on our behalf for temporary or permanent hires by including local community college career centers as well as transitional programs for job posting locations and prioritizing the ability to work in multiple languages.

c. Agency Employee Diversity Training/Professional Development

Members of Board staff have attended the statewide DEI conference in 2019 and 2020 and brought back insights to other staff members. The Executive Director is a member of the statewide Enterprise Leadership Team (ELT) and, as such, is also a member of the ELT’s DEI subcommittee, working on fostering and promoting recruitment, retention, training, and support for BIPOC employees. The Executive Director is also co-lead for the Department of Administrative Services (DAS)’s DEI Training Advisory Committee to create new and ongoing DEI trainings for all state employees. This work has currently been on hold with changes to DAS’s cultural change office and the unknown atmosphere with a new Governor and administration this November.

d. Agency Community Engagement Efforts

While the majority of our licensee base is still white, English speaking, men, our stakeholders and patients are not. As the Executive Director for the agency and Board, I have reached out to the state’s only chiropractic school (University of Western States) to learn more about their recruitment and retention practices for BIPOC students and professors. UWS is in the process of evaluating and updating their recruitment and retention efforts for future classes of chiropractic students who will eventually become eligible for OBCE board membership.

e. Affirmative Action 2021-2023 Objectives

i. Goals set and met

1. *Review the Oregon Health Authority’s recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*

Biannually, the OBCE hosts an Introduction to the Board continuing education class that is required for newly licensed chiropractic physicians within the state. Within that class, we review the importance of cultural competency and provide resources, including a list of OHA’s recommendations, for licensees to participate in. For some

disciplinary cases, the Board has required that OHA's cultural competency curriculum be utilized.

2. *Encourage the Board to adopt cultural competency continuing education as part of its permanent rules for licensure.*

The staff had proposed for the Board to mandate cultural competency continuing education for the past 2 biennia without much success until 2021. The Board voted to mandate cultural competency CE for all doctors of chiropractic for 2021. This mandated additional requirement became rule and the OBCE now requires competency continuing education as a part of its annual license renewal process for all licensees.

3. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*

2020 was the fourth year that the OBCE helped sponsor the Statewide Diversity Conference and the second year that staff members attended. We will continue to sponsor the conference and provide opportunities for staff and board members to participate, post-COVID.

In August 2020, the Board President and Executive Director both attended History of Racism in Oregon, a presentation put on by the staff of the Oregon Historical Society. It was such an amazing presentation – a primer for DEI work in the state – that we invited OHS, and they accepted, to present to the full board and staff at our January 2021 board meeting.

In June 2022, OBCE investigation staff and 3 board members attended an all day training on Trauma-Informed Investigations and Adjudications and reported back a greater understanding of a wide spectrum of trauma and how investigations can facilitate in healing and can also exacerbate existing traumas. The training was very well received.

4. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*

These efforts continue with a very open, curious, and accepting staff and board.

5. *Continue to encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

These efforts continue.

h. Affirmative Action 2023-2025 objectives

1. *Continue to advertise and recruit for diversity for the Board and the Board's committees and have demonstrable results.*
2. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*

The OBCE remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. My personal commitment to these ideas is represented in the Affirmative Action Statement. Likewise, the Statement represents the Board's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has my complete authorization and commitment.



Cassandra C. McLeod-Skinner, J.D.
Executive Director

09/15/2022

Date



Oregon Board of Chiropractic Examiners

Cassandra C. McLeod-Skinner, J.D., Executive Director
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Affirmative Action Statement July 1, 2021 to – June 30, 2023

Revised Final Draft Dated April 6, 2021

Oregon Board of Chiropractic Examiners
Affirmative Action Statement
2021-2023 Biennium

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The agency is currently short-staffed with 5 positions filled rather than 6. The staff demographics include 1 Latina who is 40-45 years of age, 1 white woman who is 40-45 years of age and a member of the LGBTQIA+ community, 1 white woman with physical accommodations who is 55-60 years of age, 1 white woman who is younger than 25 years of age, and 1 white man who is 65-72 years of age. Our independent contractor is a Black man who is 40-45 years of age. No staff members are veterans. Geographic locations for staff include central Oregon, Salem, and Portland.

The 7 board members include: 1 white woman who is 40-45 years of age and a member of the LGBTQIA+ community; 1 AAPI woman who is 40-45 years of age; 1 white man who is 50-60 years of age and a member of the LGBTQIA+ community; 1 white man who is 65-75 years of age and a member of the LGBTQIA+ community; 1 white man who is 40-45 years of age; and 2 white women who are 35-45 years of age. Geographic locations for board members include: Coos Bay, Beaverton, Tualatin, and Portland.

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At our board retreat in January, 2019, we reviewed and updated our mission, vision, and values. The mission of the OBCE is to protect the public by regulating the practice of chiropractic and our vision is to protect the health, safety, and welfare of

the public in all matters of chiropractic care by setting a national standard in educating, licensing, and regulating our licensees.

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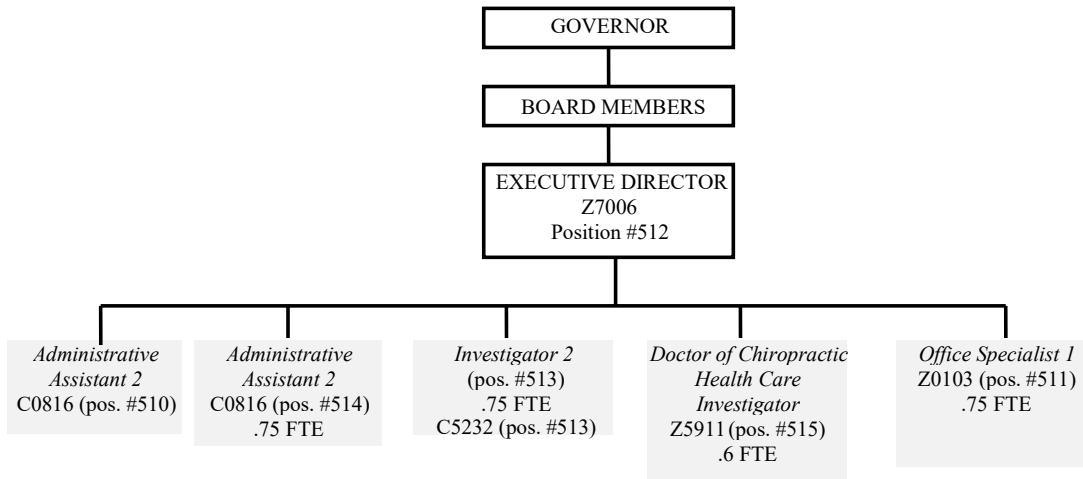
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Oregon Board of Chiropractic Examiners

2021 - 2023



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e. Affirmative Action 2019-2021 Objectives

i. Goals set and met

1. *Continue to advertise and recruit for diversity for the Board and the Board’s committees and have demonstrable results.*

Within the 2019-2021 biennium, the Board recruited and retained 2 female Board members and a female member for our Peer Review Committee. This is the second time in the Board’s history, and the second biennia in a row, that the Board consists of a majority of women members.

2. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*

Biannually, the OBCE hosts an Introduction to the Board continuing education class that is required for newly licensed chiropractic physicians within the state. Within that class, we review the importance of cultural competency and provide resources, including a list of OHA's recommendations, for licensees to participate in. For some disciplinary cases, the Board has required that OHA's cultural competency curriculum be utilized.

We've been working with the OHA's Healthcare Workforce survey staff to implement the requirements of SB 230 (2015) to collect data from our licensees and will facilitate the further collection of REALD pursuant to the requirements of HB 4212 (2020).

Additionally, the Executive Director is an alumna of Oregon Health Authority's Office of Equity and Inclusion's DELTA (Developing Leadership through Training and Action) program and participates with past and current members as often as possible.

3. *Propose a Board mandate of cultural competency education as part of its annual renewal continuing education requirements.*

The staff has proposed for the Board to mandate cultural competency continuing education for the past 2 biennia without much success until now. The Board voted to mandate cultural competency CE for all doctors of chiropractic for 2021 and will revisit making such a mandate permanent later in 2021.

4. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local ethnic groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*

2020 was the fourth year that the OBCE helped sponsor the Statewide Diversity Conference and the second year that staff members attended. We will continue to sponsor the conference and provide opportunities for staff and board members to participate.

In August 2020, the Board President and Executive Director both attended History of Racism in Oregon, a presentation put on by the staff of the Oregon Historical Society. It was such an amazing presentation – a primer for DEI work in the state – that we

invited OHS, and they accepted, to present to the full board and staff at our January 2021 board meeting.

5. *Encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

Staff is provided notices of events that are occurring within state government and throughout the state that they are encouraged to participate in. The agency's Executive Director and Board President are both involved in many multicultural professional and recreational organizations and share events through those groups with staff as well.

ii. Goals not met or not expected to meet

1. *Identify and implement a Cultural Competency Assessment within the existing budget limitation.*

We have not yet initiated this assessment and do not plan to.

h. Affirmative Action 2021-2023 objectives

1. *Review the Oregon Health Authority's recommendations for culturally appropriate continuing education and encourage licensees to attend those courses.*
2. *Encourage the Board to adopt cultural competency continuing education as part of its permanent rules for licensure.*
3. *Continue to provide information and opportunities for staff to participate in diversity training and multi-cultural events, and seek new opportunities for working with higher education and local groups. The Board will continue to develop strategies to recruit, retain, and promote a diverse staff. The Board recognizes the value of individual and cultural difference and creates a work environment where talents and abilities are valued. If vacancies occur, OBCE will explore new and different venues to promote a diverse pool of applicants, including attending job fairs and trade shows.*
4. *Continue the focus on developing a work environment that is attractive to a diverse pool of applicants, retains employees, and is accepting and respectful of employees' differences. Respectful workplace behaviors are expected and enforced.*
5. *Continue to encourage employees to avail themselves of promotional and job developmental opportunities within Oregon State Government.*

The OBCE remains committed to its policy on Affirmative Action and Equal Opportunity and to a rigorous and active affirmative action program. My personal commitment to these ideas is

represented in the Affirmative Action Statement. Likewise, the Statement represents the Board's commitment to equal opportunity and affirmative action in employment and public service consistent with all applicable federal and state laws, including, but not limited to: Executive Order 11246; Title VII of the Civil Rights Act of 1964; Sections 503 and 504 of the Rehabilitation Act of 1974; the Vietnam Era Veterans Readjustment Assistance Act; and the Americans with Disabilities Act. This Affirmative Action Plan has my complete authorization and commitment.



Cassandra C. McLeod-Skinner, J.D.
Executive Director

04/06/2021

Date

Oregon Board of Chiropractic Examiners

**Summary Cross Reference Listing and Packages
2023-25 Biennium**

Agency Number: 81100

BAM Analyst: Michelson, Alicia

Budget Coordinator: Towers, Taylor - (971)900-9760

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Operations	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
001-00-00-00000	Operations	021	0	Phase-in	Essential Packages
001-00-00-00000	Operations	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Operations	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Operations	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Operations	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Operations	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Operations	081	0	June 2022 Emergency Board	Policy Packages
001-00-00-00000	Operations	090	0	Analyst Adjustments	Policy Packages
001-00-00-00000	Operations	091	0	Additional Analyst Adjustments	Policy Packages
001-00-00-00000	Operations	092	0	Statewide AG Adjustment	Policy Packages
001-00-00-00000	Operations	093	0	Statewide Adjustment DAS Chgs	Policy Packages
001-00-00-00000	Operations	100	1	Database implementation and maintenance	Policy Packages
001-00-00-00000	Operations	101	2	Healthcare Investigator position to 1.0 FTE	Policy Packages
001-00-00-00000	Operations	102	3	Reclassification of AS2 to Program Analyst	Policy Packages
001-00-00-00000	Operations	103	4	Reclassification of OS1 to OS2 and 1.0 FTE	Policy Packages
001-00-00-00000	Operations	104	5	Transition to DAS IT support	Policy Packages
001-00-00-00000	Operations	105	6	Board Member per diem	Policy Packages

Oregon Board of Chiropractic Examiners

**Policy Package List by Priority
2023-25 Biennium**

Agency Number: 81100

BAM Analyst: Michelson, Alicia

Budget Coordinator: Towers, Taylor - (971)900-9760

<i>Priority</i>	<i>Policy Pkg Number</i>	<i>Policy Pkg Description</i>	<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>
0	070	Revenue Shortfalls	001-00-00-00000	Operations
	081	June 2022 Emergency Board	001-00-00-00000	Operations
	090	Analyst Adjustments	001-00-00-00000	Operations
	091	Additional Analyst Adjustments	001-00-00-00000	Operations
	092	Statewide AG Adjustment	001-00-00-00000	Operations
	093	Statewide Adjustment DAS Chgs	001-00-00-00000	Operations
1	100	Database implementation and maintenance	001-00-00-00000	Operations
2	101	Healthcare Investigator position to 1.0 FTE	001-00-00-00000	Operations
3	102	Reclassification of AS2 to Program Analyst	001-00-00-00000	Operations
4	103	Reclassification of OS1 to OS2 and 1.0 FTE	001-00-00-00000	Operations
5	104	Transition to DAS IT support	001-00-00-00000	Operations
6	105	Board Member per diem	001-00-00-00000	Operations

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	448,308	395,755	395,755	798,574	798,574	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	167,136	167,136	-	-	-
BEGINNING BALANCE						
3400 Other Funds Ltd	448,308	562,891	562,891	798,574	798,574	-
TOTAL BEGINNING BALANCE	\$448,308	\$562,891	\$562,891	\$798,574	\$798,574	-
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	36,578	42,775	42,775	42,532	42,532	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	1,722,977	1,887,274	1,887,274	1,629,132	1,886,980	-
LICENSES AND FEES						
3400 Other Funds Ltd	1,759,555	1,930,049	1,930,049	1,671,664	1,929,512	-
TOTAL LICENSES AND FEES	\$1,759,555	\$1,930,049	\$1,930,049	\$1,671,664	\$1,929,512	-
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	815	2,060	2,060	1,640	1,640	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	80,620	86,000	86,000	226,888	226,888	-

Oregon Board of Chiropractic Examiners

Agency Number: 81100

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-000-00-00-00000

2023-25 Biennium

Chiropractic Examiner, State Board of

<i>Description</i>	<i>2019-21 Actuals</i>	<i>2021-23 Leg Adopted Budget</i>	<i>2021-23 Leg Approved Budget</i>	<i>2023-25 Agency Request Budget</i>	<i>2023-25 Governor's Budget</i>	<i>2023-25 Leg. Adopted Budget</i>
SALES INCOME						
0705 Sales Income						
3400 Other Funds Ltd	50	27	27	-	-	-
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	6,933	-	-	-	-	-
REVENUE CATEGORIES						
3400 Other Funds Ltd	1,847,973	2,018,136	2,018,136	1,900,192	2,158,040	-
TOTAL REVENUE CATEGORIES	\$1,847,973	\$2,018,136	\$2,018,136	\$1,900,192	\$2,158,040	-
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	2,285,705	2,569,427	2,569,427	2,687,166	2,945,014	-
TOTAL AVAILABLE REVENUES	\$2,285,705	\$2,569,427	\$2,569,427	\$2,687,166	\$2,945,014	-
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	638,602	755,128	778,438	927,433	927,433	-
3115 Board Member Stipend						
3400 Other Funds Ltd	-	-	-	40,000	40,000	-
3170 Overtime Payments						

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3400 Other Funds Ltd	4,611	-	-	-	-	-
3180 Shift Differential						
3400 Other Funds Ltd	-	463	463	482	482	-
3190 All Other Differential						
3400 Other Funds Ltd	9,926	22,333	22,333	23,271	23,271	-
SALARIES & WAGES						
3400 Other Funds Ltd	653,139	777,924	801,234	991,186	991,186	-
TOTAL SALARIES & WAGES	\$653,139	\$777,924	\$801,234	\$991,186	\$991,186	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	234	296	296	304	304	-
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	96,205	129,269	133,262	166,278	166,278	-
3221 Pension Obligation Bond						
3400 Other Funds Ltd	33,295	45,006	42,824	44,006	44,006	-
3230 Social Security Taxes						
3400 Other Funds Ltd	49,498	59,511	61,294	72,765	72,765	-
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	-	-	-	3,711	3,711	-
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	178	235	235	264	264	-
3260 Mass Transit Tax						
3400 Other Funds Ltd	3,691	4,668	4,808	5,127	5,127	-

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3270 Flexible Benefits						
3400 Other Funds Ltd	152,226	195,939	195,939	227,700	227,700	-
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	335,327	434,924	438,658	520,155	520,155	-
TOTAL OTHER PAYROLL EXPENSES	\$335,327	\$434,924	\$438,658	\$520,155	\$520,155	-
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(13,496)	(13,496)	(15,226)	(15,226)	-
PERSONAL SERVICES						
3400 Other Funds Ltd	988,466	1,199,352	1,226,396	1,496,115	1,496,115	-
TOTAL PERSONAL SERVICES	\$988,466	\$1,199,352	\$1,226,396	\$1,496,115	\$1,496,115	-
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	16,397	24,854	24,854	25,898	25,898	-
4125 Out of State Travel						
3400 Other Funds Ltd	2,859	9,215	9,215	9,602	9,602	-
4150 Employee Training						
3400 Other Funds Ltd	13,943	5,504	5,504	16,155	16,155	-
4175 Office Expenses						
3400 Other Funds Ltd	15,104	28,033	28,033	24,000	24,000	-
4200 Telecommunications						
3400 Other Funds Ltd	27,706	16,729	16,729	17,432	15,886	-
4225 State Gov. Service Charges						

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3400 Other Funds Ltd	59,846	96,342	96,342	79,724	77,361	-
4250 Data Processing						
3400 Other Funds Ltd	23,685	4,505	4,505	54,694	54,672	-
4275 Publicity and Publications						
3400 Other Funds Ltd	2,571	3,647	3,647	3,800	3,800	-
4300 Professional Services						
3400 Other Funds Ltd	32,678	67,187	67,187	73,099	73,099	-
4315 IT Professional Services						
3400 Other Funds Ltd	19,909	62,955	62,955	118,495	118,495	-
4325 Attorney General						
3400 Other Funds Ltd	192,637	266,997	266,997	314,175	299,660	-
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	1,072	1,072	1,117	1,117	-
4400 Dues and Subscriptions						
3400 Other Funds Ltd	7,686	5,499	5,499	5,730	5,730	-
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	107,756	110,602	110,602	115,247	115,247	-
4475 Facilities Maintenance						
3400 Other Funds Ltd	127	-	-	-	-	-
4575 Agency Program Related S and S						
3400 Other Funds Ltd	55,710	21,003	21,003	21,885	21,885	-
4650 Other Services and Supplies						
3400 Other Funds Ltd	97,452	212,666	212,666	216,388	200,257	-

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	4,835	4,835	5,038	5,038	-
4715 IT Expendable Property						
3400 Other Funds Ltd	20,921	5,469	5,469	5,699	5,699	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	696,987	947,114	947,114	1,108,178	1,073,601	-
TOTAL SERVICES & SUPPLIES	\$696,987	\$947,114	\$947,114	\$1,108,178	\$1,073,601	-
EXPENDITURES						
3400 Other Funds Ltd	1,685,453	2,146,466	2,173,510	2,604,293	2,569,716	-
TOTAL EXPENDITURES	\$1,685,453	\$2,146,466	\$2,173,510	\$2,604,293	\$2,569,716	-
ENDING BALANCE						
3400 Other Funds Ltd	600,252	422,961	395,917	82,873	375,298	-
TOTAL ENDING BALANCE	\$600,252	\$422,961	\$395,917	\$82,873	\$375,298	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	6	6	6	6	6	-
TOTAL AUTHORIZED POSITIONS	6	6	6	6	6	-
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	5.10	5.10	5.10	5.75	5.75	-
TOTAL AUTHORIZED FTE	5.10	5.10	5.10	5.75	5.75	-

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	448,308	395,755	395,755	798,574	798,574	-
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	167,136	167,136	-	-	-
BEGINNING BALANCE						
3400 Other Funds Ltd	448,308	562,891	562,891	798,574	798,574	-
TOTAL BEGINNING BALANCE	\$448,308	\$562,891	\$562,891	\$798,574	\$798,574	-
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	36,578	42,775	42,775	42,532	42,532	-
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	1,722,977	1,887,274	1,887,274	1,629,132	1,886,980	-
LICENSES AND FEES						
3400 Other Funds Ltd	1,759,555	1,930,049	1,930,049	1,671,664	1,929,512	-
TOTAL LICENSES AND FEES	\$1,759,555	\$1,930,049	\$1,930,049	\$1,671,664	\$1,929,512	-
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	815	2,060	2,060	1,640	1,640	-
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	80,620	86,000	86,000	226,888	226,888	-

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
SALES INCOME						
0705 Sales Income						
3400 Other Funds Ltd	50	27	27	-	-	-
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	6,933	-	-	-	-	-
REVENUE CATEGORIES						
3400 Other Funds Ltd	1,847,973	2,018,136	2,018,136	1,900,192	2,158,040	-
TOTAL REVENUE CATEGORIES	\$1,847,973	\$2,018,136	\$2,018,136	\$1,900,192	\$2,158,040	-
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(10,576)	(11,600)	(11,600)	(11,600)	(11,600)	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	2,285,705	2,569,427	2,569,427	2,687,166	2,945,014	-
TOTAL AVAILABLE REVENUES	\$2,285,705	\$2,569,427	\$2,569,427	\$2,687,166	\$2,945,014	-
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	638,602	755,128	778,438	927,433	927,433	-
3115 Board Member Stipend						
3400 Other Funds Ltd	-	-	-	40,000	40,000	-
3170 Overtime Payments						

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-001-00-00-00000

2023-25 Biennium

Operations

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3400 Other Funds Ltd	4,611	-	-	-	-	-
3180 Shift Differential						
3400 Other Funds Ltd	-	463	463	482	482	-
3190 All Other Differential						
3400 Other Funds Ltd	9,926	22,333	22,333	23,271	23,271	-
SALARIES & WAGES						
3400 Other Funds Ltd	653,139	777,924	801,234	991,186	991,186	-
TOTAL SALARIES & WAGES	\$653,139	\$777,924	\$801,234	\$991,186	\$991,186	-
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	234	296	296	304	304	-
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	96,205	129,269	133,262	166,278	166,278	-
3221 Pension Obligation Bond						
3400 Other Funds Ltd	33,295	45,006	42,824	44,006	44,006	-
3230 Social Security Taxes						
3400 Other Funds Ltd	49,498	59,511	61,294	72,765	72,765	-
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	-	-	-	3,711	3,711	-
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	178	235	235	264	264	-
3260 Mass Transit Tax						
3400 Other Funds Ltd	3,691	4,668	4,808	5,127	5,127	-

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3270 Flexible Benefits						
3400 Other Funds Ltd	152,226	195,939	195,939	227,700	227,700	-
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	335,327	434,924	438,658	520,155	520,155	-
TOTAL OTHER PAYROLL EXPENSES	\$335,327	\$434,924	\$438,658	\$520,155	\$520,155	-
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(13,496)	(13,496)	(15,226)	(15,226)	-
PERSONAL SERVICES						
3400 Other Funds Ltd	988,466	1,199,352	1,226,396	1,496,115	1,496,115	-
TOTAL PERSONAL SERVICES	\$988,466	\$1,199,352	\$1,226,396	\$1,496,115	\$1,496,115	-
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	16,397	24,854	24,854	25,898	25,898	-
4125 Out of State Travel						
3400 Other Funds Ltd	2,859	9,215	9,215	9,602	9,602	-
4150 Employee Training						
3400 Other Funds Ltd	13,943	5,504	5,504	16,155	16,155	-
4175 Office Expenses						
3400 Other Funds Ltd	15,104	28,033	28,033	24,000	24,000	-
4200 Telecommunications						
3400 Other Funds Ltd	27,706	16,729	16,729	17,432	15,886	-
4225 State Gov. Service Charges						

Budget Support - Detail Revenues and Expenditures

Cross Reference Number: 81100-001-00-00-00000

2023-25 Biennium

Operations

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
3400 Other Funds Ltd	59,846	96,342	96,342	79,724	77,361	-
4250 Data Processing						
3400 Other Funds Ltd	23,685	4,505	4,505	54,694	54,672	-
4275 Publicity and Publications						
3400 Other Funds Ltd	2,571	3,647	3,647	3,800	3,800	-
4300 Professional Services						
3400 Other Funds Ltd	32,678	67,187	67,187	73,099	73,099	-
4315 IT Professional Services						
3400 Other Funds Ltd	19,909	62,955	62,955	118,495	118,495	-
4325 Attorney General						
3400 Other Funds Ltd	192,637	266,997	266,997	314,175	299,660	-
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	1,072	1,072	1,117	1,117	-
4400 Dues and Subscriptions						
3400 Other Funds Ltd	7,686	5,499	5,499	5,730	5,730	-
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	107,756	110,602	110,602	115,247	115,247	-
4475 Facilities Maintenance						
3400 Other Funds Ltd	127	-	-	-	-	-
4575 Agency Program Related S and S						
3400 Other Funds Ltd	55,710	21,003	21,003	21,885	21,885	-
4650 Other Services and Supplies						
3400 Other Funds Ltd	97,452	212,666	212,666	216,388	200,257	-

Budget Support - Detail Revenues and Expenditures
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000

Description	2019-21 Actuals	2021-23 Leg Adopted Budget	2021-23 Leg Approved Budget	2023-25 Agency Request Budget	2023-25 Governor's Budget	2023-25 Leg. Adopted Budget
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	4,835	4,835	5,038	5,038	-
4715 IT Expendable Property						
3400 Other Funds Ltd	20,921	5,469	5,469	5,699	5,699	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	696,987	947,114	947,114	1,108,178	1,073,601	-
TOTAL SERVICES & SUPPLIES	\$696,987	\$947,114	\$947,114	\$1,108,178	\$1,073,601	-
EXPENDITURES						
3400 Other Funds Ltd	1,685,453	2,146,466	2,173,510	2,604,293	2,569,716	-
TOTAL EXPENDITURES	\$1,685,453	\$2,146,466	\$2,173,510	\$2,604,293	\$2,569,716	-
ENDING BALANCE						
3400 Other Funds Ltd	600,252	422,961	395,917	82,873	375,298	-
TOTAL ENDING BALANCE	\$600,252	\$422,961	\$395,917	\$82,873	\$375,298	-
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	6	6	6	6	6	-
TOTAL AUTHORIZED POSITIONS	6	6	6	6	6	-
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	5.10	5.10	5.10	5.75	5.75	-
TOTAL AUTHORIZED FTE	5.10	5.10	5.10	5.75	5.75	-

Description	Agency Request Budget (V-01) 2023-25 Base Budget	Governor's Budget (Y-01) 2023-25 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
BEGINNING BALANCE				
0025 Beginning Balance				
3400 Other Funds Ltd	798,574	798,574	0	-
REVENUE CATEGORIES				
LICENSES AND FEES				
0205 Business Lic and Fees				
3400 Other Funds Ltd	42,532	42,532	0	-
0210 Non-business Lic. and Fees				
3400 Other Funds Ltd	1,629,132	1,629,132	0	-
TOTAL LICENSES AND FEES				
3400 Other Funds Ltd	1,671,664	1,671,664	0	-
CHARGES FOR SERVICES				
0410 Charges for Services				
3400 Other Funds Ltd	1,640	1,640	0	-
FINES, RENTS AND ROYALTIES				
0505 Fines and Forfeitures				
3400 Other Funds Ltd	226,888	226,888	0	-
TOTAL REVENUES				
3400 Other Funds Ltd	1,900,192	1,900,192	0	-
TRANSFERS OUT				
2443 Tsfr To Oregon Health Authority				
3400 Other Funds Ltd	(11,600)	(11,600)	0	-
AVAILABLE REVENUES				
3400 Other Funds Ltd	2,687,166	2,687,166	0	-

Description	Agency Request Budget (V-01) 2023-25 Base Budget	Governor's Budget (Y-01) 2023-25 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	809,825	809,825	0	-
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3180 Shift Differential

3400 Other Funds Ltd	463	463	0	-
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3190 All Other Differential

3400 Other Funds Ltd	22,333	22,333	0	-
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TOTAL SALARIES & WAGES

3400 Other Funds Ltd	832,621	832,621	0	-
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	270	270	0	-
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3220 Public Employees' Retire Cont

3400 Other Funds Ltd	145,032	145,032	0	-
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3221 Pension Obligation Bond

3400 Other Funds Ltd	42,824	42,824	0	-
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3230 Social Security Taxes

3400 Other Funds Ltd	63,695	63,695	0	-
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	3,253	3,253	0	-
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3250 Worker's Comp. Assess. (WCD)

3400 Other Funds Ltd	235	235	0	-
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Description	Agency Request Budget (V-01) 2023-25 Base Budget	Governor's Budget (Y-01) 2023-25 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3260 Mass Transit Tax				
3400 Other Funds Ltd	4,808	4,808	0	-
3270 Flexible Benefits				
3400 Other Funds Ltd	202,950	202,950	0	-
TOTAL OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	463,067	463,067	0	-
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	(13,496)	(13,496)	0	-
TOTAL PERSONAL SERVICES				
3400 Other Funds Ltd	1,282,192	1,282,192	0	-
SERVICES & SUPPLIES				
4100 Instate Travel				
3400 Other Funds Ltd	24,854	24,854	0	-
4125 Out of State Travel				
3400 Other Funds Ltd	9,215	9,215	0	-
4150 Employee Training				
3400 Other Funds Ltd	15,504	15,504	0	-
4175 Office Expenses				
3400 Other Funds Ltd	23,033	23,033	0	-
4200 Telecommunications				
3400 Other Funds Ltd	16,729	16,729	0	-
4225 State Gov. Service Charges				
3400 Other Funds Ltd	96,342	96,342	0	-

Description	Agency Request Budget (V-01) 2023-25 Base Budget	Governor's Budget (Y-01) 2023-25 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
4250 Data Processing				
3400 Other Funds Ltd	4,505	4,505	0	-
4275 Publicity and Publications				
3400 Other Funds Ltd	3,647	3,647	0	-
4300 Professional Services				
3400 Other Funds Ltd	67,187	67,187	0	-
4315 IT Professional Services				
3400 Other Funds Ltd	62,955	62,955	0	-
4325 Attorney General				
3400 Other Funds Ltd	266,997	266,997	0	-
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	1,072	1,072	0	-
4400 Dues and Subscriptions				
3400 Other Funds Ltd	5,499	5,499	0	-
4425 Facilities Rental and Taxes				
3400 Other Funds Ltd	110,602	110,602	0	-
4575 Agency Program Related S and S				
3400 Other Funds Ltd	21,003	21,003	0	-
4650 Other Services and Supplies				
3400 Other Funds Ltd	207,666	207,666	0	-
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	4,835	4,835	0	-
4715 IT Expendable Property				
3400 Other Funds Ltd	5,469	5,469	0	-

Description	Agency Request Budget (V-01) 2023-25 Base Budget	Governor's Budget (Y-01) 2023-25 Base Budget	Column 2 minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
TOTAL SERVICES & SUPPLIES				
3400 Other Funds Ltd	947,114	947,114	0	-
TOTAL EXPENDITURES				
3400 Other Funds Ltd	2,229,306	2,229,306	0	-
ENDING BALANCE				
3400 Other Funds Ltd	457,860	457,860	0	-
AUTHORIZED POSITIONS				
8150 Class/Unclass Positions	6	6	0	-
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	5.10	5.10	0	-

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Vacancy Factor and Non-ORPICS Personal Services
 Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3180 Shift Differential

3400 Other Funds Ltd	19	19	0	0.00%
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3190 All Other Differential

3400 Other Funds Ltd	938	938	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	957	957	0	0.00%
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TOTAL SALARIES & WAGES	\$957	\$957	\$0	0.00%
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	171	171	0	0.00%
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3221 Pension Obligation Bond

3400 Other Funds Ltd	1,182	1,182	0	0.00%
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3230 Social Security Taxes

3400 Other Funds Ltd	73	73	0	0.00%
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	4	4	0	0.00%
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Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Vacancy Factor and Non-ORPICS Personal Services
 Pkg Group: ESS Pkg Type: 010 Pkg Number: 010

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3260 Mass Transit Tax				
3400 Other Funds Ltd	193	193	0	0.00%
OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	1,623	1,623	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$1,623	\$1,623	\$0	0.00%
P.S. BUDGET ADJUSTMENTS				
3455 Vacancy Savings				
3400 Other Funds Ltd	(1,730)	(1,730)	0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	850	850	0	0.00%
TOTAL PERSONAL SERVICES	\$850	\$850	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	850	850	0	0.00%
TOTAL EXPENDITURES	\$850	\$850	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(850)	(850)	0	0.00%
TOTAL ENDING BALANCE	(\$850)	(\$850)	\$0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000

Package: Standard Inflation

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

SERVICES & SUPPLIES

4100 Instate Travel

3400 Other Funds Ltd 1,044 1,044 0 0.00%

4125 Out of State Travel

3400 Other Funds Ltd 387 387 0 0.00%

4150 Employee Training

3400 Other Funds Ltd 651 651 0 0.00%

4175 Office Expenses

3400 Other Funds Ltd 967 967 0 0.00%

4200 Telecommunications

3400 Other Funds Ltd 703 703 0 0.00%

4225 State Gov. Service Charges

3400 Other Funds Ltd (16,618) (16,618) 0 0.00%

4250 Data Processing

3400 Other Funds Ltd 189 189 0 0.00%

4275 Publicity and Publications

3400 Other Funds Ltd 153 153 0 0.00%

4300 Professional Services

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000

Package: Standard Inflation

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	5,912	5,912	0	0.00%
4315 IT Professional Services				
3400 Other Funds Ltd	5,540	5,540	0	0.00%
4325 Attorney General				
3400 Other Funds Ltd	47,178	47,178	0	0.00%
4375 Employee Recruitment and Develop				
3400 Other Funds Ltd	45	45	0	0.00%
4400 Dues and Subscriptions				
3400 Other Funds Ltd	231	231	0	0.00%
4425 Facilities Rental and Taxes				
3400 Other Funds Ltd	4,645	4,645	0	0.00%
4575 Agency Program Related S and S				
3400 Other Funds Ltd	882	882	0	0.00%
4650 Other Services and Supplies				
3400 Other Funds Ltd	8,722	8,722	0	0.00%
4700 Expendable Prop 250 - 5000				
3400 Other Funds Ltd	203	203	0	0.00%
4715 IT Expendable Property				
3400 Other Funds Ltd	230	230	0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000

Package: Standard Inflation

Pkg Group: ESS Pkg Type: 030 Pkg Number: 031

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
SERVICES & SUPPLIES				
3400 Other Funds Ltd	61,064	61,064	0	0.00%
TOTAL SERVICES & SUPPLIES	\$61,064	\$61,064	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	61,064	61,064	0	0.00%
TOTAL EXPENDITURES	\$61,064	\$61,064	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(61,064)	(61,064)	0	0.00%
TOTAL ENDING BALANCE	(\$61,064)	(\$61,064)	\$0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000

Package: Analyst Adjustments

Pkg Group: POL Pkg Type: 090 Pkg Number: 090

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
REVENUE CATEGORIES				
LICENSES AND FEES				
0210 Non-business Lic. and Fees				
3400 Other Funds Ltd	-	257,848	257,848	100.00%
AVAILABLE REVENUES				
3400 Other Funds Ltd	-	257,848	257,848	100.00%
TOTAL AVAILABLE REVENUES	-	\$257,848	\$257,848	100.00%
ENDING BALANCE				
3400 Other Funds Ltd	-	257,848	257,848	100.00%
TOTAL ENDING BALANCE	-	\$257,848	\$257,848	100.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Statewide AG Adjustment
 Pkg Group: POL Pkg Type: 090 Pkg Number: 092

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
SERVICES & SUPPLIES				
4325 Attorney General				
3400 Other Funds Ltd	-	(14,515)	(14,515)	100.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	-	(14,515)	(14,515)	100.00%
TOTAL SERVICES & SUPPLIES	-	(\$14,515)	(\$14,515)	100.00%
EXPENDITURES				
3400 Other Funds Ltd	-	(14,515)	(14,515)	100.00%
TOTAL EXPENDITURES	-	(\$14,515)	(\$14,515)	100.00%
ENDING BALANCE				
3400 Other Funds Ltd	-	14,515	14,515	100.00%
TOTAL ENDING BALANCE	-	\$14,515	\$14,515	100.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Statewide Adjustment DAS Chgs
 Pkg Group: POL Pkg Type: 090 Pkg Number: 093

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
SERVICES & SUPPLIES				
4200 Telecommunications				
3400 Other Funds Ltd	-	(1,546)	(1,546)	100.00%
4225 State Gov. Service Charges				
3400 Other Funds Ltd	-	(2,363)	(2,363)	100.00%
4250 Data Processing				
3400 Other Funds Ltd	-	(22)	(22)	100.00%
4650 Other Services and Supplies				
3400 Other Funds Ltd	-	(16,131)	(16,131)	100.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	-	(20,062)	(20,062)	100.00%
TOTAL SERVICES & SUPPLIES	-	(\$20,062)	(\$20,062)	100.00%
EXPENDITURES				
3400 Other Funds Ltd	-	(20,062)	(20,062)	100.00%
TOTAL EXPENDITURES	-	(\$20,062)	(\$20,062)	100.00%
ENDING BALANCE				
3400 Other Funds Ltd	-	20,062	20,062	100.00%
TOTAL ENDING BALANCE	-	\$20,062	\$20,062	100.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Database implementation and maintenance
 Pkg Group: POL Pkg Type: POL Pkg Number: 100

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
SERVICES & SUPPLIES				
4315 IT Professional Services				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
TOTAL SERVICES & SUPPLIES	\$50,000	\$50,000	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
TOTAL EXPENDITURES	\$50,000	\$50,000	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(50,000)	(50,000)	0	0.00%
TOTAL ENDING BALANCE	(\$50,000)	(\$50,000)	\$0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Healthcare Investigator position to 1.0 FTE
 Pkg Group: POL Pkg Type: POL Pkg Number: 101

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	77,282	77,282	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	77,282	77,282	0	0.00%
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TOTAL SALARIES & WAGES	\$77,282	\$77,282	\$0	0.00%
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	20	20	0	0.00%
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	13,849	13,849	0	0.00%
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3230 Social Security Taxes

3400 Other Funds Ltd	5,912	5,912	0	0.00%
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	293	293	0	0.00%
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	17	17	0	0.00%
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Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Healthcare Investigator position to 1.0 FTE
 Pkg Group: POL Pkg Type: POL Pkg Number: 101

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3260 Mass Transit Tax				
3400 Other Funds Ltd	126	126	0	0.00%
3270 Flexible Benefits				
3400 Other Funds Ltd	14,850	14,850	0	0.00%
OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	35,067	35,067	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$35,067	\$35,067	\$0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	112,349	112,349	0	0.00%
TOTAL PERSONAL SERVICES	\$112,349	\$112,349	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	112,349	112,349	0	0.00%
TOTAL EXPENDITURES	\$112,349	\$112,349	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(112,349)	(112,349)	0	0.00%
TOTAL ENDING BALANCE	(\$112,349)	(\$112,349)	\$0	0.00%
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	0.40	0.40	0.00	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Reclassification of AS2 to Program Analyst
 Pkg Group: POL Pkg Type: POL Pkg Number: 102

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	21,048	21,048	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	21,048	21,048	0	0.00%
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TOTAL SALARIES & WAGES	\$21,048	\$21,048	\$0	0.00%
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OTHER PAYROLL EXPENSES

3220 Public Employees Retire Cont

3400 Other Funds Ltd	3,772	3,772	0	0.00%
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3230 Social Security Taxes

3400 Other Funds Ltd	1,610	1,610	0	0.00%
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	84	84	0	0.00%
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OTHER PAYROLL EXPENSES

3400 Other Funds Ltd	5,466	5,466	0	0.00%
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TOTAL OTHER PAYROLL EXPENSES	\$5,466	\$5,466	\$0	0.00%
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PERSONAL SERVICES

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Reclassification of AS2 to Program Analyst
 Pkg Group: POL Pkg Type: POL Pkg Number: 102

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3400 Other Funds Ltd	26,514	26,514	0	0.00%
TOTAL PERSONAL SERVICES	\$26,514	\$26,514	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	26,514	26,514	0	0.00%
TOTAL EXPENDITURES	\$26,514	\$26,514	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(26,514)	(26,514)	0	0.00%
TOTAL ENDING BALANCE	(\$26,514)	(\$26,514)	\$0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Reclassification of OS1 to OS2 and 1.0 FTE
 Pkg Group: POL Pkg Type: POL Pkg Number: 103

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

3400 Other Funds Ltd	19,278	19,278	0	0.00%
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SALARIES & WAGES

3400 Other Funds Ltd	19,278	19,278	0	0.00%
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TOTAL SALARIES & WAGES	\$19,278	\$19,278	\$0	0.00%
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

3400 Other Funds Ltd	14	14	0	0.00%
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3220 Public Employees Retire Cont

3400 Other Funds Ltd	3,454	3,454	0	0.00%
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3230 Social Security Taxes

3400 Other Funds Ltd	1,475	1,475	0	0.00%
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3241 Paid Family Medical Leave Insurance

3400 Other Funds Ltd	77	77	0	0.00%
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3250 Workers Comp. Assess. (WCD)

3400 Other Funds Ltd	12	12	0	0.00%
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Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Reclassification of OS1 to OS2 and 1.0 FTE
 Pkg Group: POL Pkg Type: POL Pkg Number: 103

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
3270 Flexible Benefits				
3400 Other Funds Ltd	9,900	9,900	0	0.00%
OTHER PAYROLL EXPENSES				
3400 Other Funds Ltd	14,932	14,932	0	0.00%
TOTAL OTHER PAYROLL EXPENSES	\$14,932	\$14,932	\$0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	34,210	34,210	0	0.00%
TOTAL PERSONAL SERVICES	\$34,210	\$34,210	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	34,210	34,210	0	0.00%
TOTAL EXPENDITURES	\$34,210	\$34,210	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(34,210)	(34,210)	0	0.00%
TOTAL ENDING BALANCE	(\$34,210)	(\$34,210)	\$0	0.00%
AUTHORIZED FTE				
8250 Class/Unclass FTE Positions	0.25	0.25	0.00	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Transition to DAS IT support
 Pkg Group: POL Pkg Type: POL Pkg Number: 104

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
SERVICES & SUPPLIES				
4250 Data Processing				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
SERVICES & SUPPLIES				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
TOTAL SERVICES & SUPPLIES	\$50,000	\$50,000	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	50,000	50,000	0	0.00%
TOTAL EXPENDITURES	\$50,000	\$50,000	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(50,000)	(50,000)	0	0.00%
TOTAL ENDING BALANCE	(\$50,000)	(\$50,000)	\$0	0.00%

Package Comparison Report - Detail
 2023-25 Biennium
 Operations

Cross Reference Number: 81100-001-00-00-00000
 Package: Board Member per diem
 Pkg Group: POL Pkg Type: POL Pkg Number: 105

Description	Agency Request Budget (V-01)	Governor's Budget (Y-01)	Column 2 Minus Column 1	% Change from Column 1 to Column 2
	Column 1	Column 2		
EXPENDITURES				
PERSONAL SERVICES				
SALARIES & WAGES				
3115 Board Member Stipend				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
SALARIES & WAGES				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
TOTAL SALARIES & WAGES	\$40,000	\$40,000	\$0	0.00%
PERSONAL SERVICES				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
TOTAL PERSONAL SERVICES	\$40,000	\$40,000	\$0	0.00%
EXPENDITURES				
3400 Other Funds Ltd	40,000	40,000	0	0.00%
TOTAL EXPENDITURES	\$40,000	\$40,000	\$0	0.00%
ENDING BALANCE				
3400 Other Funds Ltd	(40,000)	(40,000)	0	0.00%
TOTAL ENDING BALANCE	(\$40,000)	(\$40,000)	\$0	0.00%