Oregon Board of Licensed Social Workers

2027-2029 Agency Request Budget

OREGON BOARD OF LICENSED SOCIAL WORKERS

2027-2029 Agency Request Budget

Table of Contents

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 Licensed Social Workers

Agency Name

3218 Pringle Rd SE, Ste 240, Salem, OR 97302

Agency Address

Signature

Board Chair

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.

X Agency Request

_____ Governor's Budget

_____ Legislatively Adopted

HB 5018 A BUDGET REPORT and MEASURE SUMMARY **Carrier:** Rep. Hudson

Joint Committee On Ways and Means

Action Date:	05/16/25
Action:	Do pass with amendments. (Printed A-Eng.)
House Vote	
Yeas:	7 - Bowman, Evans, Gomberg, Levy E, Ruiz, Sanchez, Valderrama
Nays:	3 - Breese-Iverson, Cate, Drazan
Exc:	2 - Owens, Smith G
Senate Vote	
Yeas:	7 - Anderson, Broadman, Campos, Frederick, Lieber, Manning Jr, Sollman
Nays:	4 - Bonham, Girod, McLane, Smith DB
Prepared By:	Paul Johnson, Department of Administrative Services
Reviewed By:	MaryMichelle Sosne, Legislative Fiscal Office

Board of Licensed Social Workers
2025-27

This summary has not been adopted or officially endorsed by action of the committee.

Budget Summary*

	2023-25 Legislatively Approved Budget[1]	2025-27 Current Service Level	2025-27 Committee Recommendation	Committee Change from 2023-25 Leg. Approved	
				$ Change	% Change
Other Funds Limited	$ 2,819,682	$ 2,953,193	$ 3,122,120	$ 302,438	10.7%
Total	$ 2,819,682	$ 2,953,193	$ 3,122,120	$ 302,438	10.7%

Position Summary

Authorized Positions	10	8	9	(1.00)	
Full-time Equivalent (FTE) positions	8.50	7.50	8.50	-	

(1) Includes adjustments through January 2025

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Board of Licensed Social Workers (BLSW) is funded entirely with Other Funds; primarily from fees paid for professional licenses. While the Board has seen a steady increase in licenses, there is some uncertainty around the growth rate due to the conclusion of House Bill 4071 (2022), which temporarily waived new application fees from February 2023 until February 2024. The Subcommittee recommended budget includes a 20% fee increase across all license types for the 2025-27 biennium, which is expected to add $392,977 Other Funds revenue. The last fee increase was approved by the Legislature in the 2015-17 budget.

Summary of Education Subcommittee Action

The mission of BLSW is to protect the citizens of Oregon by setting a strong standard of practice and ethics through the regulation of social workers. The Board sets policy, writes and adopts rules, renews licenses annually, and audits continuing education as part of the renewal process. Agency staff are responsible for issuing and renewing licenses, investigating complaints, and monitoring disciplined licensees. The Subcommittee recommended a budget of $3,122,120 Other Funds and nine positions (8.50 FTE), which represents a 10.7% increase from the 2023-25 legislatively approved budget (LAB). This budget adds one limited duration position, increases fees, and provides the Agency with an ending balance equivalent to approximately 5 months of operating expenses. The Subcommittee recommended the following packages:

- Package 100: Fee Increases. This package increases fees and allows the Agency to raise enough revenue, approximately $392,977, to adjust for inflated costs and administer current programs. BLSW last increased their fees in the 2015-17 biennium.

- Package 550: Full Time Office Specialist 2. This package increases Other Funds expenditure limitation by $168,927 on a one-time basis to extend a full-time limited duration Office Specialist position for the 2025-27 biennium. This package has been modified as the original request from the agency was for a permanent position.

The Subcommittee approved the following budget note relating to the development of a new licensing database:

Budget Note
The Board of Licensed Social Workers, in consultation with the Mental Health Regulatory Agency, are directed to return to the Education Subcommittee of the Joint Committee on Ways and Means during the 2026 session to report on the status of developing a new licensing database. The report should include the estimated costs of the project, proposed timelines, and plan for the respective agencies to fund the project through licensing revenue, including costs for ongoing operations and maintenance.

Summary of Performance Measure Action

See attached Legislatively Adopted 2025-27 Key Performance Measures form.

DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

Board of Licensed Social Workers
CFO Analyst Paul Johnson -- 971-718-2445

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS LIMITED	OTHER FUNDS NONLIMITED	FEDERAL FUNDS LIMITED	FEDERAL FUNDS NONLIMITED	TOTAL ALL FUNDS	POS	FTE
2023-25 Legislatively Approved Budget at Jan 2025 *	$ -	$ -	$ 2,819,682	$ -	$ -	$ -	$ 2,819,682	10	8.50
2025-27 Current Service Level (CSL)*	$ -	$ -	$ 2,953,193	$ -	$ -	$ -	$ 2,953,193	8	7.50
SUBCOMMITTEE ADJUSTMENTS (from CSL)									
SCR 12400-001 - Operations									
Package 550: Full-Time Office Specialist 2									
Personal Services	$ -	$ -	$ 156,099	$ -	$ -	$ -	$ 156,099	1	1.00
Services and Supplies	$ -	$ -	$ 12,828	$ -	$ -	$ -	$ 12,828		
TOTAL ADJUSTMENTS	$ -	$ -	$ 168,927	$ -	$ -	$ -	$ 168,927	1	1.00
SUBCOMMITTEE RECOMMENDATION *	$ -	$ -	$ 3,122,120	$ -	$ -	$ -	$ 3,122,120	9	8.50
% Change from 2023-25 Leg Approved Budget	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	10.7%	(10.0%)	0.0%
% Change from 2025-27 Current Service Level	0.0%	0.0%	5.7%	0.0%	0.0%	0.0%	5.7%	12.5%	13.3%

*Excludes Capital Construction Expenditures

Legislatively Approved 2025 - 2027 Key Performance Measures

Published: 5/12/2025 3:43:16 PM

Agency: Board of Licensed Social Workers

Mission Statement:

To protect the citizens of Oregon by setting a strong standard of practice and ethics through the regulation of social workers.

Legislatively Approved KPMs	Metrics	Agency Request	Last Reported Result	Target 2026	Target 2027
1. TIMELY COMPLAINT RESOLUTION - Percent of complaints upon which the Board makes a decision within six months of when the complaint is received in the Board office.		Approved	34%	50%	50%
2. CE AUDITS - Percent of license renewal Continuing Education audits that meet the requirement for accredited coursework.		Approved	100%	100%	100%
4. CUSTOMER SATISFACTION WITH AGENCY SERVICES - 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.	Overall	Approved	73%	98%	98%
	Expertise		85%	98%	98%
	Accuracy		79%	98%	98%
	Availability of Information		80%	98%	98%
	Helpfulness		67%	98%	98%
	Timeliness		73%	98%	98%
5. BOARD BEST PRACTICES - Percent of total best practices met by the Board.		Approved	93%	100%	100%

LFO Recommendation:

The Legislative Fiscal Office recommends approval of the Key Performance Measures and targets as proposed.

SubCommittee Action:

The Education Subcommittee approved the Key Performance Measures and targets, as presented.

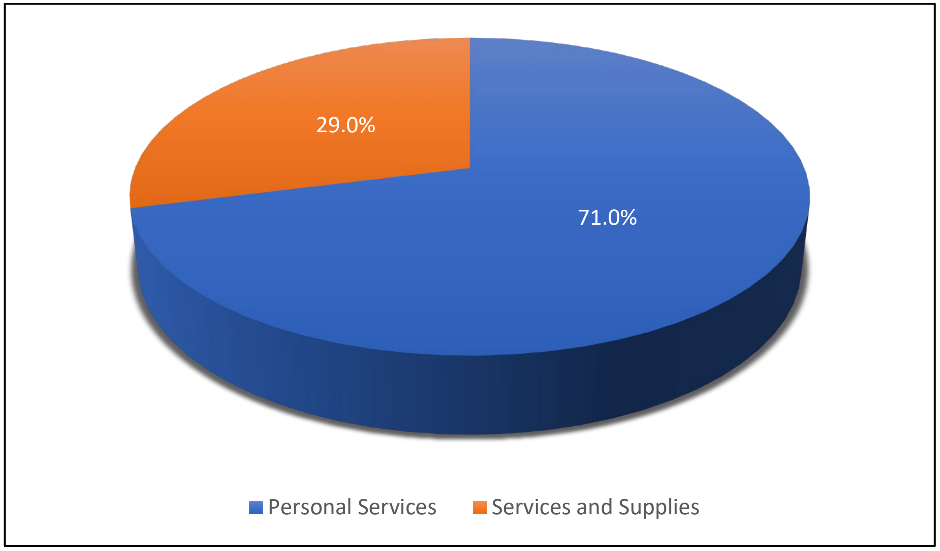
BUDGET NARRATIVE

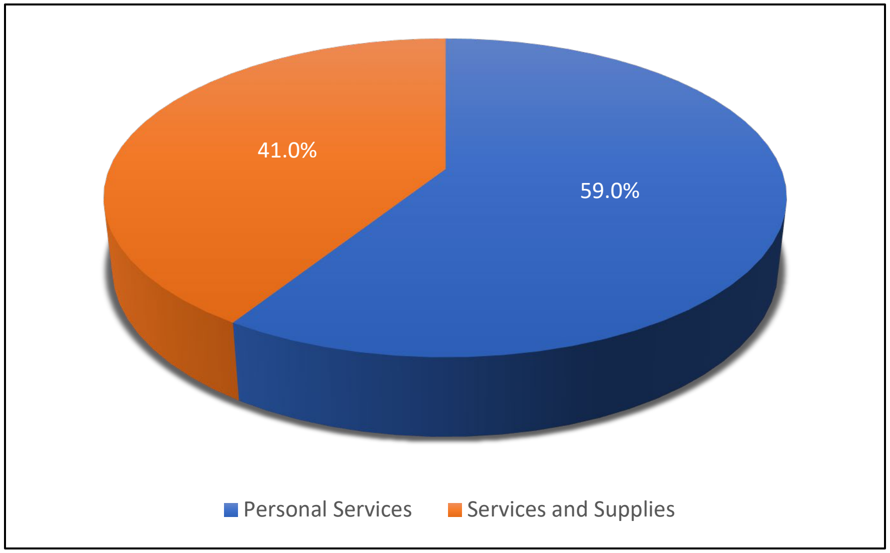
STATE BOARD OF LICENSED SOCIAL WORKERS
AGENCY SUMMARY / STATUTORY AUTHORITY:
ORS 675.510 through 675.600. OAR CHAPTER 877

(Note: The State Board of Licensed Social Workers is a 100% Other Funds agency. Funds are generated from fees paid by applicants and licensees to receive or renew a license and other regulatory functions.)

<u>Budget Summary Graphic</u>
2025 – 2027 Legislatively Adopted Budget $3,149,985
8 Positions / 7.5 FTE
$2,191,396 Personal Services (71%)
$958,589 Services and Supplies (29%)
Includes Policy Option Packages 100, 550, 551 $1,186,904

<u>Budget Summary Graphic</u>
2027 – 2029 Agency Request Budget $4,153,481
9 Positions / 8.5 FTE
$2,467,307 Personal Services (59%)
$1,686,174 Services and Supplies (41%)
Includes Policy Option Packages 100 & 102 $718,608





<u>MISSION STATEMENT</u>: The mission of the State Board of Licensed Social Workers is to protect the citizens of Oregon by setting a strong standard of practice and ethics through the regulation of social workers.

<u>STATUTORY AUTHORITY:</u> ORS 675.510 through 675.600.

<u>AGENCY PLANS</u>:

The Board holds a planning meeting every six months to develop and refine its long-range plans. The following Two-Year Plan is a result of those semi-annual meetings:

- **<u>2025-27 Two-Year Plan</u>**

  - **Continue Implementation of Mandatory Clinical Licensure and Voluntary Non-clinical Licensure.** The Board's authority for social work professional licensing was expanded by statute that took effect in 2011. This statute required licensure for those practicing clinical social work and added two voluntary, non-clinical licenses, the Registered Baccalaureate Social Worker and Licensed Master Social Worker. The board is working with large employers and schools of social work to encourage non-clinical license options for social work employees.

  - **Implement additional efficiencies in the licensure program to manage growth minimizing the need for additional personnel.** The Board continues its work to manage the increasing number of licensees. Board staff now uses the online database and licensing system. Online licensing system allows the board to accept all initial and renewal applications on-line. The board is working to expand the system's applicability to provide more licensing services.

  - **Compliance staffing.** The board's goal for the 2025-27 biennium is to continue to reduce the compliance backlog and to utilize the online database to support compliance processes.

  - **Implement Cultural Competence standards for licensees and provide regular training for BLSW staff and board members.**

<u>PROGRAM DESCRIPTION</u>

The Board's primary activities include:

- Setting and implementing policy;
- Establishing and enforcing a strong Code of Ethics;
- Processing and resolving consumer complaints and reports of alleged unprofessional conduct, impairment, and unlicensed practice.
- Processing applications for RBSW, LMSW, CSWA and LCSW;

- Monitoring CSWAs' implementation of their Plan of Supervision by reviewing Six-month Evaluation Reports from the supervisors;
- Administering the examination process for candidate licensure, both the national examination and the Oregon rules and laws examination;
- Processing renewals for RBSW, LMSW, CSWA and LCSW;
- Auditing Continuing Education reports for compliance to Rules;
- Developing Administrative Rules as needed;
- Conducting public hearings and contested case hearings as needed; and
- Holding regular Board meetings to conduct Board business.

The Board is entirely supported by Other Funds revenues. These revenues are derived from fees for application, issuance of initial licenses, annual renewal of licenses, late renewal, and other miscellaneous fees.

The Board consists of seven Governor-appointed members. By law the board must include 4 licensed social workers (3 LCSWs, and one representing either the RBSW, LMSW or CSWA), and three public members.

As of July 31, 2026, the Board has 7.5 permanently funded staff: 1.0 FTE Operations & Policy Analyst, 1.5 FTE Office Specialist 2, 1.0 FTE Compliance Specialist 1, 2.0 FTE Investigator 2, 1.0 FTE Compliance Specialist 2, and 1.0 FTE Agency Head 9 (Executive Director). The board has 1.0 FTE Limited Duration Office Specialist 2.

The board is requesting that the LD Office Specialist 2 position be established as a permanent Office Specialist 2 position.

The Board receives all of its IT support from DAS Technology Support Center.

ENVIRONMENTAL FACTORS

The Board has worked with the Department of Administrative Services (DAS-State Controller's Division/Shared Client Services unit – SCS) to provide accounting and payable services. This ensures compliance with relevant financial controls and accounting standards. Customer service from DAS has been excellent; however, the cost of these services has increased significantly, and the Board has little control over this part of its budget.

The potential of a contested case hearing through the Office of Administrative Hearings (OAH) leaves the Board vulnerable to a significant and unpredictable expense. While the Board works to settle cases when appropriate, given the Board's increasing number of licensees, the possibility of a contested case hearing is also increasing.

DOJ services increased by 40% in the 2025-2027 biennium. Although most of the costs of the Board AAG are foreseeable and forecasted accurately, as stated above, the Board cannot reasonably assess the AAG fees associated with the unpredictability of costs associated with a potential licensee requesting a hearing.

AGENCY INITIATIVES & ACCOMPLISHMENTS

The Board holds semi-annual strategic planning meetings to review its goals and progress, which allows board members to examine current issues and to anticipate future needs. The primary topics from these planning meetings are reflected on the board's Two- and Six-Year Plan.

The Board strives for continual improvement and streamlining of its programs; including:

- The Board database/licensing system allows the board to accept and process all applications, both initial and renewal, online, including payment and licensee access to individual account information.
- Board staff have made several updates to the website to increase efficient communication with the public, licensees and complainants. The website moved to a completely online complaint form sent directly to the compliance staff email box. The website also now features a direct link for public / licensee inquiries to the BLSW general email box.
- The Board has moved away from unnecessary non-ADA compliant forms for licensure applications or renewals, complaints and investigations, to create a more accessible line of communication.
- The Board works with the Association of Social Work Boards (ASWB) to utilize their connection with other jurisdictions as it seeks ways to improve its consumer protection efforts, exam test sites, scope of practice interests, and child custody protocols. Oregon has historically had a significant presence in ASWB, including serving on the national board. Currently a member of the Oregon BLSW is serving on the ASWB board.
- The Board continues to emphasize outreach to colleges and universities with social work schools and programs. The Board's Executive Director presents to graduating MSW classes and is expanding that outreach to BSW programs. These efforts are critical to making early contact with potential licensees and to educate graduates about the state licensing board, the importance of licensure, and to pro-actively establish a positive connection between future licensees and the Board.
- The Board also reaches out to licensees through the Oregon Chapter of the National Association of Social Workers (NASW). The executive director participates regularly with the board for the Oregon NASW board.

CRITERIA FOR 2027-29 BUDGET DEVELOPMENT

In developing its budget, the Board's primary concern is its responsibility for consumer protection, while at the same time, providing a full range of services to licensees, public and state agencies, and members of the public in a timely, efficient, and economical manner.

CURRENT TECHNOLOGICAL RESOURCES

The Board has a current contract with the licensing database Thentia. There is significant uncertainty regarding whether the Board will continue to contract with Thentia due to financial issues facing the company and multiple limitations and issues presented with the product.

DAS Procurement is currently working on a statewide request for proposals for an enterprise-wide pricing agreement for licensure database services. The outcome of that price agreement is in flux. Based on estimated costs associated with licensure databases for small and medium licensure boards nationwide / in the State of Oregon, a reasonable estimate for annual database services is $625,000.

The Board receives IT support and services from the DAS Technology Support Center and DAS Enterprise Technology Services. The Board shares equipment with other State Boards located in the same building, which produces savings for the Boards.

Complaint Load Growth – Board of Licensed Social Workers

Biennium	Compliance cases opened during biennium
91 – 93	32
93 – 95	35
95 – 97	37
97 – 99	81
99 – 01	51
2001 – 03	72
2003 – 05	41
2005 – 07	60
2007 – 09	94
2009 – 11	110
2011 – 13	151
2013 – 15	87
2015 – 17	74
2017 – 19	89
2019 – 21	89
2021 – 23	103
2023 – 25	142
2025 – 27	123

The Board has received and opened 123 cases between July 1, 2025 and June 30, 2026.

The Ethics Violations cases include, but are not limited to, the following types of cases:

- ☆ Boundary Concerns
- ☆ Breach of Confidentiality
- ☆ Client Care
- ☆ Client Exploitation
- ☆ Clinical Supervision Concerns
- ☆ Criminal Background (Applicants & Renewals)
- ☆ Custody Evaluation
- ☆ Dual Relationship
- ☆ Dual Sexual Relationship
- ☆ Failure to Report
- ☆ Impaired Professional
- ☆ Incompetence
- ☆ In-Patient treatment
- ☆ Misrepresentation
- ☆ Records Release
- ☆ Scope of Practice

Impaired Social Workers The Board investigates all allegations of licensee impairment, but no longer operates its own monitoring program for impaired social workers.

In addition to these compliance program activities, the Board also operates the following licensing program activities:

- **Certificate of Clinical Social Work Associate (CSWA)**
  To obtain a CSWA certificate, an individual must have an MSW, have a Plan of Supervision that is approved by the Board and be working in an agency under the supervision of an LCSW. It takes a minimum of 2 years working full-time to complete a Plans of Supervision and log the required number of practice and supervision hours. The Board monitors each Plan of Supervision by reviewing six-month evaluation reports from the CSWA's supervisor. These regular reports allow the Board to make certain that all requirements for licensure are being met, as well as ensuring that the license applicant is receiving appropriate supervision. This process ensures that mental health professionals are adequately prepared to service the citizens of Oregon.

- **Licensed Clinical Social Worker (LCSW)**
  Once a CSWA completes the Plan of Supervision, the CSWA is eligible to proceed to take the board-approved national exam and become licensed. The national exam for licensure is maintained and administered by the Association of Social Work Boards (ASWB). The Oregon Board is a delegate member of ASWB. An LCSW candidate is also required to complete an examination on the relevant Oregon statutes and rules governing the practice of social work in Oregon. A social worker licensed in another state may apply for licensure in Oregon if the requirements in the other state are substantially equivalent to those in Oregon.

- **Licensed Master Social Worker (LMSW) and Registered Baccalaureate Social Worker (RBSW)**

  The RBSW and LMSW are new licenses that were established in 2009. These licenses expanded the Board's licensing authority to non-clinical social work on a voluntary basis.

- **Licensure Renewal / Continuing Education**

  Licenses are currently renewed every two years in the licensee's birth month for RBSW, LMSW and LCSW. The CSWA certificate is renewed every year.

  An LCSW is required to accumulate and report a total of 40 accredited hours of continuing education related to his or her clinical work with every two-year renewal cycle. An RBSW must complete 20 hours and an LMSW must complete 30 hours of continuing education each renewal cycle.

  The continuing education requirement ensures a high quality of professional service to the public.

  The Board randomly audits 20% of the CE completion attestation reports each year.

Tina Kotek, Governor

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June 1, 2024

Board of Licensed Social Workers (BLSW) Strategic Plan

BLSW Mission: The Board of Licensed Social Workers protects Oregonians through the licensing and regulation of Social Workers.

Executive Director message: In my message, I want to acknowledge where BLSW was a year ago and where we are today. The goals and strategies below, will explain BLSW's plans for the future. BLSW is currently evolving from embracing the governor's DEI vision through education to implementing Diversity, Equity and Inclusion as part of everything we do. BLSW has chosen to include the DEI plan as part of the strategic plan because BLSW's long term strategic vision is to include DEI in everything we do. Customer service is also extremely important to BLSW. I am proud of BLSW's journey from application processing times of more than 6 months, a year ago, to currently 30 days for CSWA applications and 60 days on all others as well as no backlog on Supervision reports and more. BLSW is committed to a sustainable workforce. BLSW has experienced more than our share of change in the 6 months I have been Executive Director. Change management best practice has been essential to maintaining positive morale. BLSW embraces having those that do the work lead the change. As Executive Director, I have implemented regular check-ins and an open-door policy. Also, the use of licensing software has been the key to being great stewards of the public trust. BLSW is using SMART goals with the R (relevant) component originating from feedback from both BLSW staff and the Oregonians we serve. As Executive Director of the Oregon Board of Licensed Social Workers, I applaud the staff for their diligence, commitment and dedication to the Oregonians we serve. Great Job Team!!!

Improve customer service for Oregonians

GOAL #1: Improve Customer service for Oregonians

Background: In June 2023 Oregon's regulated social workers were reporting application processing times of up to 6 months. Legislators were regularly contacting with requests for application updates from those waiting. BLSW had a reputation for lack of response to both

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telephones and emails. BLSW was understaffed and experienced an unexpected increase in applications. Today, CSWA applications are processed within 30 days with all other applications processed within 60 days. Legislators haven't contacted BLSW for an application status for over 3 months. In April of 2024, BLSW successfully engaged in proactive communications to Oregon's regulated Social Workers. This communication helps social workers understand the licensure / certificate process and results in an easier path to licensure.

Strategy: Reduce all application processing times to 15 days or less.

Currently, BLSW is experiencing more work than the staff can manage. BLSW is in the process of hiring 2 limited duration (LD) OS2's to match current demand. BLSW will also implement specific Key Performance Measures as these additional staff members balance the current workload.

Strategy: 24-hour response to voicemails.

Currently BLSW's voicemail response time is more than 24 hours due to lack of staff to meet the current demand. BLSW will assign 1 of the Limited Duration OS2's to answer phones half time.

Strategy: 3-day response to emails.

Currently BLSW's email response time is more than 3 days. BLSW will assign 1 of the limited duration OS2's to reply to emails half time.

Strategy: Immediate communication when systemic issues discovered.

BLSW discovered, through data collection, that licensees were frequently having difficulty navigating the license / certification process. BLSW recently implemented a very successful infrequent email campaign in which BLSW identifies, through data collection, parts of the licensing process causing social workers difficulty. BLSW sends out infrequent emails to social workers which informs them how to correctly navigate these difficulties along with best practices.

BLSW will proactively communicate with Social Workers to determine what information is most useful and continue to email tips and best practices to make the licensing / certification process easier for social workers.

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Commitment to Diversity, Equity and Inclusion

GOAL #2: Commitment to Diversity, Equity and Inclusion

Oregon's shared prosperity is determined by how well every community and every resident does. We are all interconnected meaning the success of the State of Oregon is determined by the success of every community and resident. Oregon's collective prosperity suffers when any resident is excluded.

BLSW is moving toward the governor's vision of embedding Diversity, Equity and Inclusion in all we do. From proactively reaching out to underrepresented communities to encourage participation in job announcements and Board openings to creating alternate paths to licensure designed to be inclusive of underrepresented communities.

Our historically and currently underserved and under-resourced communities, include Oregonians who identify as:

- Native American, members of Oregon's nine federally recognized tribes, American Indian, Alaska Natives
- Black, African, African American
- Latina, Latino, Latinx, Hispanic
- Asian
- Pacific Islander (including Compact of Free Association Citizens)
- Immigrants, Refugees, Asylum-Seekers, Deferred Status Holders, Temporary Protected Status
- Undocumented, Deferred Action for Childhood Arrivals (DACA), "Dreamers," Non-Immigrant Visa Holders
- Linguistically diverse, English language learners (ELL)
- Economically Disadvantaged
- People with disabilities
- LGBTQIA2S+
- Farmworkers, Migrant Seasonal Workers

Definitions:

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Racial Equity means closing the gaps so that race can no longer predict any person's success, which simultaneously improves outcomes for all. To achieve racial equity, we must transform our institutions and structures to create systems that provide the infrastructure for communities to thrive equally. This commitment requires a paradigm shift on our path to recovery through the intentional integration of racial equity in every decision.

Diversity means honoring and including people of different backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for sharing power and increasing representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability.

Equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities.

Inclusion is a state of belonging when persons of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision-makers, collaborators, and colleagues. Ultimately, inclusion is the environment that organizations create to allow these differences to thrive.

Strategy: Alternate path to licensure

BLSW has discovered that the current path to licensure was developed without a focus on Equity. BLSW has created an alternate path to licensure subcommittee which expects to deliver recommendations to BLSW which will create a more equitable alternate path to licensure for Oregon's underrepresented Communities.

Strategy: Targeting recruiting for representation of underrepresented communities.

Currently, BLSW send recruitments to advocates of underrepresented communities as part of our recruiting process. Most recently BLSW sent job announcements for an OS2 position to the NAACP, Black Therapist & Company, IMAGINE BLACK, the Oregon Community Foundation, and

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the Association of Black Social Workers. BLSW also made sure that the announcement was open over the weekend as that is when underrepresented communities frequently look for jobs.

BLSW also consulted with community members on the wording of the recruitment to be inclusive. Vidcruiter is viewed as negative among most candidates of color because it allows the employer to see one's diversity and allows for possible bias. In this recruitment, vidcruiter was used, but to create a more inclusive experience, I worked with HR recruiting to make a video of myself, as an African American Executive Director, with a DEI message of inclusivity to be viewed before the interview.

BLSW will continue to evolve its efforts to increase the percentage of applicants from underrepresented communities that apply for BLSW positions.

Strategy: Targeted recruiting for BLSW board members from underrepresented communities.

BLSW has reached out to underrepresented communities to apply for the 2 open Board position we currently have open. BLSW will continue to proactively contact advocates for underrepresented communities to solicit applications for possible open positions.

Strategy: Engage the board with DEIB education

BLSW plans to present DEI presentations at each Board meeting.

Performance Feedback for Employees

GOAL #3: Performance Feedback for Employees

As Executive Director, I have implemented regular staff check ins, an open-door policy and staff driven process improvements. I have also implemented monthly 1 on 1's with staff designed to improving morale and for me to receive feedback as part of a healthy change management process. These combined actions are designed to move the BLSW team towards quarterly performance feedback which will be implemented this quarter.

Strategy: Implemented quarterly performance feedback

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As a new Executive Director, I have implemented change management best practices and have had regular check-ins with BLSW staff. To continue this progression, BLSW will begin quarterly performance feedback this quarter.

Performance Reviews for Agency Directors

GOAL #4: Performance Reviews for Agency Directors

As a recently hired agency director, I will be working with DAS for compliance.

Strategy: Contact DAS to start Director Performance Reviews.

As a new agency director, I will contact DAS to start my Director Performance Reviews.

Managing Information Technology

GOAL #5: Managing Information Technology

Currently BLSW's licensing solution is experiencing multiple inefficiencies which result in valuable staff time spent on rework. BLSW is planning an upgrade that will more closely align with BLSW's need for licensing software that better serves our customers. BLSW is also planning to update our website to improve communication with Oregon's regulated Social Workers and further streamline the licensure / certificate process.

Strategy: Upgrade from current licensing system.

BLSW needs a new licensing system which will complement the efficiencies we have implemented. BLSW will be working with the Chief Financial Office, the Legislative Fiscal Office and the Legislature for funding to support a more robust licensing system.

Strategy: Revise the BLSW website.

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www.oregon.gov/blsw

It has been reported to BLSW by social workers that they find it difficult to find and use information specific to licensing and the licensing process on the BLSW website. BLSW plans to revise the information on the website to make it more organized and easier to follow. BLSW plans to start this activity in January 2025 and complete the project by July 2025.

Agency planning

GOAL #6: Agency planning

BLSW has experienced an almost doubling of licensed social workers the Board serves to over 8500 regulated social workers with no increase in staff. Licensing software has helped, but the work still outpaces the current staff's ability to keep up. This past legislative session, BLSW asked for and was granted an expenditure increase to hire 2 full time1 year limited duration positions. To continue BLSW's customer service goals, BLSW will need one more full time permanent OS2 staff member.

Strategy: Match BLSW staff to current workload

BLSW currently has more work than staff capacity and a backlog of work. The legislature approved an expenditure increase to hire 2 full time1 year limited duration positions. BLSW is in the process of hiring 1 of the OS2's and will hire the other by 7/1/25. These OS2's will match the current workload and work through BLSW's backlog.

BLSW plans to request 1 full time permanent OS2 in the next legislative session to match current workload to be hired sometime in the next biennium.

Community engagement

GOAL #7: Community engagement

BLSW regularly seeks to engage community to partner with BLSW current and future processes. BLSW has engaged the Association of Black Social Workers and regularly communicates with the National Association of Social Workers (NASW). In addition, as Executive Director, I regularly solicit feedback from Oregon's regulated Social Workers. From feedback on any possible legislation or process changes to regular updates on how BLSW is serving Oregonians.

Oregon
Tina Kotek, Governor

State Board of Licensed Social Workers
3218 Pringle Road SE, Suite 240
Salem, OR 97302-6310
(503) 378-5735
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oregon.blsw@blsw.oregon.gov
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Strategy: Implement community engagement feedback into BLSW daily operations and Board decisions.

BLSW will proactively reach out to community for feedback and will update this strategic plan after receiving community feedback.

Strategy: Implement community engagement feedback into BLSW daily operations and Board decisions.

BLSW will proactively reach out to community for feedback and will update this strategic plan after receiving community feedback.

Sincerely,

Raymond Miller

Raymond Miller
Executive Director
Oregon BLSW

RACIAL EQUITY IMPACT STATEMENT (REIS): AGENCY

TO: Racial Justice Commission

FROM: Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers

The Oregon Board of Licensed Social Workers is committed to improving its processes and programs to advance racial equity.

1. Who is completing this agency REIS?

   Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers

2. Does your agency have a DEIB practitioner?

   The agency has a small staff of nine (9) FTE and does not have a specific DEIB practitioner. However, the interim Executive Director is a regular attendee of the State's DEIB meetings. The Board has two staff members, Kimberly Coleman Legislative and Licensing Analyst (OPA1) and Noelle Johnson Office Specialist 2 – that serve as back up for the interim Executive Director.

3. How do the agency's mission, goals and programs impact racial equity?

   The mission of the Oregon Board of Licensed Social Workers is to protect the citizens of Oregon through the licensing and regulation of Social Workers. The Board consistently seeks education and training to learn and employ best practices for creating an inclusive environment for non-majority people. We strive to cultivate an atmosphere that sustains their presence and participation in the workplace and on the Board.

4. What barriers exist in your agency's mission, goals, and programs that could hinder the advancement of racial equity?

   The Board employs nine (9) full-time staff members, and we do not anticipate staff turnover in the current or next biennium. The Board recognizes that affirmative action; diversity, equity and inclusion go beyond those employed by the Board. The Board members and I consciously consider elements of affirmative action when slating new members, and in dealings with vendors and contract workers.

5. What opportunities exist in your agency's mission, goals, and programs that could help advance racial equity?

   The Board is dedicated to promoting diversity, equity, and inclusion in all aspects of our work. With an equity lens, the Board intends to conduct a broad assessment of the way the Board and Board staff communicates to and with potential applicants for Board membership and licensure and current licensees. The Board will develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure and Board membership, as well as support and retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

6. How is community voice included in your assessments of progress, equity, and racial disparities?

   The Board, through in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for licensure and Board service, as well as affect retention rates of current licensees, with an emphasis on persons that hail from or practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities. From engagement feedback, develop an inclusive and equitable licensee and Board member recruitment and application process to eliminate barriers and increase equity and decrease racial equity.

7. What measures are you using to track equity changes over time?

   Board leadership, membership and Board staff set the agenda for each bi-monthly Board meeting agenda and will ensure that each agenda will include goals and actions to fulfill the stated concrete actions included in the BLSW Strategic Plan, DEI plan and Affirmative Action plan are on the agenda and progress toward each goal set is tracked.

8. Describe any racial disparities or trends you are noticing across your agency, programs, and data.

   The Board partnered with the Governor's Office of Executive Appointments to appoint and promote increased diversity in the slate of candidates to fill vacant Board positions.

Oregon
Tina Kotek, Governor

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https://www.oregon.gov/blsw

May 29, 2026

From: Mary-Beth Baptista, Interim Executive Director, Board of Licensed Social Workers

To: strategic.initiatives@das.oregon.gov

RE: BLSW Annual IT Strategic Plan Progress Report – June 2026

Executive Summary: The Oregon Board of Licensed Social Workers (BLSW / Agency) strategic plan covers 2024-26. Due to the size of the agency, previously there was no requirement for an IT strategic plan.

Strategic Objectives: Due to the size of the agency, previously there was no requirement for an IT strategic plan. Board oversees all agency functions and approves agency budget. The agency's executive director is primarily responsible for operational and small project decisions. Larger efforts may be reviewed and approved by the full Board.

Metrics and Targets: The agency does not have documented processes in this area. Processes are ad hoc as IT needs arise. The Board oversees all agency functions and approves agency budget. The agency's executive director is primarily responsible for operational and small project decisions.

Initiatives: The agency reported a critical IT project for the 27-29 Budget cycle. BLSW is in the second year of a severable 60-month contract with Thentia for database services. DAS procurement is currently working on an RFP to establish a statewide price agreement for database providers. DAS procurement representatives state they will issue RFP imminently, with the goal of eventually choosing 3-5 providers to enter into price agreements with the State by fall of 2026. DAS Procurement does not currently have cost estimates; costs are intended to be added during the 27/29 Budget process once those numbers are available.

Resource Allocation: Based on market research, the Board projected an increase of $600,000 over the current database costs and projected that amount when determining the appropriate licensure fee increase approved by the legislature in the 25-27 legislative session.

Risk and Mitigation Strategies: If costs exceed the estimated $600,000 for a new contract, or if other service costs increase beyond what was forecasted, the Board may need to raise fees again in the 27/29 session.

Next Steps: DAS procurement is currently working on an RFP to establish a statewide price agreement for database providers. DAS procurement representatives state they will issue RFP imminently, with the goal of eventually choosing 3-5 providers to enter into price agreements with the State by fall of 2026. DAS Procurement does not currently have cost estimates; costs are intended to be added during the 27/29 Budget process once those numbers are available. Until then, there are no hard numbers available to agencies to take next steps.

Conclusion: BLSW ED and staff will continue to work closely with DAS procurement to assist and provide feedback during the RFP process. The agency will communicate any changes to the projections or actual costs of the project with LFO and CFO.

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
2025-27 Leg Adopted Budget	9	8.50	3,149,985	-	-	3,149,985	-	-	-
2025-27 Emergency Boards	-	-	105,917	-	-	105,917	-	-	-
2025-27 Leg Approved Budget	**9**	**8.50**	**3,255,902**	**-**	**-**	**3,255,902**	**-**	**-**	**-**
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	(1)	(1.00)	(21,873)	-	-	(21,873)	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**8**	**7.50**	**3,234,029**	**-**	**-**	**3,234,029**	**-**	**-**	**-**
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	516	-	-	516	-	-	-
Subtotal	**-**	**-**	**516**	**-**	**-**	**516**	**-**	**-**	**-**
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(12,828)	-	-	(12,828)	-	-	-
Subtotal	**-**	**-**	**(12,828)**	**-**	**-**	**(12,828)**	**-**	**-**	**-**
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	106,916	-	-	106,916	-	-	-
State Gov''t & Services Charges Increase/(Decrease)			21,240	-	-	21,240	-	-	-
Subtotal	**-**	**-**	**128,156**	**-**	**-**	**128,156**	**-**	**-**	**-**

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**

Summary of 2027-29 Biennium Budget

Licensed Social Workers, Board of
Clinical Social Workers, Board of
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 12400-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Policy Packages									
100 - Licensing system, startup cost	-	-	515,000	-	-	515,000	-	-	-
101 - Licensing system, ongoing support	-	-	85,000	-	-	85,000	-	-	-
102 - OS2 Position	1	1.00	203,608	-	-	203,608	-	-	-
Subtotal Policy Packages	**1**	**1.00**	**803,608**	**-**	**-**	**803,608**	**-**	**-**	**-**
Total 2027-29 Agency Request Budget	**9**	**8.50**	**4,153,481**	**-**	**-**	**4,153,481**	**-**	**-**	**-**
Percentage Change From 2025-27 Leg Approved Budget	-	-	27.57%	-	-	27.57%	-	-	-
Percentage Change From 2027-29 Current Service Level	12.50%	13.33%	23.99%	-	-	23.99%	-	-	-

Licensed Social Workers, Board of | **Agency Request Budget**
Operations | **Cross Reference Number: 12400-001-00-00-00000**
2027-29 Biennium

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
2025-27 Leg Adopted Budget	9	8.50	3,149,985	-	-	3,149,985	-	-	-
2025-27 Emergency Boards	-	-	105,917	-	-	105,917	-	-	-
2025-27 Leg Approved Budget	**9**	**8.50**	**3,255,902**	**-**	**-**	**3,255,902**	**-**	**-**	**-**
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	(1)	(1.00)	(21,873)	-	-	(21,873)	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**8**	**7.50**	**3,234,029**	**-**	**-**	**3,234,029**	**-**	**-**	**-**
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	516	-	-	516	-	-	-
Subtotal	**-**	**-**	**516**	**-**	**-**	**516**	**-**	**-**	**-**
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	(12,828)	-	-	(12,828)	-	-	-
Subtotal	**-**	**-**	**(12,828)**	**-**	**-**	**(12,828)**	**-**	**-**	**-**
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	106,916	-	-	106,916	-	-	-
State Gov''t & Services Charges Increase/(Decrease)			21,240	-	-	21,240	-	-	-
Subtotal	**-**	**-**	**128,156**	**-**	**-**	**128,156**	**-**	**-**	**-**

Licensed Social Workers, Board of | **Agency Request Budget**
Operations | **Cross Reference Number: 12400-001-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**

Summary of 2027-29 Biennium Budget

Licensed Social Workers, Board of
Operations
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 12400-001-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2027-29 Current Service Level	**8**	**7.50**	**3,349,873**	**-**	**-**	**3,349,873**	**-**	**-**	**-**
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Policy Packages									
100 - Licensing system, startup cost	-	-	515,000	-	-	515,000	-	-	-
101 - Licensing system, ongoing support	-	-	85,000	-	-	85,000	-	-	-
102 - OS2 Position	1	1.00	203,608	-	-	203,608	-	-	-
Subtotal Policy Packages	**1**	**1.00**	**803,608**	**-**	**-**	**803,608**	**-**	**-**	**-**
Total 2027-29 Agency Request Budget	**9**	**8.50**	**4,153,481**	**-**	**-**	**4,153,481**	**-**	**-**	**-**
Percentage Change From 2025-27 Leg Approved Budget	-	-	27.57%	-	-	27.57%	-	-	-
Percentage Change From 2027-29 Current Service Level	12.50%	13.33%	23.99%	-	-	23.99%	-	-	-

Summary Cross Reference Number	*Cross Reference Description*	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Leg Approved Budget*	*2027-29 Agency Request Budget*	*2027-29 Governor's Budget*	*2027-29 Leg. Adopted Budget*
001-00-00-00000	**Operations**						
	Other Funds	2,752,731	3,149,985	3,255,902	4,153,481	-	-
TOTAL AGENCY							
	Other Funds	2,752,731	3,149,985	3,255,902	4,153,481	-	-

PROGRAM PRIORITIZATION FOR 2027-29 ARB

Agency Name: Oregon State Board of Licensed Social Workers

2027 - 29 Biennium **Agency Number: 12400**

Agency-Wide Priorities for 2025-27 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)		**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**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**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request**
Agcy	**Prgm/ Div**																				
124	BLSW			Agency Operations	1,2,4,5	3,10			4,153,481				$ 4,153,481	9	8.50		N	S	ORS675.510-600 ORS675.990-994; ORS 676.175-177	Program elimination would require statutory change and render licensing and investigation program meaningless; cuts are therefore easier analyzed and implemented on a % or line-item specific basis	
													-								
							-			-	-	-									

7. Primary Purpose Program/Activity Exists

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 (once you choose to participate, certain requirements exist)
S Statutory

Prioritize each program activity for the Agency as a whole

Document criteria used to prioritize activities:

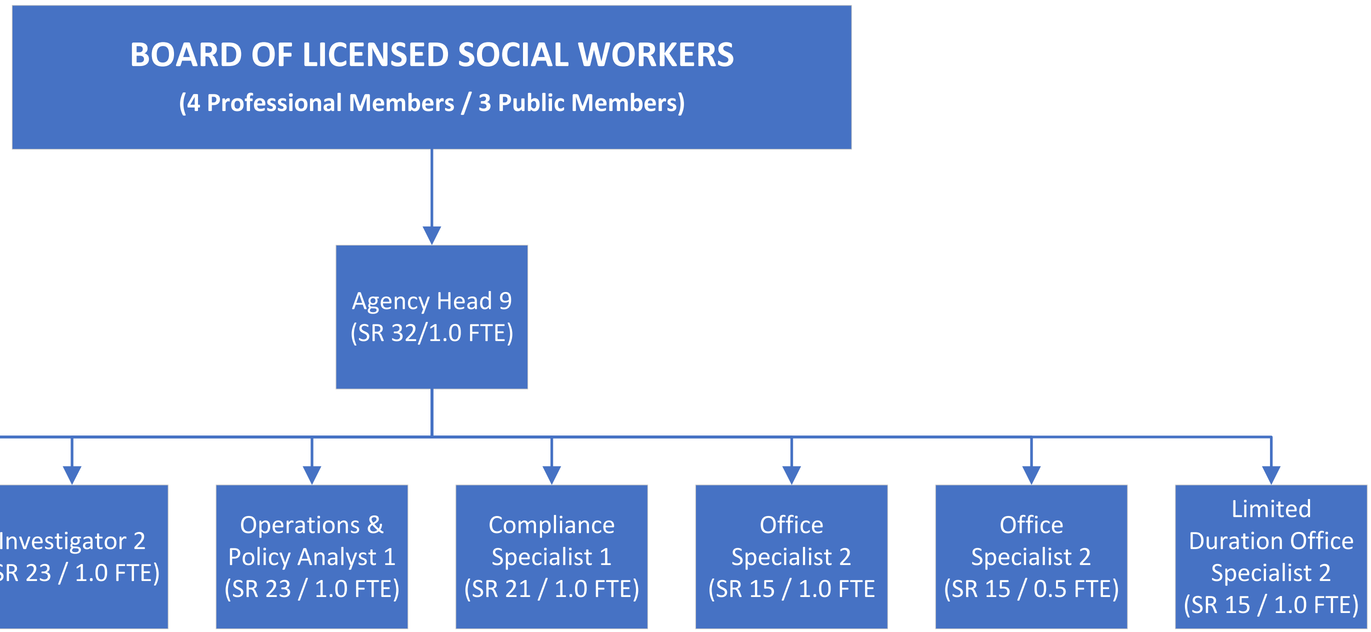
Activities have been proritized based on agency functions and importance to maintain and improve public safety.

10% Reduction Options (ORS 291.216)

Activity or Program	Describe Reduction	Amount and Fund Type									Rank and Justification
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. IDENTIFY REVENUE SOURCE FOR OF, FF. INCLUDE POSITIONS AND FTE FOR 2025-27 AND 2027-29)	GF	LF	OF	NL-OF	FF	NL-FF	Total Funds	Pos.	FTE	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1. Instate Travel	Reduction would limit the board's ability to meet in-person and to participate in state-wide trainings.			$ 8,000				$ 8,000	-	-	4
2. Employee Training	Decreasing employee training will limit staff ability to add and improve work skills.			$ 6,000				$ 6,000	-	-	3
3. Office Expenses	Decreasing funds would reduce the agency's ability to respond to daily needs and reduce the ability to serve the public.			$ 18,000				$ 18,000	-	-	2
4. IT Professional Services	Reductions would increase staff workload and decrease staff's ability to serve the public.			$ 45,000				$ 45,000	-	-	7
5. Professional Services	Reductions would decrease the agency's ability to contract with outiside investigators and other contested case expenses.			$ 65,000				$ 65,000	-	-	6
6. Attorney General	Reducing funds would restrict the board's ability to consult with legal counsel on compliance cases and board operations, increasing legal risk to the board.			$ 120,000				$ 120,000	-	-	8
7. Other Services and Supplies	Reductions would decrease the board's ability to protect the public and provide service to licensees.			$ 31,000				$ 31,000	-	-	5
8. Out of State Travel	Reduction would limit the board's ability to participate with trainings sponsored by the national organization.			$ 2,000				$ 2,000	-	-	1
Etc.								$ -	-	-	
								$ -	-	-	
Total		**$ -**	**$ -**	**$ 295,000**	**$ -**	**$ -**	**$ -**	**$ 295,000**	**-**	**-**	

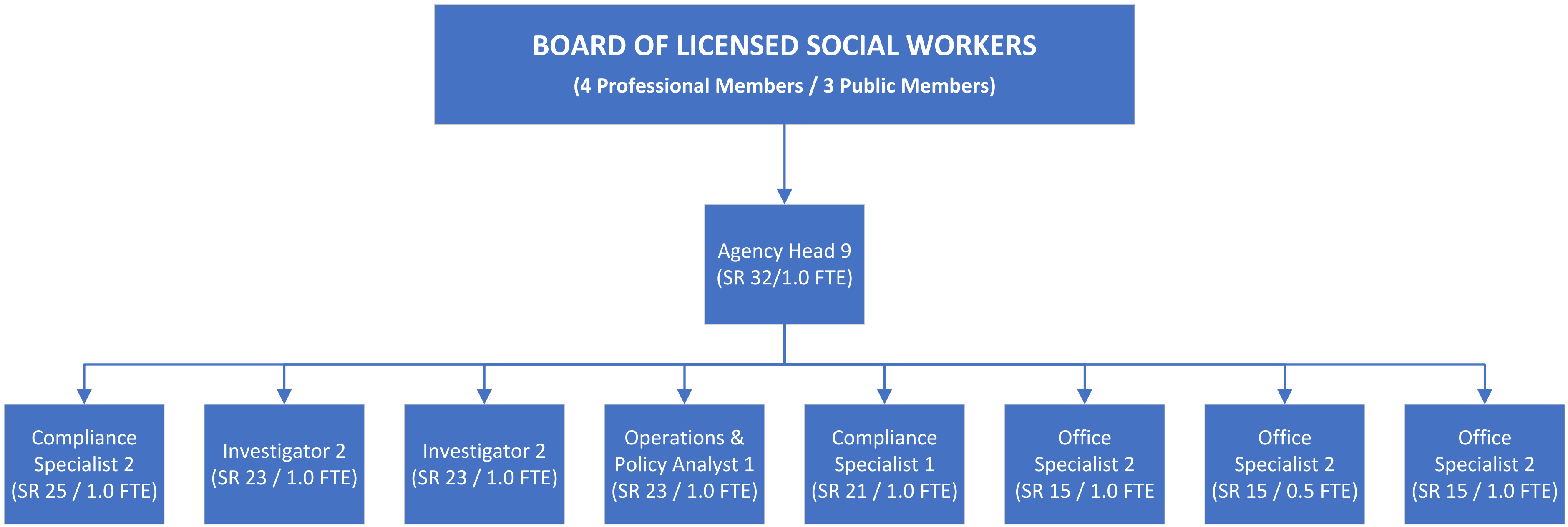
OREGON BOARD OF LICENSED SOCIAL WORKERS

ORGANIZATIONAL CHART 2025-2026



OREGON BOARD OF LICENSED SOCIAL WORKERS

PROPOSED ORGANIZATIONAL CHART 2027-2029



REVENUE FORECAST NARRATIVE

2025-27 Revenue Forecast Narrative

BASIS FOR 2025-27 ESTIMATES

The number of licensees has continued to grow steadily over the years and saw an increased rate of growth following the transition of the LCSW license from voluntary to mandatory. In addition, the creation of the RBSW and the LMSW licenses has contributed to that growth. The largest component of the Board's revenue stream continues to be LCSW licensure renewals. The continued growth and stability of this revenue source is a key component of the financial health of the Board, and a key component of any budget from this Board. A history of the number of LCSWs regulated by this Board shows steady growth:

Number of Oregon LCSWs

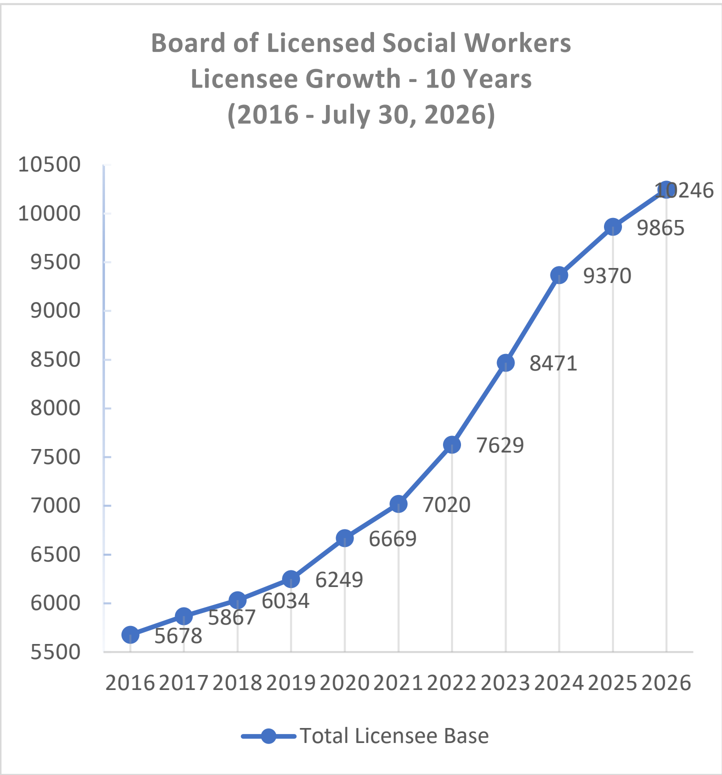
2009	3056
2010	3160
2011	3345
2012	3458
2013	3573
2014	3745
2015	4031
2016	4206
2017	4341
2018	4521
2019	4720
2020	5018
2021	5300
2022	5733
2023	6268
2024	6890
2025	7509

In addition the number of CSWA certificates, which is the precursor to the LCSW license, has also increased. In 2006 the CSWA program averaged about 500 participants, but today there are over 1800 CSWAs in the system. Almost all of these individuals, upon completion of their Plan of Supervision, will apply for an LCSW.

The Board actively educates students, prospective licensees and future employers about the role of health regulatory boards and the four types of mandatory and voluntary licenses. This outreach continues to attract license applications from graduates of schools of social work.

In the past five years two new graduate schools of social work have been approved are graduating cohorts of students with the Master of Social Work degree. Schools of social work report more applicants than they have the capacity to serve.

The current and projected growth of the Board is summed up in the following chart:



Year	LCSW	CSWA	RBSW	LMSW	Total
2008	2927	539			3466
2009	3056	473			3529
2010	3160	554			3714
2011	3345	713	25	190	4273
2012	3458	753	35	347	4593
2013	3573	841	76	508	4998
2014	3745	862	76	503	5186
2015	4031	896	71	445	5443
2016	4206	1003	57	412	5678
2017	4341	1095	60	384	5867
2018	4521	1105	51	357	6034
2019	4720	1172	45	312	6249
2020	5018	1274	46	331	6669
2021	5300	1350	40	330	7020
2022	5733	1533	37	326	7629
2023	6268	1839	331	33	8471
2024	6890	2090	357	33	9370
2025	7509	1961	360	35	9865
2026	7974	1876	361	35	10246*

* As of 7/30/2026

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

Licensed Social Workers, Board of — **Agency Number: 12400**

2027-29 Biennium — **Cross Reference Number: 12400-000-00-00-00000**

Source	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	2,768,837	2,949,857	2,949,857	3,232,482	-	-
Non-business Lic. and Fees	124,040	63,360	63,360	116,125	-	-
Fines and Forfeitures	-	-	-	32,381	-	-
Interest Income	86,285	61,232	61,232	91,448	-	-
Sales Income	9,195	10,450	10,450	9,810	-	-
Tsfr To Oregon Health Authority	(25,954)	(24,000)	(24,000)	(48,000)	-	-
Total Other Funds	**$2,962,403**	**$3,060,899**	**$3,060,899**	**$3,434,246**	**-**	**-**

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

Licensed Social Workers, Board of **Agency Number: 12400**
2027-29 Biennium **Cross Reference Number: 12400-001-00-00-00000**

Source	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
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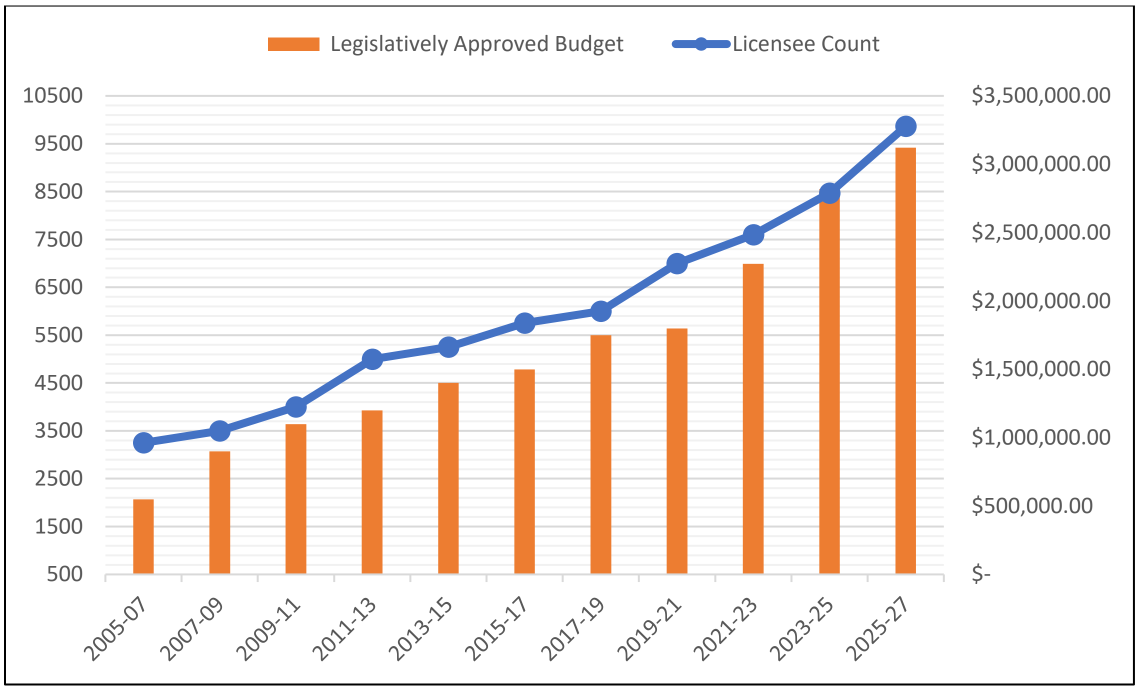
Business Lic and Fees	2,768,837	2,949,857	2,949,857	3,232,482	-	-
Non-business Lic. and Fees	124,040	63,360	63,360	116,125	-	-
Fines and Forfeitures	-	-	-	32,381	-	-
Interest Income	86,285	61,232	61,232	91,448	-	-
Sales Income	9,195	10,450	10,450	9,810	-	-
Tsfr To Oregon Health Authority	(25,954)	(24,000)	(24,000)	(48,000)	-	-
Total Other Funds	**$2,962,403**	**$3,060,899**	**$3,060,899**	**$3,434,246**	**-**	**-**

Program Unit Executive Summary
Oregon Board of Licensed Social Workers (BLSW): Health Regulatory Licensing Board

Primary Outcome Area:	Safety
Secondary Outcome Area:	n/a
Program Contact:	Mary-Beth Baptista, Interim Executive Director: 503-373-1163

The Oregon Board of Licensed Social Workers (BLSW) accomplishes its mission to protect the citizens of Oregon through the licensing and regulation of social workers. The BLSW is a policy making Board comprised of seven members, appointed by the Governor, and confirmed by the Senate. Four members are licensed social workers and the other three are public members. The BLSW licenses and regulates over 10,000 social workers and is administered by a staff of nine (8.5 FTE). The Board's Legislatively Approved 2025-2027 biennial budget is $3,149,985 and is supported almost exclusively through fees paid by licensees (100% Other Funds Budget).



Program Funding Request
BLSW is requesting two Policy Option Packages:

100 - Licensing system, startup cost - - 515,000

102 - OS2 Position 1 1.00 -- 203,608

Program Description and Performance
The BLSW has evolved from an agency with limited regulatory and compliance authorization to an agency with an increased ability to protect the public and better regulate the social work profession. Historically, social work was regulated on a voluntary basis, which meant that no license was required to practice social work. Only two clinical (mental health) licensing options were available on a voluntary basis at the Masters level (MSW). After obtaining a MSW, the first step was to apply for the Clinical Social Work Associate certification (CSWA), which required supervision from an already licensed and experienced clinical social worker. After completing at least two years working with a supervisor and a passing score on the national clinical social work exam, an applicant is qualified to apply for the Licensed Clinical Social Worker license. An individual holding an LCSW may practice unsupervised clinical social work and may be approved to bill medical insurance and to apply for insurance panels.

In 2009, the Legislature agreed that this limited regulatory scheme was insufficient to effectively protect the public and passed Senate Bill 177 (2009). This statutory change allowed the BLSW to do the following:

- Require a license to practice clinical social work
- Allow the board to take action in cases of unlicensed clinical practice
- Created two new voluntary, non-clinical licenses at the Bachelor and Masters level (RBSW and LMSW)
- Limited the ability to use the title "social worker" to individuals with a degree in social work and a license from BLSW

The BLSW worked with the social work community and the schools of social work to implement these changes in licensure and compliance. This has resulted in continued significant growth over the intervening years.

PROGRAM AREA - Licensure:
BLSW has responded to growth by becoming more efficient, including moving to on-line initial and renewal applications, as well as eliminating most paper-based continuing education requirements through a random-audit process. BLSW's current licensees are as follows:
Registered Baccalaureate Social Worker, (RBWS), Licensed Master's Social Worker (LMSW), Clinical Social Work Associate (CSWA) and Licensed Clinical Social Worker (LCSW). We have observed that the number of non-clinical licenses, the RBSW and LMSW, are not increasing as rapidly as the clinical licenses, the CSWA and the LCSW. This is likely due to the fact that most social work graduates are seeking employment in the clinical social work field, which allows the social worker the ability to work directly with clients. Some of the non-clinical licensees are allowing their RBSW and LMSW licenses to expire and are taking the next step to obtain a clinical license. We are working with the schools of

social work to more accurately define the practice available to the non-clinical licensees as a means to invigorate those licenses. Currently we have 6890 LCSWs, 1794 CSWAs, 331 LMSWs and 32 RBSWs, for a total of 9370 social workers licensed to practice in Oregon.

Compliance: The BLSW is required by statute to investigate all reported violations of statutes and rules. Wherever it is appropriate, the Board attempts to resolve infractions through negotiated agreements that result in public discipline. The Board continues to see the number of compliance cases increase, adding to the work of the compliance staff.

Pro-active Enforcement through education: The BLSW is strongly committed to educating licensees, students and employers on social work regulations and the licensure requirements for social workers. The Executive Director visits social work schools throughout the state and the region to discuss licensure and the board's rules and regulations with graduates. The board also works closely with professional associations, including the National Association of Social Workers (NASW) to describe and clarify regulatory requirements and to obtain input in the development of new and revised administrative rules. This outreach has helped to achieve a positive regulatory climate that benefits consumers, licensees and employers.

Program Justification and Link to 10-Year Outcome

The safety of Oregonians is improved by ensuring the licensing and regulation of social workers in Oregon. Licensing protects the public safety through ensuring minimum competency through criteria for licensure and on-going education requirements, and by enforcing laws and rules, including an ethics code for social workers, by means of sanctions for a proven violation.

Program Performance – Future Challenges:

Beyond implementation of two-year licensure for efficiency reasons as discussed above, BLSW also is keenly aware of the need to manage the fees paid by our licensees wisely for the maximum benefit of public protection. Key issues facing the BLSW are:

- Continuing improvement of its compliance program and results.

- Control of Budget Cost Drivers. The BLSW faces three main cost drivers: the escalating costs of personnel (health care, PERS), legal costs associated with compliance and the Office of Administrative Hearings that handles contested cases, and finally the continual escalating costs of State Government Services Charges assessed to BLSW. These three drivers are outside BLSW's control.

Enabling Legislation/Program Authorization

Regulation of clinical social work on a voluntary basis was instituted in 1977 under ORS Chapter 675.510-600. The BLSW's regulatory scope was significantly expanded as discussed by passage of Senate Bill 177 (2009). The BLSW is subject to the statutes regulating the processing of complaints against health professionals, ORS 676.160-180.

Funding Streams

The BLSW is entirely supported through the fees paid by licensees. ORS 676.595 grants the BLSW authority to establish fees for licensing applications and renewals. ORS 676.597 restricts use of BLSW funds to the administration and enforcement of BLSW statutes.

Significant Proposed Program Changes for 2027-2029

BLSW is not proposing any significant program changes for 2027-2029.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of — **Cross Reference Name: Operations**

Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services — **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Mass Transit Tax	-	-	516	-	-	-	516
Total Personal Services	**-**	**-**	**$516**	**-**	**-**	**-**	**$516**
Total Expenditures							
Total Expenditures	-	-	516	-	-	-	516
Total Expenditures	**-**	**-**	**$516**	**-**	**-**	**-**	**$516**
Ending Balance							
Ending Balance	-	-	(516)	-	-	-	(516)
Total Ending Balance	**-**	**-**	**($516)**	**-**	**-**	**-**	**($516)**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 022 - Phase-out Pgm & One-time Costs | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	(500)	-	-	-	(500)
Employee Training	-	-	(1,602)	-	-	-	(1,602)
Office Expenses	-	-	(750)	-	-	-	(750)
Other Services and Supplies	-	-	(3,976)	-	-	-	(3,976)
Expendable Prop 250 - 5000	-	-	(1,500)	-	-	-	(1,500)
IT Expendable Property	-	-	(4,500)	-	-	-	(4,500)
Total Services & Supplies	**-**	**-**	**($12,828)**	**-**	**-**	**-**	**($12,828)**
Total Expenditures							
Total Expenditures	-	-	(12,828)	-	-	-	(12,828)
Total Expenditures	**-**	**-**	**($12,828)**	**-**	**-**	**-**	**($12,828)**
Ending Balance							
Ending Balance	-	-	12,828	-	-	-	12,828
Total Ending Balance	**-**	**-**	**$12,828**	**-**	**-**	**-**	**$12,828**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 031 - Standard Inflation | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	489	-	-	-	489
Out of State Travel	-	-	187	-	-	-	187
Employee Training	-	-	409	-	-	-	409
Office Expenses	-	-	746	-	-	-	746
Telecommunications	-	-	1,218	-	-	-	1,218
State Gov. Service Charges	-	-	21,240	-	-	-	21,240
Data Processing	-	-	2,495	-	-	-	2,495
Publicity and Publications	-	-	24	-	-	-	24
Professional Services	-	-	4,534	-	-	-	4,534
IT Professional Services	-	-	6,023	-	-	-	6,023
Attorney General	-	-	17,881	-	-	-	17,881
Employee Recruitment and Develop	-	-	60	-	-	-	60
Dues and Subscriptions	-	-	240	-	-	-	240
Facilities Rental and Taxes	-	-	5,528	-	-	-	5,528
Agency Program Related S and S	-	-	5,494	-	-	-	5,494
Other Services and Supplies	-	-	7,809	-	-	-	7,809
Expendable Prop 250 - 5000	-	-	346	-	-	-	346
IT Expendable Property	-	-	335	-	-	-	335
Total Services & Supplies	**-**	**-**	**$75,058**	**-**	**-**	**-**	**$75,058**
Total Expenditures							
Total Expenditures	-	-	75,058	-	-	-	75,058
Total Expenditures	**-**	**-**	**$75,058**	**-**	**-**	**-**	**$75,058**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 031 - Standard Inflation | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(75,058)	-	-	-	(75,058)
Total Ending Balance	**-**	**-**	**($75,058)**	**-**	**-**	**-**	**($75,058)**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 032 - Above Standard Inflation | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Other Services and Supplies	-	-	53,098	-	-	-	53,098
Total Services & Supplies	**-**	**-**	**$53,098**	**-**	**-**	**-**	**$53,098**
Total Expenditures							
Total Expenditures	-	-	53,098	-	-	-	53,098
Total Expenditures	**-**	**-**	**$53,098**	**-**	**-**	**-**	**$53,098**
Ending Balance							
Ending Balance	-	-	(53,098)	-	-	-	(53,098)
Total Ending Balance	**-**	**-**	**($53,098)**	**-**	**-**	**-**	**($53,098)**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of — **Cross Reference Name: Operations**

Pkg: 100 - Licensing system, startup cost — **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	515,000	-	-	-	515,000
Total Services & Supplies	**-**	**-**	**$515,000**	**-**	**-**	**-**	**$515,000**
Total Expenditures							
Total Expenditures	-	-	515,000	-	-	-	515,000
Total Expenditures	**-**	**-**	**$515,000**	**-**	**-**	**-**	**$515,000**
Ending Balance							
Ending Balance	-	-	(515,000)	-	-	-	(515,000)
Total Ending Balance	**-**	**-**	**($515,000)**	**-**	**-**	**-**	**($515,000)**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**

Pkg: 101 - Licensing system, ongoing support | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Data Processing	-	-	85,000	-	-	-	85,000
Total Services & Supplies	**-**	**-**	**$85,000**	**-**	**-**	**-**	**$85,000**
Total Expenditures							
Total Expenditures	-	-	85,000	-	-	-	85,000
Total Expenditures	**-**	**-**	**$85,000**	**-**	**-**	**-**	**$85,000**
Ending Balance							
Ending Balance	-	-	(85,000)	-	-	-	(85,000)
Total Ending Balance	**-**	**-**	**($85,000)**	**-**	**-**	**-**	**($85,000)**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 102 - OS2 Position | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	109,848	-	-	-	109,848
Empl. Rel. Bd. Assessments	-	-	79	-	-	-	79
Public Employees' Retire Cont	-	-	27,154	-	-	-	27,154
Social Security Taxes	-	-	8,403	-	-	-	8,403
Paid Family Medical Leave Insurance	-	-	439	-	-	-	439
Worker's Comp. Assess. (WCD)	-	-	38	-	-	-	38
Mass Transit Tax	-	-	659	-	-	-	659
Flexible Benefits	-	-	44,160	-	-	-	44,160
Total Personal Services	**-**	**-**	**$190,780**	**-**	**-**	**-**	**$190,780**
Services & Supplies							
Instate Travel	-	-	500	-	-	-	500
Employee Training	-	-	1,602	-	-	-	1,602
Office Expenses	-	-	750	-	-	-	750
Other Services and Supplies	-	-	3,976	-	-	-	3,976
Expendable Prop 250 - 5000	-	-	1,500	-	-	-	1,500
IT Expendable Property	-	-	4,500	-	-	-	4,500
Total Services & Supplies	**-**	**-**	**$12,828**	**-**	**-**	**-**	**$12,828**
Total Expenditures							
Total Expenditures	-	-	203,608	-	-	-	203,608
Total Expenditures	**-**	**-**	**$203,608**	**-**	**-**	**-**	**$203,608**

Licensed Social Workers, Board of | **Cross Reference Name: Operations**
Pkg: 102 - OS2 Position | **Cross Reference Number: 12400-001-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	(203,608)	-	-	-	(203,608)
Total Ending Balance	**-**	**-**	**($203,608)**	**-**	**-**	**-**	**($203,608)**
Total Positions							
Total Positions							1
Total Positions	**-**	**-**	**-**	**-**	**-**	**-**	**1**
Total FTE							
Total FTE							1.00
Total FTE	**-**	**-**	**-**	**-**	**-**	**-**	**1.00**

POS116 - Net Package Fiscal Impact Report

2027-29 Biennium
Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
				No records for the phase: CSL										
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**0**	**0**	**0**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**0**	**0**	**0**	**0**	**0.00**

2027-29 Biennium **Cross Reference Number: 12400-001-00-00-00000**

Agency Request Budget **Package Number: 102**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
848	1452331		UA C0104 A P	OFFICE SPECIALIST 2	15	PF	24	7	4,577	109,848	80,273	190,121	1	1.00
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**109,848**	**80,273**	**190,121**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**109,848**	**80,273**	**190,121**	**1**	**1.00**

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

Licensed Social Workers, Board of | **Agency Number: 12400**
2027-29 Biennium | **Cross Reference Number: 12400-000-00-00-00000**

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Other Funds						
Business Lic and Fees	2,768,837	2,949,857	2,949,857	3,232,482	-	-
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Fines and Forfeitures	-	-	-	32,381	-	-
Interest Income	86,285	61,232	61,232	91,448	-	-
Sales Income	9,195	10,450	10,450	9,810	-	-
Tsfr To Oregon Health Authority	(25,954)	(24,000)	(24,000)	(48,000)	-	-
Total Other Funds	**$2,962,403**	**$3,060,899**	**$3,060,899**	**$3,434,246**	**-**	**-**

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

Licensed Social Workers, Board of | **Agency Number: 12400**
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Fines and Forfeitures	-	-	-	32,381	-	-
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Total Other Funds	**$2,962,403**	**$3,060,899**	**$3,060,899**	**$3,434,246**	**-**	**-**

Oregon Board of Licensed Social Workers

3218 Pringle Road SE, Suite 240
Salem, Oregon 97302

2027-2029 Biennium
Affirmative Action Statement

A. Agency Overview

The Board of Licensed Social Worker's mission is to "protect the citizens of Oregon through the licensing and regulation of social workers." The BLSW is a regulatory and policy-making board with seven members who are appointed by the Governor and confirmed by the Senate. Four members must be licensed social workers. (Three must hold a Licensed Clinical Social Worker, or LCSW, and one must hold a Clinical Social Worker Associate, CSWA, a Licensed Masters Social Worker, LMSW, or a Registered Baccalaureate Social Worker, RBSW). The remaining three members must be members of the public without a connection to the social work profession.

The BLSW regulates over 10,000 professional social workers in the four license categories listed above. The LCSW and CSWA are required for a licensee to practice clinical or therapeutic social work. The LMSW and RBSW are voluntary and do not allow the licensee to practice clinical social work.

The Board is administered by a staff of 8.5 FTE; 7.5 FTE are permanent positions and 1.0 FTE is a limited duration position. The Board's 2025-27 Legislatively Approved Budget is just over $3.2 million "other funds," which is generated almost exclusively from licensing fees.

The Board's Interim Executive Director, Mary-Beth Baptista, J.D., is currently serving a rotation as the Agency Head 9, until on / about December 31, 2026.

The Board's Policy Advisors from the Governor's Office are Amy Baker and April Rohman.

The Board's Affirmative Action Representative is Mary-Beth Baptista, J.D., Interim Executive Director. Email: marybeth.baptista@blsw.oregon.gov and Oregon.BLSW@blsw.oregon.gov Phone: 503 373 1163.

The Board's lead for contract equity is Mary-Beth Baptista, J.D., Interim Executive Director. Email: marybeth.baptista@blsw.oregon.gov and Oregon.BLSW@blsw.oregon.gov Phone: 503 373 1163.

B. Affirmative Action Policy Statement

1. Oregon Board of Licensed Social Workers – 2027-29 Affirmative Action Policy Statement

The Oregon State Board of Licensed Social Workers supports the Governor's Affirmative Action Plan and is dedicated to creating a work environment which will attract and retain employees who represent the broadest possible spectrum of society including women, minorities, and the disabled. It is the policy of the Oregon State Board of Licensed Social Workers that:

- Citizens, licensees, and licensure applicants shall have equal access to programs and services of the Board and fair and equal opportunitie56s for employment. In hiring practices and when administering Board programs and policies, the Board and staff will not discriminate against any person on the basis of race, sex, color, ancestry, national origin, age, marital status, sexual orientation, political or religious affiliation, or physical or mental disability, or any other reason prohibited by state or federal law;

- All employment activities, including hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment shall be carried out without discrimination in a work environment that is free from discriminatory harassment;

- Equal access to services will be offered to those with whom the Board does business; there is zero tolerance for any form of discrimination or harassment within the work setting or as the Board and staff interact with citizens and licensees. The Board and staff are accountable for creating and promoting a work environment that is free from any kind of hostility or unwelcoming behavior; and

- The Board and staff relate to citizens and licensees with respect, fairness, and cooperation that demonstrate our commitment to the principles which represent the highest aspiration of our rich, multi-cultural society. Through this collaborative effort, we can effectively and efficiently achieve our mission of protecting the public and appropriately processing the work of the Board.

2. State and Federal Employment Documents

Copies of state and federal employment law documents are posted at the Board's office at 3218 Pringle Rd. SE, Suite 240, Salem, OR 97302.

3. Complaint Options

Employees may file complaints with the Board's Executive Director, the Board Chair Amy Ashton-Williams, or with DAS CHRO, who serves as the Board's HR officer.

C. Affirmative Action Plan Goals – July 1, 2027 – June 30, 2029

1. Encourage minority and disabled persons to apply for positions in the agency and on volunteer citizen boards and councils representing the agency.

2. Utilize creative marketing tools that include Web media, social networking, and minority professional organizations and diversity outreach partnerships to advertise vacancies to people of color, disabled individuals, and women.

3. Ensure that all interview panels have a diverse group of participants to ensure a fair process and consistency in hiring practices.

4. Initiate an exit interview request to departing employees to learn reasons for their departure and to assess and improve aspects of the Board of Licensed Social Workers' working environment, culture, processes, systems, and management style.

5. Promote an environment of respect, teamwork, and mutual understanding among staff and to further our understanding of individual and group diversity.

6. Make diversity training opportunities and attendance at cultural events available to staff and ensure management support for attendance.

7. Identify other means to strengthen recruitment and retention of minorities and individuals with disabilities.

8. Continue its involvement with the Association of Social Work Boards (ASWB) to help ensure continued attention to then issue of exam passage rates for ESL applicants for national social work examinations required for licensure.

9. Develop and adopt administrative rules to require a specified number of continuing education hours targeted on enhancing licensees' cultural competence.

D. Strategies and Timelines for Achieving Goals

1. Ongoing

   The Oregon Board of Licensed Social Workers will advertise board member openings on its website, utilize social networking, and continue to work with the Governor's Executive Appointments Office to attract minority and disabled persons to positions on the volunteer citizen board representing the health-related profession the agency oversees.

   Achievements: During the first half of the biennium, the BLSW board members included 4 female members and 2 male members, one of whom is a person of color. At this time, the board has one vacancy. We expect that the position will be filled soon. Over the next year, the Board will likely have at least two vacancies and is working with Governor's Executive Appointments Office to fill those positions and maintain the ethnic and geographic diversity we currently have achieved.

   The Director meets regularly with staff and students in Oregon's schools of social work to establish and maintain lines of communication and to create awareness of the state's role in protecting all Oregonians through professional licensing.

2. Ongoing

   The Oregon Board of Licensed Social Workers will continue to work with the Governor's Diversity and Inclusion (Affirmative Action) Office to promote agency opportunities to minority professional organizations, disabled individuals, and women. We will advertise job opportunities on the agency Web site and encourage protected classes to apply. We will explore Web media marketing tools and diversity outreach partnerships to increase awareness and promote the benefits of working for The Oregon Board of Licensed Social Workers to potential applicants.

   Achievements: The Board had 1 staff opening this biennium. We worked with the CHRO to advertise a vacant position, and in July 2024 hired a minority woman to fill the Limited Duration position.

3. Ongoing

   The DEI / Affirmative Action Representative will ensure that all interview panels have a diverse group of participants or, when appropriate, participate in interview panels to ensure a fair process and consistency in hiring practices.

   Achievements: The Board has sent the job announcement for 2 Office Specialist 2 openings to Community Based Organizations serving historically underserved communities.

4. Ongoing

   The Oregon Board of Licensed Social Workers will work with DAS Enterprise Human Resources to coordinate and develop an exit interview mechanism that combines the Board's preference for an in-person mechanism with compliance with the State of Oregon online exit interview survey. Access to the mandatory survey will be provided to all departing employees regardless of the reason for their departure. Survey responses will be independently reviewed to improve the Oregon Board of Licensed Social Workers working environment, culture, processes and systems, and management style.

   Achievements: The Board has not had any staff leave employment during the current biennium.

5. Ongoing

   The Agency Affirmative Action Representative will develop a mission, goals, and initiatives in support of the agency's Diversity and Inclusion Affirmative Action Plan, in collaboration with Board leadership.

   Achievements: The Board has established a subcommittee of the board to develop standards to ensure the cultural competence of both professional licensees and board and staff. The Cultural Competence Taskforce meets regularly as a part of the board's regular meeting schedule and has identified education opportunities for board members and staff.

6. Ongoing

   The Oregon Board of Licensed Social Workers will regularly communicate its commitment to affirmative action goals and objectives and encourage employees' participation in diversity training opportunities and attendance at cultural events.

   Achievements: The Board's director has attended past Diversity Conferences. The Board will pay for board staff to attend future conferences. The board plans to send a staff person to the diversity conference next year and will require all staff members to attend at least one on-line session from the Diversity Conference.

7. Ongoing

   The Oregon Board of Licensed Social Workers will continue to work toward its diversity goals and objectives. We will continue to identify other means to strengthen our recruitment and retention of women, minorities, and individuals with disabilities.

   **Achievements: The Board has increased its diversity representation,
   both on the board and on staff. The Board is currently advertising to permanently fill any vacant staff positions.**

8. Ongoing

   The Oregon Board of Licensed Social Workers will continue to work, through its Board and Executive Director, to maintain attention and focus on the issue of ESL passage rates on the national ASWB competency examinations required for social work licensure.

   Achievements: The board has discussed investing in a small research project to evaluate Oregon social work graduates' national licensing exam pass rates. We are currently in discussion to create such a study.

   The Board routinely approves ESL-related accommodations for ASWB exam to help provide a level playing field for social work exam test takers from diverse language backgrounds.

E. Leadership Evaluation

The Executive Director is the Board's only management level position. The Board conducts an evaluation of the director each year.

F. Contracting with Minority-Owned Businesses

The Board receives most of its services from DAS. The Board contracted for the provision of a licensing system/database in 2019. The selected vendor was not a minority-owned business. The Board has not entered into any other contracts during this biennium.

G. Affirmative Action Summary Statement

The Oregon Board of Licensed Social Workers 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 Plan. Likewise, the Plan represents the Oregon Board of Licensed Social Worker'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.

8/5/2026

Signature | Date

Mary-Beth Baptista, J.D.
Interim Executive Director
Oregon Board of Licensed Social Workers
8/5/2026

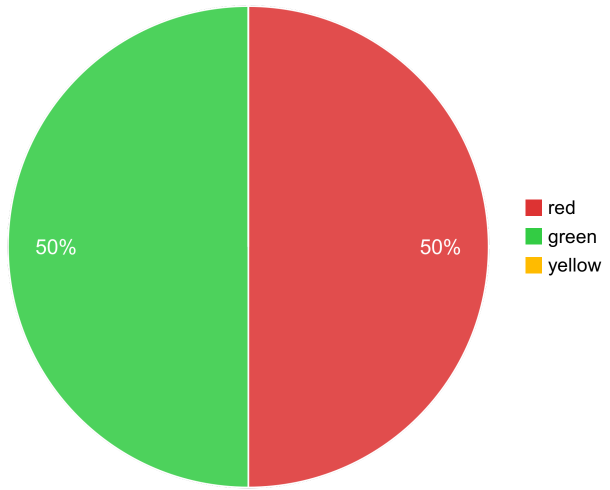
Board of Licensed Social Workers

Annual Performance Progress Report

Reporting Year 2025

Published: 10/1/2025 4:09:56 PM

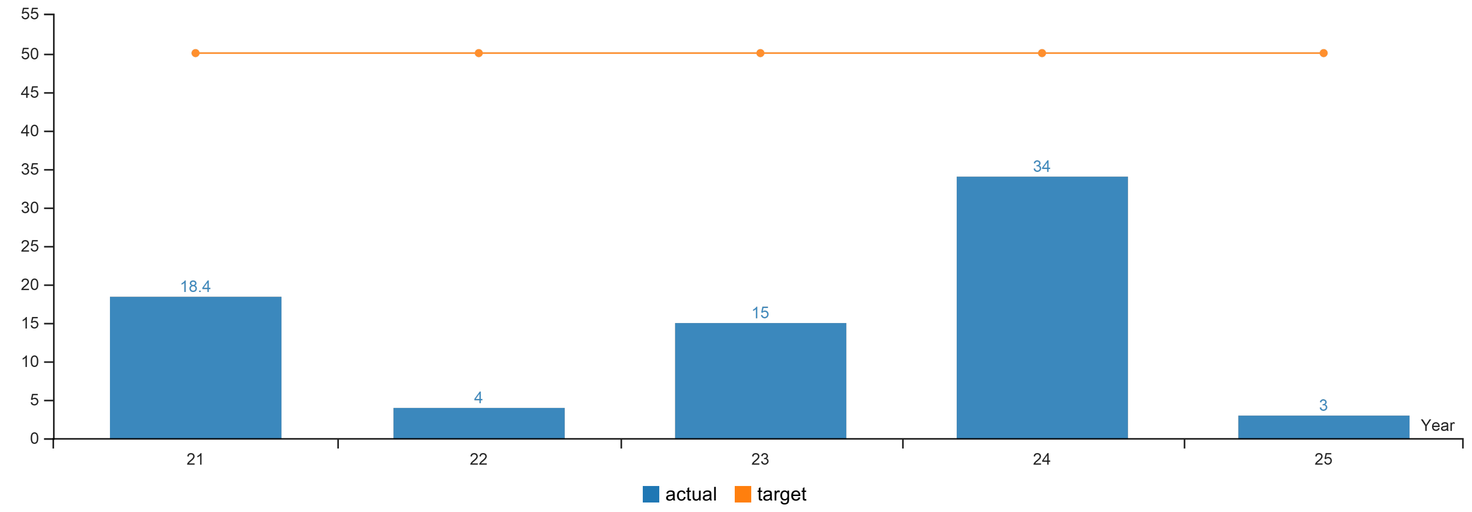
KPM #	Approved Key Performance Measures (KPMs)
1	TIMELY COMPLAINT RESOLUTION - Percent of complaints upon which the Board makes a decision within six months of when the complaint is received in the Board office.
2	CE AUDITS - Percent of license renewal Continuing Education audits that meet the requirement for accredited coursework.
4	CUSTOMER SATISFACTION WITH AGENCY SERVICES - 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.
5	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	TIMELY COMPLAINT RESOLUTION - Percent of complaints upon which the Board makes a decision within six months of when the complaint is received in the Board office.
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Percent of Complaints Resolved within six months of Receipt					
Actual	18.40%	4%	15%	34%	3%
Target	50%	50%	50%	50%	50%

How Are We Doing

For reporting year 2025, the Board office received 76 complaints and the Board made a decision on 2 (~3%) within 6 months of receipt. This decrease from the prior year is due to several factors listed below.

Please note that for the reporting year 2025, the Board made a decision on a total of 72 complaints that were received by the Board office more than 6 months prior.

The Board is considering modifying the language of this KPM to provide a more clear, achievable, and meaningful measurement that is indicative of the work being completed by the Board.

Factors Affecting Results

There are several factors affecting the number of complaints that the Board is able to resolve within 180 days:

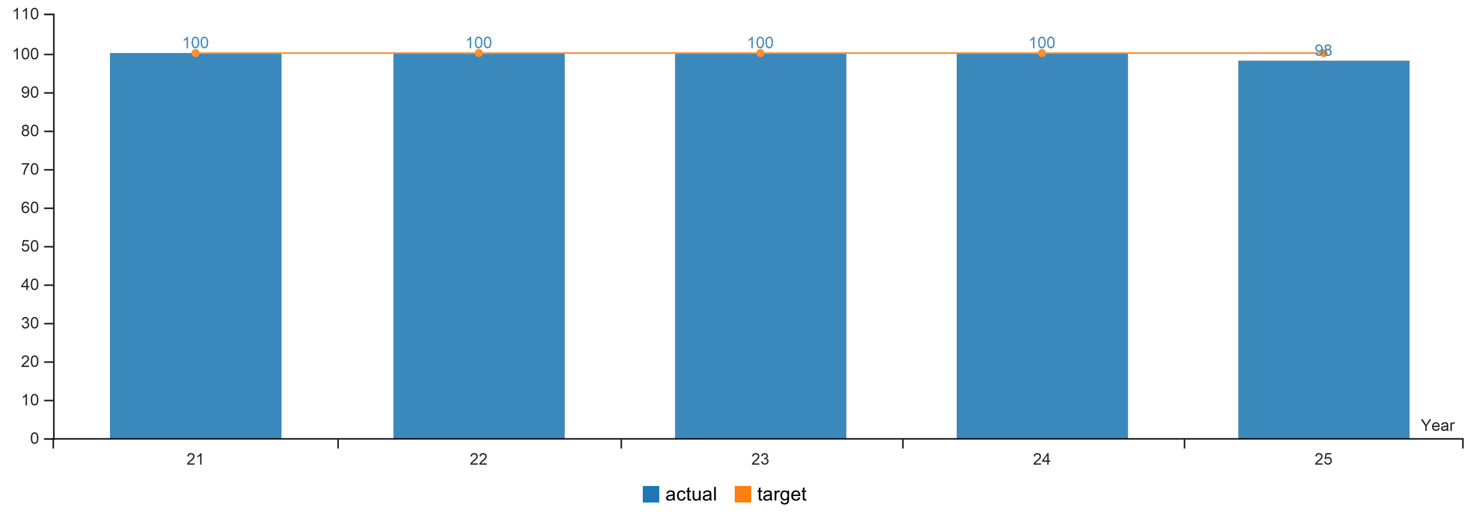
- One of the Board's two staff Investigator positions is currently vacant.
- The cases received by the Board often have a high level of complexity.
- During this reporting period the Board had three vacant board member positions, which increased the likelihood that meetings would have to be cancelled for lack of a quorum.
- Currently two Board member positions need to be filled. It is critical to the Board's ability to resolve cases that these positions are filled in a timely manner.
- Senate confirmation hearings for new Board members only occur a few times a year.
- The Board meets every other month. The timing of this schedule affects how many days it takes for the Board to make a decision on a complaint.

Steps the Board is taking to improve its timelines:

- The Board's Executive Director is working with HR to fill its vacant Investigator position.
- The Board's Executive Director is working with the Governor's Executive Appointments Office to fill its vacant Board member positions.
- The Board has modified its protocol for addressing cases to allow, where appropriate, for earlier action to be taken.
- There were a number of extremely old cases that the Board prioritized and resolved which brought down the percentage completed within the 6 month period. As these older cases continue to be resolved, the Board will be able to move closer to its 6 month goal.

KPM #2	CE AUDITS - Percent of license renewal Continuing Education audits that meet the requirement for accredited coursework.
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Metric Value					
Actual	100%	100%	100%	100%	98%
Target	100%	100%	100%	100%	100%

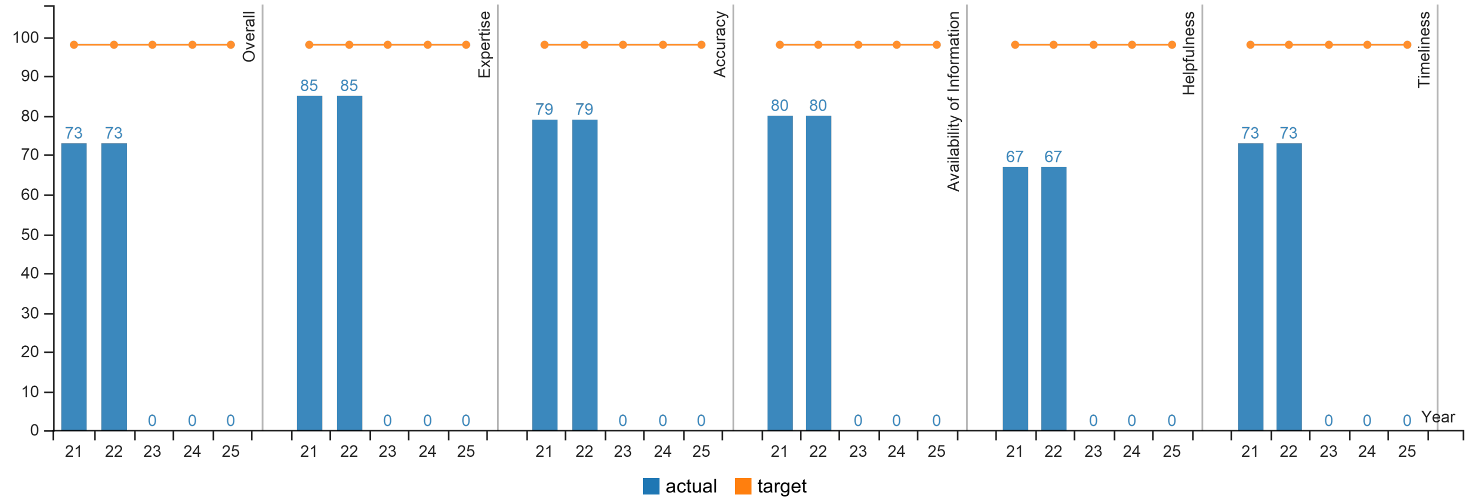
How Are We Doing

All licensees are required to complete continuing education as a prerequisite for renewal. The renewal process occurs every two years during the licensee's birth month and requires licensees to indicate the hours of continuing education they have completed. Licensees who have not completed continuing education are not allowed to renew. For the 2025 reporting period, 462 audits were performed and 9 of them did not meet rule requirements. This comes out to approximately 2%.

Factors Affecting Results

Each monthly renewal cycle, 20% of renewing licensees are randomly selected for audit of the continuing education hours they have submitted. These renewing licensees must submit evidence demonstrating completion of all required continuing education. Licenses are not renewed until licensees have completed and submitted evidence of having completed the required continuing education. Although our score is not a perfect 100%, we believe our close score of 98% is largely in part to social workers doing their due diligence in keeping up their continuing education as well as numerous curtesy reminders sent by the Board office.

KPM #4	CUSTOMER SATISFACTION WITH AGENCY SERVICES - 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: Jul 01 - Jun 30



Report Year	2021	2022	2023	2024	2025
Overall					
Actual	73%	73%			
Target	98%	98%	98%	98%	98%
Expertise					
Actual	85%	85%			
Target	98%	98%	98%	98%	98%
Accuracy					
Actual	79%	79%			
Target	98%	98%	98%	98%	98%
Availability of Information					
Actual	80%	80%			
Target	98%	98%	98%	98%	98%
Helpfulness					
Actual	67%	67%			
Target	98%	98%	98%	98%	98%
Timeliness					
Actual	73%	73%			
Target	98%	98%	98%	98%	98%

How Are We Doing

The data shown for 2025 has not been updated. The customer satisfaction survey is part of the Board's legacy database and online licensing system. The Board contracted with Thentia for a new licensing system and database in July 2020. Due to current needs not being met, including building in a customer service satisfaction survey, the Board is exploring contracting with a different licensing system vendor.

BLSW customer service positive practices:

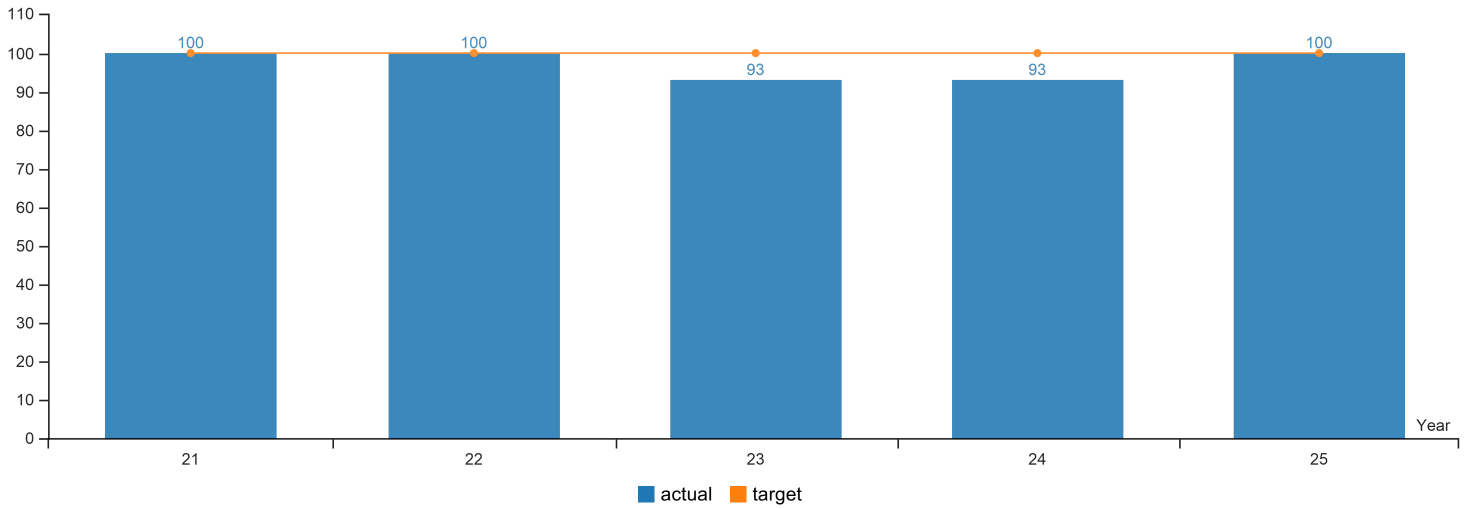
- Increase in licensing staff FTE:
    - Permanent 0.5 FTE OS2 (2023), Limited duration 1.0 FTE OS2 (2024), Temporary 0.5 FTE OS2 (2025). Currently recruiting for Temporary 1.0 FTE OS2.
- Implemented 24-hour response time policy on voicemail and 48-hour response time on email.
    - In 2022 44% of phone calls were answered. Voicemails were responded to in 72+ hours or not at all. 64% of emails received responses, of those the response time was 72+ hours.
- Reduced application backlog.
    - In August 2023, submitted applications were reviewed by staff in an average of 112 days.
    - In July 2025, submitted applications were reviewed by staff in an average of 11 days.
- Executive Director provides informational presentations on licensure and regulations for schools of social work throughout Oregon.

Factors Affecting Results

The Board's request for general funding for a new licensing system in its 2025-2027 budget request was not approved. Customer service satisfaction will be a priority function of the new licensing system. The Board Executive Director is actively meeting with vendors and demoing potential licensing systems.

KPM #5	BOARD BEST PRACTICES - Percent of total best practices met by the Board.
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Metric Value					
Actual	100%	100%	93%	93%	100%
Target	100%	100%	100%	100%	100%

How Are We Doing

1. Executive Director's performance expectations are current. YES
2. Executive Director receives annual performance feedback. YES*
3. The agency's mission and high-level goals are current and applicable. YES
4. The board reviews the Annual Performance Progress Report. YES
5. The board is appropriately involved in review of agency's key communications. YES
6. The board is appropriately involved in policy-making activities. YES
7. The agency's policy option packages are aligned with their mission and goals. YES
8. The board reviews all proposed budgets (likely occurs every other year). YES
9. The board periodically reviews key financial information and audit findings. YES
10. The board is appropriately accounting for resources. YES
11. The agency adheres to accounting rules and other relevant financial controls. YES
12. Board members act in accordance with their roles as public representatives. YES
13. The board coordinates with others where responsibilities and interests overlap. YES
14. The board members identify and attend appropriate training sessions. YES
15. The board reviews its management practices to ensure best practices are utilized. YES

Factors Affecting Results

*The Executive Director's performance review is scheduled for the next Board meeting on 10/4/2025.

Licensed Social Workers, Board of

Summary Cross Reference Listing and Packages — **Agency Number: 12400**

2027-29 Biennium — **BAM Analyst: Patton, Jealinda**

Budget Coordinator: Kay, Irina - (971)900-7668

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	040	0	Mandated Caseload	Essential Packages
001-00-00-00000	Operations	050	0	Fundshifts	Essential Packages
001-00-00-00000	Operations	060	0	Technical Adjustments	Essential Packages
001-00-00-00000	Operations	070	0	Revenue Shortfalls	Policy Packages
001-00-00-00000	Operations	081	0	June 2026 Emergency Board	Policy Packages
001-00-00-00000	Operations	100	1	Licensing system, startup cost	Policy Packages
001-00-00-00000	Operations	101	2	Licensing system, ongoing support	Policy Packages
001-00-00-00000	Operations	102	3	OS2 Position	Policy Packages

Licensed Social Workers, Board of

Policy Package List by Priority — **Agency Number: 12400**

2027-29 Biennium — **BAM Analyst: Patton, Jealinda**

Budget Coordinator: Kay, Irina - (971)900-7668

Priority	*Policy Pkg Number*	*Policy Pkg Description*	*Summary Cross Reference Number*	*Cross Reference Description*
0	070	Revenue Shortfalls	001-00-00-00000	Operations
	081	June 2026 Emergency Board	001-00-00-00000	Operations
1	100	Licensing system, startup cost	001-00-00-00000	Operations
2	101	Licensing system, ongoing support	001-00-00-00000	Operations
3	102	OS2 Position	001-00-00-00000	Operations

Background

The Oregon Board of Licensed Social Workers is completely funded by fee revenue generated from board-issued licenses for the practice of professional social work.

Policy Option Package 100 - Licensing system, startup cost: $515,000

BLSW has a contract with the licensing database Thentia. There is significant uncertainty regarding whether the Board will continue to contract with Thentia due to the company being in receivership, as well as limitations of the product and unsatisfactory service. DAS Procurement is currently working on a statewide request for proposals for an enterprise-wide pricing agreement for licensure database services. The outcome of that price agreement is in flux. Based on estimated costs associated with licensure databases for similarly sized licensure boards nationwide / in the State of Oregon, a reasonable estimate for start-up costs for a new licensure database, or a renewal with Thentia is $515,000.

Policy Option Package 102 - OS2 Position 1 (LD to Permanent 1.00FTE): $203,608

BLSW has 1.0 FTE OS2 1; limited duration (LD) position that will end at the close of the biennium (June 30, 2027). POP 102 seeks to make that LD position into a permanent position. This position is critical to increasing timeliness of licensure and communication with licensees and the public. It also creates efficiencies to support licensure, investigation and compliance staff. This position has become invaluable to BLSW staff and the overall operations of the agency.

RACIAL EQUITY IMPACT STATEMENT (REIS): POLICY OPTION PACKAGE (POP)

TO: Racial Justice Commission

FROM: Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW)

1. Please describe the POP being proposed.

BLSW Policy Option Package (POP) 100- Licensing system, startup cost: $515,000. BLSW has a contract with the licensing database Thentia. There is significant uncertainty regarding whether the Board will continue to contract with Thentia due to the company being in receivership, as well as limitations of the product and unsatisfactory service. DAS Procurement is currently working on a statewide request for proposals for an enterprise-wide pricing agreement for licensure database services. The outcome of that price agreement is in flux. Based on estimated costs associated with licensure databases for similarly sized licensure boards nationwide / in the State of Oregon, a reasonable estimate for start-up costs for a new licensure database, or a renewal with Thentia is $515,000.

2. Why is the POP being proposed?

This POP is being proposed to ensure BLSW has the funding to contract a database provider in the next biennium.

3. Who is completing this REIS?

Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW)

4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?

Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW) is responsible for the outcome of this POP. The equity outcomes are not currently being tracked and are not necessarily needed as this is a technical POP that provides an increase in funding. If needed, BLSW will collaborate with the Office of Cultural Change to track equity outcomes in the future.

5. Does your agency have a DEIB practitioner? Describe how you collaborated with them on this REIS.

The agency has a small staff of 9 (nine) FTE and does not have a specific DEIB practitioner. However, BLSW Interim Executive Director is a regular attendee of the State's DEIB meetings. The Board has two staff members, Kimberly Coleman Legislative and Licensing Analyst (OPA1) and Noelle Johnson Office Specialist 2 – that serve as back up for the interim Executive Director.

6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS? Not Applicable

We are a small agency and do not have the resources to have a designated data analyst, community engagement mangers, outreach managers etc. Additionally, due to the technical nature of the POP, outreach and collaboration are not applicable.

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly. In your answer, include responses to the following questions:

   a. How did you identify these impacted groups? N/A

   b. What data are you using to validate your assessment? If possible, use outreach and engagement feedback to gather information and insight. N/A

   c. If possible, disaggregate the data by race, ethnicity, geography, income level, and other relevant characteristics. If disaggregated data is not available, please describe why. N/A

   d. How are communities impacted by this POP? What are the disproportionate impacts? Please be specific. N/A

8. How did you ensure multiple perspectives were part of the decision-making process for this POP? In your answer, include responses to the following questions:
    a. Identify how you have or are planning to engage multiple perspectives and impacted groups to provide feedback on this POP (e.g. program design, budget, policy decisions, etc.). Please give specific examples. N/A
    b. If community engagement is not part of your approach, please explain why and what you did instead to incorporate community perspectives. In your response, describe the following: the decision-making process used to determine engagement was not feasible or appropriate, the specific barriers (beyond general time or capacity), and how you mitigated the risk of missing community input (e.g. using existing feedback, partnering with trusted organizations, review from advisory bodies, etc.). N/A

9. If this POP is not funded, please describe the following:
    a. Which racial or ethnic communities would be most impacted.
    b. How disparities would likely persist or worsen.

    If the IT project is not funded, the agency will need to cancel the project and there will not be a racial impact or disparate racial impact.

10. Who will be monitoring racial equity outcomes over time for this POP?

    The agency will not monitor the racial equity impacts of this POP at this time. Should they need to be monitored in the future, Executive Director Mary-Beth Baptista will be responsible for monitoring and reporting the outcomes to leadership.

    a. How will progress be reported? N/A
    b. How will leadership be informed of equity impacts? N/A
    c. How will the community be involved in monitoring outcomes? N/A

RACIAL EQUITY IMPACT STATEMENT (REIS): POLICY OPTION PACKAGE (POP)

TO: Racial Justice Commission

FROM: Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW)

1. Please describe the POP being proposed.

Policy Option Package 102 - OS2 Position 1 (LD to Permanent 1.00FTE): $203,608. BLSW has 1.0 FTE OS2 1; limited duration (LD) position that will end at the close of the biennium (June 30, 2027). POP 102 seeks to make that LD position into a permanent full-time position.

2. Why is the POP being proposed?

This position is critical to increasing timeliness of licensure, and effective and timely communication with licensees and the public. It also creates efficiencies to support licensure, investigation and compliance staff. This position has become invaluable to BLSW staff and the overall operations of the agency.

3. Who is completing this REIS?

Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW)

4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?

Mary-Beth Baptista, J.D., Interim Executive Director, Oregon Board of Licensed Social Workers (BLSW) is responsible for the outcome of this POP. The equity outcomes currently being tracked are increasing timeliness of licensure to prevent patient / public harm; improve written communication and website design to improve accessibility and widen the reach of Board communication to licensees and the public.

5. Does your agency have a DEIB practitioner? Describe how you collaborated with them on this REIS.

The agency has a small staff of 9 (nine) FTE and does not have a specific DEIB practitioner. However, BLSW Interim Executive Director is a regular attendee at the State's DEIB meetings. The Board has two staff members, Kimberly Coleman Legislative and Licensing Analyst (OPA1) and Noelle Johnson Office Specialist 2 (who currently holds the temporary position this POP seeks to make permanent) who serve as back up for the interim Executive Director.

6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS?

We are a small agency and do not have the resources to have a designated data analyst, community engagement managers, outreach managers etc.

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly. In your answer, include responses to the following questions:

    a. How did you identify these impacted groups?

    Black, indigenous, and people of color groups and communities may be impacted by this POP. These communities were identified using feedback from the Behavioral Health Talent Council Final Report as well as feedback received from various licensees and stakeholders through public comment, the recent BLSW Alternative Pathways survey, and national social work statistics for racial groups and communities collected through various social work organizations.

    b. What data are you using to validate your assessment? If possible, use outreach and engagement feedback to gather information and insight.

    We are a small agency and do not have the resources to have a designated data analyst, community engagement managers, and outreach managers to validate the assessment.

c. If possible, disaggregate the data by race, ethnicity, geography, income level, and other relevant characteristics. If disaggregated data is not available, please describe why.

We are a small agency and do not have the resources to have a designated data analyst to disaggregate the data by race, ethnicity, geography, income level, and other relevant characteristics.

d. How are communities impacted by this POP? What are the disproportionate impacts? Please be specific.

This POP would impact on black, indigenous and people of color communities who work as social work licensees and are clients and other public organizations such as healthcare employers and agencies.

This POP would allow for shorter waiting times for initial license approvals, which could improve job opportunities for diverse and bi-lingual licensees by reducing the amount of time needed to process applications and reducing financial strain for the applicant/licensee.

This POP would also create a positive impact on licensing board staff by reducing stress levels and burnout amongst current staff, and reduce error rates, by allowing more specialization amongst staff members to meet the diverse needs of licensees, clients and the public. This POP would also allow staff time to train and broaden their DEI understanding, since the workload would be more evenly balanced and allow them space to develop these skills. As well as allowing Board staff the time to train and improve their DEI communication skills, creating a better customer service experience for diverse and bilingual licensees.

Clients and the public may also benefit from this POP through improved and strengthened public protection through the investigation of complaints and the continued implementation of continuing education requirements such as cultural competency and ethics.

This POP would also benefit the public and healthcare employers by assisting with application process improvements and allowing the Board to approve licensing rates, resulting in more diverse social workers being ready to enter the workforce and fill staff openings.

8. How did you ensure multiple perspectives were part of the decision-making process for this POP? In your answer, include responses to the following questions:

   a. Identify how you have or are planning to engage multiple perspectives and impacted groups to provide feedback on this POP (e.g. program design, budget, policy decisions, etc.). Please give specific examples. N/A

   We are a small agency and do not have the resources to have a designated data analyst, community engagement managers, and outreach managers or resources to seek out and manage an advisory group to provide feedback for this POP. I and agency staff will ensure that Board members have an opportunity to provide feedback on the necessity of the position and provide input during the decision-making process.

   b. If community engagement is not part of your approach, please explain why and what you did instead to incorporate community perspectives. In your response, describe the following: the decision-making process used to determine engagement was not feasible or appropriate, the specific barriers (beyond general time or capacity), and how you mitigated the risk of missing community input (e.g. using existing feedback, partnering with trusted organizations, review from advisory bodies, etc.).

   We are a small agency and do not have the resources to have a designated data analyst, community engagement managers, and outreach managers or resources to seek out and manage an advisory group to provide feedback for this POP. The Board members are trusted partners with a vested interest in ensuring Board staff have the resources necessary to fulfill our mission, ensure efficient and timely licensure, and maintain public confidence. Board staff will ensure that Board members have an opportunity to provide feedback on the necessity of the position and provide input during the decision-making process.

9. If this POP is not funded, please describe the following:

   a. Which racial or ethnic communities would be most impacted.

   This racial and ethnic communities this POP would affect if not funded would be Black, indigenous and people of color, including those that are non-English and/or dual-language speakers.

b. How disparities would likely persist or worsen.

Disparities would persist or worsen due to reduced access to care, fewer culturally responsive social workers and higher reliance on already understaffed social work systems. Not funding this POP could also cause financial strain on new social work graduates and professionals of color facing delayed license approvals. Such delays would also create systemic delays that could discourage social work candidates from applying due to a lack of financial safety to wait months for their applications to be reviewed. Another disparity would be a lack of mental health care providers who match the diverse needs of the public and Oregonians by delaying diverse and bilingual social workers from becoming licensed and ultimately resulting in reducing bilingual and racial/ethnically diverse social workers in the field.

10. Who will be monitoring racial equity outcomes over time for this POP?

a. How will progress be reported? (See below)

b. How will leadership be informed of equity impacts? (See below)

c. How will the community be involved in monitoring outcomes? (See below)

Interim Executive Director Mary-Beth Baptista will be responsible for monitoring and reporting the outcomes to leadership. The Board / Board members are trusted partners with a vested interest in ensuring that I and Board staff have the resources necessary to fulfill our mission, ensure efficient and timely licensure, and maintain public confidence. I will ensure Board members are briefed at each bi-monthly Board meeting related to progress on achieving the aforementioned goals and inform them of any direct / perceived equity impacts. All public meetings are recorded and posted to the Board website, all Board reports – including the DEI and Affirmative Action reports are posted on the Board website.

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	786,632	560,791	-	560,791	1,071,564	1,071,564
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	119,153	-	119,153	-	-
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	786,632	679,944	-	679,944	1,071,564	1,071,564
TOTAL BEGINNING BALANCE	**$786,632**	**$679,944**	**-**	**$679,944**	**$1,071,564**	**$1,071,564**
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	2,768,837	2,949,857	-	2,949,857	3,232,482	3,232,482
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	124,040	63,360	-	63,360	116,125	116,125
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	2,892,877	3,013,217	-	3,013,217	3,348,607	3,348,607
TOTAL LICENSES AND FEES	**$2,892,877**	**$3,013,217**	**-**	**$3,013,217**	**$3,348,607**	**$3,348,607**
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	-	-	-	-	32,381	32,381

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Clinical Social Workers, Board of

Version: V - 01 - Agency Request Budget
Cross Reference Number: 12400-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	86,285	61,232	-	61,232	91,448	91,448
SALES INCOME						
0705 Sales Income						
3400 Other Funds Ltd	9,195	10,450	-	10,450	9,810	9,810
REVENUES						
3400 Other Funds Ltd	2,988,357	3,084,899	-	3,084,899	3,482,246	3,482,246
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(25,954)	(24,000)	-	(24,000)	(48,000)	(48,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	3,749,035	3,740,843	-	3,740,843	4,505,810	4,505,810
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,225,351	1,372,992	72,681	1,445,673	1,458,888	1,458,888
3160 Temporary Appointments						
3400 Other Funds Ltd	6,952	-	-	-	-	-
3170 Overtime Payments						

Clinical Social Workers, Board of

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	3,182	-	-	-	-	-
3180 Shift Differential						
3400 Other Funds Ltd	87	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	9,760	-	-	-	-	-
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	1,245,332	1,372,992	72,681	1,445,673	1,458,888	1,458,888
TOTAL SALARIES & WAGES	**$1,245,332**	**$1,372,992**	**$72,681**	**$1,445,673**	**$1,458,888**	**$1,458,888**
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	394	612	-	612	592	592
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	235,338	287,818	20,428	308,246	359,390	359,390
3221 Pension Obligation Bond						
3400 Other Funds Ltd	59,403	50,408	-	50,408	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	93,540	105,034	-	105,034	111,604	111,604
3240 Unemployment Assessments						
3400 Other Funds Ltd	210	-	-	-	-	-
3241 Paid Family Medical Leave Insurance						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	4,254	5,470	-	5,470	5,815	5,815
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	255	357	-	357	285	285
3260 Mass Transit Tax						
3400 Other Funds Ltd	7,476	8,237	-	8,237	8,237	8,753
3270 Flexible Benefits						
3400 Other Funds Ltd	373,782	360,468	13,379	373,847	331,200	331,200
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	774,652	818,404	33,807	852,211	817,123	817,639
TOTAL OTHER PAYROLL EXPENSES	**$774,652**	**$818,404**	**$33,807**	**$852,211**	**$817,123**	**$817,639**
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	2,019,984	2,191,396	106,488	2,297,884	2,276,011	2,276,527
TOTAL PERSONAL SERVICES	**$2,019,984**	**$2,191,396**	**$106,488**	**$2,297,884**	**$2,276,011**	**$2,276,527**
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	13,020	10,471	-	10,471	10,471	10,460
4125 Out of State Travel						
3400 Other Funds Ltd	-	3,826	-	3,826	3,826	4,013
4150 Employee Training						
3400 Other Funds Ltd	225	9,954	-	9,954	9,954	8,761

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
4175 Office Expenses						
3400 Other Funds Ltd	9,388	15,966	-	15,966	15,966	15,962
4200 Telecommunications						
3400 Other Funds Ltd	17,098	24,856	-	24,856	24,856	26,074
4225 State Gov. Service Charges						
3400 Other Funds Ltd	91,085	121,425	-	121,425	121,425	142,665
4250 Data Processing						
3400 Other Funds Ltd	51,898	50,925	-	50,925	50,925	53,420
4275 Publicity and Publications						
3400 Other Funds Ltd	5,054	498	-	498	498	522
4300 Professional Services						
3400 Other Funds Ltd	586	48,754	-	48,754	48,754	53,288
4315 IT Professional Services						
3400 Other Funds Ltd	45,219	64,761	-	64,761	64,761	70,784
4325 Attorney General						
3400 Other Funds Ltd	104,238	192,272	-	192,272	192,272	210,153
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	1,221	-	1,221	1,221	1,281
4400 Dues and Subscriptions						
3400 Other Funds Ltd	500	4,903	-	4,903	4,903	5,143
4425 Facilities Rental and Taxes						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	108,662	112,810	-	112,810	112,810	118,338
4575 Agency Program Related S and S						
3400 Other Funds Ltd	130,365	112,122	-	112,122	112,122	117,616
4650 Other Services and Supplies						
3400 Other Funds Ltd	144,237	163,913	(571)	163,342	163,342	220,273
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	8,570	-	8,570	8,570	7,416
4715 IT Expendable Property						
3400 Other Funds Ltd	11,172	11,342	-	11,342	11,342	7,177
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	732,747	958,589	(571)	958,018	958,018	1,073,346
TOTAL SERVICES & SUPPLIES	**$732,747**	**$958,589**	**($571)**	**$958,018**	**$958,018**	**$1,073,346**
EXPENDITURES						
3400 Other Funds Ltd	2,752,731	3,149,985	105,917	3,255,902	3,234,029	3,349,873
ENDING BALANCE						
3400 Other Funds Ltd	996,304	590,858	(105,917)	484,941	1,271,781	1,155,937
TOTAL ENDING BALANCE	**$996,304**	**$590,858**	**($105,917)**	**$484,941**	**$1,271,781**	**$1,155,937**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	10	9	-	9	8	8
AUTHORIZED FTE POSITIONS						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
8250 Class/Unclass FTE Positions	8.50	8.50	-	8.50	7.50	7.50

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Operations

Version: V - 01 - Agency Request Budget
Cross Reference Number: 12400-001-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	786,632	560,791	-	560,791	1,071,564	1,071,564
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	119,153	-	119,153	-	-
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	786,632	679,944	-	679,944	1,071,564	1,071,564
TOTAL BEGINNING BALANCE	**$786,632**	**$679,944**	**-**	**$679,944**	**$1,071,564**	**$1,071,564**
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	2,768,837	2,949,857	-	2,949,857	3,232,482	3,232,482
0210 Non-business Lic. and Fees						
3400 Other Funds Ltd	124,040	63,360	-	63,360	116,125	116,125
TOTAL LICENSES AND FEES						
3400 Other Funds Ltd	2,892,877	3,013,217	-	3,013,217	3,348,607	3,348,607
TOTAL LICENSES AND FEES	**$2,892,877**	**$3,013,217**	**-**	**$3,013,217**	**$3,348,607**	**$3,348,607**
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	-	-	-	-	32,381	32,381

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
INTEREST EARNINGS						
0605 Interest Income						
3400 Other Funds Ltd	86,285	61,232	-	61,232	91,448	91,448
SALES INCOME						
0705 Sales Income						
3400 Other Funds Ltd	9,195	10,450	-	10,450	9,810	9,810
REVENUES						
3400 Other Funds Ltd	2,988,357	3,084,899	-	3,084,899	3,482,246	3,482,246
TRANSFERS OUT						
2443 Tsfr To Oregon Health Authority						
3400 Other Funds Ltd	(25,954)	(24,000)	-	(24,000)	(48,000)	(48,000)
AVAILABLE REVENUES						
3400 Other Funds Ltd	3,749,035	3,740,843	-	3,740,843	4,505,810	4,505,810
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	1,225,351	1,372,992	72,681	1,445,673	1,458,888	1,458,888
3160 Temporary Appointments						
3400 Other Funds Ltd	6,952	-	-	-	-	-
3170 Overtime Payments						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	3,182	-	-	-	-	-
3180 Shift Differential						
3400 Other Funds Ltd	87	-	-	-	-	-
3190 All Other Differential						
3400 Other Funds Ltd	9,760	-	-	-	-	-
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	1,245,332	1,372,992	72,681	1,445,673	1,458,888	1,458,888
TOTAL SALARIES & WAGES	**$1,245,332**	**$1,372,992**	**$72,681**	**$1,445,673**	**$1,458,888**	**$1,458,888**
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	394	612	-	612	592	592
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	235,338	287,818	20,428	308,246	359,390	359,390
3221 Pension Obligation Bond						
3400 Other Funds Ltd	59,403	50,408	-	50,408	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	93,540	105,034	-	105,034	111,604	111,604
3240 Unemployment Assessments						
3400 Other Funds Ltd	210	-	-	-	-	-
3241 Paid Family Medical Leave Insurance						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	4,254	5,470	-	5,470	5,815	5,815
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	255	357	-	357	285	285
3260 Mass Transit Tax						
3400 Other Funds Ltd	7,476	8,237	-	8,237	8,237	8,753
3270 Flexible Benefits						
3400 Other Funds Ltd	373,782	360,468	13,379	373,847	331,200	331,200
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	774,652	818,404	33,807	852,211	817,123	817,639
TOTAL OTHER PAYROLL EXPENSES	**$774,652**	**$818,404**	**$33,807**	**$852,211**	**$817,123**	**$817,639**
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	2,019,984	2,191,396	106,488	2,297,884	2,276,011	2,276,527
TOTAL PERSONAL SERVICES	**$2,019,984**	**$2,191,396**	**$106,488**	**$2,297,884**	**$2,276,011**	**$2,276,527**
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	13,020	10,471	-	10,471	10,471	10,460
4125 Out of State Travel						
3400 Other Funds Ltd	-	3,826	-	3,826	3,826	4,013
4150 Employee Training						
3400 Other Funds Ltd	225	9,954	-	9,954	9,954	8,761

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
4175 Office Expenses						
3400 Other Funds Ltd	9,388	15,966	-	15,966	15,966	15,962
4200 Telecommunications						
3400 Other Funds Ltd	17,098	24,856	-	24,856	24,856	26,074
4225 State Gov. Service Charges						
3400 Other Funds Ltd	91,085	121,425	-	121,425	121,425	142,665
4250 Data Processing						
3400 Other Funds Ltd	51,898	50,925	-	50,925	50,925	53,420
4275 Publicity and Publications						
3400 Other Funds Ltd	5,054	498	-	498	498	522
4300 Professional Services						
3400 Other Funds Ltd	586	48,754	-	48,754	48,754	53,288
4315 IT Professional Services						
3400 Other Funds Ltd	45,219	64,761	-	64,761	64,761	70,784
4325 Attorney General						
3400 Other Funds Ltd	104,238	192,272	-	192,272	192,272	210,153
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	1,221	-	1,221	1,221	1,281
4400 Dues and Subscriptions						
3400 Other Funds Ltd	500	4,903	-	4,903	4,903	5,143
4425 Facilities Rental and Taxes						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	108,662	112,810	-	112,810	112,810	118,338
4575 Agency Program Related S and S						
3400 Other Funds Ltd	130,365	112,122	-	112,122	112,122	117,616
4650 Other Services and Supplies						
3400 Other Funds Ltd	144,237	163,913	(571)	163,342	163,342	220,273
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	-	8,570	-	8,570	8,570	7,416
4715 IT Expendable Property						
3400 Other Funds Ltd	11,172	11,342	-	11,342	11,342	7,177
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	732,747	958,589	(571)	958,018	958,018	1,073,346
TOTAL SERVICES & SUPPLIES	**$732,747**	**$958,589**	**($571)**	**$958,018**	**$958,018**	**$1,073,346**
EXPENDITURES						
3400 Other Funds Ltd	2,752,731	3,149,985	105,917	3,255,902	3,234,029	3,349,873
ENDING BALANCE						
3400 Other Funds Ltd	996,304	590,858	(105,917)	484,941	1,271,781	1,155,937
TOTAL ENDING BALANCE	**$996,304**	**$590,858**	**($105,917)**	**$484,941**	**$1,271,781**	**$1,155,937**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	10	9	-	9	8	8
AUTHORIZED FTE POSITIONS						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
8250 Class/Unclass FTE Positions	8.50	8.50	-	8.50	7.50	7.50

Detail Revenues & Expenditures - Requested Budget **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 12400-000-00-00-00000**
Clinical Social Workers, Board of

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,071,564	-	1,071,564	-	1,071,564
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	3,232,482	-	3,232,482	-	3,232,482
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	116,125	-	116,125	-	116,125
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	3,348,607	-	3,348,607	-	3,348,607
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	32,381	-	32,381	-	32,381
INTEREST EARNINGS					
0605 Interest Income					
3400 Other Funds Ltd	91,448	-	91,448	-	91,448
SALES INCOME					
0705 Sales Income					
3400 Other Funds Ltd	9,810	-	9,810	-	9,810
TOTAL REVENUES					
3400 Other Funds Ltd	3,482,246	-	3,482,246	-	3,482,246
TRANSFERS OUT					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(48,000)	-	(48,000)	-	(48,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	4,505,810	-	4,505,810	-	4,505,810
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	1,458,888	-	1,458,888	109,848	1,568,736
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	592	-	592	79	671
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	359,390	-	359,390	27,154	386,544
3230 Social Security Taxes					
3400 Other Funds Ltd	111,604	-	111,604	8,403	120,007
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	5,815	-	5,815	439	6,254
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	285	-	285	38	323
3260 Mass Transit Tax					
3400 Other Funds Ltd	8,237	516	8,753	659	9,412
3270 Flexible Benefits					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	331,200	-	331,200	44,160	375,360
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	817,123	516	817,639	80,932	898,571
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	2,276,011	516	2,276,527	190,780	2,467,307
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	10,471	(11)	10,460	500	10,960
4125 Out of State Travel					
3400 Other Funds Ltd	3,826	187	4,013	-	4,013
4150 Employee Training					
3400 Other Funds Ltd	9,954	(1,193)	8,761	1,602	10,363
4175 Office Expenses					
3400 Other Funds Ltd	15,966	(4)	15,962	750	16,712
4200 Telecommunications					
3400 Other Funds Ltd	24,856	1,218	26,074	-	26,074
4225 State Gov. Service Charges					
3400 Other Funds Ltd	121,425	21,240	142,665	-	142,665
4250 Data Processing					
3400 Other Funds Ltd	50,925	2,495	53,420	85,000	138,420
4275 Publicity and Publications					
3400 Other Funds Ltd	498	24	522	-	522
4300 Professional Services					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	48,754	4,534	53,288	-	53,288
4315 IT Professional Services					
3400 Other Funds Ltd	64,761	6,023	70,784	515,000	585,784
4325 Attorney General					
3400 Other Funds Ltd	192,272	17,881	210,153	-	210,153
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	1,221	60	1,281	-	1,281
4400 Dues and Subscriptions					
3400 Other Funds Ltd	4,903	240	5,143	-	5,143
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	112,810	5,528	118,338	-	118,338
4575 Agency Program Related S and S					
3400 Other Funds Ltd	112,122	5,494	117,616	-	117,616
4650 Other Services and Supplies					
3400 Other Funds Ltd	163,342	56,931	220,273	3,976	224,249
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	8,570	(1,154)	7,416	1,500	8,916
4715 IT Expendable Property					
3400 Other Funds Ltd	11,342	(4,165)	7,177	4,500	11,677
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	958,018	115,328	1,073,346	612,828	1,686,174
TOTAL EXPENDITURES					
3400 Other Funds Ltd	3,234,029	115,844	3,349,873	803,608	4,153,481

Detail Revenues & Expenditures - Requested Budget **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 12400-000-00-00-00000**
Clinical Social Workers, Board of

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
ENDING BALANCE					
3400 Other Funds Ltd	1,271,781	(115,844)	1,155,937	(803,608)	352,329
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	8	-	8	1	9
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	7.50	-	7.50	1.00	8.50

Detail Revenues & Expenditures - Requested Budget **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 12400-001-00-00-00000**
Operations

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	1,071,564	-	1,071,564	-	1,071,564
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	3,232,482	-	3,232,482	-	3,232,482
0210 Non-business Lic. and Fees					
3400 Other Funds Ltd	116,125	-	116,125	-	116,125
TOTAL LICENSES AND FEES					
3400 Other Funds Ltd	3,348,607	-	3,348,607	-	3,348,607
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	32,381	-	32,381	-	32,381
INTEREST EARNINGS					
0605 Interest Income					
3400 Other Funds Ltd	91,448	-	91,448	-	91,448
SALES INCOME					
0705 Sales Income					
3400 Other Funds Ltd	9,810	-	9,810	-	9,810
TOTAL REVENUES					
3400 Other Funds Ltd	3,482,246	-	3,482,246	-	3,482,246
TRANSFERS OUT					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
2443 Tsfr To Oregon Health Authority					
3400 Other Funds Ltd	(48,000)	-	(48,000)	-	(48,000)
AVAILABLE REVENUES					
3400 Other Funds Ltd	4,505,810	-	4,505,810	-	4,505,810
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	1,458,888	-	1,458,888	109,848	1,568,736
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	592	-	592	79	671
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	359,390	-	359,390	27,154	386,544
3230 Social Security Taxes					
3400 Other Funds Ltd	111,604	-	111,604	8,403	120,007
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	5,815	-	5,815	439	6,254
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	285	-	285	38	323
3260 Mass Transit Tax					
3400 Other Funds Ltd	8,237	516	8,753	659	9,412
3270 Flexible Benefits					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	331,200	-	331,200	44,160	375,360
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	817,123	516	817,639	80,932	898,571
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	2,276,011	516	2,276,527	190,780	2,467,307
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	10,471	(11)	10,460	500	10,960
4125 Out of State Travel					
3400 Other Funds Ltd	3,826	187	4,013	-	4,013
4150 Employee Training					
3400 Other Funds Ltd	9,954	(1,193)	8,761	1,602	10,363
4175 Office Expenses					
3400 Other Funds Ltd	15,966	(4)	15,962	750	16,712
4200 Telecommunications					
3400 Other Funds Ltd	24,856	1,218	26,074	-	26,074
4225 State Gov. Service Charges					
3400 Other Funds Ltd	121,425	21,240	142,665	-	142,665
4250 Data Processing					
3400 Other Funds Ltd	50,925	2,495	53,420	85,000	138,420
4275 Publicity and Publications					
3400 Other Funds Ltd	498	24	522	-	522
4300 Professional Services					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	48,754	4,534	53,288	-	53,288
4315 IT Professional Services					
3400 Other Funds Ltd	64,761	6,023	70,784	515,000	585,784
4325 Attorney General					
3400 Other Funds Ltd	192,272	17,881	210,153	-	210,153
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	1,221	60	1,281	-	1,281
4400 Dues and Subscriptions					
3400 Other Funds Ltd	4,903	240	5,143	-	5,143
4425 Facilities Rental and Taxes					
3400 Other Funds Ltd	112,810	5,528	118,338	-	118,338
4575 Agency Program Related S and S					
3400 Other Funds Ltd	112,122	5,494	117,616	-	117,616
4650 Other Services and Supplies					
3400 Other Funds Ltd	163,342	56,931	220,273	3,976	224,249
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	8,570	(1,154)	7,416	1,500	8,916
4715 IT Expendable Property					
3400 Other Funds Ltd	11,342	(4,165)	7,177	4,500	11,677
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	958,018	115,328	1,073,346	612,828	1,686,174
TOTAL EXPENDITURES					
3400 Other Funds Ltd	3,234,029	115,844	3,349,873	803,608	4,153,481

Detail Revenues & Expenditures - Requested Budget **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 12400-001-00-00-00000**
Operations

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
ENDING BALANCE					
3400 Other Funds Ltd	1,271,781	(115,844)	1,155,937	(803,608)	352,329
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	8	-	8	1	9
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	7.50	-	7.50	1.00	8.50

Clinical Social Workers, Board of

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
EXPENDITURES						
PERSONAL SERVICES						
OTHER PAYROLL EXPENSES						
3260 Mass Transit Tax						
3400 Other Funds Ltd	516	516	-	-	-	
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	(11)	-	(500)	489	-	
4125 Out of State Travel						
3400 Other Funds Ltd	187	-	-	187	-	
4150 Employee Training						
3400 Other Funds Ltd	(1,193)	-	(1,602)	409	-	
4175 Office Expenses						
3400 Other Funds Ltd	(4)	-	(750)	746	-	
4200 Telecommunications						
3400 Other Funds Ltd	1,218	-	-	1,218	-	
4225 State Gov. Service Charges						
3400 Other Funds Ltd	21,240	-	-	21,240	-	
4250 Data Processing						
3400 Other Funds Ltd	2,495	-	-	2,495	-	
4275 Publicity and Publications						
3400 Other Funds Ltd	24	-	-	24	-	
4300 Professional Services						

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
3400 Other Funds Ltd	4,534	-	-	4,534	-	
4315 IT Professional Services						
3400 Other Funds Ltd	6,023	-	-	6,023	-	
4325 Attorney General						
3400 Other Funds Ltd	17,881	-	-	17,881	-	
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	60	-	-	60	-	
4400 Dues and Subscriptions						
3400 Other Funds Ltd	240	-	-	240	-	
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	5,528	-	-	5,528	-	
4575 Agency Program Related S and S						
3400 Other Funds Ltd	5,494	-	-	5,494	-	
4650 Other Services and Supplies						
3400 Other Funds Ltd	56,931	-	(3,976)	7,809	53,098	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	(1,154)	-	(1,500)	346	-	
4715 IT Expendable Property						
3400 Other Funds Ltd	(4,165)	-	(4,500)	335	-	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	115,328	-	(12,828)	75,058	53,098	
TOTAL SERVICES & SUPPLIES	**$115,328**	**-**	**($12,828)**	**$75,058**	**$53,098**	
EXPENDITURES						

BDV004B **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 12400-000-00-00-00000**
Clinical Social Workers, Board of

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
3400 Other Funds Ltd	115,844	516	(12,828)	75,058	53,098	
TOTAL EXPENDITURES	**$115,844**	**$516**	**($12,828)**	**$75,058**	**$53,098**	
ENDING BALANCE						
3400 Other Funds Ltd	(115,844)	(516)	12,828	(75,058)	(53,098)	
TOTAL ENDING BALANCE	**($115,844)**	**($516)**	**$12,828**	**($75,058)**	**($53,098)**	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
EXPENDITURES						
PERSONAL SERVICES						
OTHER PAYROLL EXPENSES						
3260 Mass Transit Tax						
3400 Other Funds Ltd	516	516	-	-	-	
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	(11)	-	(500)	489	-	
4125 Out of State Travel						
3400 Other Funds Ltd	187	-	-	187	-	
4150 Employee Training						
3400 Other Funds Ltd	(1,193)	-	(1,602)	409	-	
4175 Office Expenses						
3400 Other Funds Ltd	(4)	-	(750)	746	-	
4200 Telecommunications						
3400 Other Funds Ltd	1,218	-	-	1,218	-	
4225 State Gov. Service Charges						
3400 Other Funds Ltd	21,240	-	-	21,240	-	
4250 Data Processing						
3400 Other Funds Ltd	2,495	-	-	2,495	-	
4275 Publicity and Publications						
3400 Other Funds Ltd	24	-	-	24	-	
4300 Professional Services						

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
3400 Other Funds Ltd	4,534	-	-	4,534	-	
4315 IT Professional Services						
3400 Other Funds Ltd	6,023	-	-	6,023	-	
4325 Attorney General						
3400 Other Funds Ltd	17,881	-	-	17,881	-	
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	60	-	-	60	-	
4400 Dues and Subscriptions						
3400 Other Funds Ltd	240	-	-	240	-	
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	5,528	-	-	5,528	-	
4575 Agency Program Related S and S						
3400 Other Funds Ltd	5,494	-	-	5,494	-	
4650 Other Services and Supplies						
3400 Other Funds Ltd	56,931	-	(3,976)	7,809	53,098	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	(1,154)	-	(1,500)	346	-	
4715 IT Expendable Property						
3400 Other Funds Ltd	(4,165)	-	(4,500)	335	-	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	115,328	-	(12,828)	75,058	53,098	
TOTAL SERVICES & SUPPLIES	**$115,328**	**-**	**($12,828)**	**$75,058**	**$53,098**	

EXPENDITURES

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00	
3400 Other Funds Ltd	115,844	516	(12,828)	75,058	53,098	
TOTAL EXPENDITURES	**$115,844**	**$516**	**($12,828)**	**$75,058**	**$53,098**	
ENDING BALANCE						
3400 Other Funds Ltd	(115,844)	(516)	12,828	(75,058)	(53,098)	
TOTAL ENDING BALANCE	**($115,844)**	**($516)**	**$12,828**	**($75,058)**	**($53,098)**	

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	109,848	-	-	109,848		
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	79	-	-	79		
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	27,154	-	-	27,154		
3230 Social Security Taxes						
3400 Other Funds Ltd	8,403	-	-	8,403		
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	439	-	-	439		
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	38	-	-	38		
3260 Mass Transit Tax						
3400 Other Funds Ltd	659	-	-	659		
3270 Flexible Benefits						
3400 Other Funds Ltd	44,160	-	-	44,160		
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	80,932	-	-	80,932		
TOTAL OTHER PAYROLL EXPENSES	**$80,932**	**-**	**-**	**$80,932**		

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
PERSONAL SERVICES						
3400 Other Funds Ltd	190,780	-	-	190,780		
TOTAL PERSONAL SERVICES	**$190,780**	**-**	**-**	**$190,780**		
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	500	-	-	500		
4150 Employee Training						
3400 Other Funds Ltd	1,602	-	-	1,602		
4175 Office Expenses						
3400 Other Funds Ltd	750	-	-	750		
4250 Data Processing						
3400 Other Funds Ltd	85,000	-	85,000	-		
4315 IT Professional Services						
3400 Other Funds Ltd	515,000	515,000	-	-		
4650 Other Services and Supplies						
3400 Other Funds Ltd	3,976	-	-	3,976		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,500	-	-	1,500		
4715 IT Expendable Property						
3400 Other Funds Ltd	4,500	-	-	4,500		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	612,828	515,000	85,000	12,828		

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
TOTAL SERVICES & SUPPLIES	**$612,828**	**$515,000**	**$85,000**	**$12,828**		
EXPENDITURES						
3400 Other Funds Ltd	803,608	515,000	85,000	203,608		
TOTAL EXPENDITURES	**$803,608**	**$515,000**	**$85,000**	**$203,608**		
ENDING BALANCE						
3400 Other Funds Ltd	(803,608)	(515,000)	(85,000)	(203,608)		
TOTAL ENDING BALANCE	**($803,608)**	**($515,000)**	**($85,000)**	**($203,608)**		
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	1	-	-	1		
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	1.00	-	-	1.00		

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	109,848	-	-	109,848		
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	79	-	-	79		
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	27,154	-	-	27,154		
3230 Social Security Taxes						
3400 Other Funds Ltd	8,403	-	-	8,403		
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	439	-	-	439		
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	38	-	-	38		
3260 Mass Transit Tax						
3400 Other Funds Ltd	659	-	-	659		
3270 Flexible Benefits						
3400 Other Funds Ltd	44,160	-	-	44,160		
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	80,932	-	-	80,932		
TOTAL OTHER PAYROLL EXPENSES	**$80,932**	**-**	**-**	**$80,932**		

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
PERSONAL SERVICES						
3400 Other Funds Ltd	190,780	-	-	190,780		
TOTAL PERSONAL SERVICES	**$190,780**	**-**	**-**	**$190,780**		
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	500	-	-	500		
4150 Employee Training						
3400 Other Funds Ltd	1,602	-	-	1,602		
4175 Office Expenses						
3400 Other Funds Ltd	750	-	-	750		
4250 Data Processing						
3400 Other Funds Ltd	85,000	-	85,000	-		
4315 IT Professional Services						
3400 Other Funds Ltd	515,000	515,000	-	-		
4650 Other Services and Supplies						
3400 Other Funds Ltd	3,976	-	-	3,976		
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,500	-	-	1,500		
4715 IT Expendable Property						
3400 Other Funds Ltd	4,500	-	-	4,500		
SERVICES & SUPPLIES						
3400 Other Funds Ltd	612,828	515,000	85,000	12,828		

Description	Total Policy Packages	Pkg: 100 Licensing system, startup cost Priority: 01	Pkg: 101 Licensing system, ongoing support Priority: 02	Pkg: 102 OS2 Position Priority: 03		
TOTAL SERVICES & SUPPLIES	**$612,828**	**$515,000**	**$85,000**	**$12,828**		
EXPENDITURES						
3400 Other Funds Ltd	803,608	515,000	85,000	203,608		
TOTAL EXPENDITURES	**$803,608**	**$515,000**	**$85,000**	**$203,608**		
ENDING BALANCE						
3400 Other Funds Ltd	(803,608)	(515,000)	(85,000)	(203,608)		
TOTAL ENDING BALANCE	**($803,608)**	**($515,000)**	**($85,000)**	**($203,608)**		
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	1	-	-	1		
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	1.00	-	-	1.00		

2027-29 Biennium **Cross Reference Number: 12400-000-00-00-00000**

Budget Preparation **Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
Total Salary											-	-	1,568,736	-	1,568,736
Total OPE											-	-	889,160	-	889,160
Total Personal Services					9	8.50					-	-	2,457,896	-	2,457,896

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
0000834	MEAH Z7589 HI	AGENCY HEAD 9	32X	PF	1	1.00	24	11	13817	SAL	-	-	331,608	-	331,608
										OPE	-	-	152,944	-	152,944
0000835	UA C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	10	6977	SAL	-	-	167,448	-	167,448
										OPE	-	-	99,150	-	99,150
0000836	UA C0870 AP	OPERATIONS & POLICY ANALYST 1	23	PF	1	1.00	24	10	7675	SAL	-	-	184,200	-	184,200
										OPE	-	-	104,639	-	104,639
0000837	UA C0104 AP	OFFICE SPECIALIST 2	15	PF	1	1.00	24	9	5024	SAL	-	-	120,576	-	120,576
										OPE	-	-	83,789	-	83,789
0000839	UA C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	1.00	24	11	8844	SAL	-	-	212,256	-	212,256
										OPE	-	-	113,834	-	113,834
0000841	UA E5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	10	7675	SAL	-	-	184,200	-	184,200
										OPE	-	-	104,639	-	104,639
0000843	UA E5232 AP	INVESTIGATOR 2	23	PF	1	1.00	24	11	8053	SAL	-	-	193,272	-	193,272
										OPE	-	-	107,612	-	107,612
0000844	UA C0104 AP	OFFICE SPECIALIST 2	15	PP	1	0.50	12	9	5024	SAL	-	-	60,288	-	60,288
										OPE	-	-	41,895	-	41,895
0000848	UA C0104 AP	OFFICE SPECIALIST 2	15	PF	1	1.00	24	7	4577	SAL	-	-	109,848	-	109,848
										OPE	-	-	80,273	-	80,273
0006801	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006802	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006803	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006804	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006805	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006806	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0006807	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
										OPE	-	-	55	-	55
Total Salary											-	-	1,568,736	-	1,568,736
Total OPE											-	-	889,160	-	889,160
Total Personal Services					**9**	**8.50**					**-**	**-**	**2,457,896**	**-**	**2,457,896**